

September 29, 2026 at 9:30am
Room D333, Vernon Campus

Timing		Pages
9:30am	1. CALL TO ORDER 1.1. Inspire Moment 1.2. Oath of Office – Lukyan Filipchuk and Siofra Kilroy 2. DECLARATION OF CONFLICT <i>As per Board Bylaws section 14.2, a Board member will immediately upon becoming aware of a potential, real, or perceived conflict of interest situation, disclose the conflict to the Chair. The member and the Chair will follow the Procedures for Disclosure under the Code of Conduct for Okanagan College Board of Governors Policy.</i>	
9:45am	3. APPROVAL OF AGENDA <u>Recommended Motion:</u> <i>“BE IT RESOLVED THAT the Okanagan College Board of Governors approves the September 29, 2026 Open Session meeting agenda and thereby approves the consent agenda.”</i> 3.1. Consent Agenda 3.1.1 Open Session Minutes – June 23, 2026 3.1.2 Institutional Accountability Plan Report 2025/26 <u>Recommended motion:</u> <i>“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the Institutional Accountability Plan and Report 2025/26.”</i> 3.1.3 Education Council Chair Report 3.1.4 Executive Terms of Reference Renewal <u>Recommended motion:</u> <i>“BE IT RESOLVED THAT the Okanagan College Board of Governors approves the renewal of the Executive Terms of Reference as recommended by the Executive Committee.”</i>	1-172 4-16 17-69 70-71 72-75

Okanagan College Board of Governors

Open Session Meeting Agenda

September 29, 2026

Timing		Pages
	3.1.5 Board Meeting Schedule <u>Recommended motion:</u> <i>"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the 2027 and 2028 Board Meeting Schedules as recommended by the Executive Committee."</i>	76-80
	3.1.6 Board Annual Workplan <u>Recommended motion:</u> <i>"BE IT RESOLVED THAT the Okanagan College Board of Governors approve the 2027 Board Workplan as recommended by the Executive Committee."</i>	81-85
4. REPORTS		
9:50am	4.1. Chair Report (D. Baulkham)	86-94
10:00am	4.2. President's Report and Analysis (N. Fassina) 4.2.1 2026-27 First Quarter (Q1) Financial Statement	
10:15am	4.3. Finance, Audit and Risk Committee Report (A. Louie)	95-153
10:20am	4.3.1 Statement of Financial Information (SOFI) 2025/26 <u>Recommended Motion:</u> <i>"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the Statement of Financial Information for the fiscal year ending March 31, 2026, as recommended by the Finance, Audit and Risk Committee."</i>	
10:30am	4.4. Human Resource and Compensation Committee Report (D. Baulkham)	154-160
10:35am	4.4.1 Revised Employee Discrimination, Bullying and Harassment Policy (T. Smith) <u>Recommended motion:</u> <i>"BE IT RESOLVED THAT the Okanagan College Board of Governors approve the revised Employee Discrimination, Bullying and Harassment Policy as recommended by the Human Resource and Compensation Committee."</i>	

Okanagan College Board of Governors

Open Session Meeting Agenda

September 29, 2026

Timing		Pages
	5. NEW BUSINESS	
10:45am	5.1. Education Council	
	5.1.1 New Program: Essentials of Artificial Intelligence Microcredential (J. Garrett / S. Lenci)	161-172
	<u>Recommended motion:</u>	
	<i>"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the Essentials of Artificial Intelligence Microcredential as recommended by Education Council and thereby approves the following new courses as presented:</i>	
	• <i>AIML 100 - Artificial Intelligence for Everyone;</i> • <i>AIML 101 - Decision Making with Artificial Intelligence;</i> • <i>AIML 110 - Data-Driven Storytelling;</i> • <i>AIML 180 - Artificial Intelligence for Everyone: Extended Topics;</i> • <i>AIML 181 - Decision Making with Artificial Intelligence: Extended Topics</i> <i>and</i> • <i>AIML 190 - Data-Driven Storytelling: Extended Topics."</i>	
10:55am	6. OTHER BUSINESS AND BUSINESS ARISING FROM CONSENT AGENDA	
11:00am	7. ADJOURNMENT	

NEXT MEETING DATES

**Tuesday, October 20 &
Wednesday, October 21, 2026**
Kelowna campus

Professional Development

Tuesday, December 1, 2026
virtual

Finance, Audit and Risk Committee
Campus Planning
Governance Committee
Human Resource and Compensation
Executive Committee

Tuesday, December 8, 2026
Kelowna Campus

Regular Open Session
Regular Closed Session



Okanagan College Board of Governors Regular Open Session

Tuesday, June 23, 2026

SA130, Salmon Arm Campus

Draft Minutes for Approval September 29, 2026

IN ATTENDANCE

Board Members

- Dustyn Baulkham, Board Chair
- Dale Safinuk
- Neil Fassina, President & ex-officio
- Cindy Battersby
- Gurjit Chand
- JoAnn Fowler
- Kevin Fukushima
- Jillian Garrett
- Sheri Hamilton
- Roger Wheeler

Administration

- Curtis Morcom, CFO and Vice President, Corporate Services
- Samantha Lenci, Provost & Vice President Academic
- Jenn Goodwin, Vice President, College Relations & Enrolment
- Kristen Wiebe, Governance and Privacy Coordinator

REGRETS

- Ben Harris
- Annabelle Lee
- Amanda Louie
- Allan Louis
- Andrea Alexander
- Helen Jackman, Executive Director, Okanagan College Foundation
- Gill Henderson, Associate Vice President, People Services
- Joanna Campbell, Senior Administrative Officer, Coordination and Operations

ACTION

1. CALL TO ORDER AND CHAIR'S REMARKS

Quorum was established and the meeting was called to order at 8:35a.m.

It was respectfully acknowledged that the meeting was held on the unceded traditional lands of the Indigenous people who have inhabited and used the lands since time immemorial.

1.1. Inspire Moment

The President shared an Inspire Moment highlighting Carpenter Foundation students and their technical learning through work on a duplex near Enderby, noting the distinction between Foundation students and apprentices.

ACTION

2. DECLARATION OF CONFLICT

There were no conflicts declared.

3. APPROVAL OF AGENDA

The President proposed that agenda item #3.1.3 (BCIS Course Tuition Fees) be moved out of the consent agenda. The motion for approval of the agenda was amended to reflect this. No other changes to the agenda were proposed.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the June 23, 2026 meeting agenda and thereby approves the consent agenda as amended."

S. Hamilton
CARRIED

3.1. Consent Agenda

3.1.1. Open Session Minutes – March 10, 2026

3.1.2. Line of Credit

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves a short-term line of credit with TD Canada Trust in the amount of \$2.5 million as recommended by the Finance, Audit and Risk Committee."

3.1.4. Aircraft Maintenance Engineer Mechanical Material Fees

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the Material Fees for the Aircraft Maintenance Engineer Category "M" Mechanical program as presented."

3.1.5. Education Council Chair Report

3.1.6. Course Revisions

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the course revisions as recommended by Education Council in May 2026 and as presented."

3.1.7. Course Cancellations

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the course cancellations as recommended by Education Council in May 2026 and as presented."

4. REPORTS

4.1. Education Plan

The Provost and Vice President Academic (PVPA) presented the updated Education Plan, highlighting its revised structure and format, including the use of report categories and how the updated approach differs from information previously provided annually to the Board and Education Council.

The current Education Plan reflects a review of inactive courses, which had not been completed for several years. A three-year review period was applied to identify programming that should no longer appear in the Academic Calendar, taking into account the College's two-year program context.

Advice on the Education Plan was received from Education Council. In future a separate report on non-credit programs and courses will be provided to the Board and Education Council after implementation.

The PVPA provided context on the Viticulture Technician Diploma, noting that it has not been offered for five years and that, while the current curriculum is science-based, its renewal will focus on the practice of viticulture.

In relation to the policies presented for Board approval this month and the profitability formula approved by the Board in May, a member raised concerns about programs included on the suspension list and expressed support for maintaining the Office Administration programming.

The Provost and Vice President Academic clarified that individual programs and courses within Office Administration, such as the Legal Administrative Assistant program, are being transitioned to other program areas. The PVPA also noted that comparison with other institutions indicates similar Office Administration programs have been closed elsewhere. The President clarified that the Education Plan reflects a refocusing on the College's programming strengths. The Provost suggested that Office Administration content may be better delivered through shorter, repackaged courses or Continuing Studies to meet community needs, noting that students often enrol in individual courses rather than completing the full program.

The President highlighted that Culinary programming was included on the suspension list because a review of the programming is underway with SkilledTrades BC.

A member asked how Continuing Studies programming would be reflected in the Education Plan, given its purpose of remaining responsive to community and learner needs. The President noted that the list can be updated throughout the year and that Continuing Studies programming may be included, from a governance perspective, in category 2 (recommended for intake suspension) or category 3 (recommended for cancellation due to low enrolment).

ACTION

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the 2026 Education Plan and academic priorities as presented."

G. Chand
CARRIED

5. REPORTS

5.1. Chair Report

The Chair gave a report and noted the Executive Committee met on June 16. The Chair thanked members for attending Convocation ceremonies and Trades Ministry events over the past month.

5.2. President's Report and Analysis

The President provided highlights from the report including that the enrolment curve is going in the right direction. It was noted the Mandate Letter issued at the beginning of this government is anticipated to continue for the duration of the term and that an additional mandate letter will not be issued.

Current messaging around the post-secondary review submitted to government indicates that the report may be released in early-Fall, and that it could be accompanied by a response from government.

The President highlighted the College's financial position as of Q1 2026/27. It was further noted that workforce mitigation and reductions and delayed impacts from enrolment are anticipated to reach their lowest point in Fall 2027.

The President highlighted that the Board can anticipate an invitation to the steel standing in August at the BPL Hangar construction site north of the Kelowna airport. The President also noted the College's involvement as title sponsor of Touchdown Kelowna and as a sponsor of the Memorial Cup, and extended special thanks to the Vice President, Enrolment and College Relations' team for their support at these community events.

5.3. Finance, Audit and Risk Committee Report

The Committee Chair noted that they met on June 16 and reviewed the Audited Financial Statements. The Committee Chair thanked the management team for contributions to the audit and highlighted the Committee's discussion around one of the misstatements at the Kelowna campus.

5.3.1. Audited Financial Statements 2025/26

The CFO & Vice President Corporate Services provided an overview of the audited financial statements for 2025/26.

The CFO & VPCS expressed appreciation for the Financial Services team and noted that this is year three of a five-year audit term with the Office of the Auditor General. Highlights included a qualified opinion arising from the

ACTION

difference between public sector accounting standards and the accounting framework applied by the College.

The CFO & VPCS outlined growth in assets from \$60.9 million to \$65.4 million, largely due to capital projects such as Penticton Student Housing, the Centre for Food, Wine and Tourism, and the Recreation and Wellness Centre. It was also noted that liabilities increased by 20%, from \$253 million to \$304 million, due to deferred contributions. The College's accumulated surplus decreased by 20% and was slightly better than budgeted. Income statement revenue was higher than budgeted and lower than the prior year, reflecting a difference in grant funding from the previous year. Expenses were higher than budgeted.

The CFO also noted that there were no changes to the notes to the financial statements, other than the addition of Note 3 to better communicate asset useful lives by category.

A member inquired about the accounts receivable increase and the CFO & VPCS noted it is due to timing at year end for capital projects.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the 2025/26 Audited Financial Statements as recommended by the Finance, Audit and Risk Committee."

D. Safinuk
CARRIED

5.3.2. Strategic Risk Reserve Policy

The CFO and Vice President Corporate Services (CFO & VPCS) provided an overview of the proposed Strategic Risk Reserve Policy, noting that it aligns with the College's enterprise risk management framework. The policy formalizes the approach for determining an appropriate strategic reserve and contingency amount for the College, supported by a three-year forecast that will be updated regularly. The CFO noted that the College is currently close to the target strategic risk reserve amount of \$15 million.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the Strategic Risk Reserve Policy as recommended by the Finance, Audit and Risk Committee."

5.3.3. Student Recreation Fees

The CFO and Vice President Corporate Services provided background on the proposed Student Recreation Fees, noting that the College is responsible for ancillary operating costs although the recreation facility was funded through donations. It was noted that establishing a mandatory fee is required as part of the operating plan. Notional fee approval was requested from the Ministry, and consultation with the Student Unions informed the final proposed fees.

ACTION

The intention is for the fee to apply each term, including the summer term, at the Kelowna and Penticton campuses, with a half rate fee for Vernon. The fee would apply to part-time and full-time students with exceptions for students in Microcredential and adult upgrading programs.

Kelowna students will have access to the gymnasium and running track, and to dedicated student access times, as well as City of Kelowna classes offered at the facility. Community programming will also be offered from the facility.

The College continues to work on access to other City facilities at a discounted rate. Financial aid will be available, and it was noted that the proposed fees are within the Tuition Limit Policy.

Motion:

"BE IT RESOLVED THAT the Board of Governors approves the proposed mandatory student recreation fees as recommended by the Finance, Audit & Risk Committee and as presented."

C. Battersby
CARRIED

5.3.4. Rescind Finance Auditor Policy

The CFO and Vice President Corporate Services provided an overview of the rationale for rescinding the Finance Auditor Policy, noting this is part of the College's ongoing policy renewal. The full-time equivalent (FTE) audit requirement has not been required since 2005, and the College and Institute Act requires the Board to appoint an auditor.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves rescinding the Finance Auditor Policy as recommended by the Finance, Audit and Risk Committee."

G. Chand
CARRIED

5.4. Governance Committee Report

The Committee Chair noted they met June 16, and reviewed and recommended policies before the Board today.

This included an overview of the policy framework from the Provost and how these policies represent governance oversight and foresight. The Committee appreciated receiving Education Council's advice.

The Committee proposed an amendment reflected in section 7 of the Non-Credit and Service Contract Course and Program Implementation and Cancellation Policy to better align with the language in the College and Institute Act.

5.4.1. Revised Admissions Policy

The Provost and Vice President Academic (PVPA) outlined the new admissions approach reflected in the revised policy, including the move from first-come, first-served model to a first-qualified, first-admitted model. The revised approach is intended to support enrolment management and improve waitlist practices. The

ACTION

PVPA noted that Education Council's advice regarding visiting students was retained.

A member expressed support for the revised admissions process.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the revised Admissions Policy as recommended by the Governance Committee."

G. Chand
CARRIED

5.4.2. Rescind Program and Service Standards Policy

The Provost outlined the rationale for rescinding the policy, describing the policy as primarily aspirational, with related statements already reflected in other policies and the strategic plan.

The Education Council Chair suggested that educational services be defined, including teaching and learning, educational technology, and accessibility. It was noted the Program Quality Review and Renewal Policy does not address these.

The President noted that a definition could be developed and that the existing policy gap could be further reviewed, with a future update brought to the Board.

A member asked about the risk of rescinding the policy. The President noted that the identified policy gap already exists as a risk and that rescinding the policy does not resolve it.

The motion was amended to include additional direction to Administration to conduct a review of education services.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves rescinding the Program & Service Standards Policy as recommended by the Governance Committee and directs Administration to conduct a review of the definition of education services."

G. Chand
CARRIED

5.4.3. Overall Policies Review

The President noted that the College is nearing the end of a five-year governance review cycle. A comprehensive governance review was completed four years ago, followed by a similar process by Education Council. The final step, completed last year, identified policy gaps, including the absence of policies addressing core teaching and learning activities. The Board has a fiduciary responsibility for policies under its governance authority, including matters under section 19 of the College and Institute Act, while policies under section 23 require Education Council advice. Additional section 23 matters that were not initially identified as priorities for policy development are forthcoming. The College is now positioned to continue evolving its education framework during the next five-year review cycle.

ACTION

5.4.4. Management of Courses and Programs Policy

The Provost and Vice President Academic noted that the policy is a Board policy focused on their legislative responsibility. The policy provides a governance framework to clarify the Board's oversight and foresight role in relation to courses and programs.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the Management of Courses and Programs Policy as recommended by the Governance Committee."

S. Hamilton
CARRIED

5.4.5. Non-Credit and Service Contract Course and Program Implementation and Cancellation Policy

The Provost and Vice President Academic (PVPA) outlined the new policy, noting that non-credit programming is distinct from the College's academic programming and is intended to be fully cost-recovered and revenue-generating. The PVPA noted that the policy is intended to align with the College and Institute Act and establish an administrative framework that allows non-credit programming to respond more quickly to community needs, market opportunities, and individual learners. Administration will report back to Education Council and the Board on non-credit programming activity.

The Education Council Chair referred to their written report in the consent agenda and noted that concerns around the policy had been discussed with the Board Chair and Governance Committee Chair. The Education Council Chair also noted that the policy presents an opportunity for Board education on non-credit programming. They further explained that Continuing Studies' public webpage does not clearly distinguish between credit and non-credit programming and includes categories such as certificates, microcredentials, individual courses, and new or one-time non-credit offerings. The Education Council Chair suggested that similar distinctions are not clear for students in the Academic Calendar.

The Education Council Chair suggested that section 6.1, which delegates authority for non-credit programming to the President, is not standard practice at other post-secondary institutions. They noted that non-credit programming generally falls into two categories: certificates of completion and certificates of participation. The Education Council Chair stated that Education Council reviews learning outcomes, while assessment of student learning is delegated to Education Council for programming that does not ladder into a credential. They further noted that, in a review of 32 non-credit programs, each included admissions requirements, graduation requirements, and courses assessments.

A member asked about the risks of adopting the policy. The Education Council Chair expressed concern that the policy could weaken academic quality oversight. The Provost and Vice President Academic noted that non-credit programming

ACTION

has an established quality assurance process and system, and that academic programming processes may be less responsive.

The Education Council Chair highlighted that certificate programs are recognized at convocation and the President clarified that the ceremonies celebrate both convocation and commencement and are titled as such.

A member asked why two quality assurance processes are needed and whether this creates confusion. The Provost and Vice President Academic responded that College programming can serve different groups of learners.

The President noted that the College and Institute Act distinguishes between credit and non-credit programming and defines the respective roles of Education Council and the Board. The policy codifies the principles for quality assurance in non-credit programming, which may be assessed using different metrics.

A member asked whether the Board had met the statutory timelines for requesting advice from Education Council. It was confirmed that the timelines under the Act had been met.

A member referred to section 6.2 of the policy, which states that non-credit courses are not subject to Education Council approval. The Provost and Vice President Academic outlined that the College and Institute Act permits that level of governance to be delegated to the institution.

A member outlined that there is a difference between legislative requirements and cultural norms or past practice.

The Education Council Chair highlighted that academic expertise is important to the review of program learning outcomes and student evaluation and expressed concern about delegating this authority. It was suggested that new learning outcomes be reviewed by Education Council, while cancellation authority remain delegated to the President. The President clarified that non-credit programming falls under the Provost and Vice President Academic, who has expertise in pedagogy and curriculum design.

S. Hamilton left the meeting at 10:26a.m.

A member suggested the College is the only institution that offers the Education Assistant Certificate (EAC) through Continuing Studies and that review by Education Council is not a barrier.

The President highlighted that this reflects past practice. The Education Council Chair noted the EAC is a non-credit. The President noted the policy includes a definition of certificate.

A member asked what information Education Council receives to support governance oversight and highlighted the Board's role as governors. The member suggested that the policy reflects a new cultural norm at the College, with the

Executive Team responsible for implementation and the Board responsible for holding Administration accountable.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the Non-Credit and Service Contract Courses and Programs Implementation and Cancellation Policy as recommended by the Governance Committee."

ACTION

D. Safinuk
CARRIED

A. Alexander left the meeting and the meeting recessed at 10:39a.m.

The meeting resumed at 10:51a.m.

The Education Council Chair requested permission from the Chair to raise a personal point of privilege and stated that they wished to respond to comments made during a previous discussion.

The President responded by clarifying the intent of comments made during the previous discussion.

5.4.6. New Credit Course and Program Implementation Policy

The Provost and Vice President Academic provided an overview of the new policy noting it represents a development framework for new credit programs and courses. The Council's advice and responses by Administration were outlined.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the New Credit Course and Program Implementation Policy as recommended by the Governance Committee."

C. Battersby
CARRIED

5.4.7. Credit Course and Program Suspension and Cancellation Policy

The Provost and Vice President Academic provided an overview of the new policy and noted that further consideration will be given to how adult upgrading programming aligns with the policies presented.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the Credit Program and Course Suspension and Cancellation Policy as recommended by the Governance Committee."

G. Chand
CARRIED

5.5. Human Resource Committee Report

The Committee Chair gave a report noting that the committee met on June 16 and reviewed and supports the revised Sexual Violence and Misconduct Policy.

5.5.1. Revised Sexual Violence and Misconduct Policy

The President provided an overview of the policy revisions, noting they primarily reflect legislative compliance with updates to the Sexual Violence and Misconduct Policy Act.

ACTION

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the revised Sexual Violence and Misconduct Policy as recommended by the Human Resource and Compensation Committee."

J. Fowler
CARRIED

5.6. Education Council

5.6.1. New Course

The Education Council Chair presented the new course and reminded the Board that they approve its implementation. It was highlighted that this is an elective for the Associate of Arts Degree.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the new course: PSYC 345 The Psychology of Murder as recommended by Education Council and as presented."

D. Safinuk
CARRIED

5.6.2. New Programs

The Education Council Chair presented the new programs. The Fundamentals in Architecture, Construction and Engineering Microcredential introduces students to the built environment and prepares them for entry-level employment or upskilling opportunities. The pilot is funded through the BC Workplace Innovation Fund, and the Provost and Vice President Academic noted that the College supported practicum placements last year.

The Greenhouse Fundamentals Microcredential provides learners with greenhouse operations knowledge and prepares them for entry-level and supervisory roles in agricultural settings. The program is funded by Colleges and Institutes Canada and was developed through the C2R2 partnership.

The Leadership Skills for IT Professionals Microcredential consists of 150 hours delivered through four non-credit courses and is intended to support upskilling. The Provost and Vice President Academic noted that tuition is cost-recovered with six participants.

A member asked whether these programs would be included in the annual non-credit programming report. The President clarified that prior learning could be recognized through admissions processes or through prior learning assessment and recognition by Education Council or departments.

A member asked whether enrolment and completion data would be included in the report. The President noted that this could be considered and would also reflect cost recovery.

ACTION

Motion:

“BE IT RESOLVED THAT the Okanagan College Board of Governors approves the new programs and related courses for the:

- ***Fundamentals in Architecture, Construction and Engineering Microcredential;***
- ***Greenhouse Fundamentals Microcredential; and***
- ***Leadership Skills for IT Professionals Microcredential as recommended by Education Council and as presented.”***

D. Safinuk
CARRIED

5.6.3. Program Revisions

The Education Council Chair presented the program revisions and summarized the Board’s approval responsibilities.

A member highlighted that these non-credit programs would not return to the Board or Education Council for review under the proposed policy framework.

The Provost and Vice President Academic noted that Continuing Studies is constantly investing in curriculum updates to improve program relevance. The related fees and delivery modalities were outlined, and it was noted that reinvestment is high because the Education Assistant Certificate program is popular with students and industry.

For the Mathematics and Statistics Emphasis, the Education Council Chair noted that emphases provide pathways for students to choose and that missing teaching qualifications had been added.

For the Post-Diploma Certificate in Data Science, the Education Council Chair noted that the revisions apply for fall 2026 and support full-time completion within one academic year. The program is moving from 24 to 30 credits in statistics and data science.

Motion:

“BE IT RESOLVED THAT the Okanagan College Board of Governors approves the program revisions, and related course revisions where applicable and as recommended by Education Council for the:

- ***AutoCAD Skills Certificate;***
- ***Education Assistant Certificate;***
- ***Common First Year Engineering Certificate;***
- ***Health Care Assistant Certificate; and***
- ***Mathematics and Statistics Emphasis of the Associate of Science Degree;***
- ***Post Diploma Certificate in Data Science.”***

The Education Council Chair presented the revised business programs and noted that further revisions are expected to come forward to the Board next year. The revisions clarify faculty qualifications and laptop requirements.

J. Fowler
CARRIED

ACTION

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the program revisions for the following Business Administration programs as recommended by Education Council and as presented:

- ***Bachelor of Business Administration;***
- ***Bachelor of Business Administration, Accounting Specialty;***
- ***Business Administration Diploma;***
- ***Business Administration Diploma, Accounting Option;***
- ***Business Studies Certificate,***
- ***Small Business Computer Accounting."***

C. Battersby
CARRIED

6. NEW BUSINESS

6.1. Open Studies Administration Fee

The Provost outlined the new fee for enrolment in Open Studies, noting it is an administrative fee per term enrolled.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the Open Studies Administration Fee as presented."

C. Battersby
CARRIED

7. BUSINESS ARISING FROM CONSENT AGENDA

7.1. BCIS Honours Tuition Fees

The President clarified that the tuition fees outlined in the briefing note are to be charged per credit rather than per course. A member asked how the proposed fee compares with those at other institutions and the Provost and Vice President Academic noted that fees are reviewed across the province.

Motion:

"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the tuition rates per credit for the two new courses (COSC 491 & COSC 492) in the BCIS Honours program as presented."

G. Chand
CARRIED

8. OTHER BUSINESS

No other business was raised.

9. ADJOURNMENT

The meeting adjourned at 11:30a.m.

CARRIED



BOARD OF GOVERNORS – BRIEFING NOTE

September 29, 2026

Agenda #: 3.1.2

Title	Institutional Accountability Plan and Report 2025/26		
Action and/or Recommendation	For Approval <u>Recommended Motion:</u> <i>“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the Accountability Plan and Report 2025/26 as presented.”</i>		
Meets OC’s Inspire Plan...	Values ☐ Students First ☒ Community ☐ Respect ☐ Courage ☐ Relationships ☐ Distinction	Responsibilities ☐ Reconciliation ☐ EDISJ ☐ Sustainability ☐ Resilience ☐ Effective and Efficient	Commitments ☐ Inclusive & Equitable Access ☐ Life-long learning partnerships ☐ Integration and focus

Background Statement

Each year, post-secondary institutions in British Columbia are required to submit an “Accountability Plan & Report” to the Ministry of Post Secondary Education and Future Skills in July.

Reference Materials

- Institutional Accountability Report (2025-26)

Supporting Analysis

The report includes the institution’s goals, objectives and performance measure results along with contextual information to describe the institution's role in providing service to their students and communities. The report is an instrument for communicating with both government and the public.

Submissions are reviewed at the Ministry level and are posted on the province’s website as well as the institution’s.

Alignment to the Strategic Plan Roadmap

The Accountability Plan and Report is aligned with Inspire.

Risk Implication & Mitigation Steps

Reputational: The report demonstrates how the College ensures students receive quality education and how it contributes to social and economic development within the wider public post-secondary system.

Proposed and Prepared by		Neil Fassina, President		
Consultation History	Reviewed	Recommended	Group/Individual, Title	Date
	☐	☐		Select a date.
	☐	☐		Select a date.
	☐	☐		Select a date.
	☐	☐		Select a date.
	☐	☐		Select a date.

OKANAGAN COLLEGE

ACCOUNTABILITY PLAN AND REPORT



Transforming Lives and Communities
2025-26

ACKNOWLEDGEMENT OF TERRITORY

Okanagan College respectfully acknowledges that the Penticton, Kelowna and Vernon campuses are located on the lands of the Syilx Okanagan People, and the Salmon Arm campus is located on the lands of the Secwépemc People. We honour our relations and hold up their knowledge, welcoming all to our house of learning.



Accountability Statement

Okanagan College
2025-26
Accountability Plan and Report

Dear Minister Sunner,

At Okanagan College, we are committed to achieving our mission of transforming lives and communities through the delivery of relevant, industry-aligned education and training.

Each year, as new students walk through our doors and graduating students take their next steps in the workforce, we have the privilege of witnessing firsthand what is possible when students have the chance to build skills and expand their knowledge. Okanagan College alumni are business owners, government leaders, innovators and entrepreneurs, health care workers, builders and manufacturers, technicians and engineers, communicators and teachers – and so much more. They are citizens, contributors, team members and changemakers.

The information in this Institutional Accountability Plan and Report (IAPR) will demonstrate the role Okanagan College has had in delivering high-quality post-secondary programs in 2025-26.

Last September, we welcomed more than 19,000 total students to our campuses in Salmon Arm, Vernon, Kelowna, and Penticton, and through online and distance program offerings. Flexible course delivery and opportunities that fit the lives of a diverse range of learners make Okanagan College accessible to more people, and therefore better able to meet the needs of students, employers and communities.

In 2025-26, despite experiencing a drop in the number of new international students, Okanagan College saw modest growth in domestic enrolment in key areas, including skilled trades and health programs. The College continues to adjust, attract and retain in-region students, including those who have just completed high school, as well as mid- and late-career adults seeking reskilling or upskilling opportunities.

The attached 2025-26 IAPR is aligned with the Okanagan College Inspire Strategic Plan, and it is prepared in accordance with the Budget Transparency and Accountability Act.

We look forward to sharing updates on the progress of the initiatives included in the pages that follow, and more broadly, on the achievements of our students, alumni, employees and Okanagan College community partners in the years ahead.

Dustyn Baulkham,
Chair, Okanagan College Board of Governors

Dr. Neil Fassina,
President, Okanagan College

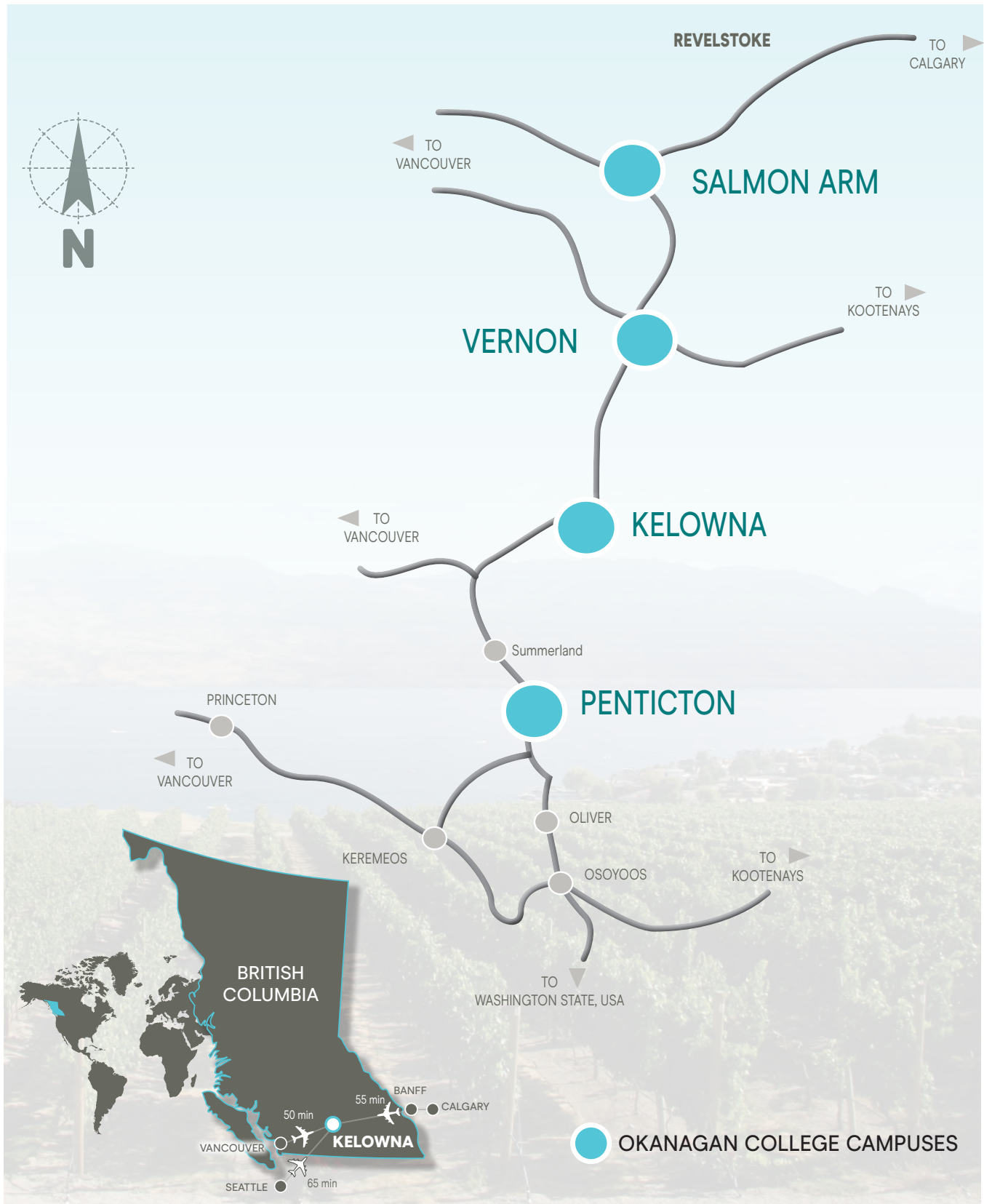
Contents

Okanagan College
2025-26
Accountability Plan and Report

Acknowledgement of Territory	2
Accountability Statement	3
Strategic Direction & Context	5
Strategic Direction	6
Strategic Context.	12
Mandate Priority Reporting	17
Strategic Initiatives Reporting	24
Sexual Violence and Misconduct Policy Update	24
Former Youth in Care	25
K-12 Transitions and Dual Credit Programming.	26
Work-Integrated Learning (WIL).	27
Diverse Educational Delivery Across Campuses and Communities.	27
Financial Reporting	28
Appendix A: Performance Measure Results	29
Standard Performance Measures.	29
Appendix B: Implementation of Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples	34
Appendix C: Mandates Priority Index	49
Appendix D: Glossary	50

Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report



Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

STRATEGIC DIRECTION

College Overview

Okanagan College (OC) is a public, post-secondary institution with programs delivered through five portfolios: Trades and Apprenticeship, Health and Social Development, Business and Entrepreneurship, Arts and Sciences, and Continuing Studies and Corporate Training. Programs lead to a range of credentials, including bachelor's degrees and diplomas, associate degrees, post-degree programs; certificates, including advanced certificates and microcredentials, developmental credentials, short certificates and apprenticeships. OC also offers non-credentialled programs, including adult upgrading, and workforce development programs, corporate training and general interest learning opportunities.

OC's partners include SkilledTradesBC, regional health authorities, public school districts, private Kindergarten to Grade 12 (K-12) schools, industry groups, Indigenous communities, municipalities, Chambers of Commerce, economic development agencies, and business and industry partners.

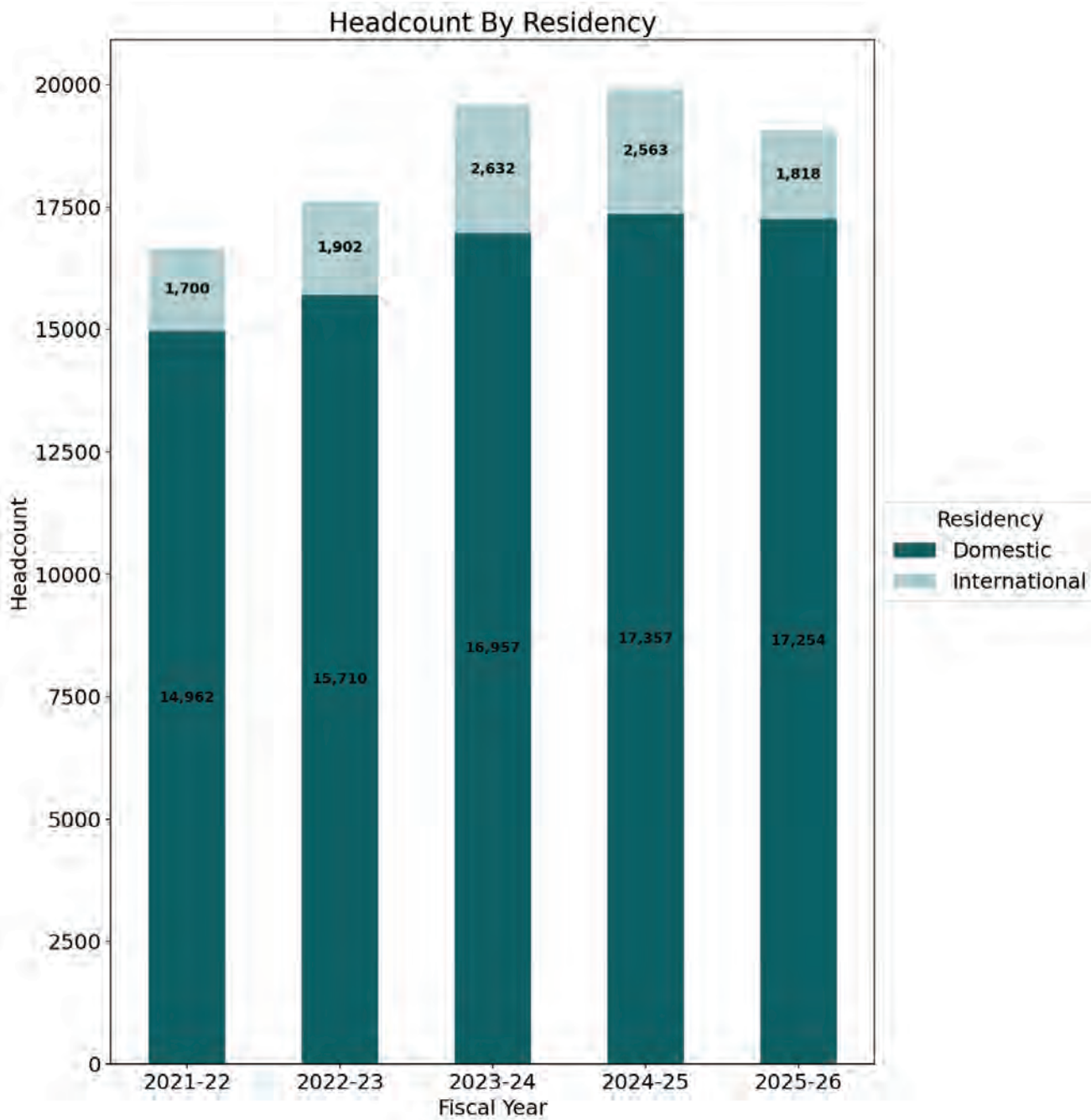
OC is committed to providing training opportunities to students and working with community partners to develop new programming to meet learner needs. OC's programming plan for 2025-26 is a combination of (a) continuance of current programming, reflecting regional labour market needs and student demand/interest, (b) maximizing targeted funding opportunities aligned to strategic areas of focus, (c) continued delivery of the Trades and Apprenticeship Training Plan, (d) new programming, including options that enhance flexible learning offerings for students, such as hybrid learning, and Work-Integrated Learning (WIL), and (e) offering smaller stackable microcredentials, specifically geared to learners already in the workforce.



Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

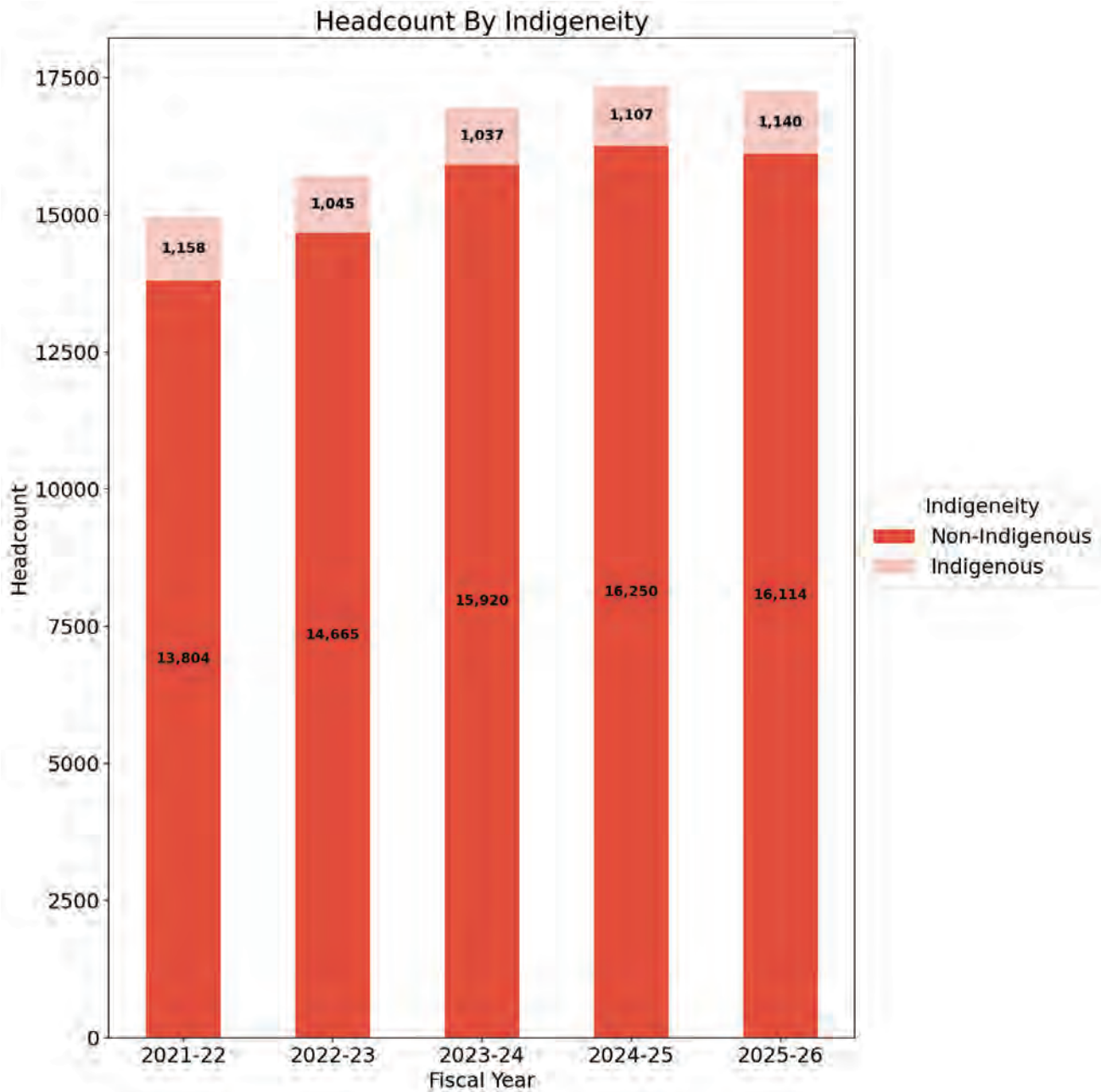
In fiscal year 2025-26, the College welcomed 19,072 unique students (headcount) including 1,140 students from Indigenous communities across the British Columbia (B.C.) Interior (6.6 per cent of the total headcount, excluding international and exchange students) and 1,818 international and exchange students (9.5 per cent of the total headcount).



Source: OC Enterprise Resource Planning (ERP) and Student Information System (SIS).

Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

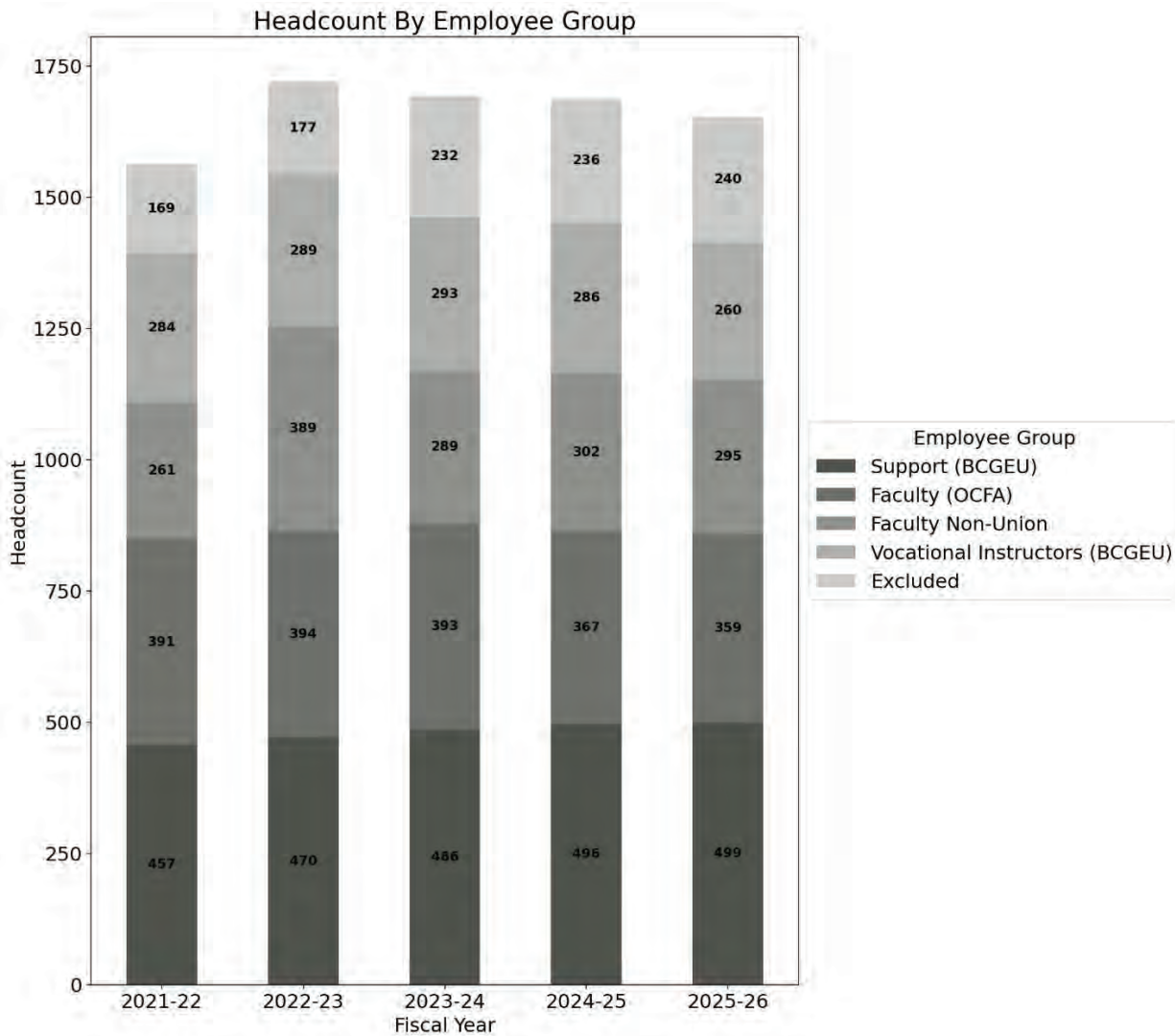


Source: ERP and SIS. Non-Indigenous headcount excludes international and exchange students.

Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

Also, in fiscal year 2025-26, there were 1,653¹ employees, including 260 vocational instructors, 654 faculty positions (non-union and OCFA²), 499 support staff, and 240 non-union excluded³. Out of the total, 39.6 per cent were faculty (Non-Union and OCFA).



Source: ERP and SIS.

¹ Number of unique employees regardless of the number of appointments. Employees in multiple employee groups are counted once in each employee group and once for total.

² Okanagan College Faculty Association

³ Includes Senior Managers, Administrators, Excluded Support and Invigilators.

Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

Facts Snapshot

- Second-largest Trades Training Institute in B.C.
- Serving a region of more than 640,000 residents⁴.
- 78.2 per cent of former students are employed in a program-related job⁵.
- 64.7 per cent of former students stayed in the Thompson-Okanagan region to work after 2 years of program completion⁵.
- 94.3 per cent of former students were very satisfied and satisfied with the education received by the program⁵.
- 84.5 per cent of former students think the quality of instruction received was very good and good⁵.
- 86.7 per cent of students find the knowledge and skills gained in the program very useful and somewhat useful in performing their main job⁵.
- 95.8 per cent of students find their program prepared them very well and somewhat well to engage in further studies⁶.
- 92.2 per cent of the employees are committed and satisfied with their employment at the College⁷.
- 81.4 per cent of the employees feel included and respected in the work environment⁷.
- Over 2,400 credentials were awarded⁸.
- 95.8 per cent Ministry target Full-Time Equivalent (FTE) utilization rate.

⁴ Source: B.C. Stats.

⁵ Source: B.C. Outcomes Surveys (BGS, DACSO and APPSO). Weighted average for survey years 2025.

⁶ Source: B.C. Outcomes Surveys (BGS, DACSO and APPSO). Weighted average for survey years 2025. Explained mainly by DACSO results and a few years of BGS results.

⁷ Source: Employee Experience Survey (EES) 2024.

⁸ Source: Student Transitions Project. Information sent by the Ministry as part of the Round 2 of Results for 2025-26 Accountability Framework.



Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

Inspire - Okanagan College's Strategic Plan

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.

Inspire Strategic Plan

Launched in 2022, Inspire is OC's 10-year strategy guiding projects that support students, strengthen communities and prepare for the future.

The plan focuses on:

- **Academic Excellence:** Continuing our 60+ year legacy by providing students across the region with the education and connections needed to succeed.
- **Stronger Partnerships:** Deepening collaboration with learners, educators, employers and communities to expand access and improve quality of life.
- **Transforming How We Work:** Supporting our people through a focus on reconciliation, sustainability, equity, inclusion and resilience.
- **Accessibility & Lifelong Learning:** Reducing barriers to education and working with community partners to deliver relevant, lifelong learning opportunities.



More information on OC strategic plans is available here: [Inspire Strategic Plan](#)

Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

Strategic Enrolment Management (SEM)

In fiscal year 2025-26, post-secondary institutions operated in an environment experiencing disrupted international enrolment, following changes including new federal study permit caps, provincial attestation letters (PAL) and revised Post-Graduation Work Permit (PGWP) eligibility. At OC, these policy shifts materially impacted recruitment pipelines and accelerated the need for a more coordinated, institution-wide enrolment response.

In alignment with revised enrolment forecasts and institutional priorities, the College implemented SEM workforce adjustments and advanced several key initiatives. These included launching the OC SEM Conversion Taskforce to improve application-to-offer conversion, launching a new Enrolment Council for cross-functional oversight and planning, and establishing groundwork for improved measurement tracking. This work will continue into the fiscal year 2026-27 to further embed SEM principles across institutional planning.

STRATEGIC CONTEXT

Immigration Policy Shift and International Student Enrolment

Federal immigration reforms are among the external factors affecting post-secondary institutions in 2025-26. The Government of Canada's 2025–2027 Immigration Levels Plan set a reduced target of 305,900⁹ new international student arrivals for 2025, with actual permit approvals tracking lower. B.C. experienced a disproportionate impact, with a 66 per cent reduction in approved study permits in 2025¹⁰ and the 2026 plan further lowering targets to approximately 155,000 arrivals¹¹. Additional policy changes have reduced the attractiveness of studying in Canada, including restrictions on spousal open work permits¹², increased proof-of-funds requirements to \$22,895¹³ and tighter eligibility for the PGWP based on approved fields of study¹⁴.

For OC, these changes resulted in 70 per cent fewer new international students in Winter 2025 compared to the previous year¹⁵. In response, the College implemented workforce adjustment measures, including offering early retirement and voluntary severance incentive programs to mitigate layoffs and implementing other operational changes across the institution¹⁵ while continuing targeted investment in programming where there is demonstrated labour market relevance and high demand from students.

⁹ Supplementary Information for the 2025-2027 Immigration Levels Plan — Government of Canada (<https://www.canada.ca/en/immigration-refugees-citizenship/news/notices/supplementary-immigration-levels-2025-2027.html>)

¹⁰ International Student Program Reforms — Auditor General of Canada, March 2026 AG report (<https://www.canada.ca/en/auditor-general/our-work/audit-reports/auditor-general-report-2026-international-student-program-reforms.html>) and B.C. saw 66 per cent drop in international student approvals — CBC News (<https://www.cbc.ca/news/canada/british-columbia/bc-international-students-drop-study-permits-9a7139597>).

¹¹ Supplementary Information for the 2026-2028 Immigration Levels Plan — Government of Canada (<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/corporate-initiatives/levels/supplementary-immigration-levels-2026-2028.html>).

¹² Changes to open work permits for family members of temporary residents — Government of Canada (<https://www.canada.ca/en/immigration-refugees-citizenship/news/notices/changes-open-work-permits-family-members-temporary-residents.html>).

¹³ Financial support you need — Study permit — Government of Canada (<https://www.canada.ca/en/immigration-refugees-citizenship/services/study-canada/study-permit/get-documents/financial-support.html>).

¹⁴ Update to requirements for Post-Graduation Work Permits — Government of Canada (<https://www.canada.ca/en/immigration-refugees-citizenship/news/notices/update-requirement-post-graduation-work-permits.html>).

¹⁵ A message to our community on International Education — Okanagan College, November 29, 2024 (<https://www.okanagancollege.ca/news/a-message-to-our-community-on-international-education>).



Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

U.S. tariffs and Canadian Economy Uncertainty

In 2025-26, the United States (U.S.) implemented tariffs on non-energy goods (25 per cent) and energy products (10 per cent) from Canada. Canada responded with retaliatory tariffs totaling \$155 billion¹⁶. According to the Bank of Canada, these measures contributed to a 15 per cent decline in exports to the U.S., a loss of 55,000 manufacturing jobs, and are expected to pass 75 per cent of costs to consumers, increasing inflationary pressure¹⁷.

In B.C., impacts included reduced Gross Domestic Product (GDP) growth (–0.6 per cent annually), rising unemployment (6.7 per cent in 2025; 7.1 per cent in 2026), and projected revenue losses of \$1.6B–\$2.5B¹⁸.

For OC, impacts are primarily indirect. They include supply chain disruptions that impact capital projects, as well as trades and technical programs (where the volume of materials required is higher) and increased financial pressure on students, who are experiencing higher costs of living (rent, groceries, transportation, etc.). At the same time, the tariff environment has created increased demand for workforce retraining in sectors such as manufacturing, agrifood and construction. In this way, the College is in a strong position to respond given the alignment of OC programs to these industry areas.

B.C. Job Market Outlook

B.C.'s labour market outlook projects 1.1 million job openings from 2025–2035, driven by both new jobs and retirements, with 77 per cent requiring post-secondary education¹⁹. The greatest demand is expected in health care and social assistance, professional, scientific and technical services, retail trade, construction, and finance, insurance and real estate.

The Thompson-Okanagan (TOK) region is projected to account for 110,500 job openings, underscoring sustained regional demand for skilled graduates.

Through its annual Labour Market Analysis²⁰, OC continues to assess alignment between programming and projected occupational demand. The 2025-26 analysis shows alignment with 50 per cent of high-priority National Occupational Classification (NOC) codes in the TOK region, 48.4 per cent in B.C., and 56.1 per cent when all reported NOC codes are included, indicating strong alignment between current programming and labour market needs.

This demonstrates alignment between the College's programming and current regional and provincial workforce demand and confirms the relevance of the College's offerings in today's economic climate.

¹⁶ Canada announces \$155B tariff package — Department of Finance Canada (<https://www.canada.ca/en/departement-finance/news/2025/02/canada-announces-155b-tariff-package-in-response-to-unjustified-us-tariffs.html>).

¹⁷ The impact of US trade policy on jobs and inflation in Canada — Bank of Canada (<https://www.bankofcanada.ca/2025/06/the-impact-of-us-trade-policy-on-jobs-and-inflation-in-canada/>).

¹⁸ B.C. provides economic assessment of Trump's tariff threat — B.C. Gov News (<https://news.gov.bc.ca/releases/2025FIN0002-000019>) — B.C. Ministry of Finance preliminary economic assessment.

¹⁹ Source: B.C.'s Labour Market Outlook | WorkBC

²⁰ Sources: Self-declared B.C. Outcomes data for CIP-NOC mapping (2025), ERP and SIS designed for higher education institutions), and B.C. Market Outlook datasets (2025-2035).



Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

Risk Analysis: An Enterprise Risk Management System for the College

OC maintains an Enterprise Risk Management (ERM) program designed to systematically identify, assess, and manage risks that may impact the achievement of its strategic, academic and operational objectives. The ERM is embedded within the College Integrated Resource Planning Process.

The College monitors several priority organizational risks that may impact operational effectiveness and long-term sustainability. These major risks and status updates are reported on a quarterly basis to the Board of Governors. The current major organizational risks include cybersecurity threats, enrolment declines due to federal immigration policy changes, financial sustainability pressures, workforce management and maintaining operational resilience through business continuity planning and training.

Recruitment & Enrolment Strategy 2025-2028

OC is executing a data-driven strategy focused on targeted outreach, personalized engagement and retention as outlined in the 2025–2028 Recruitment & Enrolment Strategy Framework.

Key initiatives include:

- **Territory-Based Outreach:** Recruiters and Education Planning Advisors (EPAs) are assigned to specific schools and regions to build strong relationships with youth, mature learners and community partners.
- **Student Relationship Management Engagement:** Personalized email campaigns and geo-targeted digital ads guide prospects from inquiry to enrolment.
- **Recruitment Events:** Signature events like Experience OC, Open Houses, Indigenous-focused sessions, Parent/Guardian Nights and adult learner info nights continue to attract diverse applicants.
- **Retention Support:** Recruiters and Education Planning Advisors collaborate with student services and the Registrar's Office for early support from application through to registration, including Plan Ahead events and 1:1 advising for applicants.
- **Data-Driven Forecasting:** Real-time enrolment and Customer/Client Relationship Management (CRM) data are being leveraged — with IT and analytics support — to fine-tune outreach and improve enrolment predictions.

Internationally, OC is renewing recruitment and transnational education strategies, with a focus on strong, meaningful partnerships that are beneficial to students at OC and at partner institutions.

Employee Wellbeing, Retention and Workforce Resilience

OC continued to invest in employee wellbeing, engagement and professional development through initiatives such as The Working Mind, Homewood Health supports, the Employee and Family Assistance Program, the OC Wellness Fair, and learning opportunities through MyPD and all educator day events.

Recognition and leadership development also remained a focus through the Employee Recognition & Appreciation Framework, Engaging Your Workforce workshops and employee awards programs, reinforcing staff support, talent retention and organizational resilience. OC's People Services remains committed to continuing these efforts through fiscal year 2026-27.

Like other post-secondary institutions, the College responded to international enrolment pressures over the past year. OC has done so through targeted workforce adjustments and by prioritizing voluntary measures through early retirement and voluntary severance programs, with 52 employees choosing to leave in 2025 and 2026, reducing the need for involuntary terminations.

Change and challenge can be very difficult, and it continues to be a priority for the College to offer all employees supports, including: mental health benefits and access to employee and family assistance; regular communications; and collaboration with unions on labour adjustment measures, recognizing a shared desire to support workforce stability during a period of institutional transition.

Cybersecurity Strategy

OC has implemented a comprehensive cybersecurity strategy to fortify its digital infrastructure and safeguard sensitive information. Key initiatives include enhanced information security policies, procedures and standards, improved security tools and controls, continuous monitoring through a dedicated Security Operations Centre, frequent network scans, security assessments and rigorous penetration testing to identify and mitigate vulnerabilities. Additionally, the College has mandated Multi-Factor Authentication (MFA), retired outdated systems and undertaken a network modernization effort to strengthen defences against evolving cyber threats.

Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

Cybersecurity Strategy (cont'd)

Recognizing the dynamic nature of cybersecurity risks, OC has elevated its commitment to ongoing education for employees and leadership through targeted awareness campaigns and specialized training sessions. These initiatives equip staff with the knowledge to identify and

report potential threats, significantly reducing the risk of cyber incidents. By prioritizing improved controls, proactive monitoring, continuous workforce education and robust security assessments, OC remains steadfast in its mission to maintain a secure and resilient digital environment for students, faculty and staff.

Student Housing: Availability, Affordability, And Institutional Response

Access to affordable, safe housing is a critical enabler of student success and a significant cost-of-attendance pressure for post-secondary students across B.C. OC's campuses (Salmon Arm, Vernon, Kelowna and Penticton) are in rental markets that can create financial challenges for some learners.

On-Campus Housing Offer

The College has substantially expanded its on-campus housing through a multi-year capital program. Current total on-campus capacity stands at 522 beds across three campuses:

Campus	Beds	Status	Rent /month
Kelowna Skaha Place + citx™ klsnmya?tn (Home for School)	360	Both buildings open; 216 new beds opened September 2024 ²¹	\$763.75 to \$1,147.50 per person ²¹
Vernon	101	Opened September 2024 ²²	\$968.75 to \$1,071.25 per person ²³
Salmon Arm	61	Opened January 2025 ²⁴	\$968.75 to \$1,071.25 per person ²⁴
Penticton	101	Under construction (site preparation began February 2025); expected fall 2026 ²⁵	\$968.75 to \$1,071.25 per person ²⁶
Total at full build-out	623		

Note: All fees include utilities (electricity, heat, air conditioning, water) and internet. No meal plans are available; all units include kitchens. 2026-27 Academic Year Rates.

Off-Campus Housing Market

For students living off-campus across OC's four communities, market conditions have eased somewhat from the low-vacancy years of 2022-24, though rents remain

significant. Canada Mortgage and Housing Corporation (CMHC)'s 2025 Rental Market Survey reported the following for communities with OC campuses:

²¹ Campus housing in Kelowna - Okanagan College (<https://www.okanagancollege.ca/housing/campus-housing-in-kelowna>).

²² More student housing opening at Okanagan College – B.C. Gov News, August 2024 (<https://news.gov.bc.ca/releases/2024PSFS0036-001360>).

²³ Campus housing in Vernon – Okanagan College (<https://www.okanagancollege.ca/housing/campus-housing-in-vernon>). Rates at the same for Salmon Arm campus.

²⁴ Campus housing in Salmon Arm - Okanagan College (<https://www.okanagancollege.ca/housing/campus-housing-in-salmon-arm>).

²⁵ Construction begins on Penticton campus housing facility — Okanagan College (<https://www.okanagancollege.ca/news/construction-begins-on-penticton-campus-housing-facility>).

²⁶ Campus housing in Penticton - Okanagan College (<https://www.okanagancollege.ca/housing/campus-housing-in-penticton>).

Strategic Direction and Context

Okanagan College
2025-26
Accountability Plan and Report

Campus	Average Rent (all unit types) per month per person	Vacancy Rate (%)
Kelowna	\$1,909	6.9%
Vernon	\$1,406	3.4%
Salmon Arm	\$1,235	0.8%
Penticton	\$1,387	2.6%

Source: CMHC Rental Market Survey (<https://www03.cmhc-schl.gc.ca/hmip-pimh/en/TableMapChart#TableMapChart/59/2/British%20Columbia>), October 2025 results.

Plans and Initiatives

OC advances both affordability and access when it comes to student housing. In terms of access, the College prioritizes housing for students whose participation in post-secondary education is affected by systemic and structural barriers, supporting more equitable access to safe, stable on-campus

housing. In terms of affordability, OC maintains student housing rates below market where possible while supporting a financially sustainable operation. Further, and in some circumstances, the College will agree to a payment plan to ease the financial burden to some students.



Mandate Priority Reporting

Okanagan College
2025-26
Accountability Plan and Report

MANDATE PRIORITY REPORTING

The information that follows is a summary of specific examples and outcomes that demonstrate OC's progress in meeting the government requirements outlined in the Minister's Mandate Letter, and any updates regarding the mandates priorities outlined in the 2025-26 OC's Mandate Letter (MLP). References to each requirement highlight specific activities with acknowledgment of comprehensive progress across reporting periods. Appendix C provides an index and overview of priorities and mandates.

EXPLORE AND IMPLEMENT STRATEGIES THAT SUPPORT EFFICIENCY AND SERVICE OPTIMIZATION, REDUCE EXPENSES, GENERATE REVENUES AND HELP ENSURE LONG-TERM FINANCIAL SUSTAINABILITY OF THE SECTOR WHILE ENHANCING ACCESS TO HIGH QUALITY LEARNING OPPORTUNITIES

In this section, each portfolio provides an overview of all strategies that have been implemented or are being implemented to support long-term sustainability of their programs in the 2025-26 fiscal year.

Programming Relevance, Sustainability and Access

In 2025-26, OC implemented portfolio-wide structural strategies to strengthen program relevance, improve efficiency, support financial sustainability and maintain access to high-quality learning opportunities aligned with B.C.'s labour market and regional economic needs. Under the leadership of the Provost and Vice President Academic, academic portfolios reviewed programming against student demand, local economic priorities and provincial workforce needs, with Education Council continuing to provide oversight for curriculum quality, academic standards and policy.

OC also responded to declining international student enrolment, particularly in Arts and Business programs, by making operational decisions designed to preserve the greatest possible level of student choice and access within available financial resources.

Arts and Sciences

The Arts and Sciences portfolio support programming

relevance, sustainability and access through diverse programming in science, technology, engineering, applied arts and developmental education. The portfolio implemented multi-access Adult Basic Education (ABE) across all four campuses, enabling flexible in-person and online participation throughout the academic year.

Hall School of Business and Entrepreneurship

The Hall School of Business and Entrepreneurship portfolio offers programs in business administration, office administration and commercial aviation. The portfolio renewed Accreditation Council for Business Schools and Programs (ACBSP) accreditation²⁷, made a significant change in how it conducts industry consultation by expanding the advisory committee consultation across the seven Bachelor of Business Administration specialty areas, integrated culinary programming (Culinary Arts Certificate, Culinary Management Diploma and Pastry Arts Certificate) and took a more strategic approach to course scheduling to reduce duplication while maintaining multiple delivery options.

Health and Social Development

The Health and Social Development portfolio continued to support programming relevance, sustainability and access through diverse programming in areas such as Early Childhood Education (ECE), Health Care Assistant (HCA), Practical Nursing (PN) and Pharmacy Technician. The portfolio implemented technology-enabled learning through UBISim Virtual Reality and SimCapture that has introduced scalable, technology-enabled learning models that support flexible practice opportunities, feedback mechanisms and more efficient instructional delivery.



²⁷ Accreditation Council for Business Schools and Programs

Mandate Priority Reporting

Okanagan College
2025-26
Accountability Plan and Report

Trades and Apprenticeship

The Trades and Apprenticeship portfolio expanded workforce training capacity in high-demand areas including Electrical, Carpentry, Plumbing, Refrigeration and Air Conditioning, Welding and Aircraft Maintenance Engineering through additional intakes, increased class sizes where feasible, and afternoon, evening, and summer delivery while supporting participation from underrepresented groups. Completion outcomes have improved, with Foundation completion rates increasing by 7 per cent since 2019 demonstrating sustained progress and the long-term effectiveness of enhanced student support, engagement strategies and learner-focused programming within the Trades area. The portfolio also established an Industry Steering Committee to inform curriculum, equipment investments and program development, while improving scheduling and seat utilization to support more cost-effective delivery.

Continuing Studies and Corporate Training

The InspirED (pronounced ‘inspire-ed’) Continuing Studies and Corporate Training portfolio strengthened flexible, employment-focused learning through modular, blended, and alternative delivery formats in certificates and microcredentials aligned with the labour market.

The portfolio also deepened collaboration with industry and community partners to improve responsiveness, reduce barriers to participation and support access to training linked to employment outcomes. For instance, the development of the Community Cook and Restoration and Native Plant Planning microcredentials were supported through a partnership between the Ministry of Post-Secondary Education and Future Skills (PSFS) and the Ministry of Forests.

Services to Support Learner Skill Development

To support learner success and completion, OC expanded scalable academic supports, including the Trades Success Centre, Academic Learning Strategists, and an Outreach and AI Literacy Librarian to build digital, information, AI and civic literacy skills aligned with labour market needs. In 2025-26, librarians delivered instruction to 2,818 students, responded to more than 5,770 inquiries and more than 9,200 students accessed academic learning assistance through integrated support services. Through shared provincial library systems, electronic textbooks, open educational resources and digital repositories, OC improved system efficiency, reduced costs and expanded access to high-quality learning resources.



Mandate Priority Reporting

Okanagan College
2025-26
Accountability Plan and Report

ENSURE POST-SECONDARY EDUCATION AND TRAINING IN BRITISH COLUMBIA REMAINS RELEVANT AND ACCESSIBLE

In 2025-26, OC advanced portfolio-wide actions to ensure post-secondary education and training remains relevant to B.C.'s labour market and accessible to learners across the region. Academic portfolios strengthened industry and community engagement, refreshed curriculum, expanded flexible pathways and advanced innovative delivery models that support workforce readiness and learner access.

Arts and Sciences

The Arts and Sciences portfolio supports labour market needs through regular engagement with 14 Program Advisory Committees, each meeting twice annually to provide program-specific advice on workforce demand.

New programming was also informed by external consultation with community and industry partners. Capstone projects in the Applied Bachelor of Arts in Community Research and Evaluation were co-created with community organizations and integrated with work-integrated learning, strengthening applied training and supporting workforce development.

Hall School of Business and Entrepreneurship

In 2025-26, the Business Administration department reorganized its advisory structure from one general Program Advisory Committee of 12 members into eight specialty-area committees with 8 to 12 members each. This strengthened industry input across areas such as accounting, marketing and finance, while advisory engagement continued in culinary and baking, aviation and office administration. The portfolio also completed a major refresh of Program Learning Outcomes to align curriculum with anticipated labour market competencies over the next 10 years, including data analytics, interpersonal skills and applied learning.

The Hall School of Business and Entrepreneurship portfolio also improved access and responsiveness through targeted program revisions. The Commercial Aviation Diploma and Aerospace and Commercial Aviation Certificate – Helicopter were revised to expand pilot training pathways through any Transport Canada-approved provider and increase flexibility in how students complete business and flight training. The Post-Baccalaureate Diploma in Accounting was revised, with industry input, to shorten program length, broaden admissions eligibility and align with updated Chartered Professional Accountant (CPA) B.C. competencies.

Health and Social Development

The Health and Social Development portfolio strengthened workforce readiness in health care through simulation, virtual reality and applied teaching innovation. SimCapture simulation technology and virtual reality in the PN program expanded opportunities for students to build technical skills, critical thinking and workplace readiness in safe, structured learning environments before entering clinical settings. PN and HCA instructors also participated in supported simulation training throughout 2025 to further integrate experiential learning into program delivery. Programs including Pharmacy Technician and Therapist Assistant are also applying artificial intelligence (AI) tools to support skill development and classroom practice. The portfolio maintained stable enrolment including a 10-seat Lillooet cohort launched in March 2026 for the HCA-PP (Health Care Assistant Partnership Pathway) program and graduated more than 500 learners in 2025. Planned and underway capacity increases, including a 50 per cent increase in Access to Practical Nursing (APN) seats in 2026 and future Pharmacy Technician expansion, further support health workforce priorities.

Trades and Apprenticeship

The Trades and Apprenticeship portfolio continues to address shortages of key skilled workers, directly supporting the Look West Strategy's goals to deliver major projects, expand skills training and grow key sectors that strengthen B.C.'s economy. This includes expanded capacity for construction trades, heavy mechanics, and aerospace programs, including new aerospace seats for the Royal Canadian Air Force (RCAF) to support defense starting in 2026, curriculum modernization, and industry-informed training. Flexible and accelerated delivery formats supported faster entry of graduates into high-demand sectors such as construction, welding and aerospace. Advisory committees and industry partnerships continued to inform curriculum updates, opportunities for construction innovation and improved workplace readiness.

The portfolio also advanced participation among underrepresented learners to support the overall expansion of the skilled trades workforce, with priority seats and other supports offered to female and Indigenous apprentices resulting in an expansion of participation from both groups, including increasing the number of female apprentices trained from 98 in 2025 to 113 in 2026 and the number of Indigenous apprentices trained from 134 in 2024 to 140 in 2025 to 160 in 2026; and including outreach to over 200 youth participants for Jill of All Trades and Try a Trade events in partnership with Canadian Home Builder's

Mandate Priority Reporting

Okanagan College
2025-26
Accountability Plan and Report

Association (CHAB), BC Hydro, Fortis BC, KF Aerospace, Baden Aniline and Soda Factory (BASF), Christian Labour Association of Canada (CLAC), BC Infrastructure Benefits (BCIB), Coast Powertrain, Craftsman Collision, Colour Compass and Kiewit; and an overall increase in apprentices trained from 1,582 in 2024-25 to 1,604 in 2025-26. This growth directly supports demand for the Look West Strategy: planned 2026-27 SkilledTradesBC-funded capacity growth of approximately 10 per cent will further expand access to skills training for approximately 2,700 trades students, including youth and apprentices in high-demand trades tied to major projects and key-sector employment.

InspirED Continuing Studies and Corporate Training

InspirED Continuing Studies and Corporate Training strengthened access to job-ready training through labour market-responsive programming, industry and community collaboration, modular program design, flexible delivery and faster pathways to employment. The portfolio also expanded early pathway initiatives and targeted training for individuals with complex barriers, supporting a more diverse and inclusive talent pipeline.

In 2025-26, the department significantly expanded its Ministry-funded microcredential programming, with seven active microcredentials and three additional microcredentials under development, increasing access to short-duration, employment-focused training that supports upskilling, reskilling, and rapid workforce entry. New programming spans technology, business, health care and community services, including IT User Support, Graphic Design Essentials, Practical Cybersecurity for IT Professionals, Trauma-Informed Practice, Video Game Prototyping, and a stackable Geographic Information Systems (GIS) pathway comprising GIS Essentials, Advanced GIS, Database Management and 3D Modelling.

Together, these actions demonstrate that OC is keeping education and training relevant to workforce needs while improving access through flexible pathways, expanded capacity, inclusive participation strategies and innovative delivery models that prepare learners for employment in B.C.'s evolving economy.

DEVELOP AND IMPLEMENT STRATEGIES THAT ENSURE SAFETY, PROTECTION, AND FAIR TREATMENT ON CAMPUSES FOR ALL STUDENTS, STAFF, AND FACULTY.

OC continues to implement integrated strategies to ensure safety, protection and fair treatment for students, staff and faculty across its campuses.

Safety, health and well-being

In 2025-26, the College maintained robust occupational health and safety, first aid, security and emergency management programs, supported by proactive hazard identification and risk controls, trained first aid attendants, Automated External Defibrillators and naloxone dispensers in all buildings, visible campus security services, rapid incident response and strong partnerships with emergency services. OC's Emergency Management Plan establishes clear emergency protocols supported by coordinated communications, training and exercises, contributing to a safe, secure and prepared learning and working environment.

The College also strengthened fair treatment and psychological safety through its Discrimination, Bullying and Harassment Policy, formal complaint review and investigation processes, annual reporting to governance bodies and the introduction of a Protection from Retaliation procedure. These measures support a respectful campus culture and strengthen confidence among students, staff and faculty to bring concerns forward. International students can access complaint and dispute-resolution processes, including concerns about agents, administrative matters, harassment, discrimination, or misleading information.

In 2025-26, OC also advanced student-facing supports that reduce barriers, strengthen well-being and improve access to safe and inclusive learning environments. Key initiatives included expanded Trades Success Centre supports, the introduction of academic learning, accessible library learning spaces, study pods, hyflex learning spaces, specialized support roles, peer support initiatives, revised orientation programming and community referral pathways. Together, these actions support coordinated, accessible and inclusive services that help students succeed.

Mandate Priority Reporting

Okanagan College
2025-26
Accountability Plan and Report

International Education Strategic Plan

OC's International Education Strategic Plan supports ethical, sustainable international enrolment and strengthens protections for international students through targeted recruitment, diversified partnerships, collaborative programming, comprehensive orientation, designated international student support staff, transparent tuition and fee information, housing and homestay supports and clear access to institutional complaints and support pathways. In 2025-26, implementation priorities included achieving a 15 per cent conversion rate from PAL allocations to enrolled students, developing new international partnerships, creating new programming with existing international partners and continuing to align international student recruitment, advising, housing information and student supports with Education Quality Assurance (EQA) Code of Practice expectations.

In alignment with the B.C. EQA International Education Code of Practice, OC has implemented specific practices to support international student protection and fair treatment.

Agent management

The College employs a dedicated Agent Management Coordinator who oversees the full agent lifecycle. All agent agreements include corrective action and termination provisions. Prior to entering into agreements, the College conducts and records formal reference checks on prospective agents. The College also delivers onboarding and ongoing training to all agents, both new and existing, to ensure accurate and ethical representation. OC currently manages a network of over 150 education agents. A comprehensive review of all active agents is currently underway, and an annual review cycle is being established on a go-forward basis to ensure continued compliance and performance accountability.

Tuition transparency

OC supports tuition transparency by making international tuition and fee information, including incidental fees and refund policies, publicly available on the College website and in print materials. This information is accessible to both prospective and current international students. The College also actively communicates tuition changes to incoming and continuing international students to ensure clarity and informed decision-making.

International orientation

The College provides a comprehensive orientation program for incoming international students at no additional cost. The orientation addresses living costs, housing options and costs, tenancy rights in B.C., requirements for academic progression and attendance, employment rights and

conditions in B.C., the College's dispute resolution process for academic and non-academic matters, health insurance requirements and available safety and wellbeing supports. International students also receive written orientation materials and access to designated support staff to assist with adjusting to life and study in Canada.

Housing assistance

In academic year 2025-26, OC hosted 103 international and exchange students in the on-campus housing buildings, 82 in Kelowna, nine in Salmon Arm and 12 in Vernon. OC also coordinates homestay opportunities for interested international students and students in certain programs. Housing options, costs, availability and tenancy rights information are available through the College's website and housing resources, as detailed in the Student Housing section of this report.

Marketing and promotion

OC ensures that marketing and promotional materials directed at prospective international students are accurate, current and transparent. Materials include information on programs of study, living costs, housing costs and availability, tenancy rights in B.C. and PGWP eligibility where applicable. The College's international recruitment team works with institutional marketing to review materials for accuracy and alignment with current program offerings and immigration policy requirements.

Post-Graduation employment information

The College provides graduating international students with employment services and supports, including access to OC Careers Hub, job postings, career fairs and WIL pathways. Graduating students are also provided with information on immigration resources, including the PGWP Program where applicable, and program Classification of Instructional Programs (CIP) codes are included in Letters of Completion for students to determine PGWP eligibility. The College ensures that immigration advice is provided only by authorized professionals, specifically licensees in good standing with the College of Immigration and Citizenship Consultants or members of a Canadian law society.

Together, these strategies demonstrate OC's commitment to safe campuses, fair treatment, ethical recruitment, transparent information, international student protection and coordinated student support that allow students, staff, and faculty to learn and work in a safe and respectful environment.

Mandate Priority Reporting

Okanagan College
2025-26
Accountability Plan and Report

CONTINUE WORK IN PARTNERSHIP WITH INDIGENOUS PARTNERS TO ADVANCE RECONCILIATION, SUPPORT FIRST NATIONS SELF-DETERMINATION IN THE POST-SECONDARY SECTOR, AND ENSURE INDIGENOUS LEARNERS CAN ACHIEVE THEIR HIGHER EDUCATIONAL GOALS WITH GREATER ACCESS TO RELEVANT PROGRAMS THAT REFLECT A DIVERSITY OF INDIGENOUS CULTURES AND VALUES.

OC continues to work in partnership with Indigenous partners to advance Reconciliation, support First Nations self-determination in the post-secondary sector and improve Indigenous learner access to relevant programs and services that reflect Indigenous cultures, values and community priorities.

In 2025-26, the College renewed its Indigenous Engagement Structure to strengthen shared decision-making with Indigenous partners. This included the implementation of Regional Indigenous Partnership Tables and Indigenous Pathways and Partnerships Program (IPP) Planning Meetings across the Syilx Okanagan and Secwepemc territories, with ongoing work toward a Strategic Leadership Table. Through these processes, OC has collaborated with First Nations communities to identify programming priorities, including trades and vocational training, and to explore in-community delivery models that support greater access for Indigenous learners.

These partnership processes have also supported work to reduce barriers to access, including in dual credit programming, where increased participation of Indigenous youth has been observed. Together, these actions support Indigenous learners in pursuing their higher education goals through more relevant, accessible and community-informed pathways.

This work is guided by the 2024–2030 Indigenous OC Work Plan and supported by concrete actions to embed Indigenous cultures, values and perspectives across the institution. These include the development of Informed Practice Guidelines, policies promoting the use of Indigenous languages and guidelines for Indigenous involvement in hiring. The College also expanded employee training in cultural awareness, learner wellness, safety and on-the-land learning.

OC strengthened coordinated, wrap-around supports through the integration of Indigenous services with student services and the implementation of the Indigenous Relations Office. Indigenous Student Services Coordinators and dedicated gathering spaces across campuses continue to support learner success and inform program and service development. New roles and enhanced reporting to Indigenous partners further strengthen accountability, transparency and alignment with community priorities.

Actions related to Priority #4 are also included in Appendix B.



Mandate Priority Reporting

Okanagan College
2025-26
Accountability Plan and Report

ENHANCE EMPLOYMENT SERVICES AND SKILLS TRAINING FOR PEOPLE FACING MULTIPLE AND COMPLEX BARRIERS TO ASSIST THEM IN EXITING A CYCLE OF POVERTY AND BUILD A DIGNIFIED LIFE.

Equity, Diversity, Inclusion, Social Justice (EDISJ) and Accessibility

OC continues to advance equity, diversity, inclusion and social justice (EDISJ) and accessibility through concrete actions that reduce barriers to education, training and employment for individuals facing multiple and complex barriers. In 2025-26, foundational milestones included approval of the Inclusive Community Plan 2025–2030, a redesigned governance structure and the OC Inclusion Lens Gender-Based Analysis Plus (GBA+) Framework, supported by climate survey data and stakeholder engagement. Translating these frameworks into institutional change, the College introduced a new Inclusion and Human Rights risk category within its formal Risk Assessment process, designated senior managers as Inclusion Leads and supported 50 staff to complete GBA+ training to date. Related actions to be finalized by June 2026 include the Accessibility Plan 2026–2029, an Inclusive College Community policy and a new Employee Resource Group framework to strengthen structured support and inclusion across the institution.

Additional actions include development of an EDISJ credential, equity-focused policy review, inclusive recruitment approaches and professional development and enrolment strategies that support underrepresented learners, including increased participation of female and gender-diverse learners in trades. Together, these initiatives strengthen access to skills training, support more inclusive pathways to employment and contribute to dignified opportunities and improved outcomes for those experiencing systemic barriers.

Accessible Education and Training: Skills Development and Employment Pathways

OC's Accessible Education and Training (AET) department continues to support individuals facing multiple and complex barriers through accessible, low-cost programming designed to build skills, support employability and expand pathways to participation in education and work. Through four programs for adults with diverse abilities, including Building Employment Skills and Training (BEST), students receive individualized instruction, develop professional and workplace skills, participate in employer tours, job shadows

and complete seven-week work experiences aligned with their interests. Students and instructors from the AET and BEST programs partnered with Library Services to provide job shadowing and games-based learning programming.

For students seeking continued learning, Supported Access to Modified Education (SAME) provides opportunities to participate in other College programs with support and modifications, helping learners build skills that can support employment outcomes. Together, these programs enhance employment services and skills training, support dignity and inclusion, and help individuals move toward greater economic welfare.

InspirED Continuing Studies and Corporate Training: Skills Training for Learners Facing Complex Barriers

InspirED Continuing Studies and Corporate Training continues to support people facing multiple and complex barriers through targeted skills training designed to improve employment outcomes and support long-term economic stability. Across the region, programming included Education Assistant (27 participants), Hospitality and Culinary Essentials (34), GIS Essentials (12), Greenhouse Practices and Operational Fundamentals (20) and Building Service Worker training (6).

These programs are designed with individualized supports that address academic, personal and employment readiness needs to reduce barriers to success. Together, they strengthen access to employment services and skills training, support pathways out of poverty and help participants build dignified and sustainable lives.

Library Services

The College has advanced fair and inclusive practices through targeted library services led by the IDEAL (Inclusion, Diversity, Equity, Accessibility in Libraries) Committee, and activities like the Anti-Racism Book Club held in collaboration with University of British Columbia Okanagan (UBCO). Campus Life hosted cultural workshops to support diverse student representation. In addition, the Conversation Corner remains a popular resource for underserved students to find belonging, form friendships and build a peer support network. The Club operates within the Kelowna OC Campus Library and is facilitated by students for students, creating a supportive, peer-led learning environment focused on conversation and communication skills.

Strategic Initiatives Reporting

Okanagan College
2025-26
Accountability Plan and Report

STRATEGIC INITIATIVES REPORTING

Sexual Violence and Misconduct Policy Update

The 2025 Annual Report: Implementation of the Sexual Violence and Misconduct Policy is available here: [2025 Annual Report](#). In 2025-26, the College received an updated report for the 2025 B.C. provincial sexualized violence post-secondary survey and continued to implement its three-year Sexual Violence Action Plan, organized around three areas: Do Enough, Do A Good Job, Do It Right.

In direct response to the survey findings, OC continued actions to strengthen awareness, prevention, disclosure pathways and access to supports. This included maintaining and expanding sexual violence resource links within student online resources, including Orientation, Wellness, Recreation and Career Services; contributing to national resources on sexual violence in the workplace related to Work-Integrated Learning; and providing welcoming and inclusive environments for diverse student groups to access sexual violence education, support and reporting options.

OC also continued to encourage, support and promote student engagement with sexual violence education resources through multiple channels. Training and resource promotion occurred through online orientation, Recreation and Career Services programming, student life activities, events, social media, online platforms, posters, campus television ads and Student Union-supported activities. These actions promote education on consent, prevention, respect, support and reporting, while strengthening the College's approach to sexual violence disclosure, response, prevention and education for students, employees and the broader College community.

Over the past year, the OC Sexual Violence Prevention Committee advanced a coordinated set of prevention and education activities. The Committee maintained OC webpages for sexual violence disclosure, response and support resources; updated the Sexual Violence Education and Prevention webpage with education and prevention resources on consent and intersectional violence; promoted sexual violence awareness and related events across campuses; organized the What Were You Wearing art exhibit to raise awareness of sexual violence; hosted campus-based awareness events focused on sexual health resources and consent; supported student life and Student Union activities; and participated in the ongoing development and sharing of B.C. Campus Sexual Violence training and education resources.

The College also ensured that online learning modules remain available for orientation and professional development, including **Consent** for students and employees, **Respect in the Workplace** for employees and **Safer Campuses for Everyone** for employees. In 2025-26, all employees continued to have access to online sexual violence prevention and disclosure education through orientation and the College's professional development platform. During the fiscal year, 29 employees accessed the training modules and 23 completed them, representing a 79.3 per cent completion rate among those who accessed the training.

Students continued to have access to the voluntary online **Consent and Sexual Violence** course through online student orientation. OC actively encouraged student participation by embedding and promoting the course through orientation, student online resources, student life activities, events, social media and service-area programming. Students were also encouraged to access support information, education resources and community resources through the College's Sexual Violence Support and Sexual Violence Education and Prevention webpages.

OC's Sexual Violence and Misconduct Policy remains current, with the latest updates completed in June 2026. These updates included confirmation of webpage links, definitions and terms; inclusion of applicability to housing staff, contractors, operators, licensees, renters; and a review to ensure alignment with procedures to support students and employees as well as the B.C. Intimate Images Act. The next policy review is scheduled for 2029.

Strategic Initiatives Reporting

Okanagan College
2025-26
Accountability Plan and Report

Former Youth in Care

OC continues to support Former Youth in Care (FYIC) students through coordinated programs, services and partnerships designed to reduce barriers and support student success. A dedicated Support Navigator provides centralized guidance and connects students to key supports, including the Provincial Tuition Waiver Program, Learning for Future Grant, Youth Futures Education Fund, Ministry of Children and Family Development (MCFD) programs, emergency funding and student loans.

Early outreach through voluntary self-identification at application, individualized support and coordinated referrals help strengthen students' transition into and through post-secondary education.

This work is supported through collaboration with campus partners, school districts, MCFD, local First Nations communities and community organizations, alongside

ongoing outreach with regional high schools to strengthen early engagement and access to supports. The College continues to expand direct and indirect supports, strengthen awareness and internal capacity and enhance systems that contribute to a more inclusive and supportive student experience for FYIC students.

During the fiscal year 2025-26, the institution saw 135 FYIC students benefit from the B.C. Government's tuition waiver program, representing an increase of 23.9 per cent from the fiscal year 2024-25 (109 students). Similarly, a total of \$435,223²⁸ was distributed in the fiscal year 2025-26, representing an increase of 8.1 per cent over the previous fiscal year (\$ 402,633²⁸).

²⁸ The amount excludes GST.



Strategic Initiatives Reporting

Okanagan College
2025-26
Accountability Plan and Report

K-12 TRANSITIONS AND DUAL CREDIT PROGRAMMING

Dual credit programs and courses are offered at OC's campuses in Kelowna, Salmon Arm, Vernon and Penticton, in programs ranging from health, culinary, trades, technology, childcare and other academic programs.

OC has continued to promote K-12 transitions and dual credit programming opportunities in collaboration with local school districts. In 2025-26, a total of 1,117 K-12 and Dual Credit leads were generated through recruitment activities.

Most leads came from school visits (598), followed by student-for-a-day experiences (354). Additional engagement was driven through internal events (102) and external events (63), demonstrating a strong mix of outreach strategies supporting student recruitment efforts. Consequently, the College had 333 applicants and out of those, 65 per cent registered in 31 programs across all portfolios. See detail below:

Portfolio	Applications	Applicants	Enrolees	Programs
Arts and Sciences	15	17	5	1
InspirED Continuing Studies and Corporate Training	38	38	28	9
Hall School of Business and Entrepreneurship	25	25	18	5
Health and Social Development	67	70	49	5
Trades and Apprenticeship	177	183	116	11

Source: ERP and SIS.

There has been a significant increase in demand for dual-credit seats in Trades programs this year, followed by Continuing Studies, Business and Health and Social Development programs.

The Trades and Apprenticeship portfolio is piloting a revised priority seat model with school district partners for dual-credit seats, which provides some ability to customize and flex priority seats to align to individual school district needs, releasing unused seats sooner to general applicants.

InspirED Continuing Studies and Corporate Training continues to strengthen early pathways into post-secondary education through a range of dual credit and sampler programs delivered in partnership with school districts, regional partners, and internal departments. These programs provide high school students opportunities to earn post-secondary credits, explore career pathways and engage in hands-on learning across areas including health, technology, business, trades, design and Indigenous community support.

Complementing this work, sampler programs in Technology, Engineering, Health and Leadership offered across multiple campuses and communities expand early exposure to fields of study, support informed education and career decisions, and reinforce accessible, regionally responsive learning aligned with local workforce needs.

The Health and Social Development portfolio continues to offer dual credit program opportunities in ECE, HCA and PN. The Pharmacy Technician has additional seats allocated for dual credit starting Fall 2026. The pilot Health Sampler was highly successful and will continue at OC.

The Hall School of Business and Entrepreneurship portfolio expanded the courses available in Business for dual credit from three to eleven, many of which are offered at each of the four regional campuses.

Arts and Sciences scheduled 17 sections for dual credit students to choose from in 2025-26.

Strategic Initiatives Reporting

Okanagan College
2025-26
Accountability Plan and Report

WORK-INTEGRATED LEARNING (WIL)

In 2025-26, the College continued work with the four-year grant funding (\$320K, 2023-27) to increase awareness of the Indigenous Intern Leadership Program (IILP) among students, alumni and employers. The IILP is a career transition, support and networking program for Indigenous professionals' post-graduation.

The College also completed six months of funding (\$250K, 2025-26) in partnership with the Business Higher Education Roundtable (BHER) with support from the government of Canada for the OC Works project. The project involved the design and implementation of an online landing page with an AI virtual assistant along with a digital marketing and in person outreach campaign for employers and WIL. OC Works promotes the benefits of WIL for businesses and highlights how to integrate students learning in the workplace. OC Works was seen over 559,000 times and directly reached 12,799 confirmed employers throughout the Okanagan area, B.C. and Canada.

The College continued to promote and use 'OC Careers Hub' (Simplicity Career Services Module) with students and employers to access online job postings, WIL pathways, virtual information sessions and career fairs and extensive Career Skills Training resources.

Approximately 1,000 students engaged in the application in a three-month period with over 5,300 unique students accessing the application in the last year. Over 1,700 employers have signed up and posted WIL/student jobs since Sept. 2023. More than 1,000 students and 90 employers participated in an annual in-person Careers Expo and Employment Fair with a concurrent online job fair event in Careers Hub application.

OC offers a diverse range of WIL opportunities through many degree, diploma and certificate programs in Arts and Sciences, Business, Trades, Health and Social Development and InspirED Continuing Studies and Corporate Training. The College maintained seven Co-op Education programs with national accreditation through Co-op Education Work-Integrated Learning Canada (CEWIL).

Type of Work-Integrated Learning activity	Number of WIL experiences 2025-26 (approx.)
Co-op Education	132
Internships	12
Practicums	945
Service Learning	476
Work Experience	151

DIVERSE EDUCATIONAL DELIVERY ACROSS CAMPUSES AND COMMUNITIES

OC continues to serve communities across the Southern Interior through four campuses, each offering distinct learning environments, specialized facilities, and regionally responsive programming.

The Penticton campus showcases the college's commitment to sustainability, featuring innovative, environmentally responsible buildings that integrate energy-efficient design and support research and training in sustainable practices alongside the beverage and construction industries.

The Kelowna campus is OC's largest campus, offering a wide range of programs and experiential learning opportunities within a vibrant, highly sustainable campus featuring several Leadership in Energy and Environmental Design (LEED) Platinum-certified facilities.

The Vernon campus features a community-focused learning environment, complemented by an Indigenous garden that allows the community to learn about the traditional plants and foods of the Syilx Okanagan people.

The Salmon Arm campus offers a welcoming small campus feel with beautiful outdoor and interior spaces for cultural connection, reflection, and learning.

The College also offers specialized programming through centres focused on aerospace, innovation, and animation. In 2025-26, the College ended leases in Oliver and Revelstoke and shifted to securing in-community training space on an as-needed basis, supporting a more flexible and efficient approach to delivery while maintaining access across the region.

Financial Reporting

Okanagan College
2025-26
Accountability Plan and Report

FINANCIAL REPORTING

The OC budget is primarily driven by enrolment and related factors such as tuition, fees, and government grants. These main sources of revenue account for an average of 78 per cent of total revenue over the past five fiscal years.

In 2025-26, OC experienced a significant decline in the number of new international students, which contributed toward a 13.5 per cent decrease in tuition revenue from \$56.1M in 2024-25 to \$48.6M in 2025-26. At the same time, government funding increased by two per cent, from \$83.9M in 2024-25 to \$85.6M in 2025-26.

For detailed financial information, OC's financial statements are published in the [website](#).



Appendix A: Performance Measure Results

Okanagan College
2025-26
Accountability Plan and Report

PERFORMANCE MEASURE RESULTS

The following performance plan and report demonstrate OC's progress towards meeting system strategic objectives that are aligned with institutional-specific strategic goals (Appendix A), and commitment to lasting and meaningful reconciliation (Appendix B). Appendix C provides an overview of the priorities and mandates assigned to OC.

The performance measures listed below align with the Ministry's goals and objectives as defined by the 2025-26 Accountability Framework. Measures are provided along with a short summary of the results.

STANDARD PERFORMANCE MEASURES

2025-26 Accountability Framework Performance Measures Results

Performance Measure	Intent	Detail	Fiscal Year				Assessment
			Actual			Target	
			2023/24	2024/25	2025/26	2025/26	
Student Spaces	Capacity	Total Student Spaces	5,100	5,218	4,782	≥4,994	Substantially Achieved
		Nursing and other allied health programs	837	805	529	≥544	Substantially Achieved
		Developmental programs (Tuition Compensation Eligible) (Adult Basic Education and English as a Second Language)	631	762	725	≥774	Substantially Achieved
Domestic Credentials Awarded	Capacity	Total Credentials	2,033	2,567	2,405	N/A	Not Assessed
		Bachelor	190	165	133	≥185	Not Achieved
		Certificate	1,019	1,345	1,220	≥1,163	Achieved
		Diploma	457	542	476	≥506	Substantially Achieved
		Graduate, First Professional and Post-Degree	20	N/A	18	N/A	Not Assessed
		Short Certificate	311	414	482	≥374	Achieved
		Development	36	98	76	≥58	Achieved
Indigenous Student Spaces (Domestic)	Accessibility	Total Indigenous Student Spaces	883	875	923	≥455	Achieved
		Ministry (PSFS)	634	623	677	≥319	Achieved
		SkilledTradesBC	249	252	245	≥136	Achieved
Student satisfaction with education	Quality	Former diploma, associate degree and certificate students	92.8%	92.7%	94.5%	≥90%	Achieved
			+/- 1.3%	+/- 1.2%	+/- 1.3%		
		Trades foundation and trades-related vocational graduates	95.4%	88.4%	95.9%		Achieved
			+/- 2.4%	+/- 4.4%	+/- 2.5%		
		Former apprenticeship students	91.0%	89.2%	91.3%		Achieved
			+/- 3.5%	+/- 4.3%	+/- 4.0%		
		Bachelor's degree graduates	97.3%	100.0%	94.8%		Achieved
			+/- 3.0%	+/- 0.0%	+/- 4.8%		

Appendix A: Performance Measure Results

Okanagan College
2025-26
Accountability Plan and Report

Performance Measure	Intent	Detail	Fiscal Year				Assessment
			Actual			Target	
			2023/24	2024/25	2025/26	2025/26	
Student assessment of the quality of instruction	Quality	Former diploma, associate degree and certificate students	96.0%	94.8%	96.4%	>=90%	Achieved
			+/- 1.0%	+/- 1.0%	+/- 1.0%		
		Trades foundation and trades-related vocational graduates	95.4%	91.7%	97.3%		Achieved
			+/- 2.4%	+/- 3.8%	+/- 2.0%		
		Former apprenticeship students	95.3%	91.5%	95.2%		Achieved
			+/- 2.6%	+/- 3.9%	+/- 3.0%		
		Bachelor's degree graduates	97.3%	100.0%	98.3%		Achieved
			+/- 3.0%	+/- 0.0%	+/- 2.7%		
Student assessment of skill development	Quality	Former diploma, associate degree and certificate students	86.4%	87.9%	89.4%	>=85%	Achieved
			+/- 1.4%	+/- 1.4%	+/- 1.5%		
		Trades foundation and trades-related vocational graduates	89.4%	86.6%	90.7%		Achieved
			+/- 2.8%	+/- 4.1%	+/- 2.6%		
		Former apprenticeship students	85.2%	86.5%	87.1%		Achieved
			+/- 3.9%	+/- 4.0%	+/- 4.3%		
		Bachelor's degree graduates	91.6%	90.2%	90.6%		Achieved
			+/- 4.0%	+/- 5.4%	+/- 4.7%		
Student assessment of usefulness of knowledge and skills in performing job	Relevance	Former diploma, associate degree and certificate students	86.0%	88.6%	87.2%	≥90%	Substantially Achieved
			+/- 2.3%	+/- 1.9%	+/- 2.3%		
		Trades foundation and trades-related vocational graduates	94.6%	93.3%	93.5%		Achieved
			+/- 3.1%	+/- 3.9%	+/- 3.5%		
		Former apprenticeship students	92.0%	89.3%	93.9%		Achieved
			+/- 3.4%	+/- 4.6%	+/- 3.7%		
		Bachelor's degree graduates	90.9%	87.8%	92.3%		Achieved
			+/- 5.7%	+/- 9.0%	+/- 6.2%		
Unemployment Rate	Relevance	Former diploma, associate degree and certificate students	3.1%	4.8%	6.6%	≤11.3%	Achieved
			+/-1.1%	+/-1.2%	+/- 1.6%		
		Trades foundation and trades-related vocational graduates	9.2%	8.8%	12.4%		Achieved
			+/-3.6%	+/-4.1%	+/- 4.1%		
		Former apprenticeship students	1.8%	0.0%	4.9%		Achieved
			+/-1.6%	+/-0.0%	+/- 3.2%		
		Bachelor's degree graduates	4.2%	4.7%	8.8%		Achieved
			+/-3.8%	+/-5.6%	+/- 6.2%		

Appendix A: Performance Measure Results

Okanagan College
2025-26
Accountability Plan and Report

Performance Measure	Intent	Detail	Fiscal Year				Assessment
			Actual			Target	
			2023/24	2024/25	2025/26	2025/26	
Former diploma, associate degree and certificate students' assessment of skill development	Relevance	Skill development	86.4%	87.9%	89.4%	≥85%	Achieved
			+/- 1.4%	+/- 1.4%	+/- 1.5%		
		Written Communication	85.5%	86.1%	87.9%		
			+/- 2.0%	+/- 1.8%	+/- 1.9%		
		Oral Communication	80.2%	82.4%	86.8%		
			+/- 2.3%	+/- 1.9%	+/- 2.0%		
		Group collaboration	83.0%	85.3%	89.2%		
			+/- 2.0%	+/- 1.7%	+/- 1.8%		
		Critical Analysis	92.3%	92.3%	92.3%		
			+/- 1.4%	+/- 1.2%	+/- 1.5%		
Trades foundation and trades-related vocational graduates' assessment of skill development	Relevance	Skill development	89.4%	86.6%	90.7%	≥85%	Achieved
			+/- 2.8%	+/- 4.1%	+/- 2.6%		
		Written Communication	71.6%	74.7%	80.0%		
			+/- 8.1%	+/- 8.2%	+/- 6.7%		
		Oral Communication	77.5%	83.0%	87.6%		
			+/- 6.8%	+/- 6.6%	+/- 5.3%		
		Group collaboration	94.5%	88.3%	90.5%		
			+/- 2.8%	+/- 4.4%	+/- 3.6%		
		Critical Analysis	92.1%	88.4%	93.1%		
			+/- 3.2%	+/- 4.4%	+/- 3.2%		
		Problem resolution	90.5%	86.6%	92.3%		
			+/- 3.5%	+/- 4.7%	+/- 3.4%		
		Learn on your own	89.7%	86.6%	90.4%		
			+/- 3.7%	+/- 4.7%	+/- 3.7%		
		Reading and comprehension	96.0%	89.9%	95.7%		
			+/- 2.3%	+/- 4.2%	+/- 2.6%		

Appendix A: Performance Measure Results

Okanagan College
2025-26
Accountability Plan and Report

Performance Measure	Intent	Detail	Fiscal Year				Assessment
			Actual			Target	
			2023/24	2024/25	2025/26	2025/26	
Former apprenticeship students' assessment of skill development	Relevance	Skill development	85.2%	86.5%	87.1%	≥85%	Achieved
			+/- 3.9%	+/- 4.0%	+/- 4.3%		
		Written Communication	75.5%	N/A	76.5%		
			+/- 7.6%	N/A	+/- 8.2%		
		Oral Communication	76.2%	74.3%	78.7%		
			+/- 7.2%	+/- 8.9%	+/- 7.5%		
		Group collaboration	91.4%	88.1%	90.0%		
			+/- 3.7%	+/- 4.8%	+/- 4.7%		
		Critical Analysis	89.6%	90.4%	88.4%		
			+/- 3.8%	+/- 4.2%	+/- 4.7%		
Bachelor degree graduates' assessment of skill development	Relevance	Skill development	87.6%	89.6%	86.8%	≥85%	Achieved
			+/- 4.1%	+/- 4.4%	+/- 5.0%		
		Learn on your own	84.4%	86.9%	90.0%		
			+/- 4.6%	+/- 4.9%	+/- 4.4%		
		Reading and comprehension	88.1%	92.7%	89.4%		
			+/- 4.1%	+/- 3.8%	+/- 4.5%		
		Skill development	91.6%	90.2%	90.6%		
			+/- 4.0%	+/- 5.4%	+/- 4.7%		
		Written Communication	93.0%	93.0%	89.5%		
			+/- 4.8%	+/- 6.8%	+/- 6.7%		
		Oral Communication	90.0%	84.4%	89.3%	≥85%	Achieved
			+/- 5.7%	+/- 9.4%	+/- 6.8%		
		Group collaboration	91.7%	91.1%	89.7%		
			+/- 5.1%	+/- 7.4%	+/- 6.5%		
		Critical Analysis	95.9%	97.8%	94.9%		
			+/- 3.6%	+/- 3.8%	+/- 4.7%		
		Problem resolution	87.3%	88.9%	87.9%		
			+/- 6.2%	+/- 8.1%	+/- 7.0%		
		Learn on your own	91.7%	90.9%	91.5%		
			+/- 5.1%	+/- 7.6%	+/- 5.9%		
		Reading and comprehension	92.8%	86.0%	89.5%		
			+/- 5.0%	+/- 9.2%	+/- 6.7%		

Source: Full-time equivalent data, Student Transitions Project, Central Data Warehouse, B.C Student Outcomes Surveys.

N/A: Not applicable; t.b.d: To be defined.

Appendix A: Performance Measure Results

Okanagan College
2025-26
Accountability Plan and Report

2025-26 Bachelor's credentials awarded Target Not Achieved

In 2025-26, OC awarded 133 domestic Bachelor's credentials, below the Ministry target of 185. Performance in this measure continues to be influenced by a combination of external and internal factors. External factors include policy changes impacting international students, economic conditions, labour market demand and a competitive education environment in which there are more choices for students (i.e., microcredentials, alternative learning options). Internal factors such as institutional resources, student support capacity and academic progression challenges that can contribute to delayed completion, lower retention or students changing their program mid-stream.

The College continues to take steps to mitigate these risks through strengthened student support and resources, ongoing efforts to maintain program availability and relevance, and exploration of alternative funding sources to support grants and scholarships. These efforts reflect a continued focus on supporting student progression and improving outcomes over time.

2025-26 Nursing and other allied health programs FTE Targets Substantially Achieved

In 2025-26, OC secured fewer student spaces than the Ministry target in nursing and other allied health programs. This is explained by the HCA-PP freezing new hires at public

health facilities. This partnership directly provides health support workers with access to training to become health care aids in B.C. However, when the facilities are not hiring new staff, schools experience fewer full-time students. By fall 2026, OC expects an increase again in those numbers upon rectification from the health authorities. Other health programs, such as APN, have shown an increase with the number of seats filled from previous years (from 29 in 2025 to 41 in 2026). This is primarily due to the number of HCA's using the pathway to PN.

2025-26 Developmental Programming FTE Targets Substantially Achieved

In 2025-26, OC substantially achieved FTE targets in ABE and ESL programming, slightly down from the previous year's high. While ABE enrolment has remained relatively stable since last year, ESL enrolment declined by 17 FTE (approx. 10 per cent). This domestic decline occurred within the broader context of more significant declines in international enrolment, which led to changes in the total number of courses available. Diligent section management meant that the ESL department was able to meet most enrolment demand at various levels, with some waitlists providing important data for 2026-27 forecasting and planning.



Appendix B:

**Implementation of Truth and Reconciliation
Commission Calls to Action and the United Nations
Declaration on the Rights of Indigenous Peoples**

Okanagan College
2025-26
Accountability Plan and Report

IMPLEMENTATION OF TRUTH AND RECONCILIATION COMMISSION CALLS TO ACTION AND THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES

Progress on Implementation of Truth and Reconciliation Commission's (TRC) Calls to Action and articles of the United Nations Declaration (UN Declaration) on the Rights of Indigenous Peoples at Public Post-Secondary Institutions in B.C. continues to be a priority for Okanagan College and its Indigenous partners.

1: TRC CALL TO ACTION¹ and UN DECLARATION on the RIGHTS OF INDIGENOUS PEOPLES ARTICLE

OC's Indigenous Strategic Framework outlines the strategic goals and accountability measures in alignment with key Indigenous rights and reconciliation commitments, including the 2007 United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the 2015 Canadian TRC Calls to Action, B.C.'s 2019 Declaration on the Rights of Indigenous Peoples Act (DRIPA), the 2022-2027 Indigenous Rights Action Plan, and Section 35 of the Constitution Act. The framework is structured around a 4 Pillars model inspired by the traditional Q'wci? C7iskten (Pit House), reflecting Indigenous Principles, ways of being, and knowledge systems of the land's peoples. These four pillars: Teaching and Learning Development, Governance and Decision-Making, Infrastructure and Design, and Relationships, each feature four specific goals aimed at fostering community and advancing reconciliation.

In 2025-26, a multiyear Indigenous OC Workplan was created and structured around each pillar of the framework, detailing a clear plan to advance reconciliation with Indigenous partners.

<https://www.okanagancollege.ca/indigenization>

PROGRESS	INITIATIVES AND PARTNERSHIPS
	Activities completed in 2025-26 include:
In-Progress 2024-2030 Indigenous OC Work Plan	2024-2030 Indigenous OC Work Plan. A six-year plan detailing OC's initiatives for reconciliation, directly aligned with the four pillars and goals of the Strategic Framework, TRC and DRIPA.
In-Progress - Revised Indigenous Engagement Structure	The implementation of a refreshed Indigenous Engagement structure at OC has been completed. Through the Partnership tables (Regional Indigenous Partnership tables and a Strategic Leadership Table), IPP Planning Meetings are being held across the Syilx Okanagan and Secwepemc territories to help set programming priorities.
In-Progress – Informed Practice Guidelines	Program development and implementation with Indigenous partners created to outline effective ways to support Indigenous learners. They also detail the steps and protocols necessary to integrate multiple ways of knowing and being into program delivery.
Ongoing – Indigenous Teaching and Learning Advisor Position	The Teaching and Learning Innovations department supports the indigenization of curriculum, course content, and pedagogy institution-wide. In 2025-26, they engaged in consultations with and supported departments across the College, including the Hall School of Business and Entrepreneurship (Business Administration, Cultural Tourism and the BBA revision), Arts and Foundational Programs (Indigenous curricular resources, language and land-based learning for Indigenous Studies) and Applied Communications; provided Indigenous consultation on microcredential development in Applied Communications, Applied Office Skills and Social Enterprise; delivered workshops across all four campuses on place-responsive curriculum design, Indigenous frameworks and trauma-informed pedagogy; and developed a resource list on Plateau-centric pedagogies to help faculty Indigenize curriculum meaningfully.
Ongoing – Use of Indigenous Language on College Property Policy	Promotes the use of local Indigenous languages on college grounds, respecting inherent rights and aiding in the revitalization of these languages.

Appendix B:

Implementation of Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples

Okanagan College
2025-26
Accountability Plan and Report

PROGRESS	INITIATIVES AND PARTNERSHIPS
	Activities completed in 2025-26 include:
Implemented – Updated Sponsor form & process	The sponsorship form and process have been implemented through a jointly developed and executed form that better addresses the needs of learners, OC systems and Band systems.
Ongoing – Indigenous Community Involvement in Hiring Practices Guidelines	Indigenous Community Involvement in Hiring Practices Guidelines are an ongoing process. Reviewed by Indigenous partners, they outline when, where and how to involve Indigenous partners in OC hires.
Ongoing – Employee training, including administrative and instructional training	Employee training on cultural awareness, learner wellness and safety was strengthened through additional training sessions and mentorship. The senior leadership team and specific program areas, such as Health, received localized cultural awareness training and on-the-land learning opportunities. The effectiveness of these initiatives was regularly monitored and discussed at the Regional Indigenous Partnership Tables.
Ongoing – Gathering Centres	Gathering places for Indigenous learners, supported by Indigenous Student Services Coordinators, remain active on every campus. These centres assist learners throughout their journey and help inform the programming and academic departments about what learners require for success.
Ongoing – Inclusion of Elders and Traditional Knowledge Holders	Funds and support are allocated to involve local Elders and Traditional Knowledge Holders in program delivery, as well as to provide training for employees and practicum hosts.
New – Restructure	Transition planning of internal restructuring was developed and implemented 25/26. This plan works towards improving processes and systems internally at OC to provide support to college-wide initiatives and further support OC Indigenous Plan. This includes the Indigenous Relations Office, which integrates Indigenous Services with the Student Services department to be more holistic and provide wrap-around services.



Appendix B:

**Implementation of Truth and Reconciliation
Commission Calls to Action and the United Nations
Declaration on the Rights of Indigenous Peoples**

Okanagan College
2025-26
Accountability Plan and Report

1: SOCIAL WORK

We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by ... Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
N/A	N/A

12: EARLY CHILDHOOD EDUCATION

We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
Ongoing	The Early Childhood Education (ECE) program continues to integrate content that reflects the realities of the sector and is responsive to the cultures and knowledge of local Indigenous communities. Instructors consistently update and embed content that is relevant to the sector, incorporate the B.C. Early Learning Framework (ELF) throughout the curriculum and align with Indigenous worldviews. OC continues to work collaboratively with Indigenous partners in the region. In ECE, these efforts have informed broader instructional practices across the program. ECE instructors have completed or are actively engaged in Indigenous training credentials (Four Seasons of Reconciliation). The ECE WIL program continues to provide specialized opportunities for advanced learning, while previously implemented partnerships remain in effect. These include: Delivery of ECE - certificate based on regional need and in partnership with continuing studies and indigenous communities

16: INDIGENOUS LANGUAGE DEGREE AND DIPLOMA PROGRAMS

We call upon post-secondary institutions to create university and College degree and diploma programs in Aboriginal Languages.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
Ongoing	OC offers two credit-bearing nsyilxcn (Okanagan language) courses annually - FNIL 110: Indigenous Regional Languages I (3 credits) and FNIL 120: Indigenous Regional Languages II (3 credits). These courses have been available through open enrolment since 2023, allowing any community member to join without the barriers of program application or transcripts. The courses satisfy the second-language requirement of the Applied Bachelor of Arts: Community, Research and Evaluation degree, providing a ladder pathway from Indigenous-language study into a completed credential. It was developed specifically for the southern interior of B.C. and embeds regional Indigenous cultures and language alongside Indigenous Studies courses (INDG 100 – Introduction to Indigenous Studies; INDG 201 – Okanagan Indigenous Peoples' History; INDG 202 – Okanagan Concepts and Frameworks), also available through Open Studies and as electives across OC programs.

Appendix B:

**Implementation of Truth and Reconciliation
Commission Calls to Action and the United Nations
Declaration on the Rights of Indigenous Peoples**

Okanagan College
2025-26
Accountability Plan and Report

23: HEALTH-CARE PROFESSIONALS

We call upon all levels of government to increase the number of Aboriginal professionals working in the health-care field, ensure the retention of Aboriginal health-care providers in Aboriginal communities, and provide cultural competency training for all healthcare professionals.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
Ongoing	Therapist Assistant Diploma Courses in the Therapist Assistant Diploma program continue to incorporate a dedicated learning unit on Cultural Safety in health care, introducing students to the historical impacts of colonialism and the presence of anti-Indigenous racism in Canada's health system. Course materials actively include works by Canadian Indigenous authors and integrate Indigenous health perspectives, such as holistic care models informed by the medicine wheel. These efforts support the program's ongoing goal of embedding Indigenous content throughout the curriculum. The curriculum remains up to date with relevant health structures, including content on the First Nations Health Authority and the role of the Aboriginal Patient Navigator across acute, community, long-term and palliative care settings. Cultural perspectives on pain are addressed in coursework through lectures that examine diverse cultural responses, including those specific to Indigenous traditions. Within the department, instructors are encouraged to participate in initiatives related to cultural sensitivity and the TRC by attending relevant training, contributing to committees and sharing insights to inform curriculum development and teaching.
Ongoing	Human Service Worker Program The Human Service Worker Program continues to maintain strong partnerships with local Friendship Centres and Band-administered social service agencies, which remain active in hosting practicum placements and presenting to students and instructional staff throughout the two-year diploma. A holistic learning approach is emphasized through assignments exploring Indigenous Models of Wellness, such as the Medicine Wheel, helping students appreciate diverse worldviews and apply these perspectives in both personal and professional contexts. Oral storytelling continues to play a central role in classroom learning, with stories read aloud to reinforce the significance of oral knowledge transmission. Key activities include: • Hobiye: Introduces students to Indigenous cultural celebrations and highlights the strength and resilience found in community traditions. • Generational Trauma: Encourages a strengths-based, culturally responsive approach to supporting Indigenous Peoples. The program maintains collaborative relationships with local Indigenous organizations, providing practicum opportunities and sustained engagement between students, staff and Indigenous communities. Instructors continue professional development in reconciliation and cultural competency through participation in the Four Seasons of Reconciliation training and workshops. The program also upholds a commitment to access and inclusion by reserving designated Indigenous seats.

Appendix B:

**Implementation of Truth and Reconciliation
Commission Calls to Action and the United Nations
Declaration on the Rights of Indigenous Peoples**

Okanagan College
2025-26
Accountability Plan and Report

PROGRESS	INITIATIVES AND PARTNERSHIPS
Ongoing	Indigenous Community Support Worker Certificate An Indigenous-instructor-led program in which Indigenous instructors update the curriculum and teach the courses. The Indigenous Community Support Worker (ICSW) Certificate equips students to support Indigenous individuals and families both on- and off-reserve through holistic, person- and family-centred approaches, and remains available fully online through a single annual intake, offering flexible access to learners across regions.
Implemented	Certified Dental Assistant Program The Certified Dental Assistant (CDA) program continues to integrate content on oral health education and Indigenous Peoples, with a focus on prevention and culturally informed care. To meet regional workforce needs, the program has expanded its reach through WIL delivery. Instructors and staff remain engaged in reconciliation efforts through continued participation in Four Seasons of Reconciliation training and workshops.
New	The CDA program fall 2025 plans to celebrate in stories and sharing for National Indigenous Oral Health Day October 15, alongside representation from OC Indigenous Services. Invitation for guest speakers from IDAC (Indigenous Dentists' Association of Canada) to join the class to share Jordan's principles with students and staff as an educational session.



Appendix B:

Implementation of Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples

Okanagan College
2025-26
Accountability Plan and Report

PROGRESS	INITIATIVES AND PARTNERSHIPS
Ongoing	Pharmacy Technician Program The Pharmacy Technician Program continues to incorporate cultural safety and trauma-informed practices, with instructors participating in cultural training and workshops, while students are required to complete Provincial Violence Prevention training through the Student Practice Education Core Orientation hub. Curriculum activities remain focused on Indigenous cultural perspectives, including a 'Plant Walk' in pharmacology courses to introduce students to Indigenous medicines, followed by a written reflection to support personal and professional learning. Curriculum revisions, finalized in January 2025, include standards tied to TRC, specifically emphasizing Cultural Safety and Humility in pharmacy practice. The program has two Indigenous seats which account for 10 per cent of the seat allocation per intake.
Ongoing	Health Care Assistant Education The HCA curriculum continues to include practices related to Indigenous approaches to End-of-Life care, while also emphasizing multiculturalism and diversity in health care delivery. Instructional teams and students benefit from story-sharing and guidance provided by Indigenous resource staff, including Elders and community partners, who collaborate directly with instructors to enrich course content. Local First Nations and Métis communities contribute to classroom learning through mentoring and educational sessions, while Indigenous Services at OC regularly joins HCA classrooms to offer orientation and support for both students and staff. The program also continues to work with InspirED Continuing Studies and Corporate Training and regional Indigenous bands to expand access to HCA program offerings through collaborative delivery models.
Implemented	HCA-PP indigenous cohorts Fall 2024 – 1) Westbank First Nations 2) Neskonlith, Salmon Arm, Shuswap- 2025. The Lillooet Tribal Council cohort graduated in August 2024. HCA instructors have completed or are actively engaged in Indigenous training credentials. (San'Yas or Four Seasons of Reconciliation.)



Appendix B:

Implementation of Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples

Okanagan College
2025-26
Accountability Plan and Report

24: MEDICAL AND NURSING SCHOOLS

We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration (UN Declaration) on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
Ongoing	Practical Nursing Diploma The PN curriculum at OC continues to incorporate Indigenous health and history, aligned with standards set by the B.C. College of Nurses and Midwives (BCCNM). In Term I, students engage with cultural safety modules, including options such as The Unforgotten or BCCNM resources on discrimination and anti-racism. In Term II, students complete the BCCNM module Keegan's Story and a Cultural Reflection assignment. The BCCNM nursing registry has revised the provincial curriculum to align with the TRC's Calls to Action, emphasizing cultural humility, intercultural competency, Lesbian, Gay, Bisexual, Transgender, Queer, Two-Spirit (LGBTQ2) inclusion and trauma-informed practice. The revised Provincial PN Curriculum, recently released, with implementation by Fall 2027. OC's PN curriculum has been developed using Indigenous learning resources, as guided by BCCNM provincial materials. Cultural safety modules are embedded across all semesters, allowing students to revisit and reflect on these principles in relation to professional practice. The program maintains ongoing engagement with local First Nation bands and Indigenous health navigators from Interior Health, who participate in classes and offer student-facing information sessions. OC holds affiliation agreements with three Okanagan First Nation bands, supporting community-based practicums, and PN students complete clinical placements within First Nations health units across the Okanagan. Both the HCA and PN programs remain aligned with TRC-related standards, particularly in Cultural Safety and Humility. Future for Fall 2027-Health Social Development is planning to acquire curriculum that includes an Indigenous Foundational Course for Health Care workers, that will be used across all health programs.

28: LAW SCHOOLS

We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the UNDRIPA, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and antiracism.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
N/A	N/A

Appendix B:

**Implementation of Truth and Reconciliation
Commission Calls to Action and the United Nations
Declaration on the Rights of Indigenous Peoples**

Okanagan College
2025-26
Accountability Plan and Report

57: PUBLIC SERVANTS

We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the UNDRIPA, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
Ongoing	OC continues to deepen its commitment to Reconciliation by enhancing staff understanding, skills and competencies. This ongoing effort includes the implementation of an Indigenous OC Plan grounded in guiding principles to steer future actions. College leadership has completed Syilx Cultural Training led by Elders. The Four Seasons of Reconciliation training is accessible to all employees, complemented by numerous local cultural awareness events held throughout the year that see strong staff participation. OC has also acquired four microlearning modules: Foundation of Truth & Reconciliation, Reconciliation Documentary Film Packs, September 30 and Treaty Perspectives. A network of local Traditional Knowledge Holders and Elders has been established, providing increased training opportunities for leadership teams, portfolio areas and program deliveries. In 2025-26, the College has focused on reporting to and seeking guidance from its Regional Indigenous Partnership Tables to further develop and enhance employee training strategies, with plans to incorporate feedback and recommendations.
New	The Anti-Racism Employee Resource Group supports anti-racism learning for teams across OC. The new Inclusive Community Plan is rooted in intercultural competency, collaborative conflict resolution, and human rights and the new Inclusion Lens provides a concrete framework and learning platform (federal government GBA+ training). Both the Inclusive Community Plan and the Inclusion Lens are approved and operational, and the concrete work that they drive is ongoing.

62: TEACHER EDUCATION

We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to: ... Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
Ongoing	Education Assistant Certificate Program In collaboration with Adams Lake, Little Shuswap, Splatkin, Neskonlith, and the Métis Association, the College co-designed the Education Assistant Certificate Program to prepare participants for roles as Education Assistants in schools. The program features open enrolment with seven cohorts held each year. Its curriculum includes a 21-hour workshop titled 'Reconciliation Through Indigenous Education.'

Appendix B:

**Implementation of Truth and Reconciliation
Commission Calls to Action and the United Nations
Declaration on the Rights of Indigenous Peoples**

Okanagan College
2025-26
Accountability Plan and Report

86: JOURNALISM AND MEDIA SCHOOLS

We call upon Canadian journalism programs and media schools to require education for all students on the history of Aboriginal peoples, including the history and legacy of residential schools, the UN Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
NA	NA

92: BUSINESS SCHOOLS

We call upon the corporate sector in Canada to ... Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the UN Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
New	Offered a six-course Certificate in Small Business Development in collaboration with the Neskonlith Indian Band (NIB) and Osoyoos Indian Band (OIB). Waiting to hear if proposals were approved.
New	Added an allyship module to Business Administration (BUAD) 339 course that included a guest speaker from the Nkmaplqs – Okanagan Indian Band (OKIB)
New	In collaboration and consultation with Indigenous community partners and with new position, Indigenous Teaching and Learning Advisor on integrating course materials for the business BUAD 269.
Ongoing	This ongoing initiative involves the development of Indigenous modules for three business courses, which have been integrated into their curriculum materials started in the fall of 2025. Two of these courses are required at the diploma level: BUAD 262 (Organizational Behaviour), projected to serve 350 students in the 2025-26 academic year, and BUAD 269 (Human Resources Management), expected to reach 286 students during the same period. The third course, BUAD 370 (Leadership), is an upper-level management specialty course with a projected enrolment of 145 students for 2025-26. These modules have been developed through consultation with Indigenous educators, learning and teaching advisors, and by utilizing Indigenous-created curriculum materials, to incorporate Indigenous worldviews, perspectives and experiences into the business curriculum, along with learning assessments and resources to support instruction. Additionally, an 'Indigenous Perspectives in the Non-profit Sector' module is integrated into BUAD 341 (Introduction to Non-profit Management), which is offered each fall with an average enrolment of 25 students.
Ongoing	Indigenization of the business curriculum is offered through several courses and WIL experiences. Indigenous perspectives and experiences are integrated into student learning through hosting guest speakers at events for students and the public and partnering with Indigenous organizations on projects and partnerships in community.
New	InspirED Continuing Studies and Corporate Training engaged Program Mentors to serve as primary points of contact for Indigenous students enrolled in the funded Hospitality and Culinary Essentials programs in Vernon, Kelowna and Penticton. These mentors work collaboratively with instructors, College staff and Indigenous community representatives to support student connection, communication and continuity, while helping facilitate access to appropriate College contacts and resources. Of the 34 students enrolled across the programs, 15 self-identified as Indigenous. The program also embedded an Indigenous Cultural Tourism module.

Appendix B:

Implementation of Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples

Okanagan College
2025-26
Accountability Plan and Report

PROGRESS	INITIATIVES AND PARTNERSHIPS
New	Continuing Studies and Corporate Training partnered with the Lillooet Tribal Council to deliver a customized Project Management Certificate program to 19 Indigenous learners.
New	OC, in partnership with the Lillooet Tribal Council, is delivering the HCA program within the community. The program is offered to 10 learners through a blended delivery. The funded program also includes support for the Lillooet Tribal Council to employ a Program Mentor and Program Coordinator to provide day to day program support and learner assistance. The program began in March and is scheduled to conclude in October 2026.
New	InspirED Continuing Studies and Corporate Training delivered the Greenhouse Practices and Operational Fundamentals program through a four week Upskill Canada initiative in February 2026. The program enrolled 20 learners, with approximately 90 per cent identifying as Indigenous, and was offered in collaboration with Adams Lake Indian Band (ALIB), Splatstin, OKIB and Westbank First Nation. The program supported skills development aligned with community identified workforce interests and emphasized collaborative engagement with Indigenous communities and a local greenhouse.
New	OC collaborated with Westbank First Nation to offer on-site academic assessments for community members. This initiative provided opportunities to engage with learners to better understand their interests and educational goals, while offering supportive, culturally responsive assessment experiences. The approach emphasized relationship building, reducing barriers within the assessment process and supporting clear pathways to next steps and ongoing connections with the College.
New	OC offered the GIS Essentials Microcredential online and provided supports such as laptops, workstations, living supports, program support through an IT mentor and instructional time and supplies. Out of the 12 students enrolled in this program, 10 were Indigenous.
New	InspirED Continuing Studies and Corporate Training delivered a Pre-Employment Supports Program in partnership with the OIB and Penticton Indian Band (PIB), March–July 2026, offering 15 in-person short courses at each location in areas such as communication, goal-setting and time management, financial education, emergency first aid, FoodSafe, WHMIS and workplace readiness.



Appendix B:

Implementation of Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples

Okanagan College
2025-26
Accountability Plan and Report

UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES IMPLEMENTATION

How is your institution working with Indigenous peoples and communities to implement the UNDRIP, and in particular the articles related to education, which include the following:

Article 14

1. Indigenous peoples have the right to establish and control their educational systems and institutions providing education in their own languages, in a manner appropriate to their cultural methods of teaching and learning.
2. Indigenous individuals, particularly children, have the right to all levels and forms of education.

Article 15

1. Indigenous peoples have the right to the dignity and diversity of their cultures, traditions, histories and aspirations which shall be appropriately reflected in education and public information.

Article 21

1. Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including, inter alia, in the areas of education, employment, vocational training and retraining, housing, sanitation, health and social security.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
Ongoing	OC's Indigenous Strategic Framework outlines the strategic goals and accountability measures in alignment with key Indigenous rights and reconciliation commitments, including the 2007 UNDRIP, the 2015 Canadian TRC Calls to Action, B.C.'s 2019 DRIPA, the 2022-2027 Indigenous Rights Action Plan and Section 35 of the Constitution Act. The framework is structured around a 4 Pillars model inspired by the traditional Q'wci?, C7iskten (Pit House), reflecting Indigenous Principles, ways of being and knowledge systems of the land's peoples. These four pillars: Teaching and Learning Development, Governance and Decision-Making, Infrastructure and Design, and Relationships, each feature four specific goals aimed at fostering community and advancing reconciliation. In 2025-26, a multiyear Indigenous OC Workplan was created and structured around each pillar of the framework, detailing a clear plan to advance reconciliation with Indigenous partners. This is a living document and ever-changing to adapt to the needs of the college and Indigenous learners. https://www.okanagancollege.ca/indigenization
New – Programs delivered in local Indigenous Communities	• ICSW programming was integrated to prepare learners for the Indigenous contexts they may encounter within educational and community settings • Pathways program - a collection of short courses in areas such as computer skills, leadership and industry certifications • Hospitality and Culinary Essentials, Project Management Certificate and Health Care Assistant programs • Academic assessments for community members • Hired Program Mentors to serve as primary points of contact for Indigenous students • Indigenous-led microcredentials - the Office Basics Microcredential (Westbank First Nation) and the Community Administrator Microcredential (Lower Similkameen Indian Band), both delivered as Indigenous-led programming and concluded May 2025. • Stackable community credentials - stackable GIS Microcredential pathways with Gitxaala Nation and the Nlaka'pamux Nation Tribal Council (Lytton), and funded Indigenous Community Support Worker / Education Assistant cohorts (Sept 2025–Mar 2026) delivered with eight partner communities and organizations - OKIB, PIB, OIB, Okanagan Training and Development Council (OTDC), NIB, ALIB, Skwłāx te Secwepemcúlecw, and Splotsin.

Appendix B:

Implementation of Truth and Reconciliation
Commission Calls to Action and the United Nations
Declaration on the Rights of Indigenous Peoples

Okanagan College
2025-26
Accountability Plan and Report

In Plain Sight Report Recommendations Reporting for Post-Secondary Institutions

In Plain Sight recommendation #8 - please list all health programs offered by your institution and any accreditation standards that relate to cultural safety and humility training. If an accredited program does not have a related standard, indicate N/A for the program.

PROGRAM NAME	ACCREDITATION STANDARD DETAILS (If none exist, N/A)
Practical Nursing Diploma	Accreditation Standards: - Standard 1: Structure-The program's strategy, policies, procedures and resources support student preparation to attain and demonstrate the entry-level competencies (ELC's) and BCCNM Standards or Practice for the class of licensure. - Standard 2: Curriculum-The program's curriculum prepares students to attain and demonstrate the ELC's and BCCNM Standards of Practice for the class of licensure. - Standard 3: Graduates of the program attain and demonstrate the ELC's and BCCNM Standards of Practice for the class of licensure. The PN Program is accredited with BCCNM and has met the standards set below, which ensure students have met the ELC's that are required of Licensed Practical Nurses. Below lists a few of the ELC's captured within the program's curriculum. ELCs 8, 21, 22, 24, 26, 45, 47, 63, 70, and 73 These collectively address: - Cultural safety - Cultural humility (self reflection, bias awareness) - Indigenous specific reconciliation and culturally safe practice Curriculum Standard: The PN curriculum provides the learning experiences necessary for students to achieve the Entry Level Competencies for Licensed Practical Nurses and to meet BCCNM Standards of Practice for Licensed Practical Nurses (Practice Standards, Professional Standards and Scope of Practice Standards). Future planning: The new PN curriculum has been released with an expected implementation date for Fall 2027. Updates to the PN curriculum will include the new Health Professions and Occupations Act (HPOA) that came into place April 1, 2026.



Appendix B:

**Implementation of Truth and Reconciliation
Commission Calls to Action and the United Nations
Declaration on the Rights of Indigenous Peoples**

Okanagan College
2025-26
Accountability Plan and Report

PROGRAM NAME	ACCREDITATION STANDARD DETAILS (If none exist, N/A)
Health Care Assistant	Program Recognition Standard: Standard 4.1 - The program meets the learning outcomes identified in the HCA Education Program Provincial Curriculum. Program Learning Outcomes part of the curriculum standard • Provide person-centred care and assistance that recognizes and respects the uniqueness of each individual client. • Use an informed problem-solving approach to provide care and assistance that promotes the physical, psychological, cognitive, social and spiritual health and well-being of clients and families. • Communicate clearly, accurately and sensitively with clients and families in a variety of community and facility contexts. • Perform the care provider role in a reflective, responsible, accountable and professional manner.
Pharmacy Technician Certificate	Program Learning Outcomes: • Practice and prioritize patient centred care focused on needs, values, health and safety to ensure optimal outcomes for patients. • Identify professional standards and guidelines according to provincial and national regulation. • Engage in a collaborative, equity-based approach to lifelong learning within healthcare teams. Accreditation Standards: • Criterion 3.4: The curriculum addresses Indigenous health and cultural safety, including Canada's history and legacy of residential schools, past and present practices of colonialism, Indigenous rights to self-determination, anti-Indigenous racism and Indigenous teachings and practices. • Criterion 3.5: The curriculum provides an appropriate understanding and addresses attitudes related to anti-racism, anti- oppression, cultural safety and health equity. • Standard 11: The College and Program recognize and are committed to the TRC of Canada's Calls to Action, and/or celebrate local Indigenous cultures and engage in respectful and reciprocal relationship building. • Standard 12: The College and Program recognize and commit to anti-racism and anti-oppression of equity-deserving groups, celebrate a diversity of cultures and engage in respectful and reciprocal relationship building. • Standard 15: The Program has a robust recruitment process that is transparent in its intention to attract a diverse pool of well-qualified applicants. • Criterion 15.2: The process includes recruitment of individuals from equity-deserving groups. • Criterion 15.3: The process includes recruitment of Indigenous students consistent with TRC Call to Action 23. • Criterion 16.2: Admissions processes include attention to equity, diversity, inclusion, anti-racism and anti-oppression in its selection of candidates, with a specific focus on Indigenous applicants consistent with TRC Calls to Action 23. These processes include procedures to ensure the reduction of systemic reviewer biases towards applicants. • Criterion 19.2: Faculty members and staff participate in training on systemic oppression and anti-racism, including but not limited to information on Indigenous health and wellness, and the historical and current policies, practices and effects of colonialism

Appendix B:

Implementation of Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples

Okanagan College
2025-26
Accountability Plan and Report

PROGRESS	INITIATIVES AND PARTNERSHIPS
Certified Dental Assistant Ongoing	- The curriculum must include foundation knowledge in the following areas: Indigenous health issues (see TRC of Canada: Calls to Action #24): http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf - Indigenous health issues should include content on the “history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism.” From Call to Action #24: http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf - Faculty and Faculty Development - Faculty members assigned responsibilities for program instruction must have current content knowledge and experience related to their instructional assignments and training in educational theory and methodology, ethics, EDISJ and Indigenous populations.
Therapist Assistant Diploma/ Recreational Therapy Assistant Certificate	Program Outcomes: - Communicator - The program prepares students to use effective communication to develop and maintain appropriate and respectful relationships with clients, families, care providers and other stakeholders. - Change Agent/Advocate - The program prepares students to understand how to responsibly use knowledge and influence within their role to promote the health and well-being of individual clients, communities and populations. - Professional practitioner - The program prepares students to the best interests of clients and society through ethical and legal practice and high personal standards of behaviour. Accreditation Standards: Criterion 1.6 - The program and/or institution has policies and processes to promote equity, diversity, and inclusion among the staff, students and others who engage and/or work with the program. Criterion 1.7 - The program and/or institution has mechanisms and processes in place to identify and address any cases of racism, discrimination, and/or harassment amongst staff, faculty and students. Criterion 6.1.3 - Supports diversity in communication by using strategies to reduce communication barriers with different populations in different practice contexts and incorporates sensitive practice. Criterion 6.6.2 - Respects diversity and demonstrates sensitive practice

In Plain Sight recommendation #14 - The B.C. government, Provincial Health Services Authority (PHSA), the five regional health authorities, B.C. colleges and universities with health programs, health regulators, and all health service organizations, providers and facilities recruit Indigenous individuals to senior positions to oversee and promote system change.

For all health programs offered at your institution, please identify what new, ongoing, or completed actions have supported the recruitment of Indigenous individuals to senior positions to oversee and promote system change, and the quantitative impact of these actions.

PROGRAM	PROGRESS	ACTIONS
Health & Social Development	Ongoing	Senior positions are held by management that oversee all programs in their portfolio. Hiring and recruitment procedure has been established that Indigenous representation is present for recruitment of employees into these positions.

Appendix B:

Implementation of Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples

Okanagan College
2025-26
Accountability Plan and Report

In Plain Sight recommendation #18 - The B.C. government require all university and college degree and diploma programs for health professionals in B.C. to implement mandatory strategies and targets to identify, recruit and encourage Indigenous enrolment and graduation, including increasing the safety of the learning environment for Indigenous students.

Please identify any existing strategies your institution has, targets that have been identified by program area, and outcomes related to the identification, recruitment, and graduation of Indigenous students. Note - the B.C. government has not yet set mandatory strategies and targets related to recommendation #18. Information collected in the first year of In Plain Sight Reporting will be used to identify promising policies and practices that have already been implemented by post-secondary institutions.

STRATEGIES	TARGETS BY PROGRAM AREA	OUTCOMES
Indigenous cohorts -HCA -Certificates	40 FTE - 2025	Westbank & Neskonlith, Adams Lake, Skwlax te Secwepemculecw and Splatsin Lillooet 2026
Indigenous cohorts -Early Childhood Education Assistant Certificate (ECEA) and Early Education Certificate (EDEC)	16 FTE	Graduated class from Chase (Neskonlith, Adams Lake & Skwlax Secwepemculecw)
Seat allocation in CDA-Certificates	3-4 FTE annually	Ongoing annually intake in September. CDA WIL intake in January 2026 and 2027
Indigenous Access Policy	Identifies and holds Indigenous Seats for all program areas	Seat allocation in all HSD programs 10 per cent per cohort

In Plain Sight recommendation #21 - All B.C. university and college degree and diploma programs for health practitioners include mandatory components to ensure all students receive accurate and detailed knowledge of Indigenous-specific racism, colonialism, trauma-informed practice, Indigenous health and wellness, and the requirement of providing service to meet the minimum standards in the UN Declaration.

For all health programs offered at your institution, please identify whether mandatory cultural safety and humility training components are new this year, ongoing, or fully implemented. Under actions, please list and describe the mandatory training components. If there are none, please indicate N/A for that program.

PROGRAM	PROGRESS	ACTIONS
Practical Nursing Diploma	Ongoing	- Violence prevention - trauma informed practice courses; mandatory for all students in the program. - BCCNM resources are used for many courses within the program - Videos such as Anti-racist practice (acting) - Implemented Remembering Keegan: a B.C. First Nations Case Study Reflection into the professional communications courses. - Trauma informed care - e learning series. Parts are mandatory for students-health promotion courses. - San'yas Anti-racism Indigenous Cultural Safety Training Program. This is mandatory for all faculty in PN program.
Health Care Assistant	Ongoing	Violence prevention- trauma informed practice courses
Therapy Assistant Diploma	Ongoing	Violence prevention- trauma informed practice courses
Human Service Worker Diploma	Ongoing	Violence prevention- trauma informed practice courses
Supportive Care Assistant Microcredential	Ongoing	Violence prevention- trauma informed practice courses

Appendix C: Mandates Priority Index

Okanagan College
2025-26
Accountability Plan and Report

MLP1	Mandate Letter Priority #1	Work with the Ministry to explore and implement strategies that support efficiency and service optimization, reduce expenses, generate revenues and help ensure long-term financial sustainability of the sector while enhancing access to high quality learning opportunities.
MLP2	Mandate Letter Priority #2	The post-secondary education system is critical to supporting a prosperous, diverse and growing economy and a strong, secure British Columbia. I expect that your institution's policies and programs ensure that post-secondary education and training in British Columbia remains relevant and accessible.
MLP3	Mandate Letter Priority #3	I expect your institution to develop and implement strategies that ensure safety, protection, and fair treatment on campuses for students, staff, and faculty.
MLP4	Mandate Letter Priority #4	Underlying our work is a continued commitment to lasting and meaningful Reconciliation with Indigenous partners by supporting opportunities for First Nations self-determination in the post-secondary sector leading to greater access to relevant programs for Indigenous learners.



Appendix D: Glossary

Acronym / Term	Definition
ABE	Adult Basic Education
ACBSP	Accreditation Council for Business Schools and Programs
AET	Accessible Education and Training
AI	Artificial Intelligence
ALIB	Adams Lake Indian Band
APN	Access to Practical Nursing
BASF	Baden Aniline and Soda Factory
B.C.	British Columbia
BCCNM	B.C. College of Nurses and Midwives
BCIB	BC Infrastructure Benefits
BEST	Building Employment Skills and Training
BUAD	Business Administration
BHER	Business Higher Education Roundtable
CDA	Certified Dental Assistant
CEWIL	Co-operative Education and Work-Integrated Learning
CHAB	Canadian Home Builder's Association
CIP	Classification of Instructional Programs
CMHC	Canada Mortgage and Housing Corporation
CLAC	Christian Labour Association of Canada
CPA	Chartered Professional Accountant
CRM	Customer/Client Relationship Management
DRIPA	Declaration on the Rights of Indigenous Peoples Act (B.C., 2019)
ECE	Early Childhood Education
ECEA / ECEC	Early Childhood Educator (Assistant) Certificate
EDISJ	Equity, Diversity, Inclusion, Social Justice
ELC(s)	Entry-level competencies (BCCNM nursing standards)
ELF	Early Learning Framework (B.C.)
EQA	Education Quality Assurance
ERM	Enterprise Risk Management
ERP	Enterprise Resource Planning
ESL	English as a Second Language
FNIL	First Nations/Indigenous Language course-code prefix
FTE	Full-Time Equivalent
FYIC	Former Youth in Care
GBA+	Gender-Based Analysis Plus (federal framework)
GDP	Gross Domestic Product
GIS	Geographic Information Systems
HCA	Health Care Assistant
HCA-PP	Health Care Assistant Partnership Pathway
HPOA	Health Professions and Occupations Act (B.C.)
IAPR	Institutional Accountability Plan and Report
ICSW	Indigenous Community Support Worker
IDAC	Indigenous Dentists' Association of Canada

Appendix D: Glossary

Acronym / Term	Definition
IDEAL	Inclusion, Diversity, Equity, Accessibility in Libraries (committee)
IILP	Indigenous Intern Leadership Program
INDG	Indigenous Studies course-code prefix
IPP	Indigenous Pathways and Partnerships Program
K-12	Kindergarten to Grade 12
LEED	Leadership in Energy and Environmental Design
LGBTQ2	Lesbian, Gay, Bisexual, Transgender, Queer, Two-Spirit
MCFD	Ministry of Children and Family Development
MFA	Multi-Factor Authentication
MLP / MLP1-4	Okanagan College Mandate Letter / Mandate Letter Priority #1-4
N/A	Not applicable
NIB	Neskonlith Indian Band
NOC	National Occupational Classification
OC	Okanagan College
OIB	Osoyoos Indian Band
OKIB	Okanagan Indian Band
OTDC	Okanagan Training and Development Council
PAL	Provincial Attestation Letter(s)
PGWP	Post-Graduation Work Permit
PHSA	Provincial Health Services Authority
PIB	Penticton Indian Band
PN	Practical Nursing
PSFS	Post-Secondary Education and Future Skills (Ministry)
RCAF	Royal Canadian Air Force
SAME	Supported Access to Modified Education
SEM	Strategic Enrolment Management
SIS	Student Information System
STBC	SkilledTradesBC
TOK	Thompson-Okanagan (region)
TRC	Truth and Reconciliation Commission
U.S.	United States
UBCO	University of British Columbia Okanagan
UN Declaration / UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
WIL	Work-Integrated Learning



BOARD OF GOVERNORS – BRIEFING NOTE

September 29, 2026

Agenda #: 3.1.3

Title	Education Council Chair Report
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Report

Academic Policy Workplan

In September 2026, the Academic Governance Committee of Education Council reviewed the 2026-27 Academic Policy Workplan. Key priorities for the coming year include a review of grading policies and the development of a Student Code of Conduct Policy to support students in understanding academic expectations, standards, and responsibilities. The evaluation of programs and educational services has also been identified as a priority area, with policy development work planned for review during the current academic year.

Education Council Governance

This fall, Education Council is reviewing its Bylaws, Terms of Reference, and other supporting governing documents. Having been in effect for a full academic year, a governance review provides an opportunity to assess the effectiveness of these documents in practice. This work supports continuous improvement of Council's governance processes and the Council's alignment in carrying out its responsibilities under the College and Institute Act.

Non-Credit and Service Contract Courses and Programs Policy

I appreciated the robust discussion and debate about the Non-Credit and Service Contract Courses and Programs policy at the June 23rd Board meeting. I would like to raise some follow-up items for the Board's consideration. These points were previously shared with the Board Chair, the President, and the Provost and Vice President Academic.

1. At the June Board meeting there was substantive discussion about alignment of the new policy with the Act, and the Board was satisfied that it does align. After further review, I believe that 6.1 in the Non-Credit and Service Contract Courses and Programs Implementation and Cancellation Policy does, in fact, contravene the Act, but in a different way than was discussed in June.

6.1 of the policy reads, "In accordance with Section 19(1)(d) of the College and Institute Act, the Board of Governors delegates to the President the authority to implement and cancel Non-credit Courses and Programs that fall within the scope of this policy."

23(1)(c) of the Act allows for "reports after implementation by the institution without prior review by the education council of (i) new non-credit programs, or (ii) programs offered under service contract." 23(1)(e) gives the Board power over the "cancellation of programs or courses offered by the institution or changes in the length of or hours for courses or programs offered by the institution."

In my interpretation of 23(1)(c) and 23(1)(e), the Act does not give anyone but the Board the authority to cancel programs, and 23(1)(e) does not specify that the clause only applies to credit programs or courses. So, while the Act may allow the Board to delegate the implementation of non-credit programs, I do not believe it allows the Board to delegate their cancellation.

2. Regarding Education Council involvement in approval of non-credit curriculum content, 23(1)(c) only refers to non-credit programs. It does not specifically mention courses, which are named jointly with programs in 23(1)(b), (d), and (e). I refer you to 24(2)(f), which gives Education Council sole authority to “set curriculum content for courses leading to certificates, diplomas or degrees.” The Act is silent on whether only *credit* certificates fall under Education Council purview for curriculum content. Okanagan College offers numerous non-credit certificate programs, whose course-level curriculum content may still fall within Education Council purview under 24(2)(f). The argument could be made that 24(2)(f) was only intended to refer to for-credit curriculum, but since the Act is silent on that matter, there is a risk in making that assumption and stating it as fact.

To mitigate these potential risks, I encourage the Board to seek outside advice from a governance expert to ensure that the Non-Credit and Service Contract Courses and Programs policy does, in fact, align with the College and Institute Act.

Goodbye

I regret to announce that I must step away from Education Council for personal reasons and this will be my last Board of Governors meeting.

While I am disappointed to be departing Education Council and the Board, it has been my privilege to serve as EdCo chair for the past 3.5 years and to work alongside dedicated governors, faculty, staff, students, and administrators who care deeply about this institution and its future. I'm proud of what we've accomplished together and grateful for the relationships, learning, and shared commitment to student success that have defined this experience.

I wish you all the very best as you continue the important work ahead.

Reference Materials

- *None*

Prepared by

Jillian Garrett, Education Council Chair
September 22, 2026



BOARD OF GOVERNORS – BRIEFING NOTE

September 29, 2026

Agenda #: 3.1.4

Title	Executive Committee Terms of Reference Renewal		
Action and/or Recommendation	For Approval <u>Recommended motion:</u> <i>"BE IT RESOLVED THAT the Okanagan College Board of Governors approve the renewal of the Executive Terms of Reference as recommended by the Executive Committee."</i>		
Meets OC's Inspire Plan...	Values ☐ Students First ☐ Community ☐ Respect ☐ Courage ☐ Relationships ☐ Distinction	Responsibilities ☐ Reconciliation ☐ EDISJ ☐ Sustainability ☐ Resilience ☒ Effective and Efficient	Commitments ☐ Inclusive & Equitable Access ☐ Life-long learning partnerships ☒ Integration and focus

Background Statement

The Executive Committee Terms of Reference were revised and approved by the Board as part of a comprehensive review of governance materials that was completed in 2022. Due to the number of materials reviewed that year, an initial review was completed after one year of use before the Board adopted the three-year review cycle outlined in the Committees' Terms of Reference.

The Committee provided feedback on the revised Terms of Reference on March 3, 2026 and recommended their renewal to the Board in March. At the March meeting, a member requested clarification regarding the scope of the Executive Committee's authority to act on behalf of the Board. Administration agreed to undertake a further review.

As outlined in the analysis, and following the additional review, no revisions are proposed and therefore Administration has not proposed a motion from the one previously approved by the Executive Committee supporting its renewal.

Reference Materials

- Executive Committee Terms of Reference

Supporting Analysis

Administration reviewed the Executive Committee Terms of Reference as part of the wider Board governance framework to determine whether the Executive Committee's delegated authority is continuing to meet the needs of the Board.

The Board Bylaws, Executive Committee Terms of Reference, and Board Workplan establish the Executive Committee's primary functions. These are to approve Board agendas, recommend the annual meeting schedule and workplan to the Board, serve as a sounding board for the President, and consider requests to make presentations to the Board.

Beyond these functions, the Committee may act on behalf of the Board only when a matter requires immediate action and the Board cannot be convened through a regular or special meeting or by written resolution. Any action taken under this authority must be reported to the Board at its next Closed meeting.

Administration’s review confirmed that the Committee has exercised its authority only within its primary functions. The limited circumstances in which the Committee may act on behalf of the Board, together with the requirement to report any such action, provide appropriate limits and Board oversight.

Alignment to the Strategic Plan Roadmap

Inspire Plan. Reviewing the Terms of Reference supports effective governance by maintaining clear responsibilities, appropriate delegation, and alignment between the Committee’s work and the Board’s strategic priorities.

Risks Identified & Mitigation Steps

Effectiveness and Efficiency. Integration and Focus. This review of the Committee’s Terms of Reference helps ensure that Committee continues to function effectively in carrying out its delegated responsibilities to the Board.

Proposed by		Neil Fassina, President
Consultation History	Group/Individual, Title	Date
Reviewed	Kristen Wiebe, Governance and Privacy Coordinator	9/4/2026

Executive Committee

Terms of Reference



Okanagan College Board of Governors

Review 2026

A. **PURPOSE**

The purpose of the Executive Committee (the “Committee”) is to review and advance the work of the Board of Governors (the “Board”) and the Board’s committees. In doing so, the Committee will act on behalf of and with the full authority of the Board on matters that require immediate attention.

B. **MEMBERSHIP**

The membership of the Committee shall include:

- Board Chair who shall serve as chair of the Committee
- Board Vice-Chair
- President (*ex-officio*)
- Chair, Finance, Audit, and Risk Committee
- Chair, Human Resource and Compensation Committee

C. **OKANAGAN COLLEGE RESOURCE STAFF**

The Committee is supported by the Governance and Privacy Coordinator.

D. **MEETINGS**

The Committee shall meet at least four (4) times each year. Additional meetings may be held as deemed necessary by the Board Chair.

E. **VOTING AT COMMITTEE MEETINGS**

Each member of the Committee has one vote on the Committee.

F. **DUTIES AND RESPONSIBILITIES**

Subject to the powers and duties of the Board, the Committee will perform the following:

- Recommend to the Board for approval an annual schedule of Board meetings.
- Approve agendas for Board meetings.
- As necessary, address and report to the Board on matters not assigned to other Board committees.
- Act on behalf of the Board in situations that require immediate action or attention, and where it is not possible to convene the whole Board. The Committee Chair will report on such actions to the next Closed meeting of the Board.
- Act as a consultative body to the President.

G. **ACCOUNTABILITY**

The Executive Committee will report its discussions to the Closed meetings of the Board by maintaining minutes of its meetings and providing a verbal report at the next Closed meeting of the Board.

H. **REVIEW**

The Terms of Reference for the Committee will be reviewed by the Committee at least once every three years and changes will be forwarded to the Board for approval.

I. **REVIEW HISTORY**

Date	Review
2026	Review
2023-05-23	Revision approved by Okanagan College Board of Governors
2022-05-24	Revision approved by Okanagan College Board of Governors
2016-11-29	Revision approved by Okanagan College Board of Governors
2008-02-15	Revision approved by Okanagan College Board of Governors
2007-03-27	Approved by the Okanagan College Board of Governors



BOARD OF GOVERNORS – BRIEFING NOTE

September 29, 2026

Agenda #: 3.1.5

Title	Board Meeting Schedule		
Action and/or Recommendation	For Approval <u>Recommended Motion:</u> <i>“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the 2027 and 2028 meeting schedules as recommended by the Executive Committee.”</i>		
Meets OC’s Inspire Plan...	Values ☐ Students First ☐ Community ☐ Respect ☐ Courage ☐ Relationships ☐ Distinction	Responsibilities ☐ Reconciliation ☐ EDISJ ☐ Sustainability ☐ Resilience ☒ Effective and Efficient	Commitments ☐ Inclusive & Equitable Access ☐ Life-long learning partnerships ☒ Integration and focus

Background Statement

Per its Terms of Reference, the Executive Committee recommends to the Board approval of the annual schedule of Board meetings.

The proposed schedule reflects the Board’s next two-year meeting cycle to enable members greater ability to plan well in advance of Board and Committee meetings. The current schedule was approved through March 2027. The attached calendar outlines the meeting dates previously approved by the Board and additional proposed dates for 2027 and 2028.

Reference Materials

- Board Meeting Schedule 2026-2027

Supporting Analysis

The schedule reflects the Board’s annual workplan and the quarterly cycle that mirrors the “seasonality” of operations for the College’s reporting responsibilities to the Board and the Government of BC.

Consistent with the past year, quarterly meetings are proposed to take place in March, June, September, and December. The schedule also includes the Board’s Professional Development Sessions which take place in October.

One update to the previously approved schedule includes moving the March Committee and Board dates one week earlier for committee and Board meetings so that they occur prior to the School District’s spring break. School District 23 for example, has published these dates as March 15-30, 2027 and March 20 - April 3, 2028.

The Strategic Planning and Assessment will once again take place in May, and a regular meeting in June to ensure the Board’s regular work aligns with the approval of the audited financial statements following their completion in June by the Office of the Auditor General.

Alignment to the Strategic Plan Roadmap

Effective and Efficient. The proposed schedule allows Board members to plan their schedules well in advance and complete the Board’s work in its annual workplan.

Risk Implication & Mitigation Steps

Operational. The proposed schedule allows the Board to conduct the business outlined in its committee and Board workplans.

Proposed by

Neil Fassina, President

**Consultation
History**

Group/Individual, Title

Date

Contributed	Kristen Wiebe, Governance and Privacy Coordinator	9/4/2026
Recommendation	Executive Committee	9/22/2026



Okanagan College Board of Governors Meeting Schedule

October 2026 – March 2029

	Month	Regular Meeting	Strategy and Assessment / Professional Development	Committee Meetings				
				Campus Planning	Executive	Finance, Audit & Risk	Governance	HR & Compensation
				(virtual)				
Previously Approved	October		☒ Professional Development Tuesday, 10/20/2026 & Wednesday, 10/21/2026 (Kelowna)					
				No committees				
	December	☒ Tuesday, 12/08/2026 (Kelowna)		☒	☒	☒	☒	☒
	2027							
For approval (to March 2029)	February					☒		
		No meeting		Tuesday, 02/09/2027				
	March	☒ Tuesday, 03/02/2027 (Penticton)		☒	☒	☒	☒	☒
	May		☒ Strategy & Assessment Wednesday, 05/19/2027 (Kelowna)		☒			
				Tuesday, 05/11/2027				
	June	☒ Tuesday, 06/22/2027 (Vernon)		☒	☒	☒	☒	☒
	September	☒ Tuesday, 09/21/2027 (Salmon Arm)		☒	☒	☒	☒	☒
				Tuesday, 09/14/2027				
	October	No meeting	☒ Professional Development Tuesday, 10/26/2027 & Wednesday, 10/27/2027 (Kelowna)					
				No committees				
	December	☒ Tuesday, 12/14/2027 (Kelowna)		☒	☒	☒	☒	☒
				Tuesday, 12/07/2027				

	Month	Regular Meeting	Strategy and Assessment / Professional Development	Committee Meetings				
				Campus Planning	Executive	Finance, Audit & Risk	Governance	HR & Compensation
				(virtual)				
		Tuesday, 09/18/2029 (Salmon Arm)		Tuesday, 09/25/2029				
	October	No meeting	☒ Professional Development Tuesday, 10/23/2029 & Wednesday, 10/24/2029 (Kelowna)	No committees				
	December	☒		☒				
		Tuesday, 12/11/2029 (Kelowna)		Tuesday, 12/04/2029				



BOARD OF GOVERNORS – BRIEFING NOTE

September 29, 2026

Agenda #:3.1.6

Title	Board Annual Workplan		
Action and/or Recommendation	For Approval <u>Recommended Motion:</u> <i>"BE IT RESOLVED THAT the Okanagan College Board of Governors approve the 2027 Board Workplan as recommended by the Executive Committee."</i>		
Meets OC's Inspire Plan...	Values ☐ Students First ☐ Community ☐ Respect ☐ Courage ☐ Relationships ☐ Distinction	Responsibilities ☐ Reconciliation ☐ EDISJ ☐ Sustainability ☐ Resilience ☒ Effective and Efficient	Commitments ☐ Inclusive & Equitable Access ☐ Life-long learning partnerships ☒ Integration and focus

Background Statement

The Board's annual workplan has been revised in alignment with the annual schedule also proposed for approval and is attached for reference. The workplan will be included on the September regular Open meeting agenda as part of the consent agenda.

Reference Materials

- Board Annual Workplan 2027

Supporting Analysis

The Board annual workplan mirrors the "seasonality" of operations for the College's reporting responsibilities to the Board and the Government of BC. This consists of quarterly meetings with items distributed throughout the year to balance the Board's workload and reporting requirements as required.

High-level updates to the 2027 workplan include:

- The addition of approval, review and direction, and information categories to reflect the Board's oversight over each item.
- Tuition reviews have been moved from September to December to align with a student consultation cycle that begins in September.
- The addition of credit and non-credit program reporting based on policy and legislated requirements.
- The addition of enrolment reporting in alignment with proposed reporting cycles identified through strategic enrolment management.
- Enterprise and strategic risk management items have been included as part of their regular review cycles, and where required under the Strategic Risk Reserve Policy approved this year.

- Consolidated and restructured employee and benefits reporting to the Human Resource & Compensation Committee.
- The Mandate Letter moved to “as required” versus a set cycle to reflect the most recent letter issued by government term.

Alignment to the Strategic Plan Roadmap

A workplan supports the Board in meeting their strategic and operational responsibilities on an annual basis.

Risk Implication & Mitigation Steps

Not applicable.

Proposed by

Neil Fassina, President

Consultation History

Reviewed

Recommended

Group/Individual, Title

Date

☒

☒

Kristen Wiebe, Governance Coordinator

9/7/2026

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Executive Committee

9/22/2026

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Okanagan College Board of Governors 2027 Annual Workplan						
Board Items	Committee > Board Items	Column Labels				
Row Labels		March	May	June	September	December
March						
Approval						
Forgiveness of Foundation Receivable Loan		FAR / Board				
Integrated Resource Plan: Operating & Capital Budgets		FAR / Board				
Student Association Fees Collection Request		Board				
Integrated Resource Plan: Enterprise Risk Management Year-End Report		FAR / Board				
Q4 Financial Statement Forecast		FAR / Board				
Review & Direction						
Foundation Receivable Loan ROI Presentation		FAR / Board				
Employee Pulse Update		HRC / Board				
Information						
Safe Disclosure and Litigation Report		FAR / Board				
May						
Review & Direction						
Strategic Planning: Operational Dashboard(s) year in review			Board			
Strategic Planning: Year in review and strategic discussion			Board			
Risk Appetite Analysis and Approval			Board			
Education Plan (Credit)			Board			
Information						
Enrolment Report (Annual Headcount / FTE)			Board			
Governance & Administration						
Board Evaluations			Board			
June						
Approval						
Line of Credit Approval				FAR / Board		
President's Evaluation and Performance-Based Increase				HRC / Board		
President's Goals (final report) and Evaluation				HRC / Board		
Audited Financial Statements and Audit Results				FAR / Board		
Review & Direction						
Board Evaluation Results				GOV / Board		
Executive Expense Report				FAR / Board		
Information						
Strategic Risk Reserve Review				FAR / Board		
September						
Approval						
Five Year Capital Plan				CP / Board		
Institutional Accountability Plan and Report				Board		
Q2 Financial Forecast				Board		
SOFI (Statement of Financial Information)				FAR / Board		
Review & Direction						
Governance Framework: Board Bylaw bi-annual review (2027)				GOV / Board		
Integrated Resource Plan: Enterprise Risk Management Update				FAR / Board		
Minimum Enrolment Formula				FAR / Board		
Policy review: Employee Discrimination, Bullying and Harassment Policy				HRC / Board		
Information						
Q1 Financial Statement				FAR / Board		
Safe Disclosure and Litigation Report				FAR / Board		
Enrolment Report (Academic Year Headcount / FTE)				Board		
Foundation Campaign Plan Update				Board		
December						
Approval						
Tuition Review and Increase Approval: Domestic					FAR / Board	
Tuition Review and Increase Approval: International					FAR / Board	
Review & Direction						
Executive Expense Report					FAR / Board	
Policy Review: Terms and Conditions for Excluded Staff Policy Review					HRC / Board	
President's Goals - six month report					HRC / Board	
Annual Programming Report (Non-Credit)					Board	
Information						
Foundation Annual Report					Board	
Pay Transparency Act Report					HRC / Board	
Q2 Financial Statement					FAR / Board	
Sexual Violence and Misconduct Policy Annual Report					HRC / Board	
Student Non-Academic Misconduct Policy Annual Report					Board	
Enrolment Report (Fall Headcount, Analysis and Planning)					Board	
Non-credit Programming Report					Board	
Governance & Administration						
Elections: Chair and Vice Chair					Board	
As required						
Approval						
Bargaining					HRC / Board	
College Capital Plan					CP / Board	
Foundation Naming Opportunities					Board	
Foundation Naming Rights					Board	
Lease Agreements					CP / Board; FAR / Board	
Mandate Letter from the Ministry					Board	
Land Acquisitions / Disposals					CP / Board	
Strategic Risk Reserve Utilization					FAR / Board	

		Okanagan College Board of Governors Committee Annual Workplan 2027						
		February	March	May	June	September	December	As required
Committee Only Items								
Committee to Board Items								
Campus Planning								
March								
Capital Updates								
June								
Capital Updates								
September								
Capital Updates								
Five Year Capital Plan								
December								
Capital Updates								
As required								
College Capital Plan								
Construction and Renovation Projects								
Land Acquisitions / Disposals								
Lease Agreements								
Long Term Maintenance Plans								
Executive								
March								
Agenda Approvals								
May								
Agenda Approvals								
June								
Agenda Approvals								
September								
Agenda Approvals								
Board / Committee Annual Meeting Schedule								
Board / Committee Annual Workplan								
December								
Agenda Approvals								
As required								
Honorary Fellows and Distinguished Service Award Nominations								
Finance, Audit and Risk								
February								
Integrated Resource Plan: Enterprise Risk Management Report Draft								
Integrated Resource Plan: Pitch and Draft Review								
Q3 Financial Statement								
March								
Forgiveness of Foundation Receivable Loan								
Foundation Receivable Loan ROI Presentation								
Integrated Resource Plan: Operating & Capital Budgets								
Q4 Financial Statement Forecast								
Safe Disclosure and Litigation Report								
Integrated Resource Plan: Enterprise Risk Management Year-End Report								
June								
Executive Expense Report								
Investment Portfolio: year-end performance								
Line of Credit Approval								
Q1 Financial Forecast								
Audited Financial Statements and Audit Results								
Integrated Resource Plan: Enterprise Risk Management Quarterly Update								
Strategic Risk Reserve Review								
Investment Policy (annual) Review								
September								
Integrated Resource Plan: Assumptions Discussed								
Integrated Resource Plan: Enterprise Risk Management Update								
Q1 Financial Statement								
Safe Disclosure and Litigation Report								
SOFI (Statement of Financial Information)								
Minimum Enrolment Formula								
December								
Audit Strategy Discussion								
Executive Expense Report								
Investment Portfolio: mid-year performance								
Q2 Financial Statement								
Q3 Financial Forecast								
Tuition Review and Increase Approval: Domestic								
Tuition Review and Increase Approval: International								
Integrated Resource Plan: Enterprise Risk Management Quarterly Update								
As required								
Lease Agreements								
Strategic Risk Reserve Utilization								

		Okanagan College Board of Governors Committee Annual Workplan 2027						
		February	March	May	June	September	December	As required
Committee Only Items								
Committee to Board Items								
Governance								
March								
Board Evaluation: (1) Process and form review								
Competency Matrix reviewed for alignment with Board needs								
Elections: Employee Board Members Elected (2027)								
Elections: Student Members elected (Annual)								
June								
Board Evaluation Results								
Board Professional Development needs identified								
Board Succession: Competency Matrix reviewed for potential recruitment gaps								
September								
Board Member Service Terms and Competency Review								
Board Succession Plan: Recruitment Priorities								
Governance Framework: Board Bylaw bi-annual review (2027)								
Governance Framework: Code of Conduct bi-annual review (2027)								
December								
Board Policy Workplan Annual Review								
As required								
Board Professional Development Sessions								
Committee Appointments								
Competency Matrix updates								
New Member Orientation								
Orientation materials reviewed								
Human Resources and Compensation								
March								
Report: Employee Turnover, Wellness, Headcount Data, Recruitment Activity								
Employee Pulse Update								
June								
President's Evaluation and Performance-Based Increase								
President's Goals (final report) and Evaluation								
President's Goals for upcoming year								
Report: Compensation and Benefits Usage Analysis								
September								
Executive Succession Planning								
Policy review: Employee Discrimination, Bullying and Harassment Policy								
Grievance Trend Report								
December								
Pay Transparency Act Report								
Policy Review: Terms and Conditions for Excluded Staff Policy Review								
President's Goals - six month report								
Sexual Violence and Misconduct Policy Annual Report								
As required								
Bargaining								



Okanagan College Board of Governors President's Report

September 2026

INTRODUCTION

My September report addresses activities that have taken place between June and September 2026.

Executive Summary: My September report highlights progress on several strategic priorities, including the launch of OC's renewed student service model through the OC Experience (OC X) team, the development of new Medical Laboratory Technician and Medical Laboratory Assistant programs in partnership with Interior Health, and continued momentum in aerospace through the KF Aerospace training centre and a new partnership with FireSwarm Solutions.

The report also provides an update on domestic enrolment, provincial and municipal government engagement, and advocacy efforts related to workforce development, post-secondary sustainability and federal budget priorities, as well as OC's leadership role in regional initiatives such as Kelowna's UNESCO City of Gastronomy designation.

In the sections that follow, I address a series of strategic highlights, operational highlights, and points for potential advocacy and communication for Board members. I have endeavored to highlight the importance of different Board agenda items throughout the report.

Part 1: Strategic Highlights

UBCM: The annual Union of BC Municipalities (UBCM) convention was held in Vancouver from Sept. 14-18, 2026 and was attended by municipal elected officials and staff, and provincial MLAs, candidates and ministry staff. Jenn Goodwin and I both attended, and while in Vancouver we met with municipal officials from multiple OC communities, as well as MLAs and Ministers, Ministry staff, and provincial associations.

Aerospace Partnerships: Okanagan College signed a memorandum of understanding (MOU) with FireSwarm Solutions, a Squamish-based company that builds autonomous, drone swarm technology for wildfire suppression and emergency response. The MOU establishes a joint commitment to co-develop training for aircraft maintenance engineers to gain the skills needed to work on ultra-heavy lift drones, and would be a first-of-its-kind program in Canada. OC and FireSwarm announced the partnership in Vancouver at the UBCM conference, alongside City of Kelowna and YLW Kelowna International Airport. The City and the Airport have also entered into an MOU with FireSwarm as the company seeks to expand its operations in the Okanagan.

Additionally, the new KF Aerospace Training Centre at the Kelowna airport is now in the active building phase. Construction of the new aerospace training centre at Kelowna International Airport has advanced, with concrete poured for the elevator pad and the hangar and annex footings. A crane is now on site, and structural steel installation has begun. Permitting and structural-steel coordination remain key scheduling priorities.

Provincial and Municipal Elections: A provincial election was called on Sept. 22, and the government has entered an interregnum period until the election is held on Oct. 24. During the interregnum period, government decision-making and public announcements are expected to be limited pending the election outcome. BC's general local elections will be held prior to the provincial elections on Oct. 17. OC will continue to monitor election activity throughout the College region and maintain engagement where appropriate with municipal and provincial partners.

OC Experience ("OC X") TEAM: The Registrar's Office launched a new service model this September that provides a "one-stop shop" for students seeking support across a wide range of OC departments. In Kelowna, the "OC X" team has relocated to the Centre for Learning and makes accessing Admissions, Registration, Financial Aid, Education Planning & Advising, Recruitment (domestic and international), IT Services, and Student Services easier for students as they are all collocated. The "OC X" model also provides students with a single point of contact for telephone and email inquiries.

New Health Programs: Okanagan College and Interior Health came together on campus on Aug. 24 to celebrate the announcement of two new programs at OC. The Medical Laboratory Technician (MLT) and Medical Laboratory Assistant (MLA) programs will launch in 2027, with student recruitment already in progress. Response from IH and community laboratory partners has been overwhelmingly positive, as the demand for trained lab professionals is high. The Province announced \$1.5 million in funding toward the programs in June.

Enrolment Update: Domestic registrations for fall semester courses continued to increase as of early September, with many programs launching early in the month, and others with variable start dates. International enrolment is as expected, with approximately 800 new and returning international students. Interest in Trades, Health and Social Development and Continuing Studies appears strong, and demand for the Bachelor of Business Administration is also consistent with past years.

Federal Budget Submission: OC has submitted a briefing to the federal 2026 Pre-Budget Consultation process, positioning public colleges as strategic partners in advancing Canada's workforce, innovation, productivity and economic-security priorities. The [submission](#) highlights three areas of alignment with national and regional need: flexible workforce development and work-integrated learning; applied research and technology adoption for small and medium-sized enterprises; and aerospace and defence training capacity. These priorities reflect the College's ongoing focus on expanding responsive programming, strengthening industry partnerships, and ensuring that learners are connected to emerging areas of economic opportunity. It also reinforces a broader advocacy message that colleges have a significant role to play in translating federal priorities into skilled people, stronger employers and regional economic growth.

Kelowna City of Gastronomy: Okanagan College continues to play a leadership role in the implementation of Kelowna's UNESCO designation as a City of Gastronomy. Together with partners through the region, the Kelowna Gastronomy Advisory Council is leading the development of a multi-year workplan, which will include OC's Elevate gala, tentatively set for October 2027 in the new Centre for Food, Wine and Tourism.

Part 2: Operational Highlights

Financial Position (Q1): The College budget deficit for 2026/27 was budgeted at \$4.6m. Preliminary 2026/27 quarter (Q1) results currently indicate a deficit of \$3.2m for the current year. Q2 results will be as of Sept. 30, 2026 and available for review in mid-late October.

Integrated Resource Plan Initiation: The annual Integrated Resource Planning process is underway, with timelines and significant budget assumptions distributed to Leaders Council. Departments will refine their budgets in preparation for planning presentations and meetings in mid-November. A draft integrated budget overview will be presented to the Finance, Audit and Risk Committee in February before coming to the Board for approval in March.

Wildfire Response: OC's Penticton campus became an emergency donation and distribution centre in August, in response to the Bald Range wildfire (Summerland/Peachland). Operated by the Red Cross and One Sky Community Resources, the centre received donations of essential supplies such as toiletries, towels, supplies, etc. Additionally, the Province rented the gym and used it as a secondary Operations Centre set up to be available for use as temporary lodging. The parking lot was also provisioned for overnight RVs, for those that were displaced and needed short temporary camping option, and access to campus housing was offered although not required. Premier David Eby visited Penticton shortly after the fire and thanked all organizations involved in the response.

OC also offered campus housing access to the response to the Bradley Creek wildfire near Vernon earlier in August.

Wildfires Employee Impact: The impact of the wildfires in our region in August led to the cancellation of the annual employee conference, Connections. OC team members in all communities stepped forward to support colleagues, students, neighbours and others impacted through volunteer efforts, donations and by participating in the activities described above. Those who were evacuated or otherwise impacted by the fires were supported as needed.

iHub WIL Bursary Funding: Okanagan College has been approved for \$250,000 through the CEWIL Canada iHub WIL Bursary Initiative to reduce financial barriers for students participating in unpaid, curricular work-integrated learning experiences. Approximately \$227,000 will flow directly to student bursaries, with the balance supporting administration of the one-term project. The funding is expected to support approximately 320 eligible domestic students in Applied Bachelor of Arts, Office Administration, Legal Administrative Studies, Education Assistant, and Medical Office Assistant programs, with bursaries ranging from \$450 to \$1,000 per student. The Community Engagement and Careers department will administer the project in partnership with program areas and Financial Aid, with bursary payments anticipated in late-Fall 2026.

Learning Management System (LMS) Update: Between April and September, more than a dozen students worked as Educational Teaching Assistants on the LMS Modernization project, which saw OC transition from Moodle to Brightspace as its LMS for educators and students. The students' work has been instrumental to the success of the project. Their work supported course migration and quality reviews, helped design and develop CourseBridge, and built automation tools to improve efficiency. Their contributions as teaching assistants extended well beyond migration, including participating in the Brightspace roadshow, providing in-person and virtual drop-in support, helping educators and students become familiar with Brightspace, and building an educator course to experience Brightspace through the eyes of a student. Brightspace became OC's LMS on Sept. 8, 2026, with all courses now delivered through the new system.

Top 40 Under 40: Caitlin Hartigan, Dean of Trades and Apprenticeships, was recently named one of the Top 40 Under 40 Industrial Leaders. The award recognizes her leadership in the skilled trades and her work to address critical workforce shortages.

SSHRC Grant: Dr. Emma Lind, Dr. Judith Anderson, Corinna Chong and Dr. Jake Kennedy secured a Social Sciences and Humanities Research Council (SSHRC) Knowledge Synthesis Grant to explore how colleges across Canada measure the value of arts education. Led by Dr. Lind, the project will examine the role of colleges in the arts sector and identify new ways to capture the broader social, cultural and community impacts of arts education. Dr. Lind is one of 41 researchers nationwide to receive the grant. The team's findings are expected in Spring 2027.

Bargaining Update: Bargaining is progressing steadily, with provincial decisions made regarding the Post Secondary sector's financial mandate. The following is an update for each union group:

Okanagan College Faculty Association – Local bargaining continues, with further meetings scheduled for October.

BCGEU Support Staff – The common table was settled in mid-July, with local bargaining opening this past August, however bargaining may be delayed due to a change in union representation.

BCGEU Vocational Instructors – Local negotiations are underway. Tentative bargaining dates have been identified, however this may also be delayed due to a change in union representation.

Mitigating Workforce Reductions: Program enrolment continues to be monitored as part of the College's ongoing efforts to ensure its resources are aligned. The College also continues to identify opportunities to minimize the need for further workforce reductions.

College Events/Engagement:

Touchdown Kelowna: Okanagan College was the presenting sponsor of Touchdown Kelowna, a week-long festival and sporting event that ran from June 27 to July 4 and included two regular-season CFL games played at the Apple Bowl. OC provided housing for the BC Lions, led volunteer recruitment, participated in event planning and delivery, and used the week to showcase the College to a local, provincial and national audience. The City of Kelowna and BC Lions publicly thanked OC for its contributions.

BC Summer Games: Similarly, OC had a leading role in major-event delivery, youth sports, and civic partnership again in July with the B.C. Summer Games in Kelowna. OC students designed the Games' visual identity, which was featured on pins, sponsor signage, banners, merchandise and graphics. OC team members also held key volunteer leadership and event delivery roles.

Capital Projects:

Centre for Food, Wine and Tourism (CFWT): Since June, construction has progressed from structural work to building enclosure, interior construction, and mechanical and electrical installation. Elevator installation began in July, and work on the exterior building envelope continues. Coordination on specialized culinary equipment as well as IT infrastructure and signage is also underway. The project remains focused on achieving building enclosure in fall 2026 with substantial completion of the building by February 2027 and turnover to the College in April 2027. Follow construction progress for the Centre for Food, Wine & Tourism on the [live construction feed camera](#).

Don Folk Family Recreation and Wellness Centre: Construction of the Wellness Centre continues to advance, with work focused on interior finishes, the exterior envelope and site completion. Drywall, painting and flooring installation are underway, gym-floor details have been finalized, and construction of the canteen has begun. Operational planning with the City of Kelowna is also progressing in preparation for a soft opening. Substantial completion is projected for mid-October 2026. For live construction updates, follow this [webcam link](#).

Penticton Student Housing: The Penticton Student Housing project has advanced through the final stages of construction, commissioning and occupancy since June 2026. Occupancy was received on Aug. 11, 2026 with remaining work to focus on minor deficiencies, landscaping, and final closeout coordination. The building was ready to accept students for the start of September 2026. A grand opening celebration will take place in late September. The College is continuing to work to have the Penticton Student Housing building zoned for potential temporary rental use.

City of Kelowna Bus Loop: City of Kelowna began work at the start of June to expand the bus bays on KLO Road and make an extension of the Active Transportation Corridor (ATC) along KLO Road. The new section of the ATC has been completed, providing a direct connection between student housing and the bus loop. The remaining work is focused on improvements to the main campus entrance with the KLO road bus bay and revisions to the turn around at the College entrance. One lane of traffic on KLO is still closed but will reopen when the project is complete by the end of October 2026. Once complete, the Okanagan College bus loop will be fully connected to the City's north-south ATC network and will provide expanded bus service capacity to support the College's foreseeable future transportation needs.

Other Operational Updates:

Employee Flex Centre – Penticton: A new Employee Flex Centre has opened on the Penticton campus, providing bookable workstations for employees along with meeting rooms and a refreshed kitchen and lounge. All of the rooms and workstations can be booked through Outlook, and employee feedback has been very positive.

Bear Sculptures – Kelowna and Penticton: Two granite bear sculptures by Cree artist Stewart Steinhauer are adding more Indigenous stories and teachings to Okanagan College campuses in Kelowna and Penticton. A bear mother and her cubs arrived at the College's Kelowna campus this spring while a second sculpture featuring a single grizzly bear was installed this summer at the Penticton campus. The sculptures reflect stories and teachings informed by Steinhauer's decades of living in Syilx territory.

Part 3: Communication and Advocacy Updates

CampOC: This summer, CampOC continued to build on the success of its programming and community partnerships across all four campuses. Revenue goals for the year were exceeded with OC's highest enrolment to date with over 320 camp sections and 5,069 registrations generating more than \$1.35 million in revenue.

In addition, 75 students participated in OC's Leadership in Action Sampler program in partnership with local school districts, while another 80 students contributed as CampOC volunteers. A key focus this year was expanding sustainability, agriculture and farm-to-table learning opportunities within CampOC programming. Culinary camps were reintroduced in Okanagan College's teaching kitchens, providing campers with hands-on experience in a professional learning environment. Through a new partnership with KLO Farm, participants also gained firsthand insight into local agriculture and food systems. New this year, the Parks & Puzzles camp encouraged youth to explore the Okanagan's parks and outdoor spaces while strengthening their connection to the communities in which they live.

Thrive Here Campaign: The Thrive Here campaign for the Recreation and Wellness Centre announced the close of its \$14 million campaign in the summer and has a donor celebration on December 2. A community event to mark the grand opening of the Centre will follow in the New Year.

OC Foundation – Institutional Campaign: Campaign creative is being developed and tested. A President's Cabinet is being established and will meet later this fall. The OC Foundation hopes to launch the campaign in the spring. The current focus is quiet phase funding for food, wine, tourism, allied health – specifically the Medical Laboratory Technology program launch, and aerospace.

OC Foundation – President's Club: In September, the Foundation launched the President's Club, recognizing donors who have contributed over \$25,000. The initiative is part of a strategy to improve stewardship, and increase donations, of donors with similar giving history and motivations.

Media and Public Relations: Okanagan College continues to share stories about students, their achievements, and the impact of the College across our region. Since the middle of June, the following news releases have been provided to media and have been covered by various/numerous outlets. OC's coverage is consistently more positive than negative, due to the volume and frequency of stories about OC students and employees.

Jun 15	<u>OC expands computer information systems degree with new options to address demand for tech talent</u>
Jun 18	<u>OC student pours her heart out and into her work</u>
Jun 18	<u>OC carpentry students bring their skills to the Shuswap community</u>
Jun 26	<u>OC alumna named BCHL Athletic Therapist of the Year</u>

Jul 06	<u>Outdoor learning space takes root at North Glenmore Elementary in partnership with OC</u>
Jul 09	<u>OC alumna aims for a career at the intersection of sport and health care</u>
Jul 13	<u>New health care training programs at OC to strengthen B.C.'s laboratory workforce</u>
Jul 15	<u>OC becomes the first B.C. post-secondary institution certified for B-Pressure welder testing</u>
Jul 16	<u>OC student finds her voice through visual art</u>
Jul 20	<u>Where food and music meet: UNESCO designation creates opportunities to showcase the Okanagan on a national stage</u>
Jul 21	<u>OC researchers awarded national grant to study impact of arts education</u>
Jul 23	<u>OC student's beverage recipe earns stamp of approval by local beverage maker</u>
Jul 28	<u>Community helps OC cross \$14M finish line for Recreation and Wellness Centre</u>
Aug 19	<u>Bear sculptures invite learning and reflection at OC</u>
Aug 24	<u>New health care programs looking for students to start in one year</u>
Sep 01	<u>OC extends condolences on the passing of Joan Phillip, respected Indigenous leader and MLA</u>
Sep 14	<u>Red Dot Players' upcoming production of Every Brilliant Thing by Duncan Macmillan</u>
Sep 15	<u>City of Kelowna, FireSwarm Solutions and OC Launch Partnerships to Build B.C.'s Hub for Drone and Aerospace Innovation</u>

Recent & Upcoming College Events:

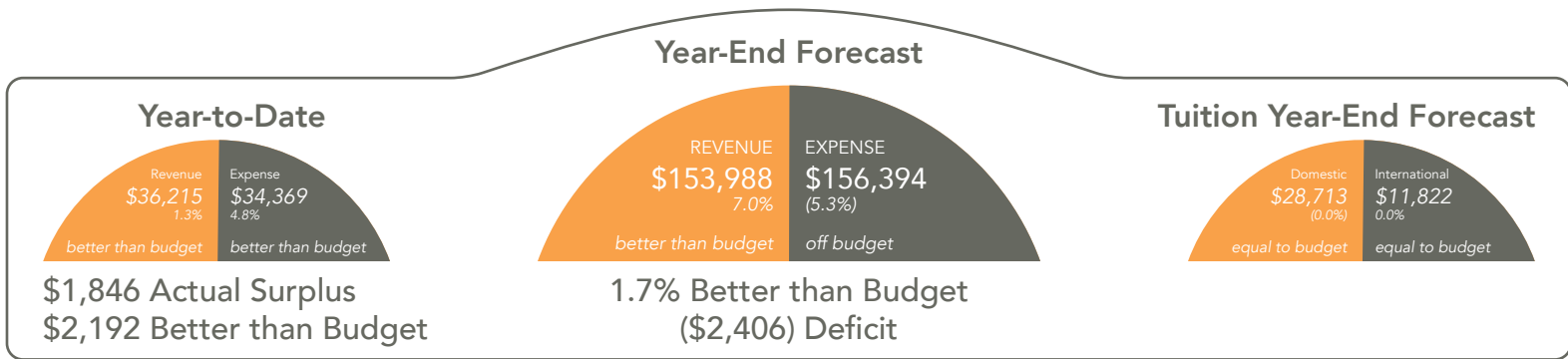
Date	Activity	Location
Aug 11	Open Studies – Virtual Info Session	Virtual
Aug 1 – 31	Camp OC	Various
Aug 13	Fall Virtual International Orientation	Virtual
Aug 24	Medical Lab Technician Announcement	Kelowna
Sep 1-2	All Educators' Day	Kelowna
Sep 03	College-Wide Virtual Orientation	Virtual
Sep 04	International Orientation Day	Kelowna
Sep 08	Welcome Day/Orientation	All
Sep 9 – 10	Welcome Back Staff Meetings	All
Sep 22	Campus Connect	Kelowna
Sep 23	Penticton Campus Housing Opening	Penticton
Oct 17	Convocation	Kelowna
Oct 22	Try a Trade	Kelowna
Oct 27	Free application night (Recruitment)	Kelowna
Oct 28	Free application night (Recruitment)	Salmon Arm
Oct 29	Employee Excellence and Recognition	Kelowna
Nov 05	OC Foundation Fall Student Awards	Vernon
Nov 12	OC Foundation Fall Student Awards	Penticton
Nov 17	Business Pathways Planning night (Recruitment)	Kelowna

Date	Activity	Location
Nov 19	OC Cultivates	Kelowna
Nov 25	Free Application Night (Recruitment)	Penticton
Nov 26	OC Foundation Fall Student Awards	Kelowna
Dec 02	Don Folk and Family Recreation and Wellness Centre Donor Celebration	Kelowna

Okanagan College 2026-27 Financial Summary as at Quarter 1

(Amounts in \$000s)

page 93 / 172

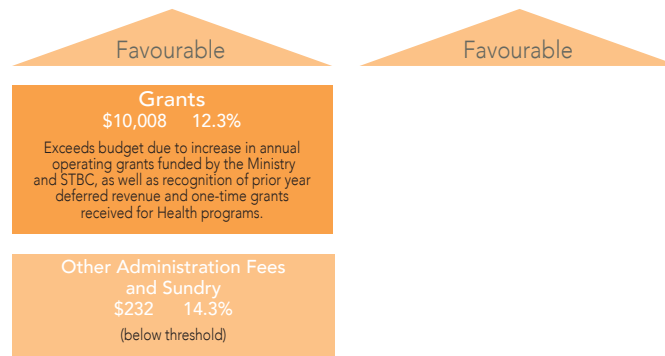


Approved Budget

REVENUE		EXPENSE		BUDGETED DEFICIT
\$143,980	-	\$148,547	=	(\$4,567)

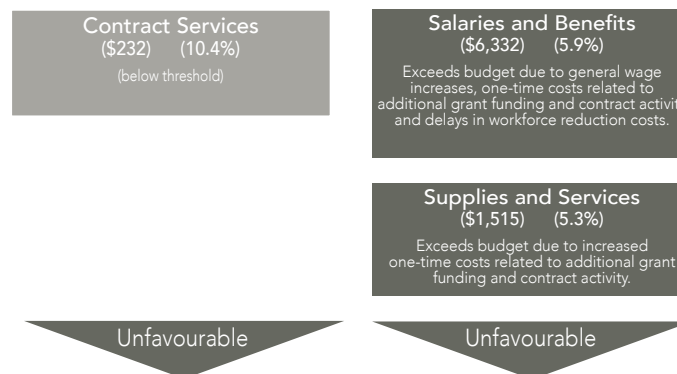
Q1 Year-End Forecast Variance to Approved Budget

REVENUE		EXPENSE		FORECASTED DEFICIT
Variance \$10,008 7.0%	-	Variance \$7,847 5.3%	=	Better than Budget \$2,161 1.7%



Budget line items with a material variance forecast for year-end are explained in detail. A material variance is \$400K and 2% of the budget line object or the components within the line item are above the \$400K and 2% threshold.

Note: the size of boxes is for illustrative purposes only and are not to scale



LEGEND	Material	<Material
Favourable		
Unfavourable		

Statement of Consolidated Operations 2026-27

as at Quarter 1, June 30, 2026

(Amounts in \$000s)

	A	B	Variance Favourable (Unfavourable) [A vs B]	Variance as a % of Budget	C	D	Variance Favourable (Unfavourable) [C vs D]	Variance as a % of Budget	Note
	Actual Q1	Budget Q1			Q1 Forecast Year End 2026-27	Budget Approved 2026-27			
REVENUE									
Grants	23,578	22,764	814	3.6%	91,240	81,232	10,008	12.3%	1
Domestic tuition and mandatory fees	5,506	5,829	(322)	-5.5%	28,713	28,713	0	0.0%	
International tuition and mandatory fees	2,744	2,412	332	13.8%	11,822	11,822	0	0.0%	
Contract services	249	512	(262)	-51.3%	2,003	2,236	(232)	-10.4%	
Ancillary service sales	1,377	1,621	(244)	-15.1%	8,742	8,742	0	0.0%	
Investment income	491	327	164	50.2%	1,800	1,800	0	0.0%	
Other administration fees and sundry	356	338	18	5.4%	1,863	1,630	232	14.3%	
Amortization of deferred contributions for tangible capital assets	1,914	1,951	(37)	-1.9%	7,805	7,805	0	0.0%	
TOTAL REVENUE	36,215	35,753	462	1.3%	153,988	143,980	10,008	7.0%	
EXPENSE									
Salaries and benefits	24,402	25,882	1,480	5.7%	113,273	106,940	(6,332)	-5.9%	2
Supplies and services	6,789	6,529	(260)	-4.0%	30,037	28,522	(1,515)	-5.3%	3
Interest on long term debt	310	829	519	62.6%	1,638	1,638	0	0.0%	
Amortization of tangible capital assets	2,868	2,860	(8)	-0.3%	11,446	11,446	0	0.0%	
TOTAL EXPENSE	34,369	36,100	1,731	4.8%	156,394	148,547	(7,847)	-5.3%	
SURPLUS (DEFICIT)	1,846	(346)	2,192	6.1%	(2,406)	(4,567)	2,161	1.7%	

Year End Forecast Variance to Budget Material Notes: threshold > \$400K and 2% of the budget line

1. Grants: exceeds budget due to increase in annual operating grants funded by the Ministry and STBC, as well as recognition of prior year deferred revenue and one-time grants received for Health programs.
2. Salaries and benefits: exceeds budget due to general wage increases, one-time costs related to additional grant funding and contract activity and delays in workforce reduction costs.
3. Supplies and services: exceeds budget due to increased one-time costs related to additional grant funding and contract activity.



BOARD OF GOVERNORS – BRIEFING NOTE

September 29, 2026

Agenda #: 4.3.1

Title	Statement of Financial Information (SOFI) 2025-26		
Action and/or Recommendation	For Approval <u>Recommended Motion:</u> <i>"BE IT RESOLVED THAT Okanagan College Board of Governors approves the Statement of Financial Information for the fiscal year ending March 31, 2026 as recommended by the Finance, Audit and Risk Committee."</i>		
Meets OC's Inspire Plan...	Values ☐ Students First ☐ Community ☐ Respect ☐ Courage ☐ Relationships ☐ Distinction	Responsibilities ☐ Reconciliation ☐ EDISJ ☒ Sustainability ☐ Resilience ☐ Effective and Efficient	Commitments ☐ Inclusive & Equitable Access ☐ Life-long learning partnerships ☐ Integration and focus

Background Statement

This report is for the period April 1, 2025 to March 31, 2026.

The report is prepared in accordance with the [Financial Information Act](#) of BC and is presented to the Finance, Audit and Risk Committee for recommendation to the Board of Governors.

The report is due to the Ministry on October 1, 2026.

Reference Materials

- Statement of Financial Information (SOFI) 2025-26
- SOFI Top Ten Review for Renumeration, Expenses and Supplier Payments 2025-26

Supporting Analysis

The Statement of Financial Information (SOFI) report includes detailed vendor/supplier information as well as a listing of employees that are paid over \$75,000. It should be noted that the \$75,000 salary threshold has not been changed by the government since the requirement of this report came into existence in early 2000. As a result, more employees are included each year due to salary inflation. This is common for all government reporting entities that are required to file this reporting.

Also included is the Top Ten Review for Renumeration, Expenses and Supplier Payments for 2025-26 at Okanagan College.

This year's SOFI report includes significant payments to construction vendors reflecting major capital work underway, including student housing in Penticton, the Wellness Centre in Kelowna, and the Centre for Food, Wine and Tourism in Kelowna.

There is nothing out of the ordinary to note within the 2025-26 SOFI report.

Alignment to the Strategic Plan Roadmap

Financial Sustainability

Risks Identified & Mitigation Steps

Reputational: There can be increased scrutiny of the detailed financial information contained in this report by the general public or media. The College directs all enquiries through OC College Relations and is prepared to address queries as necessary.

Proposed by	Jackie Dueck, Director, Financial Services	
	Curtis Morcom, CFO & Vice President Corporate Services	
Consultation History	Group/Individual, Title	Date
Recommendation	OC Executive Team	9/16/2026
Recommendation	Finance, Audit and Risk Committee	9/22/2026
Select from list.		Select a date.
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Select from list.		Select a date.
Select from list.		Select a date.
Select from list.		Select a date.

STATEMENT OF FINANCIAL INFORMATION



For the Fiscal Year
Ended March 31, 2026

OKANAGAN COLLEGE
STATEMENT OF FINANCIAL INFORMATION
Year ended March 31, 2026

Published in accordance with the requirements of the Financial Information Act

TABLE OF CONTENTS

1. Statement of Financial Information Approval	1
SECTION A – Audited Financial Information	2
2. Audited Financial Statements	
a. Management’s Report	3
b. Independent Auditor’s Report	4
c. Statement 1 - Statement of Financial Position	7
d. Statement 2 - Statement of Operations and Accumulated Surplus	8
e. Statement 3 - Statement of Remeasurement Gains and Losses	9
f. Statement 4 - Statement of Changes in Net Debt	10
g. Statement 5 - Statement of Cash Flows	11
h. Notes to the Financial Statements	12
SECTION B – Unaudited Financial Information	30
3. Schedule of Debts	31
4. Schedule of Guarantee and Indemnity Agreements	31
5. Statement of Severance Agreements	32
6. Schedule of Remuneration and Expenses Paid to Board of Governors	33
7. Schedule of Remuneration and Expenses Paid to Employees.....	33
8. Schedule of Payments for Goods and Services.....	47
9. Reconciliation to Audited Financial Statements	53

OKANAGAN COLLEGE

STATEMENT OF FINANCIAL INFORMATION APPROVAL

The undersigned represents the Board of Governors of Okanagan College (Board) and approves all the statements and schedules included in this Statement of Financial Information (SOFI), produced under the *Financial Information Act*.

The Board carries out its financial responsibility by regularly reviewing the College's financial reports as prepared by management. The Board relies upon management's design and implementation of internal control systems and the necessary accounting processes to produce the reports included in the Statement of Financial Information. The Board relies upon management that the included information has been prepared in compliance with the *Financial Information Act*.

Dustyn Baulkham
Chair – Board of Governors

Date

OKANAGAN COLLEGE
SECTION A
Audited Financial Information

DRAFT



Management's Report

Management's Responsibility for the Financial Statements

These financial statements are the responsibility of, and have been prepared by, management in accordance with Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia, and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all the notes to the financial statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements. A summary of the significant accounting policies is described in Note 2 to the financial statements. The preparation of financial statements necessarily involves the use of estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced. The internal controls are designed to provide reasonable assurance that assets are safeguarded, transactions are properly authorized and recorded in compliance with legislative and regulatory requirements, and reliable financial information is available on a timely basis for preparation of the financial statements.

The Board of Governors are responsible for ensuring that management fulfills its responsibilities for financial reporting and internal controls and exercises these responsibilities through the Finance, Audit, and Risk Committee. The Finance, Audit, and Risk Committee reviews internal financial statements on a quarterly basis and external audited financial statements yearly. The Finance, Audit, and Risk Committee also discusses any significant financial reporting or internal control matters prior to their approval of the financial statements.

The external auditors, the Office of the Auditor General of British Columbia, conduct an independent examination, in accordance with Canadian auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of Okanagan College and meet when required. The accompanying Auditor's Report outlines their responsibilities, the scope of their examination and their opinion on the financial statements.

On behalf of Okanagan College

A handwritten signature in black ink, appearing to read 'Neil Fassina', written over a horizontal line.

Neil Fassina
President

A handwritten signature in blue ink, appearing to read 'Curtis Morcom', written over a horizontal line.

Curtis Morcom
CFO and Vice President, Corporate Services



Independent Auditor's Report

To the Board of Governors of the Okanagan College, and
To the Minister of Post-Secondary Education and Future Skills, Province of British Columbia

Qualified opinion

I have audited the accompanying financial statements of the Okanagan College ("the entity"), which comprise the statement of financial position as at March 31, 2026, and the statements of operations and accumulated surplus, remeasurement gains and losses, changes in net debt, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, except for the effects of the matter described in the Basis for qualified opinion section of my report, the financial statements present fairly, in all material respects, the financial position of the entity as at March 31, 2026, and the results of its operations, change in its net debt, remeasurement gains and losses and cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for qualified opinion

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

As described in Note 2(a) to the financial statements, the entity's accounting treatment for contributions received from governments and for externally restricted contributions received from non-government sources is to initially record them as deferred revenue (a liability) and then recognize revenue in the statement of operations either on the same basis as the related expenditures occur or, in the case of funds for the purchase or construction of capital assets, to recognize revenue on the same basis as the related assets are amortized. The entity was required to adopt this accounting policy as prescribed by Province of British Columbia Treasury Board Regulation 198/2011.

Under Canadian public sector accounting standards, the entity's method of accounting for contributions is only appropriate in circumstances where the funding meets the definition of a liability. Otherwise, the appropriate accounting treatment is to record contributions as revenue when they are received or receivable. In my opinion, certain contributions of the entity do not meet the definition of a liability, and as such the entity's method of accounting for those contributions represents a departure from Canadian public sector accounting standards.

This departure has existed since the inception of the standard in 2012. As of March 31, 2026, the liability for deferred contributions for tangible capital assets are overstated by \$202.2 million, the annual surplus and the accumulated surplus are understated by \$202.2 million, and revenue is understated by \$202.2 million. This represents the cumulative impact of this departure over time. Of this cumulative amount, \$35.9 million represents the understatement of revenue and corresponding understatement of annual surplus in the current fiscal year.

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report. I am independent of the entity in accordance with the ethical requirements that are relevant to my audit of the entity's financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements.

Responsibilities of management and those charged with governance for the financial statements

Those charged with governance are responsible for the oversight of the financial reporting process. Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting when the entity will continue its operations for the foreseeable future.

Auditor's responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the entity's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decision of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and communicated with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.



Bridget Parrish, CPA, CA
Auditor General of British Columbia

Victoria, British Columbia, Canada
June 24, 2026

STATEMENT 1

OKANAGAN COLLEGE
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2026

	2026	2025
Financial assets		
Cash and cash equivalents (note 4)	\$ 33,842,311	\$ 43,032,330
Investments (note 5)	16,809,751	15,214,709
Accounts receivable (note 6)		
Due from government and other government organizations	9,878,823	618,843
Other	4,417,824	1,676,808
Inventory for resale (note 7)	464,502	369,323
	<u>65,413,211</u>	<u>60,912,013</u>
Liabilities		
Accounts payable and accrued liabilities (note 9)		
Due to government and other government organizations	1,022,778	1,798,120
Other	36,100,250	20,435,871
Long term debt (note 10)	32,067,506	32,296,392
Deferred contributions (note 11)	8,577,026	7,361,694
Deferred revenue (note 12)	9,530,401	11,132,528
Deferred contributions for tangible capital assets (note 13)	202,176,719	166,261,686
Asset retirement obligation (note 14)	590,748	570,220
Employee future benefit obligations (note 15)	14,505,100	13,350,600
	<u>304,570,528</u>	<u>253,207,111</u>
Net debt	<u>(239,157,317)</u>	<u>(192,295,098)</u>
Non-financial assets		
Prepaid expenses and deposits	2,928,320	2,116,957
Tangible capital assets (note 8)	257,648,015	217,403,327
	<u>260,576,335</u>	<u>219,520,284</u>
Accumulated surplus (note 16)	<u>\$ 21,419,018</u>	<u>\$ 27,225,186</u>
Accumulated surplus is comprised of:		
Accumulated surplus	\$ 18,007,915	\$ 24,484,012
Accumulated remeasurement gains	3,411,103	2,741,174
	<u>\$ 21,419,018</u>	<u>\$ 27,225,186</u>
Contractual obligations (note 17)		
Contingent liabilities (note 18)		
Approved on behalf of the Board:		
		
Dustyn Baulkham	Neil Fassina	
Chair, Board of Governors	President	
June 23, 2026	The accompanying notes are an integral part of these financial statements	

STATEMENT 2

OKANAGAN COLLEGE
STATEMENT OF OPERATIONS AND ACCUMULATED SURPLUS
FOR THE YEAR ENDED MARCH 31, 2026

	Budget		
	2026	2026	2025
Revenue			
Government grants	\$ 80,229,841	\$ 85,598,131	\$ 83,940,145
Tuition and other fees	40,652,479	48,556,905	56,116,579
Ancillary service sales	8,693,776	7,569,310	6,177,930
Contract services	3,630,956	2,296,657	3,568,052
Other administration fees and sundry	786,560	1,423,378	1,502,998
Investment income	1,090,000	2,046,967	2,263,332
Amortization of deferred contributions for tangible capital assets	7,441,871	7,712,639	6,757,096
	<u>142,525,483</u>	<u>155,203,987</u>	<u>160,326,132</u>
Expense (note 21)			
Instruction and academic support	81,802,982	83,150,749	84,201,659
Facility and institutional support	27,815,286	35,077,633	30,413,311
Enrolment management and student support	21,723,533	23,885,048	25,403,566
Ancillary operations	6,917,055	5,637,309	4,933,255
Amortization of tangible capital assets	11,132,483	12,368,276	9,859,991
Interest on long term debt	1,465,199	1,561,069	958,399
	<u>150,856,538</u>	<u>161,680,084</u>	<u>155,770,181</u>
Annual (deficit) surplus	(8,331,055)	(6,476,097)	4,555,951
Accumulated surplus, beginning of year	24,484,012	24,484,012	19,928,061
Accumulated surplus, end of year	<u>\$ 16,152,957</u>	<u>\$ 18,007,915</u>	<u>\$ 24,484,012</u>

The accompanying notes are an integral part of these financial statements

STATEMENT 3

OKANAGAN COLLEGE
STATEMENT OF REMEASUREMENT GAINS AND LOSSES
FOR THE YEAR ENDED MARCH 31, 2026

	2026	2025
Accumulated remeasurement gains, beginning of year	<u>\$ 2,741,174</u>	<u>\$ 2,022,201</u>
Unrealized gain on investments	1,107,568	889,395
Realized gain on investments, reclassified to statement of operations	<u>(437,639)</u>	<u>(170,422)</u>
Net remeasurement gains for the year	<u>669,929</u>	<u>718,973</u>
Accumulated remeasurement gains, end of year	<u>\$ 3,411,103</u>	<u>\$ 2,741,174</u>

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The accompanying notes are an integral part of these financial statements

STATEMENT 4

OKANAGAN COLLEGE
STATEMENT OF CHANGES IN NET DEBT
FOR THE YEAR ENDED MARCH 31, 2026

	Budget		
	2026	2026	2025
Annual (deficit) surplus	\$ (8,331,055)	\$ (6,476,097)	\$ 4,555,951
Acquisition of tangible capital assets	(36,452,150)	(52,624,923)	(29,248,183)
Disposal of tangible capital assets	-	11,960	-
Amortization of tangible capital assets	11,132,483	12,368,276	9,859,991
	<u>(33,650,722)</u>	<u>(46,720,785)</u>	<u>(14,832,241)</u>
Acquisition of prepaid expenses and deposits	-	(2,928,320)	(2,116,957)
Use of prepaid expenses and deposits	-	2,116,957	1,601,583
	<u>-</u>	<u>(811,363)</u>	<u>(515,374)</u>
Net remeasurement gains	-	669,929	718,973
Increase in net debt	(33,650,722)	(46,862,219)	(14,628,642)
Net debt, beginning of year		<u>(192,295,098)</u>	<u>(177,666,456)</u>
Net debt, end of year	<u>\$ (33,650,722)</u>	<u>\$ (239,157,317)</u>	<u>\$ (192,295,098)</u>

The accompanying notes are an integral part of these financial statements

STATEMENT 5

OKANAGAN COLLEGE
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2026

	2026	2025
Net cash inflow (outflow) related to the following activities		
Operating activities		
Annual (deficit) surplus	\$ (6,476,097)	\$ 4,555,951
Adjust for non-cash items:		
Realized gain on disposal of investments	(437,639)	(170,422)
Realized gain on disposal of tangible capital assets	(35,838)	-
Actuarial adjustment on long term debt	(40,564)	(160,939)
Accretion expense	20,528	19,350
Amortization of deferred contributions for tangible capital assets	(7,712,639)	(6,757,096)
Amortization of tangible capital assets	12,368,276	9,859,991
	(2,313,973)	7,346,835
Changes in non-cash working capital:		
Accounts receivable	(12,000,996)	2,708,219
Prepaid expenses and deposits	(811,363)	(515,374)
Inventory for resale	(95,179)	118,578
Accounts payable and accrued liabilities	14,889,037	(7,859,111)
Deferred revenues	(386,795)	(1,166,135)
Employee future benefit obligations	1,154,500	543,500
	435,231	1,176,512
Capital activities		
Acquisition of tangible capital assets	(52,624,924)	(29,248,183)
Proceeds from disposal of tangible capital assets	47,798	-
	(52,577,126)	(29,248,183)
Investing activities		
Purchase of investments	(1,387,472)	(2,211,272)
Proceeds from disposal of investments	900,000	850,000
	(487,472)	(1,361,272)
Financing activities		
Deferred contributions for tangible capital assets	43,632,234	16,022,714
Proceeds of long term debt	-	30,332,426
Repayment of long term debt	(192,885)	(192,885)
	43,439,349	46,162,255
(Decrease) increase in cash and cash equivalents	(9,190,019)	16,729,313
Cash and cash equivalents at beginning of year	43,032,330	26,303,017
Cash and cash equivalents at end of year	\$ 33,842,311	\$ 43,032,330
Supplemental cash flow information		
Cash paid for interest	1,561,069	958,399
Cash receipts from interest	1,167,054	1,792,207

The accompanying notes are an integral part of these financial statements

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

1. NATURE OF OPERATIONS

Okanagan College (the College) is a post-secondary educational institute funded by the Province of British Columbia (the Province) and incorporated under the College and Institute Act of British Columbia on November 26, 2004. The College is a not-for-profit entity governed by a Board of Governors, the majority of whom are appointed by the Province. The College is exempt from income tax under Section 149 of the Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Basis of accounting

These financial statements are the responsibility of, and have been prepared by, management in accordance with Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia. This Section requires that the financial statements be prepared in accordance with Canadian public sector accounting standards (PSAS) except regarding the accounting for government transfers as set out below.

In September 2010, the Province of British Columbia Treasury Board ("Treasury Board") provided directive through Government Organization Accounting Standards Regulation 257/2010 requiring all tax-payer supported organizations in the Schools, Universities, Colleges and Hospitals sector to adopt Canadian public sector accounting standards of the Chartered Professional Accountants of Canada (CPA Canada) without not-for-profit provisions in their first fiscal year commencing on or after January 1, 2012. In March 2011, the Public Sector Accounting Board released a new *Section PS 3410 Government Transfers*. In November 2011, the Treasury Board provided a directive through Restricted Contributions Regulation 198/2011 providing direction for the reporting of restricted contributions whether they are received or receivable by the College before or after this regulation was in effect. The Treasury Board direction on the accounting treatment of restricted contributions is as described in Note 2(k).

Section 23.1 of the Budget Transparency and Accountability Act and its related regulations require the College to recognize government transfers and externally restricted contributions for tangible capital assets into revenue on the same basis as the related amortization expense. As these transfers do not contain stipulations that create a liability, Canadian public sector accounting standards would require these transfers to be fully recognized as revenue in the year received. As a result, revenue recognized in the statement of operations and certain related deferred capital contributions are recorded differently under Canadian public sector accounting standards.

(b) Cash and cash equivalents

Cash and cash equivalents include highly liquid investments with a term to maturity of three months or less at the date of purchase.

(c) Financial instruments

A contract establishing a financial instrument creates, at its inception, rights and obligations to receive or deliver economic benefits. The financial assets and liabilities portray these rights and obligations in the financial statements. The College recognizes a financial instrument when it becomes a party to a financial instrument contract.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial instruments consist of cash and cash equivalents, investments, accounts receivable, and accounts payable and accrued liabilities.

All financial instruments are initially recorded at fair value. Canadian public sector accounting standards define the fair value of a financial instrument as the amount of the consideration that would be agreed upon between non-related parties in an arm's length transaction. The financial instruments measured at fair value held within each investment are classified according to a hierarchy which includes three levels, reflecting the reliability of the inputs involved in the fair value determination. The different levels are defined as follows:

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices); and
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The College's investments are all considered to be level 1 financial instruments for which the fair value is determined based on quoted prices in active markets. Changes in fair valuation methods or in the availability of market observable inputs may result in a transfer between levels. During the year there was no transfer of securities between the different levels.

All financial assets and liabilities are subsequently recorded at cost or amortized cost except for investments, which are recorded at fair value. The associated transaction costs for financial instruments that are subsequently measured at cost or amortized cost are added to their carrying value upon initial recognition. Transaction costs associated with financial instruments subsequently measured at fair value are expensed as incurred. Transaction costs are incremental costs directly attributable to the acquisition or issue of a financial asset or a liability.

Unrealized gains and losses from changes in the fair value of financial instruments are recognized in the statement of remeasurement gains and losses. Upon settlement, the cumulative gain or loss is reclassified from the statement of remeasurement gains and losses and recognized in the statement of operations. Interest and dividends attributable to financial instruments are reported in the statement of operations. All financial assets are tested annually for impairment. When financial assets are impaired, impairment losses are recorded in the statement of operations. Any reversals of previously recognized impairment losses are recognized in the statement of operations in the year the reversal occurs to the extent that the reversal of the impairment loss does not exceed the original carrying value of the asset.

For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

(d) Inventory for resale

Inventories held for resale are recorded at the lower of cost and net realizable value. Costs are assigned using the weighted average method. Net realizable value is the estimated selling price in the ordinary course of business less any applicable selling expenses.

(e) Non-financial assets

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. Tangible capital assets have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

(f) Prepaid expenses

Prepaid expenses include licenses and contract payments. Prepaid expenses are recognized as an expense in the future periods expected to benefit from them.

(g) Tangible capital assets

Tangible capital assets are recorded at cost, which includes amounts that are directly attributable to the acquisition, construction, development, or betterment of the asset as well as the cost of the asset retirement obligations. Interest is not capitalized when external debt is issued to finance the construction of tangible capital assets. The cost, less residual value, of the tangible capital assets, excluding land, is amortized on a straight-line basis over the estimated useful lives shown below. Land is not amortized as it is deemed to have a permanent value.

Category	Years
Site improvements	10
Buildings	40
Furniture and equipment	5
Computer equipment	3

Estimated useful lives of tangible capital assets are reviewed on a regular basis and revised when appropriate.

Tangible capital assets are written down when conditions indicate that they no longer contribute to the College's ability to provide goods and services, or when the value of future economic benefits associated with the tangible capital assets is less than their net book value.

(h) Debt and other financial liabilities

All debt and other financial liabilities are recorded using cost or amortized cost except for the College's sinking fund investment which is recorded at fair value.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

(i) Asset retirement obligations

Liabilities are recognized for statutory, contractual, or legal obligations associated with the retirement of tangible capital assets when those obligations result from the acquisition, construction, development, or normal operation of the assets. The obligations are measured initially at fair value, determined using present value methodology, and the resulting costs are capitalized into the carrying amount of the related tangible capital asset. In subsequent periods, the liability is adjusted for accretion and any changes in the amount or timing of the underlying future cash flows. The capitalized asset retirement cost is amortized on the same basis as the related asset and the accretion expense is included in the Statement of Operations and Accumulated Surplus.

(j) Employee future benefits

The College and its employees make contributions to the College Pension Plan and the Municipal Pension Plan which are multi-employer joint trustee plans. These plans are defined benefit plans, providing a pension on retirement based on the member's age at retirement, length of service, and highest earnings averaged over five years. As the assets and liabilities of the plans are not segregated by institution, the plans are accounted for as defined contribution plans and any College contributions to the plans are expensed as incurred.

Sick leave benefits and retirement severance benefits are also available to the College's employees. The costs of these benefits are actuarially determined based on service and best estimates of retirement ages and expected future salary and wage increases. The obligation under these benefit plans is accrued based on projected benefits as the employees render services necessary to earn the future benefits. Actuarial gains and losses are amortized over the expected average remaining service life of the employees.

(k) Revenue recognition

Revenue from tuition fees is recognized as revenue over the course of the program. Any portion of the tuition fee revenue relating to the period after March 31 is deferred to the next fiscal year.

Unrestricted donations and grants are recorded as revenue when receivable if the amounts can be estimated and collection is reasonably assured. Pledges from donors are recorded as revenue when payment is received by the College or the transfer of property is completed.

Restricted donations and grants are reported as revenue depending on the nature of the restrictions placed on the use of the funds by the contributors as follows:

- I. Contributions for the purpose of acquiring or developing a depreciable tangible capital asset or in the form of a depreciable tangible capital asset, in each case for use in providing services, are recorded and referred to as deferred contributions for tangible capital assets and recognized in revenue at the same rate that amortization of the tangible capital asset is recorded. The reduction of the deferred contributions for tangible capital assets and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

- II. Contributions restricted for specific purposes other than those to be held in perpetuity or for the acquisition or development of a depreciable tangible capital asset are recorded as deferred revenues and recognized in revenue in the year in which the stipulation or restriction on the contribution has been met.
- III. Contributions restricted to be retained in perpetuity, allowing only the investment income earned thereon to be spent, are recorded as direct increases to accumulated surplus for the portion to be held in perpetuity and as deferred contributions for the investment income earned thereon.

The accounting treatment for restricted contributions is not consistent with the requirements of Canadian public sector accounting standards which require that government transfers be recognized as revenue when approved by the transferor and eligibility criteria have been met unless the transfer contains a stipulation that meets the criteria for liability recognition in which case the transfer is recognized as revenue over the period that the liability is extinguished.

Investment income includes interest recorded on an accrual basis and dividends recorded as declared, realized gains and losses on the sale of investments, and write-downs on investments where the loss in value is determined to be other-than-temporary.

Externally restricted non-capital contributions are deferred and recognized as revenue in the period in which the related expenses are incurred. Externally restricted amounts can only be used for purposes designated by external parties.

Donations and post construction contributions for tangible capital assets that are not externally restricted are recognized as revenue when they are received. Post construction capital contributions are contributions received after the completion of a tangible capital asset.

Ancillary sales are recognized when the product or service is provided to the consumer.

Contributed goods and services received and used in operations of the College are recognized as revenues and expenses only to the extent that their fair values can be reasonably determined or estimated.

(l) Expenses

Expenses are reported on an accrual basis. The cost of all goods consumed, and services received during the year is expensed.

(m) Budget figures

Budget figures have been provided for comparative purposes and have been derived from the annual budget approved by the Board of Governors of the College on March 11, 2025. The budget is reflected in the Statement of Operations and Accumulated Surplus and the Statement of Changes in Net Debt.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

(n) Use of estimates

The preparation of the financial statements in accordance with Canadian public sector accounting standards requires management to make estimates and assumptions. These estimates and assumptions affect the reported amounts of assets, liabilities, and related disclosures. Key areas where management has made estimates and assumptions include those related to the useful life of tangible capital assets and amortization of deferred contributions for tangible capital assets, the amount of allowance for doubtful accounts, deferral of tuition revenue, asset retirement obligation, and the valuation of employee future benefit obligations. Where actual results differ from these estimates and assumptions, the impact will be recorded in future periods when the difference becomes known.

3. CHANGE IN ACCOUNTING ESTIMATE

During the year, the College revised its estimate of the useful life of computer equipment from five years to three years to better reflect the period over which the assets are expected to provide economic benefits. This change has been accounted for prospectively as a change in accounting estimate. As a result, amortization expense for the year ended March 31, 2026 increased by \$896,085.

4. CASH AND CASH EQUIVALENTS

	<u>2026</u>	<u>2025</u>
Cash	\$ 28,595,982	\$ 38,052,834
Cash equivalents	<u>5,246,329</u>	<u>4,979,496</u>
	<u>\$ 33,842,311</u>	<u>\$ 43,032,330</u>

5. INVESTMENTS

Portfolio investments:

	<u>2026</u>	<u>2025</u>
Investments held at fair value:		
Fixed income	\$ 7,001,290	\$ 6,188,616
Equity investments	9,207,177	8,444,371
Alternative investments – pooled mortgage	<u>601,284</u>	<u>581,722</u>
	<u>\$ 16,809,751</u>	<u>\$ 15,214,709</u>

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

6. ACCOUNTS RECEIVABLE

The following table shows the categories of accounts receivable and the related provision for doubtful accounts:

(a) Due from government and other government organizations:

	<u>2026</u>	<u>2025</u>
Due from Provincial government	\$ 9,153,281	\$ 191,612
Due from Federal government	580,792	334,150
Due from other government organizations	144,750	93,081
	<u>\$ 9,878,823</u>	<u>\$ 618,843</u>

(b) Due from other:

	<u>2026</u>	<u>2025</u>
Student receivables	\$ 544,431	\$ 976,584
Other trade receivables	4,179,867	1,160,688
	<u>4,724,298</u>	<u>2,137,272</u>
Allowance for doubtful accounts	(306,474)	(460,464)
	<u>\$ 4,417,824</u>	<u>\$ 1,676,808</u>

7. INVENTORY FOR RESALE

Inventories recognized in the statement of financial position can be analyzed as follows:

	<u>2026</u>	<u>2025</u>
Bookstore	\$ 394,350	\$ 354,530
Other	70,152	14,793
	<u>\$ 464,502</u>	<u>\$ 369,323</u>

None of the inventories are pledged as security for liabilities.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

8. TANGIBLE CAPITAL ASSETS

The following tables show the cost, additions, transfers, disposals, accumulated amortization, and net book value of the College's tangible capital assets:

Cost	April 1, 2025	Additions	Disposals/ Transfers	March 31, 2026
Land	\$ 672,538	\$ -	\$ -	\$ 672,538
Site improvements	25,559,632	2,540,863	-	28,100,495
Buildings	276,399,032	2,039,191	-	278,438,223
Furniture and equipment	72,021,126	1,071,520	(324,344)	72,768,302
Computer equipment	20,472,729	1,249,967	(1,037,331)	20,685,365
Assets under construction	4,594,248	45,723,381	-	50,317,629
Total	\$ 399,719,305	\$ 52,624,922	\$ (1,361,675)	\$ 450,982,552

Accumulated Amortization	April 1, 2025	Amortization Expense	Disposals	March 31, 2026
Site improvements	\$ 15,199,946	\$ 1,763,505	\$ -	\$ 16,963,451
Buildings	84,585,220	6,458,929	-	91,044,149
Furniture and equipment	64,441,496	2,285,323	(312,387)	66,414,432
Computer equipment	18,089,317	1,860,519	(1,037,331)	18,912,505
Total	\$ 182,315,979	\$ 12,368,276	\$ (1,349,718)	\$ 193,334,537

Cost	April 1, 2024	Additions	Disposals/ Transfers	March 31, 2025
Land	\$ 672,538	\$ -	\$ -	\$ 672,538
Site improvements	19,204,632	505,094	5,849,907	25,559,633
Buildings	210,877,767	4,925,638	60,595,625	276,399,030
Furniture and equipment	66,158,568	2,610,724	3,251,837	72,021,129
Computer equipment	19,521,200	951,528	-	20,472,728
Assets under construction	54,060,858	20,255,199	(69,721,809)	4,594,248
Total	\$ 370,495,563	\$ 29,248,183	\$ (24,440)	\$ 399,719,306

Accumulated Amortization	April 1, 2024	Amortization Expense	Disposals	March 31, 2025
Site improvements	13,840,784	\$ 1,359,162	\$ -	\$ 15,199,946
Buildings	78,970,276	5,614,944	-	84,585,220
Furniture and equipment	62,487,442	1,978,494	(24,440)	64,441,496
Computer equipment	17,181,926	907,391	-	18,089,317
Total	\$ 172,480,428	\$ 9,859,991	\$ (24,440)	\$ 182,315,979

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

8. TANGIBLE CAPITAL ASSETS (continued)

Net Book Value	March 31, 2026	March 31, 2025
Land	\$ 672,538	\$ 672,538
Site improvements	11,137,044	10,359,686
Buildings	187,394,074	191,813,812
Furniture and equipment	6,353,870	7,579,631
Computer equipment	1,772,860	2,383,412
Assets under construction	50,317,629	4,594,248
Total	\$ 257,648,015	\$ 217,403,327

Assets under construction

Assets under construction as at March 31, 2026, represent work in progress of \$50,317,629 (2025 - \$4,594,248) on housing in Penticton, the Wellness Centre in Kelowna, and the Centre for Food, Wine and Tourism in Kelowna. Amortization of these assets will commence when the assets are put into service.

9. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

The following table shows the categories of accounts payable and accrued liabilities:

(a) Due to government and other government organizations:

	<u>2026</u>	<u>2025</u>
Due to Provincial government	\$ 563,920	\$ 527,043
Due to Federal government	407,848	1,265,652
Due to other government organizations	<u>51,010</u>	<u>5,425</u>
	<u>\$ 1,022,778</u>	<u>\$ 1,798,120</u>

(b) Due to other:

	<u>2026</u>	<u>2025</u>
Trade payables	\$ 7,243,070	\$ 2,861,996
Accrued payables	13,618,302	1,883,463
Wage payables	6,799,040	4,623,669
Accrued vacation payables	3,252,689	3,493,083
Employee retirement incentive program	2,176,592	2,566,828
Student deposits	<u>3,010,557</u>	<u>5,006,832</u>
	<u>\$ 36,100,250</u>	<u>\$ 20,435,871</u>

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

10. LONG TERM DEBT

	<u>2026</u>	<u>2025</u>
Province of British Columbia – Housing \$30,619,000 bonds, unsecured, bears interest at 4.25% payable semi-annually, with the principal repayable at maturity on December 18, 2053.	\$ 30,336,989	\$ 30,332,426
Province of British Columbia - Centre for Learning \$4,162,000 bond, 3.35%, unsecured, sinking fund contributions at \$192,885 annually plus semi-annual interest of \$69,714, due June 9, 2029. Debt is reported net of sinking fund. The sinking fund balance in 2026 is \$2,431,483 (2025 - \$2,198,034).	<u>\$1,730,517</u>	<u>\$1,963,966</u>
	<u>\$ 32,067,506</u>	<u>\$ 32,296,392</u>

The principle portion of the debt repayments over the next five years and thereafter are as follows:

2026-2027	\$ -
2027-2028	-
2028-2029	-
2029-2030	4,162,000
2030-2031	-
Thereafter	30,619,000

(a) Sinking fund installments and retirement provisions

Aggregate payments for the next five fiscal years to meet sinking fund installments on externally restricted sinking funds are:

2026-2027	\$ 192,885
2027-2028	192,885
2028-2029	192,885
2029-2030	96,443
2030-2031	-
	<u>\$ 675,098</u>

(b) Operating line of credit

The College has an operating line of credit with TD Canada Trust for an authorized amount of \$2,500,000, bearing interest at bank prime rate minus 0.5% on outstanding balances. On March 31, 2026, the balance outstanding on the operating line of credit was \$nil (2025 - \$nil).

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

11. DEFERRED CONTRIBUTIONS

The following table shows the categories of deferred contributions:

	April 1, 2025	Receipts during year	Transferred to revenue	March 31, 2026
Provincial	\$ 6,259,075	\$14,918,529	\$ (13,405,172)	\$ 7,772,432
Federal	1,102,619	860,945	(1,158,970)	804,594
	\$ 7,361,694	\$ 15,779,474	\$ (14,564,142)	\$ 8,577,026

12. DEFERRED REVENUES

The following table shows the categories of deferred revenues:

	April 1, 2025	Receipts during year	Transferred to revenue	March 31, 2026
Deferred tuition	\$ 9,957,548	\$46,824,177	\$ (48,556,905)	\$ 8,224,820
Deferred contract fees	564,745	1,221,736	(1,206,373)	580,108
Deferred other revenue	610,235	4,462,714	(4,347,476)	725,473
	\$ 11,132,528	\$ 52,508,627	\$ (54,110,754)	\$ 9,530,401

13. DEFERRED CONTRIBUTIONS FOR TANGIBLE CAPITAL ASSETS

The amortization of deferred contributions for tangible capital assets is recorded as revenue in the statement of operations and accumulated surplus, and deferred contributions for tangible capital assets represents the contributions received for the purchase and/or construction of tangible capital assets, and the unamortized portion of deferred capital contributions for assets in use.

	<u>2026</u>	<u>2025</u>
Balance, beginning of year	\$ 166,261,686	\$156,996,068
Deferred contributions received from:		
Provincial government	39,778,673	14,369,747
Federal government	3,841	651,325
Donations	3,800,957	972,885
Other	44,201	28,757
	209,889,358	173,018,782
Less: Amounts amortized to revenue	(7,712,639)	(6,757,096)
Balance, end of year	\$ 202,176,719	\$166,261,686

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

14. ASSET RETIREMENT OBLIGATION

The asset retirement obligation is related to asbestos and other hazardous materials that have been identified in the College's buildings. The estimated undiscounted asset retirement obligation is \$956,926 (2025 - \$956,926). A discount rate of 3.60% (2025 - 3.64%), the BC weighted average effective rate as at March 31, 2025, was used to calculate the present value of the asset retirement obligation. The modified retroactive application was adopted in fiscal 2023, and the timing of these expenditures is estimated to occur between 2026 and 2043 with regular replacement, renovation, or disposal of assets.

	<u>2026</u>	<u>2025</u>
Opening balance	\$ 570,220	\$ 550,870
Accretion costs	<u>20,528</u>	<u>19,350</u>
Balance, end of year	<u>\$ 590,748</u>	<u>\$ 570,220</u>

15. EMPLOYEE FUTURE BENEFITS

(a) Pension benefits

The College and its employees contribute to the College Pension Plan and Municipal Pension Plan (jointly trustee pension plans). The boards of trustees for these plans, representing plan members and employers, are responsible for administering the plans, including investment of assets and administration of benefits. The plans are multi-employer defined benefit pension plans. Basic pension benefits are based on a formula. As at August 31, 2025, the College Pension Plan has about 17,500 active members, and approximately 11,800 retired members. As at December 31, 2024, the Municipal Pension Plan has about 273,000 active members, including approximately 7,000 from colleges.

Every three years, an actuarial valuation is performed to assess the financial position of the plans and adequacy of plan funding. The actuary determines an appropriate combined employer and member contribution rate to fund the plans. The actuary's calculated contribution rate is based on the entry-age normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plans. This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability.

The most recent actuarial valuation for the College Pension Plan as at August 31, 2024, indicated a \$3.8 million unfunded liability for basic pension benefits. This was covered by a transfer from the rate stabilization account leaving the basic pension account balanced at the valuation date on a going concern basis.

The most recent valuation for the Municipal Pension Plan as at December 31, 2024, indicated a \$2,675 million funding surplus for basic pension benefits on a going concern basis. The next valuation for the College Pension Plan will be as at August 31, 2027. The next valuation for the Municipal Pension Plan will be as at December 31, 2027.

The College paid \$7,572,265 (2025 - \$7,874,133) for employer contributions to the plans in fiscal 2026.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

15. EMPLOYEE FUTURE BENEFITS (continued)

(a) Pension benefits (continued)

Employers participating in the plans record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plans record accrued liabilities and accrued assets for each plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plans.

(b) Employee future benefit obligations

The College does not establish plan assets to fund the employee future benefit obligations. The College has been providing and will continue to provide for the payment of these benefits as they become due.

Employees of the College are entitled to sick leave in accordance with the terms and conditions of their employment contracts. Sick leave credits accumulate for employees of the College. As they render services, they earn the right to the sick leave benefit. The College recognizes a liability and an expense for sick leave in the period in which employees render services in return for the benefits.

Retirement benefit payments represent the College's share of the cost to provide certain employees with various benefits upon retirement. These retirement benefits are determined based on collective bargaining agreements and/or the terms and conditions of employment, which provides a retiring allowance for eligible employees based on the years of service with Okanagan College. The accrued benefit obligation and the net periodic benefit cost were estimated by an actuarial valuation completed as at March 31, 2026, and the next valuation update will be as at March 31, 2027.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

15. EMPLOYEE FUTURE BENEFITS (continued)

Information about liabilities for the College's employee future benefit obligations is as follows:

	<u>Sick Leave</u>	<u>Retirement and other</u>	<u>2026</u>	<u>2025</u>
Benefit obligation balance, beginning of year	\$ 5,096,800	\$10,433,000	\$ 15,529,800	\$15,603,600
Current service cost	446,200	833,900	1,280,100	1,219,100
Interest cost	233,700	469,200	702,900	695,100
Benefits paid	(565,400)	(1,046,800)	(1,612,200)	(1,988,000)
Actuarial loss/(gain)	(177,500)	42,400	(135,100)	-
Other	-	166,400	166,400	-
Benefit Obligation Balance, end of year	5,033,800	10,898,100	15,931,900	15,529,800
Unamortized actuarial loss			(1,426,800)	(2,179,200)
Benefit Liability Balance, end of year			\$ 14,505,100	\$ 13,350,600
Components of net benefit expense			<u>2026</u>	<u>2025</u>
Service cost			\$ 1,280,100	\$ 1,219,100
Interest cost			702,900	695,100
Amortization of net actuarial loss			617,300	617,300
Other			166,400	-
Net benefit expense			\$ 2,766,700	\$ 2,531,500

The actuarial assumptions adopted in preparing the College's accrued benefit liability are as follows:

	<u>2026</u>	<u>2025</u>
Interest (discount) rate	3.80%	4.443%
Wages and salary escalation rate range	2.4 – 6%	2 – 5.6%
Expected average remaining service life of employees	9 years	9 years

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

16. ACCUMULATED SURPLUS

Accumulated surplus is comprised of the following:

	<u>2026</u>	<u>2025</u>
Investment in tangible capital assets	\$ 22,860,840	\$ 18,275,028
Internally restricted		
Faculty and department reserves	1,916,024	2,377,251
Ancillary reserves	1,503,927	666,939
Unrestricted	6,232,224	16,515,394
Unfunded employee future benefit obligations	(14,505,100)	(13,350,600)
Accumulated remeasurement gains	3,411,103	2,741,174
	<u>\$ 21,419,018</u>	<u>\$ 27,225,186</u>

Investment in tangible capital assets represents the cost of capital assets acquired by the College, net of funding from restricted capital contributions, debt, and asset retirement obligations.

Faculty and department reserves are professional development and alumni funds permitted to carry forward at the end of each year per the collective agreements.

Ancillary reserves represent accumulated funds held for the capital requirements of ancillaries for Parking Services and Housing.

Unrestricted represents amounts from the College's operating activities.

17. RELATED PARTY TRANSACTIONS

(a) Other agency operations

The College is related through common ownership to all Province of British Columbia ministries, agencies, school districts, health authorities, colleges, universities, and crown corporations. Transactions with these entities, unless disclosed separately, are considered to be in the normal course of operations and are recorded at the exchange amount.

(b) Okanagan College Foundation

The Okanagan College Foundation (the "Foundation") is a separate society formed by the community to facilitate investment in post-secondary education in the region. Their purpose as it relates to Okanagan College is to further the goals, objectives, and strategic interests of Okanagan College; stimulate and provide financial support for the development and expansion of educational programs, services, capital projects, and other initiatives as recommended by Okanagan College that support the mission and goals of Okanagan College; and provide financial support to enable students to participate in learning at Okanagan College and other institutions providing post-secondary education in Canada. The Foundation is a registered charity under the provisions of the Income Tax Act of Canada. The net assets and results of operations of the Foundation have not been included in these financial statements.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

17. RELATED PARTY TRANSACTIONS (continued)

(b) Okanagan College Foundation (continued)

Under the Capital Campaign Line of Credit Agreement between Okanagan College and the Foundation, the College may provide funds to the Foundation, up to a maximum of \$1,250,000, by way of a line of credit so as to cover the costs to be incurred by the Foundation in operating and running the Capital Campaign(s).

The line of credit payable shall be made free of interest provided that the Foundation shall comply strictly with the terms of the agreement. The Foundation shall repay amounts owed on the line of credit payable pursuant to the terms of this Agreement on the following basis:

- On March 31 in each year, repayment of a minimum of 20% of the pledge payments that are received, to a maximum amount of all outstanding credit; and
- At any time forthwith upon demand from the College.

The balance outstanding of the line of credit payable under the Capital Campaign Line of Credit Agreement as at March 31, 2026 was \$45,841 (2025 - \$nil). During the year, Okanagan College approved \$460,000 (2025 - \$460,180) for forgiveness of the line of credit agreement.

During the year, the Foundation awarded to Okanagan College grants in the amount of \$342,115 (2025 - \$496,447) to fund specific programs and transferred \$3,739,146 (2025 - \$661,294) raised in capital campaigns to support the construction of the Kelowna Recreation and Wellness Center and other program support.

18. CONTRACTUAL OBLIGATIONS

The College has entered into multi-year contracts for construction, property leases, and delivery of services. These contractual obligations will become liabilities in the future when the terms of contracts are met. Amounts related to the unperformed portion of the contracts are shown in the table below.

Contractual obligations related to construction, leases (equipment, fleet vehicles, and property), and delivery of services are as follows:

	2027	2028	2029	2030	2031	Thereafter	Total
Construction	\$ 41,691,713	\$ 4,819,141	\$ -	\$ -	\$ -	\$ -	\$ 46,510,854
Leases	485,739	467,315	393,135	379,242	386,615	8,181,615	10,293,661
Service contracts	2,364,999	2,064,253	1,363,845	384,981	286,161	18,877	6,483,116
	\$ 44,542,451	\$ 7,350,709	\$ 1,756,981	\$ 764,223	\$ 672,776	\$ 8,200,492	\$ 63,287,631

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

19. CONTINGENT LIABILITIES

The College is involved in litigation from time to time, which arises in the normal course of operations. Liabilities related to litigation are recognized in the financial statements when the outcome becomes reasonably determinable. In management's judgement, there is currently no significant negative exposure from existing litigation.

The College is a member of the University, College and Institute Protection Program (UCIPP), which is an actuarially valuated program of self-insurance for the Province of British Columbia that has been in place since 1987. It is one of several self-insurance programs operated within the Insurance and Risk Management Account (IRMA), a special account established under the Financial Administration Act and managed and operated by the Risk Management Branch of the Ministry of Finance. Annually, an independent actuarial firm reviews the claims history, funding levels, and balances in the various programs making up IRMA to ensure it is adequately funded to cover both known claims and incurred (but not reported) losses.

20. EXPENSES BY OBJECT

Total expenses by object are itemized as follows:

	Budget 2026	2026	2025
Salary and benefits	\$ 108,268,390	\$ 112,432,498	\$113,117,001
Supplies and services	29,990,466	35,318,241	31,834,790
Amortization of tangible capital assets	11,132,483	12,368,276	9,859,991
Interest on long term debt	1,465,199	1,561,069	958,399
	\$ 150,856,538	\$ 161,680,084	\$155,770,181

21. FINANCIAL RISK MANAGEMENT

The College has exposure to the following risks with respect to its financial instruments: credit risk, market risk and liquidity risk.

The Board of Governors ensures that College has identified its major risks and ensures that management monitors and controls them.

(a) Credit risk

Credit risk is the risk of financial loss to the College if a customer or counterparty to a financial instrument fails to meet its contractual obligations. Such risks arise principally from certain financial assets held by the College consisting of cash and cash equivalents, investments, and accounts receivable.

The College manages its credit risk through a prudent investment policy approved by the College's Board of Governors. The College's accounts receivable are numerous and diverse and therefore the College has no significant concentration of credit risk. Accounts receivable are carefully monitored and are actively pursued, which includes the use of a collection agency for balances more than three months old. The College's exposure to credit risk is minimal and there was no significant change in exposure from the prior year.

OKANAGAN COLLEGE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2026

21. FINANCIAL RISK MANAGEMENT (continued)

(b) Market risk

Market risk is the risk that changes in market factors, such as interest rates, will affect the College's income. The objective of market risk management is to control market risk exposures within acceptable parameters while optimizing the return on investments.

Interest rate risk is the risk that the fair value of the future cash flows of a financial instrument will fluctuate because of changes in the market interest rates.

It is management's opinion that the College is not exposed to significant market or interest rate risk arising from its financial instruments.

(c) Liquidity risk

Liquidity risk is the risk that the College will not be able to meet its financial obligations as they become due.

The College manages liquidity risk by continually monitoring actual and forecast cash flows from operations and anticipated investing and financing activities to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to its reputation.

OKANAGAN COLLEGE
SECTION B
Unaudited Financial Information

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OKANAGAN COLLEGE

SCHEDULE OF DEBTS

The Schedule of Debts is included within the Notes to the Financial Statements.

Prepared under the Financial Information Regulation, Schedule 1, subsection 4

SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS

Type	Indemnatee
Supply Agreement	Absolute Energy Inc
Product and Service Agreement	Adobe Inc
Product and Service Agreement	Adobe Systems Inc
Service Agreement	Amazon.com.ca, Inc
Product and Service Agreement	Articulate Global, LLC
Product and Service Agreement	Association of Registrars of The Universities and Colleges of Canada
License Agreement	BorderPass Corporation
Service Agreement	British Columbia Hydro and Power Authority
Service Agreement	British Columbia Hydro and Power Authority
Product Agreement	Canadian Internet Registration Authority
Lease Agreement	City of Vernon Recreation Services
Lease Agreement	City of Vernon, District of Coldstream, and Regional District of North Okanagan
Contribution Agreement	Co-operative Education and Work Integrated Learning Canada
Collaboration Agreement	His Majesty in Right of Alberta
Service Agreement	Kone Inc
Collaboration Agreement	Learning Resources Network, Inc
Lease Agreement	Lillooet Learning Communities Society
Service Agreement	Metro Vancouver Regional District
Access Agreement	Minister of Citizen's Services, BC
Access Agreement	Minister of Citizen's Services, BC
Contribution Agreement	Minister of Foreign Affairs, Canada
Contribution Agreement	Minister of Health, Canada
Affiliation Agreement	Minister of Public Safety and Solicitor, BC
Shared Cost Agreement	Minister of Social Development and Poverty Reduction, BC
Contribution Agreement	Minister of Women and Gender Equality and Youth, Canada
Affiliation Agreement	Ministry of Children and Family Development, BC
Participation Agreement	Mitacs Inc
Participation Agreement	Mitacs Inc
Service Agreement	MNP LLP
Service Agreement	Moneris Solutions Corporation
License Agreement	Motorola Solutions Canada Inc
Service Agreement	Oracle Canada ULC
Advertising Agreement	Pattison Outdoor Advertising LP
Service Agreement	Province of British Columbia
Research Agreement	Province of British Columbia
License Agreement	RideShark Corporation
License Agreement	Rogers Communication Canada Inc
Service Agreement	Southern Interior Construction Association
Partnership Agreement	Sparrow Scooters Inc
Rental Agreement	Stagewest Hospitality Winery LP
Service Agreement	Strata Information Corporation
Insurance Affinity Agreement	TD Life Insurance Company
Contribution Agreement	The Business + Higher Education Roundtable

SCHEDULE OF GUARANTEE AND INDEMNITY AGREEMENTS

Type	Indemnatee
Contribution Agreement	The Business + Higher Education Roundtable
Partnership Agreement	The Canadian Red Cross Society
Participation Agreement	The Mohawk College of Applied Arts and Technology
Participation Agreement	Union of BC Municipalities
Service Agreement	Urban Systems Ltd
License Agreement	Vancouver Community College and Member Institutions
License to Occupy Agreement	Various UCIPP Covered Entities
Product and Service Agreement	VitalSource Technologies LLC
Partnership Agreement	We Know Training Inc

Prepared under the Financial Information Regulation, Schedule 1, subsection 5

STATEMENT OF SEVERANCE AGREEMENTS

There were ten (10) severance agreements under which payment commenced between Okanagan College and its non-unionized employees during fiscal year 2025/2026. These agreements represent from 0.2 to 18 months of compensation.

Prepared under the Financial Information Regulation, Schedule 1, subsection 6(7)

OKANAGAN COLLEGE

SCHEDULE OF REMUNERATION AND EXPENSES - BOARD OF GOVERNORS

Name		Remuneration		Expenses
Alexander, Andrea	Vice Chair	\$	2,000	\$ 95
Balili, Emmarith	Student		667	-
Battersby, Cindy	Member		2,000	1,357
Baulkham, Dustyn	Chair		2,000	2,174
Chand, Gurjit	Member		2,000	1,464
Fowler, JoAnn	Member		2,000	1,523
Hamilton, Sheri	Member		2,000	1,529
Harris, Ben	Student		2,000	628
Lee, Annabelle	Student		667	302
Louie, Amanda	Member		1,000	433
Louis, Allan	Member		1,000	681
Safinuk, Dale	Former Chair		2,500	505
Schafer, Carollyn	Member		1,000	295
Total for Board of Governors		\$	20,833	\$ 10,986

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name		Remuneration		Expenses
Abdulla, Koowsar		\$	124,802	\$ -
Acosta Rosero, David			75,188	1,396
Acton, Sydney			90,523	29
Adair, Diane			78,260	813
Adair, Rachel			81,486	50
Albrecht, Ginger			100,246	573
Albrecht, Vivian			116,100	3,051
Allen, Daniel			116,281	1,331
Anderson, Judith			168,909	2,800
Anderson, Sarah			96,466	373
Arellano, Marc			116,281	-
Arnold, Michelle			116,281	410
Ashman, Kyla			116,163	1,566
Ashman, Philip			160,937	1,183
Avdich, Leanne			134,201	2,947
Ayotte, Rebecca			96,529	-
Bailey, Amy			116,100	1,345
Bailey, Barbara			146,468	-
Baker, Alysha			83,446	-
Baker, Joseph			185,738	4,542
Bakx, Arthur			93,206	-
Barillaro, Mike			100,988	-

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Barry, Tammie	112,521	3,751
Beaulne, Jeremy	118,309	4,569
Becker, Terry	106,411	173
Bede, Gilbert	82,014	470
Befus, Natasha	116,100	2,604
Belanger, Mariel	86,041	-
Bell, Dean	75,964	48
Belle, Mandie	86,719	4,739
Bello, Amanda	101,118	2,079
Berg, Shelley	90,239	301
Berg, Troy	179,666	254
Bergen, Alvin	116,281	562
Bethune, Jade	92,249	25,543
Bhardwaj, Rishi	141,742	608
Birch, David	121,174	3,829
Bird, Amy	75,886	-
Blais, Louise	88,681	953
Blandon, Samantha	91,290	2,871
Bockhold, Kathryn	116,281	1,741
Boehm, Arthur	116,281	10
Boreham, Kevin	87,445	121
Borsheim, Krista	117,877	-
Bos, Nadia	130,345	1,231
Bostock, Jenna	93,190	-
Bouma, Terrell	116,100	1,691
Boutillier, David	116,281	-
Bowman, Norah	123,302	585
Boyda, Brennan	75,057	-
Bradshaw, Kevin	124,562	254
Bransfield, Corey	116,062	2,265
Bredeson, Cemone	116,484	329
Bridges, Terry	116,535	476
Brochu, Clinton	116,100	3,335
Brown, Stephen	116,281	1,030
Buck, Julian	126,812	2,787
Buitenhuis, Juliana	106,088	1,365
Bullen, Olga	95,869	17
Bunclark, Stephanie	116,984	-
Burt, Carmen	135,920	339
Butterfield, Mary Stewart	123,412	669
Buyse, Julianne	104,894	1,312
Cabrera, Mehgan	132,187	1,915

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Campbell, Donald	116,366	525
Campbell, Joanna	108,305	1,467
Carey, Frank	111,390	29
Carlson, Jocelyn	85,015	466
Carpenter, Tara	116,464	347
Carter, Ingrid	113,011	131
Carter, Sasha	116,032	3,852
Carter, Trystan	85,902	2,647
Casano, Nina	93,413	9,331
Caspers, John	112,428	29
Champigny, Michael	86,006	2,355
Champion, Sarah	108,571	242
Chan, Kai Ho Karl	110,518	3,909
Chataway, Munro	120,593	2,504
Chauvette, Amelia	116,261	3,613
Checkley, Angela	130,203	1,144
Cheng, Xinru	100,226	-
Chidlow, Kenneth	116,281	-
Chong, Corinna	119,221	3,324
Christensen, Cascade	95,034	2,535
Chu, Shao Kang	116,281	322
Clare, Leanne	83,784	906
Clark, Rita	78,614	2,643
Clarkson, Christopher	117,233	77
Clarkson, Kristine	83,770	1,364
Clements, Bradley	143,755	-
Clyne, Carolee	100,691	7,500
Coates, Linda	156,130	-
Coble, James	182,912	1,470
Cohen, Natalie	85,461	5,435
Cole, Aidan	134,411	2,522
Coleman, Benjamin	117,881	-
Conlin, Michael	166,794	1,518
Conyette, Michael	117,105	5,592
Cook, Katie	104,841	3,613
Cooke, Tanya	116,100	251
Coulthard, Glen	117,255	1,783
Cousins, Sara	109,748	13,276
Creagh, Erin	143,125	2,735
Crema, Steven	87,686	15,414
Crowe, Heather	116,100	19
Csandi, Peter	127,305	1,877

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Curdyk, Donna	85,497	933
Currie, Elizabeth	100,142	2,248
Dahl, Leora	116,281	1,301
Dahms, Rene	116,100	2,256
Dalsvaag, Emma	79,641	1,587
Danyluk, Joya	116,392	45
Darbyson, Rhonda	163,376	175
Dasanjh, Surandar	76,884	-
Davis, Nicole	88,895	110
Day, Terence	116,281	4,992
de Vooght, Tina	87,690	2,195
Dempsey, Cheryl	105,124	14,919
DePluzer, Gardeen	96,728	1,666
Dewinetz, Jason	116,281	1,058
DeWitt, Quincy	116,281	-
DeYoung, Michelle	117,413	3,497
Dhir, Sukhmanik	83,345	5,083
Diehl, Kristen	76,583	1,310
Dobbener, Jan	83,161	-
Doige, Carl	125,126	2,248
Dos Santos, Shelley	110,752	2,527
Douglas, Dawn	84,681	2,189
Douglas, Kevin	119,942	771
Dueck, Jackie	152,894	3,272
Dupuis, Rhea	147,138	15,577
Dyck, Linda	78,763	16
Ebner, Joelle	105,993	7,939
Ebner, Ryan	116,747	1,263
Edwards, Marlo	116,281	1,043
Ellis, Wendy	112,762	-
Elmose, Linda	209,318	1,019
Elton, Chea	84,300	529
Emran, Md. Masum	123,302	-
Erridge, Michelle	116,100	298
Esson, Marni	108,210	2
Esson, Thomas	102,835	15
Euloth, John	116,100	686
Evanishin, Denice	107,917	-
Everett, Ginger	78,601	-
Fassina, Neil	283,668	56,031
Fay, Barbara	109,832	2,347
Fazackerley, Scott	118,108	-

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Feddersen, Trevor	116,100	-
Federley, Richard	116,862	5,266
Fenwick, Stacey	96,090	5,254
Ferreira, Bevan	123,302	13
Filice, Kim	83,128	36
Fitzgerald, Catherine	118,608	10,585
Fleck, Tanya	139,364	-
Fleming, Jeffrey	100,617	-
Foerderer, Reinhard	113,886	480
Fontenla, Adrian	129,534	4,940
Foss, Sarah	106,577	-
Foster, Leanne	83,074	1,681
Fox, Kevin	95,713	-
Fraser, Kayla	86,348	83
Fratiloiu, Raluca	117,277	1,742
French, Helen	117,896	-
Fretz, Nolan	118,822	775
Fritter, Matthew	108,447	-
Fukushima, Kevin	121,897	3,705
Fullerton, Danielle	123,302	949
Galaz Alvial, Carolina	102,720	2,626
Galuska, Denise	103,509	3,133
Gardner, Melissa	87,439	513
Garrett, Jillian	116,539	1,743
Gavaris, Eva	104,790	10,289
Gelz, Christy	88,076	548
Geoffrey, Alexandra	81,637	925
Gerling, Travis	107,159	2,236
Gibbons-Smyth, Joanne	155,011	1,753
Gibson, Alison	167,074	17,517
Gibson, Ian	101,652	-
Gilchrist, Caroline	116,281	2,288
Gillick, William	93,513	2,364
Golanowski, Tanya	138,168	996
Goodwin, Jennifer	229,843	33,816
Goyette, Sean	76,399	1,146
Green, Arthur	89,065	-
Greenslade, Frances	135,818	4,254
Griffiths, Stephanie	116,281	41
Grosstessner-Hain, Karin	111,928	7,002
Grzegorzewski, Anthony	85,944	1,549
Guimaraes Junior, Marcelo	113,106	6,410

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Gumpinger, Dustin	110,845	11
Guo, Chaoping	129,969	935
Gustafsson, Emelie	108,710	1,019
Hadersbeck, Sandra	109,277	-
Hall, Brian	116,100	448
Halsall, Benjamin	91,942	5,765
Hamilton, Robert	145,001	135
Hanlon, Mary	102,436	37
Harden, Anita	80,934	-
Harding, Tanya	87,106	1,956
Harrison, Shona	116,281	-
Hartigan, Caitlin	103,553	10,057
Hawthorne, Shannon	83,885	172
Hay, Katerina	116,164	225
Hazen, Michael	124,547	3,844
Headland, Jill	121,216	54
Heard, Scott	135,027	-
Heidt, Terry	102,619	1,146
Heinrichs, Markus	116,752	1,454
Henderson, Gillian	199,838	4,859
Henriques, Antonio	116,100	4,675
Heppner, Jennifer	84,059	74
Herath, Thilakshani	90,040	721
Hildebrandt, Lori	116,100	96
Hisdal, Howard	117,584	40
Hobart, Jennifer	116,281	-
Hobart, Joseph	162,712	-
Hockman, Laura	127,095	11
Hoekstra-de Hek, Eunice	81,980	134
Hojnocki, Karen	89,322	82
Hordichuk, Natalie	100,159	1,298
Howes, Bruce	116,749	242
Hromadnik, Amanda	81,256	75
Hudson, Patrick	118,080	-
Hurtubise, Claude	135,026	12
Hutchinson, Chantale	116,281	1,281
Hutton, Gregory	116,281	1,667
Hutton, Sarah	108,994	790
Ikebuchi, Shelly	116,281	644
Inkpen, Allison	115,154	4,837
Islam, Tazul	149,249	-
Jackett, Neal	106,577	-

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Jackman, Helen	174,463	2,536
Jalava, Jarkko	116,281	-
Janyk, Roen	144,166	2,838
Johnson, Donna	95,272	-
Johnston, Christie	95,170	450
Johnston, Sasha	116,281	-
Johnston, Sean	145,147	2,667
Jordo, Helena	98,798	585
Kacic, Davor	116,100	660
Kavanagh, B. Matthew	125,835	-
Kazimer, Kara	107,159	2,005
Keever, Carson	116,281	1,267
Kelley, Lucas	97,828	1,509
Kendel, Benjamin	76,166	43
Kennedy, Alan	104,790	11,512
Kennedy, Jake	118,717	-
Kenny, John	122,114	2,391
Khajezade, Mohamad	111,147	396
Khatra, Karanmeet	84,413	63
Khmelevsky, Youry	135,151	7,372
Kiehlbauch, Shannon	77,674	4,894
Kilic, Ayla	116,281	-
Kinniburgh, Susan	116,281	-
Kleinschmidt, Naomi	115,987	-
Kline, Mary	145,654	4,443
Kline, Michael	84,121	891
Klingel, Andrew	111,117	5,265
Knapp, David	102,434	5,429
Knight, Patrick	85,019	1,762
Knoll, Mary Ann	116,281	8,039
Kober, LaVonne	93,141	-
Koepke, Raymond	116,100	680
Kohlman, Paula	116,100	709
Korcok, Jasmine	119,194	1,194
Kortzman, Boyd	92,954	1,699
Kosowick, Terry	117,611	3,234
Krasniqi, Michelle	98,320	56
Krebs, Mando	116,686	2,745
Krieg, Pamela	165,981	273
Krulitski, Samantha	127,587	5,609
Kunz, Travis	100,372	1,190
Lachica, Mercedita	96,728	733

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Lampi, Thomas	116,100	1,785
Lanaway, Jeremy	110,503	666
Langedyk, Kenneth	116,281	160
Langhorn, Amanda	103,912	1,278
Larsen, Daniel	108,946	924
Larsen, Melissa	76,476	69
Lau, Wing	82,379	31
Laumer, Jonathan	96,271	31
Lawson, Barbara	117,571	32
Lechner, Roy	131,139	-
Lecoy, Denise	76,468	-
Lee, Maria	100,630	3,327
Lee, Paul	116,281	-
Lefebure, Sarah	110,503	4,898
Lefebvre, Priscillia	110,503	4,403
Lehocky, Zuzana	80,622	-
Lembke, Swantje	87,227	11
Lenci, Samantha	252,217	12,057
Lerner, Leonard	116,281	7
Lesage, Nina	105,148	3,487
Leskie, Todd	116,100	1,540
Lesko, Kaylen	77,145	4,104
Lillies, Lianna	122,724	5,092
Lind, Emily	88,644	2,560
Ling, Daniel	164,171	282
Lipsett, Kevin	116,161	582
Lloyd, Owen	130,320	64
Loewen, Laura	235,715	3,249
Long, Stephanie	79,720	290
Lougheed, Emilie	98,593	686
Lovell, Susan	119,215	-
Lowry, Michelle	83,705	1,341
Loyst, Riley	86,086	657
Lubyk, Ashley	116,281	1,403
Lucas, Angela	78,891	-
MacArthur, DeAnna	105,904	414
Macfarlane, Carla	78,547	28
Mackie, Patrena	77,765	1,085
Madarasz, Sheila	92,868	1,336
Madrideojos, Edel Mary	80,010	68
Maley, Logan	78,333	1,425
Mallory, Leanne	116,281	23

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Manda, Sairam	129,488	1,297
Mansiere, Sharon	117,409	1,279
March, Angelika	99,625	-
Marken, Siri	159,811	78
Markle, Karen	109,426	1,238
Marques, Danny	139,395	10,779
Martell, Dale	116,100	1,761
Martin, Colette	75,423	365
Martin, Morgan	116,281	2,389
Martin, Paul	171,728	6,647
Massey, Nathanael	149,112	4,118
Matte, Candace	98,636	1,960
May, Brian	116,333	760
McCormick, Daniel	85,559	49
McDowall, Natasha	83,947	671
McFadden, Lorna	81,003	-
McGaw, Jamison	97,964	1,498
McGee, Jasmine	84,867	1,960
McGillivray, Drew	133,252	2,151
McIntyre, Kara	79,269	26
McKay, Eric	75,730	935
McKinley, Sheri	135,031	-
McKinnon, Ann Marie	116,344	886
McLean, Alana	121,828	1,345
McMillan, Logan	92,994	1,226
McPherson, Kevin	94,585	-
McRobb, Cameron	120,418	52
McRorie, William	116,100	-
Meissner, Cindy	108,433	4,022
Milat, Sandy	78,732	30
Mitropolsky, Elena	116,281	4,171
Mitsch, Michael	116,281	2
Modahl, Amy	101,813	2,402
Mohammadnavazi, Hassan	100,212	-
Mohammadzadeh, Madjid	116,100	2,433
Mohammed	91,257	26,394
Moir, Graham	95,809	20,941
Moisan, Marc	93,537	3,669
Moore, Dawn	100,423	-
Morcom, Curtis	229,319	7,442
Morcom, Jessica	116,100	2,393
Mori, Christine	94,921	2,774

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Morrow, Howard	103,178	-
Mozol, Natalia	105,720	2,471
Munn, Melissa	124,167	8,373
Murray, Nelson	83,510	3,227
Myrah, Kyleen	116,281	4,729
Naiman, Jennifer	116,281	2,775
Nastos, James	136,082	193
Neigum, Travis	119,708	-
Newhouse, Jeff	112,070	389
Newitt, Christopher	136,988	1,832
Neykov, Vladimir	109,426	100
Nieoczym, Adrian	120,148	17
Noble, Douglas	116,100	3,158
Noble, Tracy	119,838	6,011
Nolt, Dawn	111,308	13
Novin, Freddy	96,633	2,136
Nyberg, Christopher	80,658	289
Nymark, Dennis	108,263	-
O'Donoghue, Linda	116,363	390
Oliver, Bradley	136,414	1,889
O'Neill, Allison	117,280	4,191
Orwick, Michael	78,222	360
Ostoforov, Jason	83,229	1,031
Oudendag, Kelsey	97,137	1,544
Ould-Khessal, Nadir	116,281	628
Overland, Scott	163,468	3,699
Owen, Jennifer	101,546	1,337
Palmer, Simone	113,886	1,526
Pals, Jevon	116,299	1,098
Pannell, Vicki	134,801	4,271
Panton, Jillian	93,164	2,359
Paradine, Martin	116,281	2,432
Parliament, Josephine	94,994	-
Parnell, Kevin	120,101	1,191
Penfound, Blair	100,419	-
Penfound, Bryan	116,363	388
Pereira, Robert	121,934	20
Perrey, Jordan	174,259	2,396
Phillips, Cristina	85,624	-
Pieper, Christopher	106,630	1,566
Pilin, Maya	80,639	-
Pinkoski, Tarra	116,288	3,695

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Pollock, Roxanne	101,076	1,304
Pont, Derek	101,370	-
Postowski, Leigh-Ann	135,753	4,111
Potgieter, Karin	81,724	105
Prentice, Pamela	100,533	5,610
Pulvermacher, Andrew	138,208	2,126
Pye, Edward	116,451	1,558
Qamar, Amir	78,585	-
Radomske, Erin	118,465	1,629
Ragsdale, Joan	158,423	10,861
Ramovs, Barbara	104,790	3,000
Randhawa, Gurpreet	117,840	142
Ransom, Ryan	116,314	488
Redding, Todd	130,084	5,647
Reed, Lozelle	116,281	1,550
Rego Papaleo, Simone	81,692	77
Reid, Judith	81,099	-
Reinholz, Lindsey	116,299	85
Rempel, Kerry	131,849	3,827
Rice, Alan	130,323	1,337
Ridgeley-Ketchell, Brenda	151,002	5,487
Riley, Tracy	200,120	3,000
Rippy, William	116,281	161
Robertson, Nicole	102,559	714
Robinson, Danielle	120,284	4,366
Robinson, Nigel	77,953	5,471
Robinson, Stephen	148,661	589
Rogers, Robert	97,687	1,173
Rombs, Christina	91,130	612
Rosenberg, Sandra	116,380	2,304
Ross, Andrew	116,100	94
Ross, Delaney	97,725	1,561
Ross, Heather	133,920	-
Ross, Kelsey	99,545	3,128
Roth, Andreas	112,968	4,199
Rozniak, Lianne	89,717	31
Rubadeau, Devin	119,378	16,289
Russell, Leslie	78,910	-
Russell, Terri-Lynn	125,097	250
Rutt, Tania	101,673	42
Rutten, Michael	116,160	776
Ryan, Robert	154,899	1,162

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Ryga, Lucienne	123,591	-
Saad, Michael	116,429	1,318
Sakakibara, Stacey	118,728	3,393
Sale, Michael	117,044	793
Savelieff, Ryan	144,316	298
Scarborough, Terry	116,281	-
Schaad, Jason	116,281	-
Scharf, Margaret	101,539	2,121
Schellenberg, Patricia	116,100	16
Schellenberg, Philip	78,922	3,346
Scherer, Robert	116,281	44
Schiller-Birch, Julie	116,100	3,000
Schmid, Taryn	77,427	2,461
Schofield, Sara-Jane	81,745	10,896
Schryburt, Patrick	121,690	17
Scott, Ronan	89,990	3,000
Semple, Michael	98,541	-
Seyl, Nicole	92,203	38
Shandro, Jason	99,582	1,133
Shayer, Leslie	116,281	6,854
Sinotte, Jillian	116,281	-
Sjolander, Christine	139,561	2,167
Slater, Bruce	131,434	842
Smidt, Tianna	98,929	2,886
Smith, Craig	116,100	-
Smith, Steve	203,600	-
Solnik, Devon	116,615	135
Somerville, Michelle	88,604	586
Sookochoff, Lisa	85,201	1,621
Sookochoff, Sofia	116,100	4,239
Soroskie, Tia-Maria	102,895	1,560
St.Onge, Robert	110,416	5,580
Stacey, Joanne	79,015	273
Stankiewicz, Elizabeth	89,941	945
Starling, Andrew	81,812	2,222
Steele, Ashley	92,723	2,673
Stefansson, Gordon	111,467	-
Stefansson, Jayne	87,141	-
Steinbart, Brad	116,281	5,654
Stone, Jody	116,261	1,345
Strand, Brandon	94,540	10
Strohm, Elizabeth-Anne	80,775	-

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Sturgeon, Darold	112,790	1,159
Stutz, Robert	116,281	-
Sullivan, Olivia	107,394	6,655
Surette, Flannery	115,582	1,999
Susheski, Dana	117,315	2,480
Tamayo Romo, Omar	77,539	1,128
Tarlit, Tanya	126,309	2,516
Tatlow, Dionne	78,728	1,298
Teal, Melissa	113,444	-
Teasdale, David	116,281	29
Tedesco, Delacey	129,947	2,465
Terblanche, Karen	80,004	1,091
Tessier, Karen	86,002	-
Therrien, Jeffrey	131,589	-
Thiessen, Andrea	105,247	1,096
Thomas, Susan	125,805	479
Thompson, Nicole	83,264	1,485
Thurnheer, Laura	139,942	4,142
Tomoda, Satoshi	134,767	2,533
Torrie, Christopher	116,109	840
Tully, Stephen	119,683	-
Turnbull, Kyle	81,799	149
Turner, Darrin	112,430	634
Turner, Fawn	101,304	591
Urmi, Nusrat	117,167	1,149
Urquhart, Joel	110,503	121
Vaillancourt, Matthia	82,093	2,811
Valencia, Claudia	77,684	1,135
Van De Crommenacker, Corinne	80,074	12
Van Peteghen, Aaron	116,100	-
Vatkin, Ryan	110,106	2,313
Verleg, Bert	85,787	10
Vidaillac, Sylvie	212,551	2,197
Vidal Munhoz, Thiago	117,305	9,723
Vincent, Nicholas	80,132	1,606
Vinek, Robert	183,832	-
Vis, William	97,652	19
Volk, Richard	116,100	-
Waddell, Charlene	77,392	1,458
Wade, Brett	142,300	26
Walker, Curtis	116,776	2,426
Wallace, Colin	116,281	6,248

SCHEDULE OF REMUNERATION AND EXPENSES - EMPLOYEES

Employee Name	Remuneration	Expenses
Walters, Timothy	134,595	9,026
Warner, Dean	131,418	1,075
Warner, Rosalind	112,828	7,379
Warren, Deborah	114,067	204
Watkins, Rodney	121,138	-
Watkins, Scott	116,100	1,213
Watson, Steven	118,078	1,201
Wazed, Shahid	104,698	6,435
Webster, Zachary	98,135	2,603
Weighill, Agnes	88,539	16,846
Wheeler, Carter	76,322	-
Wheeler, Inga	151,363	8,973
Wheeler, Roger	123,302	1,020
Wheeler, Wendy	116,354	259
White, Bryan	116,349	216
Wiebe, Kristen	90,886	453
Wigman, Ruth	109,950	32
Williams, David	117,981	761
Williamson, Jeremiah	116,100	2,002
Willson, Lindsay	116,281	647
Wolleben, Anna	78,835	-
Wood, James A	141,958	480
Wood, James W	113,927	-
Wyatt, Brett	102,472	575
Zang, Weisheng	124,645	95
Ziebarth, Mark	176,134	10,954
Total for Employees > \$75,000	\$ 61,927,722	\$ 1,169,808
Total for Employees < \$75,000	26,638,088	392,952
Grand Total for Employees	\$ 88,565,810	\$ 1,562,760

Note: Total remuneration on the Schedule of Remuneration and Expenses - Employees (\$88.6 million) differs from the total Salaries and Benefits in Note 20 of the Audited Financial Statements (\$112.4 million) due to \$20.6 million of employee benefits being included in Note 20. The remaining difference is due to the Schedule of Remuneration and Expenses including taxable benefits, including deferred income, excluding severance agreement payments for employees, and excluding the change in unfunded actuarial liability.

OKANAGAN COLLEGE**SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES**

Supplier Name	Amount
1241567 BC Ltd	\$ 32,778
2807099 Ontario Incorporated	59,207
3C Cascadia Cloud Consulting Services Inc	30,695
4imprint	30,946
A & G Supply Ltd	67,725
Abundant Specialty Advertising	39,654
Academica Group Inc	30,398
Accelerate Okanagan Technology Association	85,104
AccessSMT	37,640
ACG HVAC Inc	103,181
Active Earth Engineering Ltd	137,094
Affinity Staffing Inc	34,982
Agilent Technologies Canada Inc	46,475
Air Liquide Canada Inc	106,874
Allans Hose N All Inc	71,326
Amazon Web Services Canada Inc	78,538
Amazon Web Services Inc	29,364
Andrew Sheret Ltd	129,403
Anthem Creative Inc	26,177
ApplyBoard Inc	914,018
ARUCC	34,125
Associated Health Systems	117,002
Atkins Paint & Wall Coverings	58,408
Avalon Event Rentals Inc	26,577
AVI-SPL Canada Ltd	343,564
Ballistic Arts Media Studios Inc	46,813
Basket Case Picnics	30,778
BC Air Filter Ltd	26,534
BC Hydro	183,367
BC Sportswear	64,700
BCNET	1,032,493
Belfor (Canada) Inc	45,878
BergTech	70,350
Bespoke Non-Profit Solutions Inc	85,398
Best Buy Canada Ltd	74,474
Best of Enterprises	43,393
BitTrack Consultants Pvt Ltd	32,785
Blackbaud Inc	47,888
Block's Commercial Kitchen Equipment Service	28,599
BMO Bank of Montreal	76,944

SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES

Supplier Name	Amount
British Columbia Institute of Technology	94,194
Busy-Bee Sanitary Supplies Inc	31,972
C K Winn and Sons Construction Ltd	88,841
Campus Living Centres	1,331,434
CampusOptics Inc	30,587
Canam Consultants Ltd	171,115
Carleton Technologies	138,217
Carts Plus Kelowna	33,158
CDW Canada	52,996
Cengage Learning Canada Inc	147,416
Charms Education Services	133,021
Cheeky Monkey Media	81,479
Christman Plumbing and Heating Ltd	27,595
Cintas	89,889
City of Kelowna	930,380
City of Penticton	186,547
Cleaning Angels Janitorial Services	94,713
Climate Action Secretariat	32,235
Coe & Company Electric Ltd	67,627
College Pension Plan	5,974,319
Colleges and Institutes Canada	82,729
Colliers Project Leaders	157,585
Color Compass	195,128
Compugen Inc	277,940
Concord Parking Ltd	38,094
Council of Prairie and Pacific University Libraries	30,120
CSA Group	88,252
CTQ Consultants Ltd	78,687
CWB Group - Industry Services	68,918
D & G Mechanical Ltd	44,710
D2L Corporation	71,624
Deloitte LLP	47,250
District of Coldstream	34,572
Doane Grant Thornton LLP	27,904
Dueck Chevrolet Buick Cadillac GMC Ltd	102,037
EBSCO Canada Ltd	48,165
Ellucian Technologies Canada ULC	39,747
Elsevier Inc	43,283
Emond Publishing	32,052
Employ Inc	132,670
ESRI Canada Ltd	27,877

SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES

Supplier Name	Amount
Evangel Church of Kelowna	36,200
Evisions	34,850
Faction Architecture Inc	300,668
Faction Construction	11,970,782
Faction Projects Inc	663,055
Factory Five	32,628
Falcon Engineering Ltd	58,154
Fasken Martineau DuMoulin LLP	204,873
Fisher Scientific Company	43,857
FortisBC - Electricity	600,483
FortisBC Natural Gas	219,586
Foundry Commercial Kitchens Inc	524,114
Frame Coffee Ltd	39,156
Franci Architecture Inc	107,559
Fuginski, Ryan	40,372
Gaspard Regalia Inc	33,070
GEC Architecture	523,879
Geopacific Consultants Ltd	127,831
Global Roadway Maintenance Inc	430,443
Gordon Food Service Canada Ltd	52,528
Groupe ERP	36,265
Guillevin International Co	105,372
Harris & Company	146,193
Harrison, Ray	30,000
Hatch Hospitality Inc	86,419
Henry Schein Canada Inc	28,967
Heritage Office Furnishings Kelowna Ltd	383,177
Hickey, Allan	27,000
Homewood Health Inc	56,172
HubSpot Inc	70,356
IDP Education Ltd	239,790
IGI Resources Inc	29,983
Impact Events & Project Management Inc	43,639
Infosilem Inc	33,748
Iron Mountain Canada Corporation	52,259
Jain Overseas Services Pvt Ltd	69,943
Jim Pattison Lease	27,302
Johal Associates	53,793
John Wiley & Sons Canada Ltd	62,793
Jones & Bartlett Learning LLC	82,886
Kal-West Mechanical Systems Inc	176,036

SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES

Supplier Name	Amount
Kelowna College Basketball Society	36,060
Kelowna Insta Print	138,463
Keshiki Gardening	142,323
KF Aerospace	32,992
Kimco Controls Ltd	61,172
King's Printer	120,470
KN Fall Protection Services	32,608
KONE Inc	47,025
Kuali Inc	47,082
Kyoto Tachibana University	28,617
Kyra Hudson Law Corporation	31,106
Labster Inc	68,598
Laerdal Medical Canada Ltd	64,737
Lamar Transit Advertising Canada Ltd	38,682
Langara College	67,716
Leap Geebee Edtech Private Ltd	118,103
Lezard, Krystal	27,000
Lillooet Tribal Council	99,428
Login Canada	66,496
Manulife Financial	5,877,350
Marsh Canada Ltd	145,034
McGraw-Hill Ryerson Ltd	239,569
Mearl's Machine Works Ltd	26,394
Megamind Consultants Pvt Ltd	30,894
Meiklejohn Architects Inc	168,119
Method Works Consulting Inc	32,340
Microserve	922,956
Millennium Computer Systems Ltd	147,496
Minister of Finance of British Columbia	1,973,373
Modern Campus Inc	105,119
Modern Paint & Floors	150,999
Mohawk College of Applied Arts and Technology	25,000
Mosaic Books	29,388
MPS	60,565
Municipal Pension Plan	1,598,306
Napa Auto Parts	94,302
Niagara College	196,600
NICHO TAN Consulting Inc	80,671
NORS Construction Equipment Canada GW Ltd	44,340
NSERC/SSHRC	38,258
NuTech Safety Ltd	42,034

SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES

Supplier Name	Amount
Okanagan College Foundation	102,852
Okanagan Lockmaster Ltd	79,602
Onlyway Services Ltd	35,717
Open Storage Solutions	115,712
Opto International Inc	65,787
Orkin Canada	66,989
Pacific Western Fire Protection Ltd	100,823
Paladin Security Group Ltd	697,736
Paladin Technologies	47,940
PCL Constructors Westcoast Inc	17,739,502
Pearson Canada Inc	91,481
PED Education Inc	66,114
Pizza Pizza Ltd	40,187
Post Secondary Employers' Association	63,729
Powerschool Canada ULC	91,828
Pryce Advisory Services Inc	48,216
Pushor Mitchell LLP	53,171
Pushor Mitchell LLP In Trust	85,000
Quadient Canada	34,416
Receiver General of Canada	5,071,152
Reliable Tube Inc	38,890
Relvas Catering	31,484
Respondus	25,846
RG Okanagan Contracting Inc	525,926
RICOH Canada Inc	113,237
Rightway Immigration and Education Services Ltd	92,853
Robertson's Clothing & Shoes Ltd	32,640
Rogers Wireless Inc	101,734
RRAH Gold Standard Rope Access Technicians	35,614
Russel Metals Inc	63,562
Sawchuk Developments	152,806
School District 19 Revelstoke	179,416
Scotiabank Commercial Card Services	1,709,445
Securiguard Services Ltd	620,461
Sehdev Travel & Educational Services	46,644
Shaw Business Solutions	26,147
Shaw Cablesystems GP	174,535
Shepherd's Hardware Ltd	51,457
Siemens Canada Ltd	58,551
Simon Fraser University	281,365
Sinclair Dental Co Ltd	38,452

SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES

Supplier Name	Amount
Softdocs	66,271
Softlanding Solutions Inc	47,342
Source Office Furnishings	59,997
Southern Interior Flight Center	1,702,130
Southern Law LLP	83,998
SSA Quantity Surveyors	48,468
Staples Canada ULC	112,432
Steeves and Associates	53,797
STO Safety Training Okanagan Ltd	33,703
Studio 710	64,271
Summit Tools	83,251
Symplicity Corporation	117,730
Sysco Kelowna Ltd	50,358
Tautochrone Consulting Ltd	50,809
The Pepsi Bottling Group	30,601
Thing Technologies Ltd	56,518
Thomas Scott Signcraft Ltd	43,456
Thompson Ahern and Co Ltd	26,622
TK Elevator (Canada) Ltd	27,973
TKI Construction Ltd	10,575,636
Toon Boom Animation Inc	82,992
Transport Canada	329,127
Travel Healthcare Insurance Solutions Inc	257,870
Uline Canada Corporation	43,994
United Irrigation & Landscaping Inc	35,942
Urban Systems Ltd	26,208
VWR International	31,427
Waste Connections of Canada Inc	196,164
Wayside Press	46,074
WD Thomas Holdings Ltd	30,000
Wesco Distribution Canada LP	48,512
Western Gasco	111,032
Wood Wyant Inc	82,647
Workers Compensation Board	245,181
WSP Canada Group Ltd	142,820
Xiris Automation Inc	54,645
Ziestech Distributors Inc	39,514
Zoom Video Communications Inc	72,372
Total for Suppliers > \$25,000	\$ 91,463,597
Total for Suppliers < \$25,000	4,371,122
Grand Total for Suppliers	\$ 95,834,719

OKANAGAN COLLEGE
RECONCILIATION TO AUDITED FINANCIAL STATEMENTS
Year ended March 31, 2026

Expenses as per Audited Financial Statements		\$ 161,680,084
Statement of Financial Information Schedules		
Remuneration and Expenses (sum of remuneration and expenses):		
Board of Governors	\$	31,819
Employees		90,128,570
Payments for Goods and Services		95,834,719
Total of Statement of Financial Information Schedules	\$	185,995,108
Reconciling Items		
Acquisition of Tangible Capital Assets	\$	(52,624,923)
Amortization of Tangible Capital Assets		12,368,276
Interest on Long-term debt		1,561,069
Bad Debt Expense		545,041
GST Rebate (note 1)		(2,065,966)
Change in Prepaid Expenses and Deposits (note 2)		(811,363)
Change in Inventory for Resale (note 2)		(95,179)
Change in Accounts Payable and Accrued Liabilities (note 2)		14,889,037
Change in Employee Future Benefit Obligation (note 2)		1,154,500
Other Adjustments (note 2)		764,484
Total of Reconciling Items	\$	(24,315,024)
Consolidated Total		\$ 161,680,084

Notes:

1) The GST rebate has been offset against the expenses in the Audited Financial Statements, whereas, the Schedule of Payments for Goods and Services show gross payments/invoices.

2) Changes in working capital and adjustments are the result of the following differences in reporting:

The Audited Financial Statements are compiled on an accrual basis in accordance with generally accepted accounting principles, whereas, the Statement of Financial Information Schedules show payments made. Reconciling items would include the net effect of changes to Statement of Financial Position accounts between fiscal year-ends (such as prepaid expenses, inventories, and accrued liabilities).

The Schedule of Remuneration and Expenses includes taxable benefits and deferred income, and excludes severance agreement payments and changes in Employee Future Benefit Obligation.

Certain recoveries are offset against expenses in the Audited Financial Statements but not in the Statement of Financial Information Schedules.

Okanagan College

Top Ten Review for Remuneration, Expenses, and Supplier Payments

Year ended March 31, 2026

Remuneration

Employee Name	Job Title	Department	Remuneration	Taxable Benefits	Total Remuneration
Fassina, Neil	President	President's Office	\$ 281,938	\$ 1,730	\$ 283,668
Lenci, Samantha	Provost & VP Academic	Provost and VP Academic Office	250,636	1,581	252,217
Loewen, Laura	Faculty Distance Ed Tutor	Psychology	235,557	157	235,715
Goodwin, Jennifer	VP, Enrolment & College Relations	VP Enrolment & College Rel Admin	228,405	1,438	229,843
Morcom, Curtis	College Financial Officer & VP Corp Srvs	CFO & VP Corporate Services	227,885	1,434	229,319
Vidaillac, Sylvie	College Professor	Business Administration	212,394	157	212,551
Elmose, Linda	College Professor	Political Science	209,161	157	209,318
Smith, Steve	Vocational Instructor	Adult Upgrading	203,468	132	203,600
Riley, Tracy	Vocational Instructor	Adult Upgrading	199,926	193	200,120
Henderson, Gillian	College Human Resource Officer	People Services	198,555	1,282	199,838

Expenses

Employee Name	Job Title	Department	Notes (Majority of Explanation)	Expenses
Fassina, Neil	President	President's Office	President Travel	\$ 56,031
Goodwin, Jennifer	VP, Enrolment & College Relations	VP Enrolment & College Rel Admin	VP Travel	33,816
Mohammed	Marketing Recruit Specialist	International - Marketing	International Travel	26,394
Bethune, Jade	Marketing Recruit Specialist	International - Marketing	International Travel	25,543
Moir, Graham	Faculty Pooled Position	Hall School of Business and Entrepreneurship	PD (\$3.5K), GIA (\$4K), ESL (\$11.3K), Award (\$5K)	20,941
Gibson, Alison	Dean, Careers & Community Engagement	Community Engagement & Careers Adm	In Region Travel	17,517
Weighill, Agnes	Assoc Dean School of Business	Hall School of Business and Entrepreneurship	Relocation (\$7.5K)	16,846
Rubadeau, Devin	College Professor	Hall School of Business and Entrepreneurship	PD (\$3.5K) and Enactus Travel (\$8.3K)	16,289
Dupuis, Rhea	Director, Indigenous Relations & Reconciliation	Provost and VP Academic Office	In Region Travel	15,577
Crema, Steven	Assoc Dean Science, Tech, Heal	Arts and Science	Relocation (\$11.2K)	15,414

Supplier Payments

Supplier Name	Notes (Majority of Explanation)	Amount
PCL Constructors Westcoast Inc	Capital Projects	\$ 17,739,502
Faction Construction	Capital Projects	11,970,782
TKI Construction Ltd	Capital Projects	10,575,636
College Pension Plan	Employer contributions (Pension)	5,974,319
Manulife Financial	Employer contributions (Extended Health, LTD, and Benefits)	5,877,350
Receiver General of Canada	Employer contributions (CPP & EI)	5,071,152
Minister of Finance of British Columbia	Employer contributions (Health Tax) and PST	1,973,373
Scotiabank Commercial Card Services	VISA Cardholder Payments	1,709,445
Southern Interior Flight Center	Aviation program payments to training provider	1,702,130
Municipal Pension Plan	Employer contributions (Pension)	1,598,306

Statement of Financial Information (SOFI) Annual Comparisons

	FY2026		FY2025		FY2024		FY2023		Notes
Top Ten Renumeration									
Total Renumeration	\$	2,256,187	\$	2,116,151	\$	2,190,833	\$	1,826,690	FY26: Five of the ten includes Early Retirement Incentives FY25 included one-time vacation payout
President total renumeration	\$	283,668	\$	322,028	\$	269,788	\$	245,218	
Top Ten Supplier Payments									
Capital projects	\$	40,285,920	\$	22,563,116	\$	36,590,144	\$	15,258,071	FY26: PCL, Faction, TKI
Non capital projects	\$	23,906,075	\$	25,628,301	\$	22,606,390	\$	18,495,399	
Total	\$	64,191,995	\$	48,191,417	\$	59,196,534	\$	33,753,470	
Capital projects % of total		63%		47%		62%		45%	
Statement of Severance Agreements (non-unionized)									
# of severance agreements		10		12		4		2	
Months of paid salary		78		107		23		6	
Schedule of Renumeration and Expenses for employees > \$75k									
# of employees		552		540		536		454	
Total Renumeration	\$	61,927,722	\$	61,001,476	\$	59,609,756	\$	46,395,924	
Average employee renumeration	\$	112,188	\$	112,966	\$	111,212	\$	102,194	
Total Expenses	\$	1,169,808	\$	1,233,235	\$	1,249,682	\$	841,224	



BOARD OF GOVERNORS – BRIEFING NOTE

September 29, 2026

Agenda #: 4.4.1

Title	Revised Discrimination, Bullying and Harassment Policy		
Action and/or Recommendation	For Approval <u>Recommended Motion:</u> <i>“BE IT RESOLVED THAT the Okanagan College Board of Governors approve the revised Employee Discrimination, Bullying and Harassment Policy as recommended by the Human Resource and Compensation Committee.”</i>		
Meets OC’s Inspire Plan...	Values ☐ Students First ☐ Community ☒ Respect ☒ Courage ☒ Relationships ☐ Distinction	Responsibilities ☐ Reconciliation ☒ EDISJ ☐ Sustainability ☒ Resilience ☒ Effective and Efficient	Commitments ☐ Inclusive & Equitable Access ☐ Life-long learning partnerships ☒ Integration and focus

Background Statement

The Employee Discrimination, Bullying and Harassment Policy establishes the College’s commitment to a working and learning environment free from discrimination, bullying and harassment and is supported by the Procedures for Reporting and Investigating Employee Complaints of Discrimination, Bullying and Harassment.

WorkSafeBC Policy P2-21-2 requires employers to maintain measures for preventing and responding to workplace bullying and harassment and to review their policy statement and associated procedures annually. The amended Policy is proposed for approval and documents completion of the College’s 2026 annual compliance review.

Reference Materials

- Revised Employee Discrimination, Bullying & Harassment Policy

Supporting Analysis

The 2026 annual compliance review determined that the Policy and associated Procedures are substantially aligned with WorkSafeBC requirements.

The proposed amendments further align the College’s responsibilities to the regulations by:

- strengthening the College’s commitment to prevent or minimize bullying and harassment;
- simplifying the definition of bullying and harassment.
- clarifying that the Policy applies to conduct by any person encountered in connection with work;
- preserving the College’s ability to respond to continuing health and safety concerns regardless of the ordinary complaint timeline; and



EMPLOYEE DISCRIMINATION, BULLYING & HARASSMENT POLICY

Policy Area:	Board
Policy Number:	DBHPL_2609R_BG/PRE
Policy Sponsor:	President
Policy Contact:	College Human Resource Officer
Applies to:	Okanagan College Employees and the Board of Governors
Authority:	<i>College and Institute Act BC Human Rights Code Sexual Violence and Misconduct Policy Act Workers Compensation Act</i>
Authority Approval:	Board of Governors
Approval Date:	September 20, 2022
Effective Date:	September 30, 2022
Replaces:	Discrimination, Bullying & Harassment Policy (DBHPL_2209R_BG/PRE)
Last review:	September 2025 Scheduled review date: September 2027
Procedures:	<i>Procedures for Reporting & Investigating Employee Complaints of Discrimination, Bullying and Harassment</i>

1. Policy Statement & Purpose

- 1.1 Okanagan College (the "College") is committed to supporting and promoting a working and learning environment that is free of Discrimination, Bullying and Harassment (including in the online or virtual environment), and supports a collegial environment that is characterized by mutual respect, safety, civility, and free inquiry. The College will take all reasonable steps to prevent Discrimination, Bullying and Harassment where possible and otherwise minimize the risk of such conduct. Discrimination, Bullying and Harassment will not be accepted or tolerated.
- 1.2 This Policy outlines and defines the prohibited conduct of Discrimination, Bullying or Harassment.
- 1.3 All Employees have a responsibility for ensuring the College's working and learning environment is free from Bullying, Discrimination, and Harassment.
- 1.4 Discrimination, Bullying, and Harassment within the scope of this Policy are strictly prohibited.

2. Scope and Application

- 2.1 This Policy applies to Employees of the College while engaging in College-Related Activities and protects Employees from Discrimination, Bullying and Harassment by any person encountered in connection with their work or a College-Related Activity.
- 2.2 A person alleged to have engaged in prohibited conduct may include an Employee, member of the Board of Governors, Student, contractor, volunteer, visitor, member of the public or any other person with whom an Employee interacts in connection with their work. The process used to respond to the reported conduct may vary depending on the person's relationship with the College and the authority available to the College.
- 2.3 The processes for Complaint reporting, investigation and resolution are detailed in the *Procedure for Reporting & Investigating Employee Complaints of Discrimination, Bullying and Harassment*, this Policy and the associated Procedure will be followed when the Complaint:
 - a) is made under this Policy and the Respondent is an Employee or Student Employee.
 - b) is made under the *Sexual Violence and Misconduct Policy* and involves employees or an Employee Respondent and a Student Complainant.
 - c) is made by a Student under the Student Complaint Procedure and the Respondent is an Employee, and a determination is made that the Complaint requires investigation under this Policy.
- 2.4 A Complaint should be made as soon as possible and ordinarily no later than 12 months after the last incident alleged in the Complaint. The College Human Resource Officer may extend this period where it is reasonable and appropriate to do so, including where the reported conduct may present a continuing or significant risk to the health or safety of Employees. This time limit does not apply to complaints under the *Sexual Violence and Misconduct Policy*.

3. Definitions

Bullying and Harassment	Means any inappropriate action, conduct, or comment by a person towards an Employee that the person knew or reasonably ought to have known would cause the Employee to be humiliated or intimidated. It excludes any reasonable action taken by the College, or by its employees in supervisory positions, relating to the management and direction of Employees or the workplace.
College-Related Activity	Includes an activity occurring on College property (including student residences), at College-sanctioned events or conducted under the authority of the College. To be a College-Related Activity, the activity must have a real and substantial connection to the College or College-related functions, whether the activity occurred on College property, in person, or online.
Complainant	Means the person who seeks recourse under this Policy based on a belief that they have witnessed or experienced conduct which is prohibited by this Policy. The College may act as a Complainant in appropriate circumstances.
Complaint	Means the statement of alleged facts made by a Complainant seeking recourse under this Policy, or recourse under the Sexual Violence and Misconduct Policy. A Complaint may be made anonymously, and employees may file a Complaint anonymously under the Safe Disclosure Policy. See the limitations regarding an

anonymous Complaint in the Procedure for Reporting & Investigating Employee Complaints of Discrimination, Bullying and Harassment.

College Human Resource Officer

Means the College Human Resource Officer, or their Designate.

Discrimination

Means discrimination based on a person's sex, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sexual orientation, age, gender identity or expression, or criminal conviction unrelated to the person's employment or program of study, or any other prohibited grounds identified under the BC Human Rights Code.

Employee

Means any person employed by (or who has an appointment with) the College and includes members of the Board of Governors for the purposes of this Policy.

Respondent

Means any employee against whom an allegation has been made under this Policy.

Sexual Harassment

Means unwelcome conduct of a sexual nature, including conduct of verbal, physical or non-verbal nature, based on sex, sexual orientation, gender identity, or gender expression, where the person responsible for the remarks, behaviours or communications knows or ought reasonably to know that such conduct is unwelcome and the conduct has a detrimental effect on the learning or working environment.

Student

Means any person enrolled as a student at the College.

4. Retaliation

Retaliation against anyone who, in accordance with this Policy, reports an alleged occurrence of Discrimination, Bullying, or Harassment, or who participates in an investigation into Discrimination, Bullying, or Harassment, is strictly prohibited.

5. Training

The College will ensure that all Employees receive appropriate training on this Policy and associated Procedure including recognizing, responding to, and reporting Discrimination, Bullying, and Harassment.

6. Privacy and Confidentiality

- 6.1 Personal information, whether oral or written, which is collected, received, or compiled from a Complaint and through the course of an investigation and resolution process will be treated as confidential by the College in accordance with privacy legislation.
- 6.2 All individuals involved in the Complaint resolution and investigation process must keep confidential all information received about the Complaint, except as expressly set out in this Policy, or as required by law.
- 6.3 The College and Employees shall make reasonable efforts to ensure the accuracy of the personal information that they collect and use under this procedure.

- 6.4 Where reasonably necessary, the College Human Resource Officer or investigator may disclose such information to the appropriate individuals to:
- a) Protect health and safety;
 - b) Ensure a full and fair investigation into the Complaint;
 - c) Implement corrective measures;
 - d) Obtain legal advice; or
 - e) Inform law enforcement of reasonably suspected criminal activity or serious risk of bodily harm to an individual in keeping with privacy legislation.

7. Support Measures

- 7.1 Employees have access to counseling through the College's Employee and Family Assistance Program. Please refer to: <https://www.okanagan.bc.ca/human-resources/pension-benefits-and-leave#additional>. Student Employees have access to counseling through student Counselling Services <https://www.okanagan.bc.ca/counselling-services>
- 7.2 A person who has experienced inappropriate conduct under the Employee Discrimination, Bullying & Harassment Policy or the *Sexual Violence and Misconduct Policy* should refer to the College webpage for additional support resources:
- a) For emergency or incident reporting: <https://www.okanagan.bc.ca/security>
 - b) For Sexual Violence and Misconduct:
<https://www.okanagan.bc.ca/sexual-violence-awareness>

8. Review

- 8.1 This Policy and its procedures will be reviewed annually.

9. Related Acts and Regulations

BC Human Rights Code
College and Institute Act
Freedom of Information and Protection of Privacy Act
Sexual Violence and Misconduct Policy Act
Workers Compensation Act

10. Supporting References, Policies, Procedures and Forms

None.

11. History / Revisions

Date	Action
2022-09-20	Approved by Board Governance Committee: Revised Employee Discrimination, Bullying and Harassment Policy
2021-11-30	Approved by Board of Governors: Revised Discrimination, Bullying and Harassment Policy (E.2.1)
2016-06-29	Approved by Board of Governors: Revised Discrimination, Bullying and Harassment Policy (E.2.1)

2014-11-29	Approved by Board of Governors: Revised Discrimination, Bullying and Harassment Policy (E.2.1)
2013-11-26	Approved by Board of Governors: Revised Discrimination, Bullying and Harassment Policy (E.2.1)
2005-06-28	Approved by Board of Governors: Revised OC Harassment & Discrimination Policy, Non-Bargaining Unit Employees and Students
2005-01-27	OUC Harassment & Discrimination Policy



BOARD OF GOVERNORS – BRIEFING NOTE

September 29, 2026

Agenda #: 5.1

Title	New Program		
Action and/or Recommendation	For Approval <u>Recommended motion:</u> <i>"BE IT RESOLVED THAT the Okanagan College Board of Governors approves the Essentials of Artificial Intelligence Microcredential as recommended by Education Council and thereby approves the following new courses as presented:</i> • <i>AIML 100 - Artificial Intelligence for Everyone;</i> • <i>AIML 101 - Decision Making with Artificial Intelligence;</i> • <i>AIML 110 - Data-Driven Storytelling;</i> • <i>AIML 180 - Artificial Intelligence for Everyone: Extended Topics;</i> • <i>AIML 181 - Decision Making with Artificial Intelligence: Extended Topics and</i> • <i>AIML 190 - Data-Driven Storytelling: Extended Topics."</i>		
Meets OC's Inspire Plan...	Values ☒ Students First ☒ Community ☐ Respect ☐ Courage ☒ Relationships ☐ Distinction	Responsibilities ☐ Reconciliation ☐ EDISJ ☐ Sustainability ☐ Resilience ☐ Effective and Efficient	Commitments ☐ Inclusive & Equitable Access ☒ Life-long learning partnerships ☐ Integration and focus

Background Statement

The College and Institute Act states in section 23(1) that "An education council must advise the board, and the board must seek advice from the education council, on the development of educational policy for the following matters:

- (b) proposals about implementation of courses or programs leading to certificates, diplomas or degrees, including the length of or hours for courses or programs;
- (d) priorities for implementation of new programs and courses leading to certificates, diplomas or degrees;
- (f) evaluation of programs and educational services;
- (m) qualifications for admission policies; and
- (n) criteria for awarding certificates, diplomas and degrees..."

In alignment with its advisory role to the Board, Education Council has reviewed and is recommending Board approval of the following new program:

- Essentials of Artificial Intelligence Microcredential

Reference Materials

Proposal and Resource Plan for New Program:

- Essentials of Artificial Intelligence Microcredential

Proposals for New Courses:

- AIML 100 - Artificial Intelligence for Everyone
- AIML 101 - Decision Making with Artificial Intelligence
- AIML 110 - Data-Driven Storytelling
- AIML 180 - Artificial Intelligence for Everyone: Extended Topics
- AIML 181 - Decision Making with Artificial Intelligence: Extended Topics
- AIML 190 - Data-Driven Storytelling: Extended Topics

Supporting Analysis

Please see attached proposals for the new programs.

Alignment to the Strategic Plan Roadmap

These new programs represent OC's ability to pivot to meet the demands of the community and industry and provide prospective students with programming relevant to their needs.

Risk Implication & Mitigation Steps

Lack of Participants: Mitigated by strong collaboration with community partners. Strong marketing collateral and a solid marketing plan with dedicated resources to ensure the reach of promotions throughout the Okanagan Valley.

Instructor Availability: Mitigated through collaboration between programs and faculty to source subject matter experts who will be qualified to teach.

Content Quality: This risk is mitigated with the use of subject matter experts who are currently working in the industry and are knowledgeable of the current trends, competencies and skills required.

Proposed and Prepared by

Jillian Garrett, Education Council Chair & Samantha Lenci,
Provost & Vice President Academic

Consultation History	Reviewed	Recommended	Group/Individual, Title	Date
	☒	☒	Education Council	9/17/2026
	☒	☒	Neil Fassina, President	9/22/2026
	☒	☒	Samantha Lenci, Provost & Vice President Academic	9/22/2026

Okanagan College Education Council

Proposal for New Program

September 2026

Program Summary	
Name of Program:	Essentials of Artificial Intelligence Microcredential
Program Outcome/Credential:	Microcredential
Program Length:	12 credits / 6 courses
Implementation Date:	Fall 2027
Education Council Approval Date:	9/17/2026

Program Outline	
Program description:	The Essentials of Artificial Intelligence Microcredential equips learners with foundational knowledge and practical skills needed to work confidently with artificial intelligence. Designed for learners at any stage of their career, the microcredential develops competencies in AI literacy, critical evaluation of AI-generated outputs, ethical and responsible AI use, and the communication of data-driven insights. Students build their understanding of how AI systems function, learn to assess AI outputs and decision-support tools, and develop the ability to transform complex information into clear, persuasive narratives for diverse audiences.
Learners served by this program:	The microcredential is intended for a broad range of learners, including working professionals, career changers, post-secondary students, and community members seeking to develop workplace skills.
Career Outcomes and Pathways:	Learners will be better prepared to contribute effectively to workplaces where AI and data-informed decision-making are becoming increasingly common.
Admission Requirements:	Recommended: - English 11 with minimum 50% or alternatives. - While prior technology or programming experience is not required, some would be considered an asset. - While prior mathematics or statistics experience is not required, some would be considered an asset.
Required Courses:	Program Outline - AIML 100 - Artificial Intelligence for Everyone - AIML 101 - Decision Making with Artificial Intelligence - AIML 110 - Data-Driven Storytelling - AIML 180 - Artificial Intelligence for Everyone: Extended Topics - AIML 181 - Decision Making with Artificial Intelligence: Extended Topics - AIML 190 - Data-Driven Storytelling: Extended Topics
Graduation Requirements:	Successful completion of the prescribed courses as listed in the program outline with a minimum graduating grade average of 60%.

Program Outline

Faculty Qualifications:	MSc in Mathematics or Statistics, or a field deemed closely related by the department. Professional certification or experience in the field may be considered on a case by case basis by the department.
Other comments:	Development of the Essentials of Artificial Intelligence Microcredential was informed by feedback from an Okanagan College Industry Partner Working Group. Industry representatives from a range of sectors expressed strong support for accessible, workplace-focused AI education that emphasizes practical application. Industry partners highlighted the growing need for employees who can integrate AI into workplace workflows while applying sound judgment and human oversight. The proposed microcredential has been designed to directly respond to these identified workforce needs and support learners in developing skills that are increasingly expected across industries.

Okanagan College Provost Office
Resource and Implementation Plan for New Choose an Item
August 2026

Plan Overview

Name of Program:	Essentials of Artificial Intelligence Micro-credential
Program Length:	Three courses, 12 credits
Proposed for First Intake:	September 2027

Financial

Funding Source for Course/Program:	Student tuition- Micro Credential and Elective
The Course/Program is offered at full cost recovery:	Yes
Is funding temporary or ongoing?	Ongoing

Costs	Operating Years after Implementation Date		
	1st Year	2nd Year	3rd Year
Setup:	3 TLUs development; \$17,913 x 3= \$53739		
Operating:			
Salary:	1.33 TLU= \$20,090	2 courses=\$40,181	3 courses=\$60,272
Equipment and Supplies:			
Promotional:	\$5000		
Total Cost:	\$ 78,829	\$ 40,181	\$60,272
Total Costs over 3 years:	\$ 179,282		

Demand

Projected enrolment: (include immediate + future)	See EdCo Checklist for details. ~50 first year (industry folks and internal OC students), 40 ongoing (industry folks and internal OC students- can't repeat the course)
Enrolment required for break-even:	Set at 20 with \$251 per credit tuition.
List similar courses/programs assessed:	See EdCo Checklist. Programs at UBCV, BCIT, UNBC, SAIT, UCalgary, McGill
The course/program has a defined target market:	Yes, two markets; Industry professionals seeking AI education they can immediately apply to their occupation. Existing OC students seeking AI education to accompany their main academic credential. These students could take the courses as electives, or complete the MC.

The recruitment/marketing plan aligns with the implementation date.	Yes
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Student Fees

Course/Program Tuition Fees:	\$251.13 per credit hour. 4 credit course combo= \$1,004.50 3 credit elective= \$753.38
Course/Program Material Fees:	\$0
Other Course/Program Costs:	NONE

Note: This section must include all tuition and material fees that OC students will be assessed by the College for the course or program. Tuition fees must follow the [BC Tuition Limit Policy](#).

Human Resources

Staffing Plan:	Existing employees. New courses fit into proposed teaching assignments in MATH.
Number of faculty/instructors required:	No new; all existing faculty.
List any additional staffing requirements if applicable (e.g. Toolroom Attendant, Lab Technician, support, etc.):	NONE
Staffing requirements for each position (continuing, term, contact):	No new; all existing faculty.
Semesters/Intakes offered (Winter, Summer, Fall):	Fall to start, with plans to expand to Fall and Winter.

Other Resources

Space & facilities required to offer curriculum (e.g. classrooms, labs, studios, etc.):	Standard classroom or computer lab.
Is the College required to provide new technological resources?	No
Describe how available resources (space, equipment, supplies) are adequate to run the new Course/Program.	No special or unique equipment or software. Existing classrooms and computer labs have appropriate space and equipment.
List the campuses the Course/Program will be offered.	Kelowna
What are the delivery methods (in-person, online, or hybrid)?	In-person, schedule in the evening to accommodate work schedules.

Okanagan College Education Council**Proposal for New Course****September 2026**

Course Summary	
Name of Course:	Artificial Intelligence for Everyone
Course Number:	AIML 100
Course Length:	3 credits
Implementation Date:	Fall 2027
Education Council Approval Date:	9/17/2026

Course Outline	
Course Description:	This course explores the responsible and practical application of Artificial Intelligence (AI), equipping learners to operate confidently in data-driven and AI-enhanced environments. Learners engage directly with contemporary Large Language Models, generative AI systems, and AI-assisted research tools while developing skills in prompt engineering, ethical evaluation, and effective human-AI collaboration.
Faculty Qualifications:	MSc in Mathematics or Statistics, or a field deemed closely related by the department.
Admission Requirements:	No prerequisites/corequisites
Completion Requirements:	This course counts towards the Essentials of Artificial Intelligence Microcredential where learners must achieve a minimum average grade of 60% across all required courses to receive the microcredential.

Okanagan College Education Council**Proposal for New Course****September 2026****Course Summary**

Name of Course:	Decision Making with Artificial Intelligence
Course Number:	AIML 101
Course Length:	3 credits
Implementation Date:	Fall 2027
Education Council Approval Date:	9/17/2026

Course Outline

Course Description:	This course explores the responsible and practical use of Artificial Intelligence (AI) to support decision-making in professional and organizational contexts. Learners engage directly with Large Language Models (LLMs) and AI-assisted tools while developing the skills needed to critically evaluate AI-generated outputs, identify limitations and biases, and communicate insights effectively to diverse audiences. Participants learn when to trust AI, when to verify its recommendations, and how to apply AI responsibly in operational, financial, and strategic decision-making.
Faculty Qualifications:	MSc in Mathematics or Statistics, or a field deemed closely related by the department.
Admission Requirements:	No prerequisites/corequisites
Completion Requirements:	This course counts towards the Essentials of Artificial Intelligence Microcredential where learners must achieve a minimum average grade of 60% across all required courses to receive the microcredential.

Okanagan College Education Council**Proposal for New Course****September 2026**

Course Summary	
Name of Course:	Data-Driven Storytelling
Course Number:	AIML 110
Course Length:	3 credits
Implementation Date:	Fall 2027
Education Council Approval Date:	9/17/2026

Course Outline	
Course Description:	This course explores the tools, techniques, and strategies used to transform quantitative evidence into compelling narratives. Learners engage with analytics and industry-relevant data visualization tools, while developing the skills needed to explore complex datasets, uncover meaningful patterns and communicate insights to diverse audiences. Through applied exploratory data analysis and storytelling techniques, participants learn how to translate data into clear, persuasive, and decision-ready recommendations. Current tools in Artificial Intelligence technology will be used throughout the course.
Faculty Qualifications:	MSc in Mathematics or Statistics, or a field deemed closely related by the department.
Admission Requirements:	No prerequisites/corequisites
Completion Requirements:	This course counts towards the Essentials of Artificial Intelligence Microcredential where learners must achieve a minimum average grade of 60% across all required courses to receive the microcredential.

Okanagan College Education Council

Proposal for New Course

September 2026

Course Summary	
Name of Course:	Artificial Intelligence for Everyone: Extended Topics
Course Number:	AIML 180
Course Length:	1 credit
Implementation Date:	Fall 2027
Education Council Approval Date:	9/17/2026

Course Outline	
Course Description:	This course explores the responsible and practical application of Artificial Intelligence (AI), equipping learners to operate confidently in data-driven and AI-enhanced environments. Learners engage directly with contemporary Large Language Models, generative AI systems, and AI-assisted research tools while developing skills in prompt engineering, ethical evaluation, and effective human-AI collaboration. This course covers extended topics from AIML100, and students will complete an applied project as a part of this course.
Faculty Qualifications:	MSc in Mathematics or Statistics, or a field deemed closely related by the department.
Admission Requirements:	<u>Prerequisites</u> - None <u>Corequisite</u> Completed or concurrently enrolled in: - AIML100 - Artificial Intelligence for Everyone
Completion Requirements:	This course counts towards the Essentials of Artificial Intelligence Microcredential where learners must achieve a minimum average grade of 60% across all required courses to receive the microcredential.

Okanagan College Education Council

Proposal for New Course

September 2026

Course Summary	
Name of Course:	Decision Making with Artificial Intelligence: Extended Topics
Course Number:	AIML 181
Course Length:	1 credits
Implementation Date:	Fall 2027
Education Council Approval Date:	9/17/2026

Course Outline	
Course Description:	This course explores the responsible and practical use of Artificial Intelligence (AI) to support decision-making in professional and organizational contexts. Learners engage directly with Large Language Models (LLMs) and AI-assisted tools while developing the skills needed to critically evaluate AI-generated outputs, identify limitations and biases, and communicate insights effectively to diverse audiences. Participants learn when to trust AI, when to verify its recommendations, and how to apply AI responsibly in operational, financial, and strategic decision-making. This course covers extended topics from AIML 101, and students will complete an applied project as a part of this course.
Faculty Qualifications:	MSc in Mathematics or Statistics, or a field deemed closely related by the department.
Admission Requirements:	<u>Prerequisites</u> - None <u>Corequisite</u> Completed or concurrently enrolled in: - AIML101 – Decision Making with Artificial Intelligence
Completion Requirements:	This course counts towards the Essentials of Artificial Intelligence Microcredential where learners must achieve a minimum average grade of 60% across all required courses to receive the microcredential.

Okanagan College Education Council

Proposal for New Course

September 2026

Course Summary	
Name of Course:	Data-Driven Storytelling: Extended Topics
Course Number:	AIML 190
Course Length:	1 credit
Implementation Date:	Fall 2027
Education Council Approval Date:	9/17/2026

Course Outline	
Course Description:	This course explores the tools, techniques, and strategies used to transform quantitative evidence into compelling narratives. Learners engage with analytics and industry-relevant data visualization tools, while developing the skills needed to explore complex datasets, uncover meaningful patterns and communicate insights to diverse audiences. Through applied exploratory data analysis and storytelling techniques, participants learn how to translate data into clear, persuasive, and decision-ready recommendations. Current tools in Artificial Intelligence technology will be used throughout the course. This course covers extended topics from AIML 110, and students will complete an applied project as a part of this course.
Faculty Qualifications:	MSc in Mathematics or Statistics, or a field deemed closely related by the department.
Admission Requirements:	<u>Prerequisites</u> - None <u>Corequisite</u> Completed or concurrently enrolled in: - AIML110 - Data-Driven Storytelling
Completion Requirements:	This course counts towards the Essentials of Artificial Intelligence Microcredential where learners must achieve a minimum average grade of 60% across all required courses to receive the microcredential.