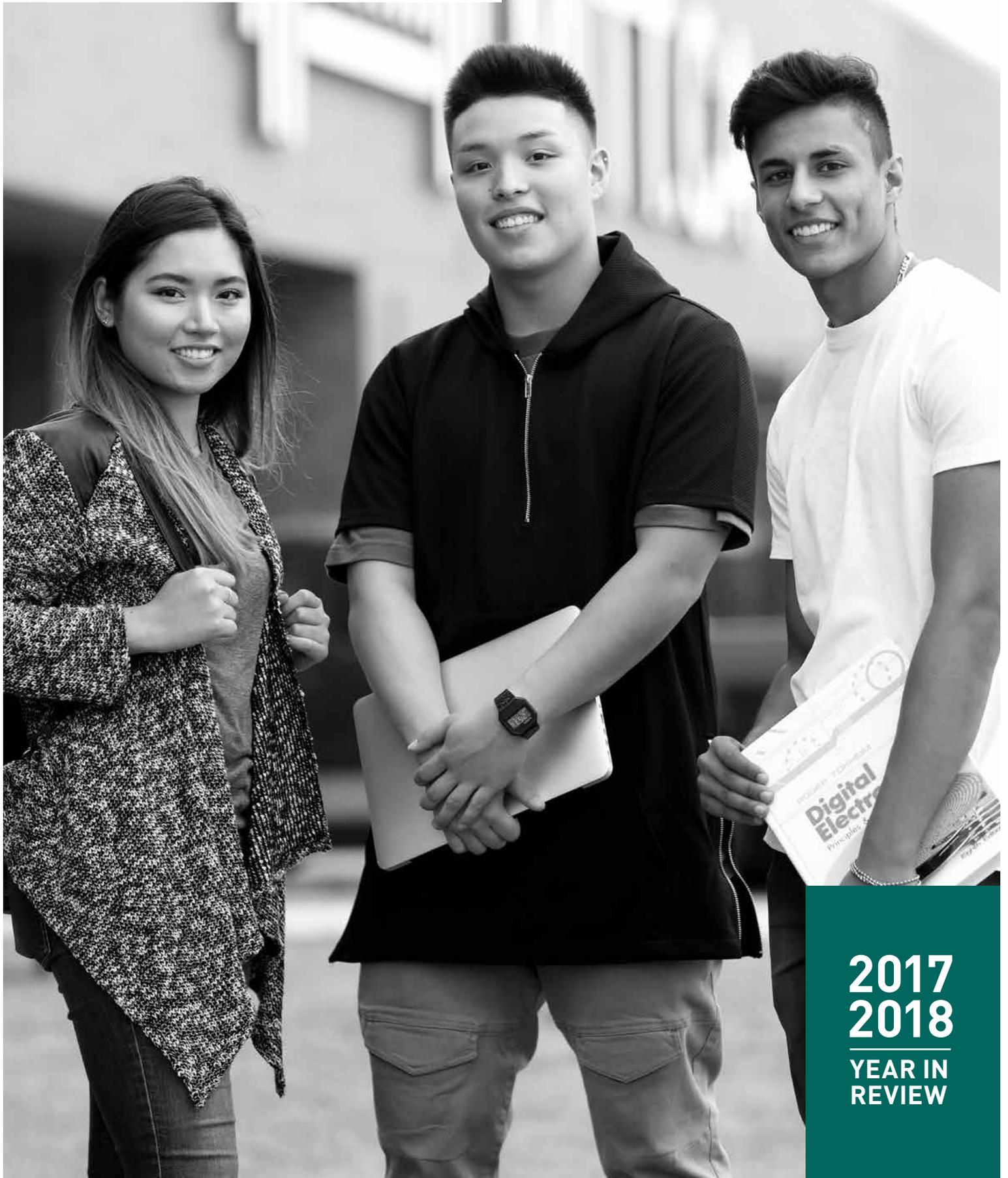




MANITOBA INSTITUTE OF
TRADES & TECHNOLOGY



**2017
2018**
YEAR IN
REVIEW

I am pleased to provide you with this report, which outlines some of MITT's successes during the 2017–18 academic year and shares key performance metrics.

Much effort was spent in 2017 looking at how we can enhance process and policies to deliver the best possible student experience and outcomes. I was encouraged by our efforts and pleased to see continued growth in our enrolment across our learner audiences.

PRESIDENT'S MESSAGE



At the same time, MITT took strides toward adopting a continuous improvement approach to its core business operations, including the significant renovation of the Pembina campus, which allowed for the relocation and clustering of programs that had previously been taught in various different campus locations.

The academic team continued to develop new programs and opportunities to equip our students with the necessary mix of technical and soft skills for employment success, and work with our faculty to integrate them into the curriculum. Student support, whether financial, advisory, academic or otherwise continued to be prioritized to ensure the MITT experience was both valuable and memorable.

Our students demonstrated, yet again, how much they value a challenge and I was so pleased by our showing at Skills Manitoba. Equally impressive was our students' commitment to community, which was exemplified by MITT YouthBuild and our Women in Trades and Technology (WITT) student group—both of which led community-bolstering initiatives on campus and in the community at large.

I was encouraged by our results in the Comprehensive College Review and intrigued by the future state it recommends for Manitoba's publically funded college system. I and my colleagues will continue to work with the Province when and as these recommendations take form.

At MITT, we are driven to provide effective solutions to the needs of our industry partners and our students—none of which would be possible without an incredible amount of teamwork and individual commitment to our vision and goals. I want to thank my Executive Committee, faculty, and staff for their dedication, and I want to thank our Governing Board for its ongoing support. And thanks, most of all, to our students who are leveraging their MITT experience and making their mark in those chosen fields and contributing to Manitoba's economy.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ray Karasevich', written over a light blue horizontal line.

Ray Karasevich
President and CEO

2017-2018

2017
2018

LEADERSHIP AND GOVERNANCE

MITT's Governing Board bid farewell to three founding members: Christian Dandeneau, Cynthia Foreman, and Rosalind Moore and welcomed four new appointees: Amanda Jenkyns, Christine Payne, Ron Brown, and Brent Pooles.

Through strategic recruitments and promotions, MITT structured its Executive Committee, comprised of five members: Ray Karasevich, President and CEO, Mark Derro, Vice President, Academic, Paulette Shonoski, Vice President, Administration and Finance, Secretary-Treasurer, Beverlie Stuart, Associate Vice President Business Development and Strategic Initiatives, Jana Thorsteinson, Executive Director, External Relations.

Internal and external stakeholders evaluated MITT's Strategic Plan. KPIs and content were updated based on feedback while the scope and spirit of the plan were retained and its term extended to 2021.

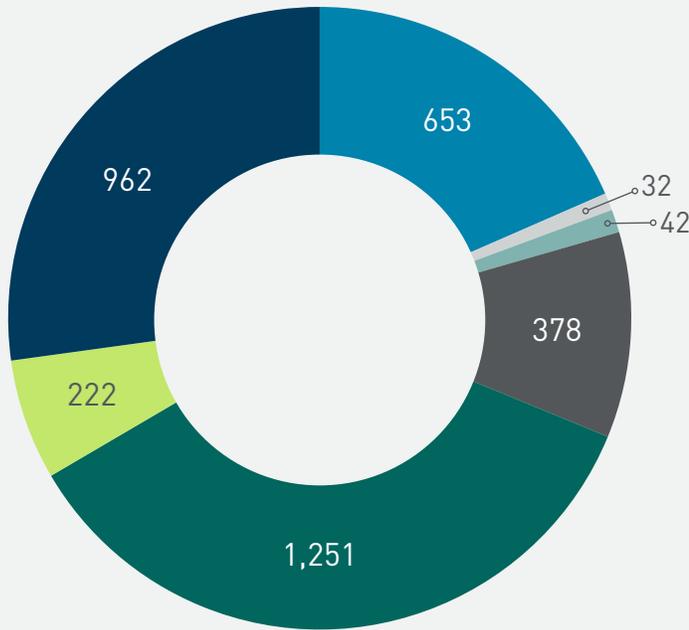


COMPREHENSIVE COLLEGE REVIEW RESULTS RELEASED

The strengths and areas needing focus at MITT and peer colleges in Manitoba, which were the focus of [a comprehensive review by the Province](#), were shared in November 2017. MITT scored favourably for its high graduation rates and low program costs and was deemed to be outperforming within the college sector.

ACADEMICS

ENROLMENT



English Language Training EAP & ESL	653
YouthBuild	32
Apprenticeship	42
Lifelong Learning Institute	378
Post-Secondary Programs	1,251
Secondary Programs	222
Adult Learning Centres	962

Total Students
3,540

ELI enrolment increased from 156 students at the start of July 2017 to 215 students at the end of June 2018

PROGRAMS

MITT launched new diploma programs—Software Developer and Hospitality Management—and another, Human Resources Learning and Development, receive the Chartered Professional in Human Resources designation.

The English Language Institute launched Level 5 English for Academic Purposes to meet the entrance requirements for four MITT programs. And the Lifelong Learning Institute partnered with DUHA Group, a Winnipeg-based expert in marketing, manufacturing, and LEAN Management Principles, to pilot a certificate in Lean Leadership Essentials, with one-time funding support from the Province of Manitoba. MITT's ESL program, along with Manitoba Start and Opportunities for Employment, partnered on a pilot of the Province's Refugee Employee Development Initiative (REDI)—an initiative that went on to receive one of the Province's Service Excellence Awards.

LEARNING MANAGEMENT SYSTEM PILOT

The Centre for Teaching and Innovation (CTI) began a pilot of Moodle, a Learning Management System with the long-term goal of offering blended and online instruction capability across the organization.



STRATEGIC ENROLMENT MANAGEMENT (SEM) PLAN PROCESS INITIALIZED

With the arrival of a new Vice President, Academic, MITT began developing the framework for its SEM Plan process.

INTERNATIONAL RECRUITMENT



International recruitment implemented several enhancements based on internal and external program reviews, including:

- A new organizational structure, reporting to the Associate Vice President, Business Development and Strategic Initiatives, that includes: a director, an agent relations coordinator, a recruitment coordinator, and an ICCRC-registered Immigration Advisor.
- A modernized Recruitment Services Agreement as well as enhanced policies and practices to govern relationships with Authorized Recruitment Agents.
- A revamped student-facing international webpage to provide greater information about immigrating to Canada, use of recruitment agents, and Canada's consumer protection laws.

MITT WORK SKILLS

Career Development Services, the CTI, and Student Services, continued to expand and enhance the MITT Work Skills framework. This included piloting the Employability Skills Assessment Tool (ESAT), which was developed by Nova Scotia-based Futureworx—who specialize in training products focused on employment skills for domestic and international partners. MITT first piloted ESAT in the Business Administrative Assistant program, followed by Culinary Arts and Design, Early Childhood Educator (ECE II), Hotel and Hospitality Services, Hospitality Management, and Industrial Mechanic/Millwright.

PARTNERSHIPS AND AGREEMENTS

MITT engaged in partnerships with numerous community-based organizations—such as Ka Ni Kanichihk, Yellowquill College, Neeginan College, and Southeast Collegiate—to increase access to post-secondary education for Indigenous learners.

The partnership between MITT and Division scolaire franco-manitobaine to provide francophone learners trades training in French continued to grow. For the first time Électricité (French electrical) was opened to post-secondary francophone learners.

STUDENT SUCCESS

Students from various MITT programs had strong showings at the annual Skills Manitoba competition. Of the 19 participants, 13 medaled, including Industrial Electronics secondary student, Sudeep Ghotra, who won provincial gold, then silver at Skills Canada.

Graphic and Print Technician student, Laura McGinn, won the 2018 Chinese New Year banner competition with her design commemorating the Year of the Dog.



INDIGENOUS INCLUSION AND RECONCILIATION

MITT YouthBuild established a partnership with the City of Winnipeg to enhance student employability by providing a grant for safety certificates, drivers' licenses, and bus passes for students.

International students enrolled in MITT's unique Intro to College and Work program participated in a Smudging Ceremony as well as the Blanket Exercise—a participatory learning experience intended to introduce them to the history and context of First Nations People in Canada and expose them to Indigenous worldviews.

Orange Shirt Day, an annual event in support of people who attended Residential Schools, was celebrated across MITT campuses.



Wearing orange to share support for the #EveryChildMatters campaign and to engage in learning, listening and coming together in the spirit of reconciliation.

Decals with welcome messages in six Indigenous languages were affixed to entrance doors at all campus locations.

Beaded poppies, designed by a local Indigenous crafter, were sold in support of National Aboriginal Veterans' Day.

Stories of Indigenous Inclusion and Reconciliation continued to be a regular component in each bi-weekly deployment of MITT's internal staff e-newsletter: MITT Matters.

INDUSTRY/COMMUNITY ENGAGEMENT AND EXTERNAL RELATIONS

President Ray Karasevich hosted a cross-sectoral engagement event which successfully gathered feedback from more than 100 representatives from diverse industries.

Patty Hadju, Minister of Employment, Workforce Development and Labour, and MP Robert Falcon-Ouellette, toured MITT YouthBuild to learn about the program and the opportunities it creates for students. Mr. Terry Duguid, MP Winnipeg South, unveiled Skills Boost at MITT, a federal funding program allowing students to continue receiving EI benefits while enrolled in classes as well as other top up benefits for student who have been out of school for a decade or more.

MITT continued to grow its relationship with ICTAM as both sponsor and participant at ICTAM's annual DisruptED conference, as well as with its support of ICTAM's collaboration with ComIT, a program that provides young people ages 18 to 32 who are high school graduates but also unemployed with opportunities to learn programming (such as Java) and develop soft skills so they can compete for jobs in Manitoba's growing tech sector. ICTAM also joined forces with MITT's Women in Trades and Technology (WITT) student group to host Vaz Rosario, an engineering lead with Microsoft, as a guest speaker during International Women's Day. Unveiled Skills Boost, a plan initially launched Jan. 24 as a part of Budget 2017 by Minister of Employment, Workforce Development and Labour Patty Hajdu.



Students and instructors from MITT YouthBuild joined forces with Downtown Winnipeg BIZ to create a Pop-up Park on Graham Mall in the city's centre.

The space invites pedestrians to chill out and socialize and includes YouthBuild-fabricated benches, planters, and tables.

The Winnipeg Police Service and MITT's Auto Mechanics program teamed up to launch a restoration project of two decommissioned Cushman Trucksters, three-wheeled vehicles formerly deployed by the service for parking enforcement.

ADMINISTRATION

FACILITIES

In September of 2017, students in MITT's Medical, Hotel and Hospitality, and International Post-Graduate programs began classes in their newly refurbished home at Pembina Campus.

CONSOLIDATION OF FOOD SERVICES

Food services for Pembina and Scurfield campuses were moved in house and are now coordinated through the 130 Henlow cafeteria, with support for day and evening students. In addition to better service for students, the move also creates greater opportunity for Culinary Arts and Design students to participate in this expanded food preparation role.



Sachin Fernadopulle
FOOD SERVICES COORDINATOR

CAMPUS SECURITY

MITT hired a full-time Security Coordinator and made other enhancements to its day and evening campus security.

FINANCIALS

CONSOLIDATED INCOME STATEMENT TWO YEAR SUMMARY OF ACTUAL RESULTS

	2016-2017	2017-2018
Revenues		
Provincial Funding	10,266,749	10,428,688
Federal Funding	4,473,814	2,654,725
Tuition	13,106,654	15,245,838
Student Fees	718,952	973,771
Other School Division Revenue	1,628,914	1,782,410
Other Revenues	1,098,496	851,644
Program Generated Revenue	265,109	345,830
	31,558,690	32,282,906
Expenses		
Staffing Costs	19,181,981	19,273,638
Services	3,922,859	4,749,570
Facilities Costs	3,230,169	3,025,253
Supplies	2,376,975	2,610,073
Equipment & Amortization	2,154,111	2,412,422
	30,866,094	32,070,956
Net income (loss)	692,596	211,951



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