



MANITOBA INSTITUTE OF
TRADES & TECHNOLOGY



**2018
2019**
YEAR IN
REVIEW

YEAR IN REVIEW

PRESIDENT'S MESSAGE

I am pleased to provide you with this report on the 2018–2019 academic year at MITT and highlight some of our activities and achievements in the areas of: Teaching and Learning; Student and Campus Experience; Relationships; and Staff Development.

The progress we made on these fronts speaks directly to the industry-driven, student-focused, sustainable

approach that serves as our strategic compass—whether its forging new partnership opportunities with industry, creating more effective and welcoming campus spaces for students, staff, and guests, supporting student and employee success, turning learners in Manitoba and around the world on to the potential of an MITT education, or helping out in the communities where we work and live.

We accomplished a great deal in 2018–2019 and I am, as always, deeply appreciative of our staff and leadership teams who dedicate themselves to helping MITT succeed every day.

Student success continues to be our number one priority and I am so thankful to have incredible partners—in industry, community, government, and peer secondary and post-secondary institutions—helping us deliver the best possible experiences and outcomes for our learners.

MITT and its partners understand that post-secondary education is not one-size-fits-all. It's about collaboration to create curriculum and learning experiences that address learners' specific skills needs and align with workforce opportunities in their communities.

Industry shared their time in our classrooms, took our students under their wings for vital work integrated learning opportunities, and through in-kind donations helped us to ensure our classrooms and labs had the tools and technology students will work with in the field, every day.

Government partners and private donors provided financial support to scholarships and bursaries to lessen the burden of tuition so that dozens of students could pursue their career aspirations at MITT.

And through our connections with partners in community and peer post-secondary institutions, we were able to reach out to new learner audiences in Winnipeg and northern Manitoba.

Anything is possible when students feel confident and supported, and a few great examples of this that made me incredibly proud were our results at various peer-to-peer skill competitions in 2018–19. At Skills Manitoba, our 30 participants won nine medalists including three gold;



2018 2019

our trio of gold medalists then represented MITT at Skills Canada, where we won a silver in millwright. At the annual Canadian Cyber Defence Challenge, a pair of teams from MITT finished first and third in the post-secondary portion of the event.

Looking back on the year and ahead to the future, I am pleased with our progress and encouraged by the many ways we continue to strengthen our foundation with the people, the learning environments, and the systems necessary to provide exceptional learning experiences that prepare outstanding graduates for numerous careers throughout our province.

Sincerely,



Ray Karasevich

President and CEO



TEACHING AND LEARNING

We continue to collaborate with industry to create new or enhance existing programs, respond to labour market needs and skills gaps, and develop innovative in-program learning opportunities for students. We constantly look for new approaches or experiences that benefit our students and see that same desire to explore reflected in our learners, who continue to test their abilities and expand their knowledge.

PHARMACY TECHNICIAN (PT) PROGRAM EXPANDED

Significant industry feedback prompted MITT to turn its PT program from a one-year certificate into a two-year diploma, slated for a 2020 launch. The benefits to our students include:

- Greater content and innovative curriculum designed by specialized pharmacy experts.
- Enhanced learning opportunities (including three work practicums).
- Increased emphasis on soft skills and other essential competencies necessary for success in the increasingly complex pharmacy practice.
- Graduation from the first PT program in Manitoba to meet the new accrediting standards of The Canadian Council for Accreditation of Pharmacy Programs.

CTI REBRANDED CLI

The Centre for Teaching and Innovation was rebranded the Centre for Learning and Innovation, to reflect the department's focus on learning for students as well as ongoing learning for MITT staff. The Lifelong Learning Institute was brought under the CLI umbrella, expanding the CLI's responsibilities to include: program research, development and piloting, instructor support and best practices, quality improvement, and innovation in programming and practices.

APPLIED RESEARCH EXPLORED

Throughout 2018–2019, the CLI worked on development of an applied research strategic plan and a Curriculum Based Applied Research (CBAR) pilot. The goals of the activity included gauging the efficacy of CBAR to enrich the student experience at MITT and providing opportunities for faculty to connect more deeply with their fields and develop strong linkages with the employer community. Extensive internal and external stakeholder sessions, Town Halls, and a staff survey helped inform the drafting of the plan. Initial CBAR pilot projects will be undertaken and evaluated over the next two years.

WORK SKILLS SERIES ENHANCED

MITT's program-wide, integrated essential and employability skills training—MITT Work Skills—saw further enhancements in 2018–2019, including lessons on Lean basics, customer service, and technical agility, all of which provide students the “soft skills” they need for success in the workplace.

STUDENTS' SKILLS SPOTLIGHTED

Annual competitions provide students excellent opportunities to test their abilities against peers from other programs, network, and learn more about career possibilities in their fields—locally and nationally.

Thirty students from various MITT programs participated in the 2019 Skills Manitoba competition, winning an impressive nine medals. Our three gold medal winners: Marielle Borillo (hairstyling), Kalaja Mulumba (industrial electronics) and Jens Boekhorst (industrial mechanic/millwright) went on to represent Manitoba at the Skills Canada competition in Halifax, NS. Boekhorst won silver at the national event.

Our students had a strong showing at the 2019 Canadian Cyber Defence Challenge as well, capturing first and third place in the post-secondary schools category.



STUDENT AND CAMPUS EXPERIENCE

Faculty-led learning is complemented by staff teams that offer knowledge, guidance, and support to all students before, during, and after their MITT journeys, and help create and safeguard a positive campus experience for students, staff, and visitors. Students too play a key role in shaping their MITT experience, working together and with staff to organize celebrations of diversity, connect with industry, and promote key values such as inclusion, safety, and mental health awareness across the campus community.

RECRUITMENT

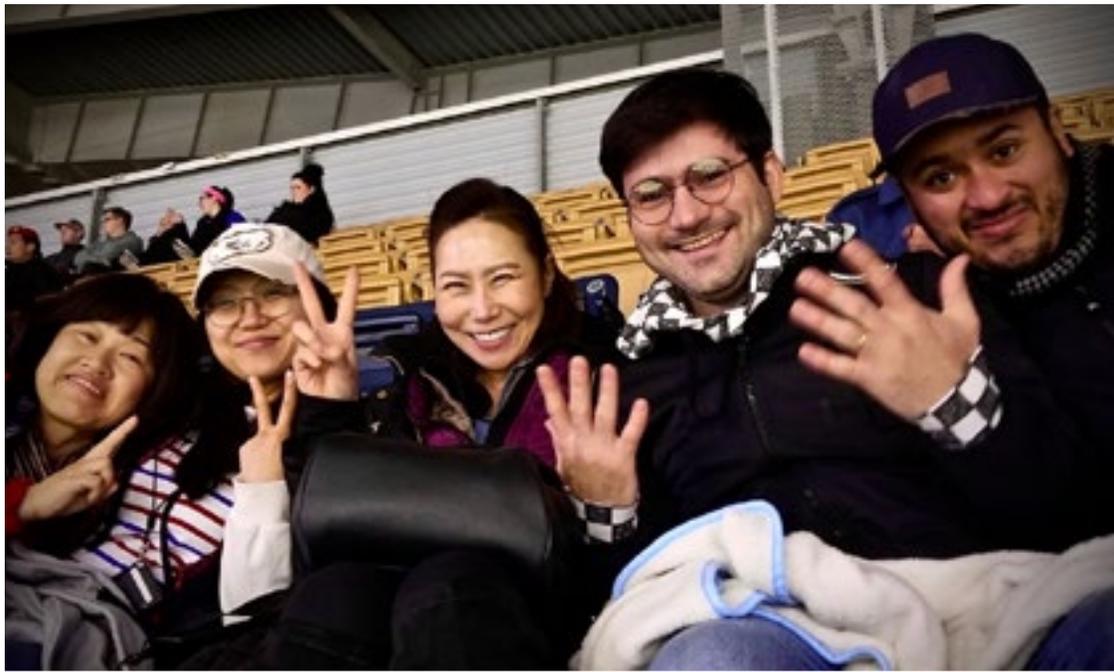
Domestic

Outreach efforts in the community yielded more than 3,000 contact opportunities with prospective students. Domestic recruitment also organized 250 campus tours, the annual Counselor's Seminar, and partnered with external relations to coordinate Open House 2019 which alone attracted more than 400 people to MITT campuses.

In early 2019, the Province awarded MITT \$25,000 for targeted recruitment efforts to women interested in careers in trades and technology. The investment allowed MITT to hire a recruiter for this effort, develop a video showcasing MITT alumnae who pursued trade or tech-related career paths at MITT, and create a dedicated webpage (mitt.ca/witt) to house key resources for this important learner audience.

Increasing domestic post-secondary enrolment is a priority for MITT and the recruitment team continues to focus its efforts on achieving this goal by building deeper relationships with prospective students and helping them throughout their journeys toward enrolment.





International

International recruitment developed a student testimonial campaign that captured the MITT experience in their own words then broadcast these stories through web and social media. Webinars were also used to help connect prospective international students with subject matter experts at MITT on any questions they had about the college. Overseas recruitment tour stops included: South Korea, Vietnam, and the Philippines, Brazil, Latin America, and Mexico, eastern Europe and Russia.

Ongoing work with MITT's network of authorized recruitment agents emphasized relationship development, management and training.

Use of technology—including a customer relationship management platform and web-integrated chatbot service—enhanced the ability of MITT's recruitment teams to better engage, respond to and support prospective students on their journeys toward enrolment.

REGISTRAR'S OFFICE

The role of registrar and executive director, enrolment and admissions, was created to oversee application, admissions, and enrolment processes and lead major initiatives within the department that will help MITT achieve the objectives of its Strategic Enrolment Management Plan. Highlights include:

- Working with finance to source and implement a mandatory, fee-based comprehensive student health insurance program for international students.
- Working with international recruitment to develop new admissions process for international students.
- Initiating process mapping and Lean exercises to help modernize and streamline admissions and enrolment procedures.
- Launching a re-optimization project for the college's student information system.

STUDENT SERVICES

Student services welcomed a dedicated, social worker/counsellor to its team of advisors and coordinators, adding an additional layer of support and expertise to help students navigate through barriers to their academic success.

Orientation Day events introduced hundreds of new and returning MITT students to campus as well as to the counselors and specialists that would help them throughout their academic journey.

Dozens of scholarships and bursaries were distributed in 2018–2019 to students with identified financial barriers and new scholarship funds were introduced, including the MITT Indigenous Work Skills Awards, a five-year, \$25,000 partnership with Indspire to provide four annual entrance awards of \$2,500 to Indigenous students entering trades and technical studies at MITT.

Student Life events included diverse cultural celebrations and holiday parties, weekly FIKA casual get-togethers and monthly Snack Stops that provided students the opportunity to fuel up and connect with Student Services staff for answers to their questions. They also led delivery of on-campus mental health and wellness awareness activities such as Bell Let's Talk Day and therapy animal visits.

Women in Trades and Technology, Indigenous Students Circle, and MITT Pride student groups met regularly and worked with staff to organize on-and off-campus events to help foster learning and inclusion. This included organizing the college's first-ever Pride week event. Movie screenings and panel discussions, open to everyone, helped staff and students learn more about MITT's LGBT2SQ+ community and how to be more inclusive in language and action. Working with External Relations, MITT Pride developed a unique graphic identity that featured in campus communications as well as on T-shirts that were sold to staff and students who participated in the 2019 Pride Winnipeg Parade.

CAREER DEVELOPMENT SERVICES

Career Development Services continued to advise students seeking career-related advice, deliver the MITT Work Skills series in every MITT program, and serve as a bridge between students and future employers.

There were 145 Work Skills sessions completed in 2018–2019; 667 face-to-face meetings between students and career advisors; and 500 face-to-face meetings between international students and MITT's IRCC-certified immigration services advisor.

Thirteen employers participated in Speaker in Classroom events; an additional 45 employees joined students from Cyber Defence and Cloud Administration, Software Developer, and Graphic and Print Technology for dedicated Speed Networking events; and more than 150 employers posted employment ads through MITT's Work Connections email service. Industry touch points like these are vital as they help students practice their networking and interview skills and they help industry mentor students during their journey toward graduation and employment.



“The participation of MITT makes me feel that this is an unforgettable Pride festival in my life. I am very proud of my school.”

Xiaomin Kang



EXTERNAL RELATIONS

In Fall 2018, external relations launched a revised visual identity guide for the MITT brand as well as a staff-accessible toolkit to promote consistent visual standards across the college. The standards and colour palettes introduced are evident throughout MITT campuses now, providing a strong visual look and feel our physical environments as well as to printed materials made available to the public.

External relations developed a brand video for MITT, and a suite of new recruitment/awareness materials including new viewbook, programs at a glance, and annual report documents.

After an RFP process, external relations selected Metric Marketing as its creative partner. Working together, MITT and Metric immediately increased the college's presence on traditional and digital media channels to build general awareness, surveyed internal and external stakeholders—including an omnibus survey of Winnipeg—to guide redevelopment of MITT's brand platform and built a data-driven (i.e. Google Analytics) framework to guide advertising and marketing decisions. Their work is ongoing and will include the launch of a major domestic recruitment campaign in 2019.

External relations partnered with teams across the college to deliver marquee events such as Convocation and Open House and provided support to countless other campus-wide initiatives, including the first Industry Appreciation Luncheon held in Spring 2019.

Sponsorships continued to focus on areas that align to MITT's priorities with regard to career and workforce development, technology and trades, and fostering relationships with industry, government, community-level partners, and other key stakeholders.



Watch the full brand video at mitt.ca



“Your students really take safety to heart. It’s refreshing to see that culture here.”

Jack Slessor
Prevention Consultant
Safe Work Manitoba

FACILITIES

The student experience was significantly enhanced by facilities in a variety of ways in 2018–2019. New wayfinding in the Henlow, 7 Fultz, and Pembina campuses gave students and visitors immediate and on-brand visual orientation of campus spaces.

Under-utilized locker spaces in various campuses were replaced with custom student benches (complete with integrated charger hubs) and stand up/stool workstations were built to provide students additional space for studying or collaboration opportunities.

New flooring, ceiling, and LED light installs, as well as significant painting helped refresh classrooms, labs, and hallways, and enhance energy efficiency.

Safety and accessibility considerations were addressed at various campus locations through the installation of access ramps or wheel chair ramps with handrails at select entrances. Parking lot asphaltting, speed bump raising, and re-painting of pedestrian crossing zones improved safety in high vehicular traffic areas.

Fire Warden kits and AEDs were wall-mounted strategically throughout all MITT campuses and MITT’s Safety and Health Coordinator spearheaded and chaired the college’s inaugural Safety and Health Week (formerly known as NAOSH week) built around the theme of fire safety. On-campus activities including staff and student scavenger hunts and a tradeshow featuring various health and safety-related vendors. The efficacy of continuous efforts to foster a culture of safety and wellness at MITT were noted by Safety and Health Week guests.

A blurred background image showing students in a classroom. In the foreground, a student's arm and shoulder are visible, wearing a white t-shirt with a cityscape graphic. The background shows other students, some looking towards the camera and others looking down, in a brightly lit room.

“Student success continues to be our number one priority and I am so thankful to have incredible partners—in industry, community, government, and peer secondary and post-secondary institutions—helping us deliver the best possible experiences and outcomes for our learners.”

Ray Karasevich
President and CEO



RELATIONSHIPS

Throughout 2018–2019, MITT built new stakeholder relationships and fostered existing ones with industry, government, community, and peer public secondary and post-secondary institutions. These activities laid the foundation for numerous opportunities to deliver training to organizations and communities and yielded significant support from partners: in-kind contributions from industry included equipment and supplies, consulting/advising to staff and students, and work integrated learning initiatives (work practicums).

INDUSTRY, PEER POST-SECONDARY INSTITUTE OUTREACH

More than 50 executive-level meetings were held with industry members across Manitoba as well as regional stakeholder groups. MITT is driven by collaboration and invested in helping communities and organizations throughout the province access the learning they need to prepare students for valuable employment opportunities.

In early 2019, President Ray Karasevich, along with Associate Vice President, Business Development and Strategic Initiatives, Bev Stuart, embarked on a trip to southern China to meet with educational institutions, consular offices, and business partners in the region. The visit successfully bolstered existing institutional agreements, allowed for the exploration of new partnership opportunities with institutions and authorized recruitment agents, and enabled MITT to learn about other potential partnerships with Chinese businesses and the Canadian Chambers of Commerce. President Karasevich also joined the Manitoba Chambers of Commerce on its first Northern Economic Development Tour stop in Thompson, MB, visiting University College of the North and Vale (Manitoba).





MITT partnered with the Winnipeg Chamber of Commerce on several initiatives, including hosting the Chamber's Business Mixer at Henlow campus, as well as sponsoring the student sessions with Hon. Kelvin Goertzen, Minister of Education and Training, and His Worship, Mayor Brian Bowman, at the Chamber's annual State of the Province and State of the City events which saw MITT engage with hundreds of high school students in a conversation about the future of work.

MITT hosted the High Commissioner of Ghana as well as Trade Commissioners from Ukraine and Poland.

MITT continues to be a key partner and sponsor of ICTAM's DisruptED 2019: The Future of Work conference. In spring, we hosted our first-ever industry appreciation event on campus.

Skills Manitoba held its annual Young Women's Conference at MITT and a trio of MITT alumnae: Renee Yetman (Carpentry), Maddy Szumlak (Auto Mechanics) and Lori Kohinski (Industrial Mechanic/Millwright) participated in the day as mentors to the visiting students.

GOVERNMENT RELATIONS

Prime Minister Justin Trudeau selected MITT as his Manitoba post-secondary institution stop during his Budget 2019 tour. During his visit, the Prime Minister led a group discussion with MITT students from a variety of programs, as well as met with MITT Executive Committee and Governing Board members.

Hon. Kelvin Goertzen, Minister of Education and Training, and Mr. Grant Doak, Deputy Minister of Education and Training, joined MITT senior leadership and members of the Governing Board for a campus tour and presentation.

MITT YouthBuild hosted a tour of their facilities with Hon. Eileen Clarke, Minister of Indigenous Affairs and Northern Relations, and Mr. Wayne Ewasko, MLA, Lac du Bonnet.

PARTNERSHIP-BASED CURRICULUM DELIVERY

MITT has MOUs with many peer post-secondary institutions throughout Manitoba as well as arrangements with various community groups. Work continued in 2018–2019 to turn these agreements into meaningful learning opportunities for students:

- MITT undertook a partnership with Neeginan College to develop a Building Operator Technologist program and help deliver its Early Childhood Educator II program.
- Ka Ni Kanichihk entered into a program partnership with MITT for Business Administrative Assistant and Executive Assistant training.
- MITT joined forces with ICTAM to deliver free digital literacy programming in Winnipeg and surrounding communities.
- Workers at the City of Winnipeg’s fabrication plant received CAD Tech Level 1 training from MITT.
- Work begun in 2018–2019 on a Pathways to Employment project with Yellowquill College.
- Manitoba-based construction firm, Penn-Co Ltd., and MITT struck a partnership for a Northern Manitoba Indigenous Skill Training project.

CHARITABLE ACTIVITIES/ COMMUNITY SERVICE

Staff members participated in the Plane Pull event to kick off United Way Winnipeg’s annual campaign.

MITT’s Charitable Giving Committee organized food and clothing drives and led MITT’s United Way Winnipeg annual staff giving campaign.

Members of MITT’s Culinary Arts and Design faculty rallied to the aid of Jolene Neufeldt, a Food Services employee currently on medical leave, organizing a fine dining experience/fundraising evening—Breathe Easy: An Evening in Support of Jolene Neufeldt. The event, open to the community, raised funds to help Jolene and her family afford a move to Toronto where she received a series of life-saving surgeries and has had to live temporarily during her recovery.

Students in MITT YouthBuild joined forces with the creative/culinary team behind the annual RAW:almond dining event on The Forks River Trail. For several days, the students worked directly with RAW:almond co-creator, Joe Kaltornyk, to assemble the unique structure housing the haute cuisine experience that attracts culinary talents from around the world to Winnipeg. CBC Manitoba and other local media outlets featured the build on their broadcasts.



STAFF DEVELOPMENT

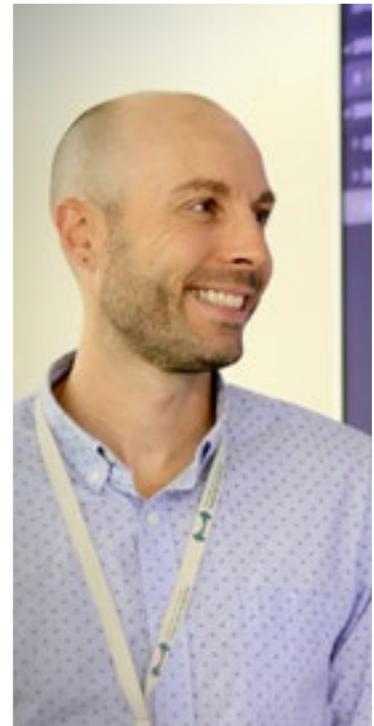
Staff are among the most important learner audiences at MITT and providing opportunities for their continued professional development is a priority.

In 2018–2019, people services (formerly human resources) engaged teams from across campus for participation in new staff onboarding. Today, new staff spend time learning about safety and health, parking, email security, privacy, and several other key topics they need to understand to perform their roles effectively and understand MITT's culture.

In partnership with the CLI, people services also launched MITT Learns: an intranet-based learning platform for employees.

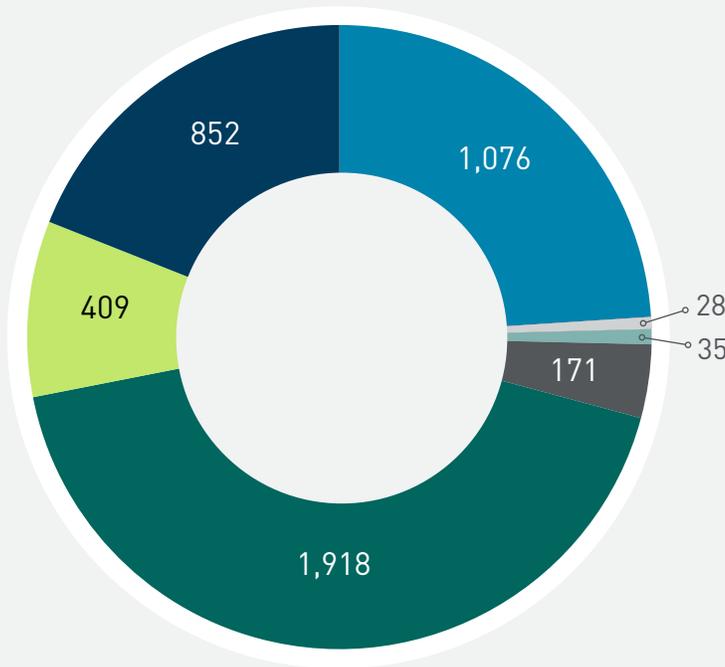
Five MITT staff completed the MITT Lean Leadership Essentials Certificate, which was offered in partnership with the Manitoba Print Industry Association and the Duha Group.

And student-facing staff across the organization received basic knowledge training from MITT's IRCC-certified immigration services advisor regarding visas, immigration, and when to refer students to the advisor.



ENROLMENT AND FINANCIALS

2018-2019 ENROLMENT



English Language Training EAP and ESL	1,076
YouthBuild	28
Apprenticeship	35
Lifelong Learning Institute	171
Post-Secondary Programs	1,918
Secondary Programs	409
Adult Learning Centres	852

Total Students
4,489

Secondary programs includes high school students enrolled in individual course(s) and technical program in same academic year.

Post-secondary programs includes students enrolled in EAP course and technical program in same academic year.

EAP is revenue generating, ESL is government funded.





CONSOLIDATED INCOME STATEMENT TWO YEAR SUMMARY OF ACTUAL RESULTS

	2017-2018	2018-2019
Revenues		
Provincial Funding	10,428,688	10,566,515
Federal Funding	2,654,725	2,298,049
Tuition	15,245,838	16,998,319
Student Fees	973,771	972,180
Other School Division Revenue	1,782,410	2,013,723
Other Revenues	851,644	1,217,793
Program Generated Revenue	345,830	326,320
Total Revenue	32,282,906	34,392,898
Expenses		
Staffing Costs	19,273,638	20,878,291
Services	4,749,570	4,282,942
Facilities Costs	3,025,253	3,081,203
Supplies	2,610,073	2,763,166
Equipment and Amortization	2,412,422	2,156,642
Total Expenses	32,070,956	33,162,245
Net income (loss)	211,951	1,230,653



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