



PATHWAYS FORWARD

MITT Academic Plan
2025–2030



Land Acknowledgement

MITT is situated on Treaty 1 land and the traditional territories of the Anishinaabe, Cree, Anisininew, Dakota, and Dene peoples and the homeland of the Red River Métis.

Our water is sourced from Shoal Lake 40 First Nation in Treaty 3.

We honour the sacredness of these ancestral lands and waters and the original peoples who walked before us.

We proudly recognize the Treaties that were signed here and acknowledge and respect the history of the area.

MITT values the many relationships that make up our home, and we dedicate ourselves to a spirit of reconciliation and partnership today and in the future. MITT is dedicated to ensuring that First Nations, Métis, and Inuit knowledge, cultures, and traditions are embraced and embodied in the work that we do.

Table of Contents

Message from the Vice-President, Academic	1
Message from the Vice-President, Business Development and Community Initiatives	2
Purpose of the Academic Plan	3
Insights from the Enhanced Student Experience Plan (ESEP)	4
MITT's Academic Identity	5
MITT by the Numbers	6
MITT's Commitment to Reconciliation	8
Strategic Alignment	10
Theme One: Teaching and Learning	11
Theme Two: Student Experience	16
Theme Three: Relationships and Partnerships	19
Theme Four: Team and Organizational Culture	23
Theme Five: Sustainability	25
Pathways Forward (Conclusion)	29

Message from the Vice-President, Academic

As we look ahead to 2030, MITT is proud to share a new Academic Plan that reflects who we are, where we're going, and how we'll get there—together.

Grounded in MITT's Strategic Plan and shaped by the voices of our staff, students, and partners, this plan outlines our academic priorities for the next five years. It is a commitment to the learners, industries, and communities we serve, and a blueprint for strengthening the pathways that connect them.

MITT's approach to learner pathways is what first drew me to the college. The ability to serve students across stages of life and education—through practical, modular programs that lead to real outcomes—is not just a point of pride, but a strategic advantage. This plan builds on that foundation.

This plan also reflects the input and engagement of our community through the Enhanced Student Experience Plan. ESEP's findings, based on extensive consultation, have been fully integrated into our strategic direction. I would like to thank the many instructors, staff, and students whose ideas and experiences contributed to the development of this work.

MITT is a hybrid college that works across boundaries: between high school and post-secondary, education and employment,

foundational learning and advanced skills. We serve learners at every stage and create flexible pathways that help them move forward into their first credential, a new career, or a return to learning.

MITT has built a practical, industry-aligned model that relies on responsiveness, sustainability, and strong partnerships. This plan outlines how we will enhance program quality, support learner success, deepen our commitment to reconciliation, and lead with purpose and accountability.

It also reaffirms our role in Manitoba's skills ecosystem: as a workforce development partner to government, a training ally to industry, a collaborator with Indigenous communities, and a connector to post-secondary institutions through transfer and articulation pathways.

Thank you again to all who helped shape this plan, and to the instructors, staff, and learners who bring MITT's mission to life every day. Together, we are building more than programs. We are building pathways that create real opportunity.



Colin Kelly
Vice-President, Academic

Message from the Vice President, Business Development and Community Initiatives

At MITT, we know that learning doesn't always follow a straight line, and it doesn't stop when you leave the classroom. Our newest Academic Plan reflects not just our commitment to excellence in post-secondary education, but also our belief in the power of pathways: into MITT, through MITT, and beyond.

Whether you're a newcomer building language skills, an adult learner reimagining your future, a professional upgrading your credentials, or an employer seeking customized training for your team, MITT is here to meet you where you are and help you get where you want to go.

Our partnerships with adult learning centres, community organizations, and industry leaders are rooted in a shared vision: education that is accessible, responsive, and transformative. We offer language training, corporate and continuing education, and short-term micro-credentials designed to support learners at every stage of life and career. These are more than programs—they are launching pads for confidence, capability, and change.

We are proud to serve a diverse and dynamic community. By creating inclusive, flexible, and innovative learning experiences, MITT is not only building careers but also building capacity across Manitoba. Together, we are shaping a brighter, more connected future.

Wherever your journey begins, or begins again, we're honoured to be part of it.



Beverlie Stuart

Vice President, Business Development and Community Initiatives

Purpose of the *Academic Plan*



MITT's Academic Plan is a roadmap for delivering practical, responsive learning aligned with the needs of Manitoba's learners and industries.

This plan marks a step forward in our academic evolution. It reflects who we are now: a hybrid college with a wide range of programs, learner pathways, and partnerships that support economic and social development across the province.

The plan brings MITT's Strategic Plan (2022–2027) to life through a focused academic lens. It supports the priorities outlined in our Mid-Term Strategic Update (2025–2029) and ensures coherence across the college, ensuring that our programs, people, policies, and spaces work together toward shared outcomes.

It's also built to adapt. With only a portion of our funding from the government, MITT's success depends on being adaptable, entrepreneurial, and future-focused. This plan outlines how we will make informed academic investments, enhance quality and inclusion, and meet learners where they are—through high school, adult learning, post-secondary education, or professional training—and help them progress.

In short, this plan:

- Guides investment in programs, teaching, learner supports, and policy
- Strengthens MITT's distinct model of modular, industry-aligned education
- Communicates vision and accountability to partners, funders, and the public

This plan is both a strategic guide and a public statement of MITT's commitment to those we serve. It ensures our learners can find clear, supported pathways forward, no matter where they begin.

"People truly care about students and overcome systems and administrative barriers to assist them. There is human heart, compassion, and entrepreneurial spirit to support students."

— Interview participant,
Enhanced Student
Experience Plan process

Insights from the Enhanced Student Experience Plan

MITT's Enhanced Student Experience Plan (ESEP), developed in 2024, was a key step in deepening our understanding of learners' needs, priorities, and experiences.

The process brought together nearly 900 stakeholders, including 414 students, 286 alumni, and 186 faculty and staff, through surveys, interviews, and facilitated sessions. It raised important questions about belonging, access to supports, academic pathways, and MITT's unique identity as a commuter college.

ESEP's findings form a central foundation for this Academic Plan. You will see its influence in all themes, but especially Student Experience, Teaching and Learning, and Sustainability.

What We Heard

MITT's academic model is different by design, and that difference is one of our greatest strengths.

We are a hybrid institution that offers high school, post-secondary, adult learning, language, and employer-driven training under one banner. This structure enables us to meet learners where they are and support their next step forward, whether that's earning their first credential, pursuing a career change, or returning to learning.



Our identity is shaped by:

Pathways: Learners move in, through, and beyond MITT with flexibility and purpose.

Industry alignment: Programs are shaped by employer input, practicum placements, and work-integrated learning.

Responsiveness: We adapt quickly to evolving learner needs and workforce demands.

Sustainability: As a tuition- and market-driven college, we depend on practical, outcome-driven programming.



MITT supports a wide range of educational journeys. Students may begin in high school, upgrade as adults, or return as professionals seeking new credentials. Many learners engage more than once, building skills at different stages of life.

Our commitment is to provide clear, supported, and flexible learning journeys so that wherever students begin, they can move forward with confidence.

Learning *Pathways*

Pathways In

MITT High School, English Language Centre, Adult Learning Centres, dual credits, high school partnerships, continuing education

Pathways Through

Post-secondary diplomas and certificates, micro-certificates, non-credential programs

Pathways Forward

Graduation and employment, continuing education, corporate training, micro-credentials, non-credit courses and programs, articulation agreements, and continuous learning

MITT by the Numbers

A snapshot of the impact behind our academic mission.

These numbers reflect MITT's model in action: career-focused, community-connected, and learner-centred.

94%**

of students satisfied with their program

90%

found employment within five months of graduation

90%*

of MITT grads are working

95%*

of grads say our teaching made the difference to prepare them for the workplace

88%*

landed jobs thanks to their MITT training

MITT by the Numbers



75%*

of programs include a practicum

91%*

of grads are likely to remain
in Manitoba within the next
five years

50

countries represented by
students from Australia
to Zimbabwe

240+

employer and industry partners
engaged through Program
Advisory Committees (PACs),
advisory roles, and SME focus
groups

2080

Employers and industry partners
engaged through student-facing
events and job postings

*Source: Insightrix MITT Alumni Employment Outcomes Survey (2025)

**Source: MITT Student Satisfaction Surveys (2024)

MITT's Commitment to Reconciliation

MITT is committed to reconciliation in education and to the sustained relationships, cultural safety, and organizational change that it requires.

As a founding signatory to the Winnipeg Indigenous Accord and Manitoba Collaborative Indigenous Education Blueprint, MITT has been working since 2017 to advance the Truth and Reconciliation Commission's Calls to Action, particularly in education, training, and access to opportunity for Indigenous peoples. MITT's Academic Plan reflects our college's alignment with, and accountability to, this national work.

Guided by Knowledge Keepers and Indigenous leaders, we work across the academic experience—from curriculum to cultural programming, governance to staff development—to support Indigenous learners and embed Indigenous knowledge and perspectives in meaningful, lasting ways.

Reconciliation is a journey. At MITT, we are committed to walking it with intention, integrity, and the guidance of community.

Reconciliation
is a journey.





Deepening Our Commitment

As MITT continues to build organizational capacity for Truth and Reconciliation, the following priorities will guide our next phase of work:

- Launch and implementation of MITT's first Indigenous Strategic Plan, grounded in community engagement
- Expand curriculum Indigenization across program clusters, including Health Care, Information and Communication Technology, and Early Childhood Education
- Greater Indigenous representation on Program Advisory Committees and academic committees, and increase Indigenous enrolment
- Continue to build on the strong foundation Knowledge Keepers have developed, supporting learners and staff, and continue working with the Indigenous Advisory Council to guide planning and governance
- Delivery of cultural programming that fosters empathy and understanding, including Pow Wows, storytelling events, tipi raisings, and film screenings
- Community-focused training partnerships with Indigenous-led communities and organizations, including Neeginan College, First Peoples Development Inc., and several Indigenous communities in partnership with the Manitoba Construction Sector Council
- Staff and students have the opportunity to attend Indigenous history and cultural teachings throughout the year, featuring Knowledge Keepers, traditional leaders, and community leaders

Strategic Alignment



MITT's Academic Plan translates the priorities of our 2022–2027 Strategic Plan and 2025–2029 Mid-Term Update into focused academic action.

Organized around the same five themes, the Academic Plan emphasizes areas where academic leadership, programs, policies, and partnerships play a central role. While all five pillars shape our work, this plan places particular focus on Teaching and Learning and Student Experience—the areas that most directly impact learners and their success.

Each section of this plan reflects a strategic theme and highlights the academic strategies, directions and initiatives that support it. Whether enhancing instructional quality, improving access and equity, or modernizing academic systems, the goal is to ensure that learners can navigate clear, supported pathways into careers, further education, and community leadership.

The Academic Plan helps ensure MITT stays academically and organizationally aligned, accountable, and forward-looking.

Tracking Our Progress

MITT's Academic Plan is designed to be measurable and adaptive. As part of our commitment to accountability, we will regularly track progress against the key performance indicators in the Mid-Term Strategic Update (2025–2029).

MITT will review these indicators annually and update this Plan in 2027–2028 to ensure continued alignment through 2030.

Theme One

Teaching and Learning

MITT's programs are hands-on, industry-informed, and designed to support clear, flexible learner pathways. As workforce needs evolve, so must our academic programs and practices.

Teaching and Learning is the heart of MITT's academic identity. Our programs are shaped by Program Advisory Committees, designed around work-integrated learning, and regularly reviewed for quality and relevance. We have expanded the role of the Centre for Learning and Innovation (CLI) to include Institutional Research and Data Governance as the new Centre for Learning, Innovation and Institutional Effectiveness. This section outlines how we will continue to evolve our academic delivery in alignment with learner needs and labour market demand.

Key Priorities

Strengthening program quality and responsiveness

We will enhance our internal program review model to ensure ongoing relevance, rigour and outcomes tracking. All programs are reviewed in collaboration with PACs to reflect current industry practice and support job readiness.

Supporting instructional excellence

Many MITT instructors come directly from industry with their subject matter expertise. We are expanding professional development to grow capacity in teaching, assessment, inclusion and digital delivery, while also supporting new instructors through onboarding, mentorship and training.

Advancing Indigenization in curriculum

Indigenous content and perspectives will continue to be integrated into curriculum, informed by Elders, Knowledge Keepers and Indigenous academic partners.

Expanding modular and flexible learning

We will enhance access for working learners through Adult Learning Centres, continuing education, stackable credentials, pathways, and part-time offerings, resulting in better support for industry reskilling and upskilling.

Organizational Key Performance Indicators

- **Alumni employment rate**
Percentage of post-secondary students employed in their field six months after graduation
- **Completion and graduation rates**
Percentage of students who complete their program of study

Added Metrics

- Annual program review completions
- Number of new programs developed or undergoing major change
- Percentage of students who complete credentialled modular and flexible training programs
- Number of non-credit course and program completions

Theme One in Action: Programs that Reflect MITT's Future

Updated Programs

At MITT, program innovation is grounded in real-world relevance, inclusivity, and learner voice. Recent curriculum updates reflect a commitment to keeping programs aligned with Manitoba's labour market and community needs. Here are recent examples:

Early Childhood Education

The Early Childhood Education program recently completed a full redesign to better reflect Indigenous worldviews, newcomer perspectives, and local workforce needs. Key changes include:

- Integration of cultural safety, anti-racism, and land-based learning
- Stronger focus on inclusive child development
- Embedded mentorship and career preparation modules
- Workplace option where students demonstrate half of program learning outcomes in the workplace

Administrative Assistant

A new Administrative Assistant program designed for those seeking flexibility in upgrading their skills and gaining administrative expertise is currently under development. The program will be fully online with a seven-week work placement to provide practical experience. It also serves as a pathway for MITT Adult Learning Centre students who have completed the Office Assistant Certificate.

New Programs

Cybersecurity Analyst

MITT's new Cybersecurity Analyst Advanced Diploma program launched in September 2025. The program is open to both international and domestic students and is delivered using a hybrid learning model, combining online and in-class instruction to provide flexibility and accessibility to students. The most distinctive attribute of the new Cybersecurity Analyst program is a fully functional Security Operations Centre. This is an essential component of any comprehensive cybersecurity program and is a centralized function responsible for the continuous monitoring and analysis of an organization's security status. Core competencies include ethical hacking and penetration testing, Security Operations Centre analysis (hands-on understanding of threat detection and continuous monitoring), and red team/blue team exercises (realistic simulations that enhance collaboration, problem-solving, and critical thinking).



Medical Assistant and Patient Care

MITT's new Medical Assistant and Patient Care diploma also launched in September 2025. Designed to provide a new two-year diploma level option for both domestic and international students, the program combines elements of the existing Medical Assistant and Health Care Aide/PSW programs, providing excellent pathways into employment in the health care field. Manitoba has identified health care as a priority for workforce development. The Medical Assistant and Patient Care program also takes advantage of a new common first term in our health cluster that was recently implemented.

Entrepreneurship and Business Innovation Certificate

This program is a dynamic, entry-level program designed to empower learners with the foundational skills and mindset needed to launch, manage, and grow entrepreneurial ventures. Grounded in real-world relevance and community engagement, this program reflects MITT's commitment to inclusive, responsive education that aligns with Manitoba's evolving labour market and innovation ecosystem.

New Course Development for Use in Multiple Programs

We recently added Global Citizenship and Trades Math courses to a number of our programs as part of a growing effort to ensure MITT graduates are job-ready and community-ready.





Specialized Community and Industry-Based Training Programs

By engaging directly with community, sector councils, and industry partners, MITT designs and delivers programs that align with current and emerging workforce needs.

We develop tailored solutions that accommodate industry-specific requirements and community priorities, delivered through a variety of formats, including on-site, hybrid, and accelerated training, including micro-credentials, such as Introduction to Residential Construction, Framing, Water and Wastewater Pipe Installer, Gas Turbine Assembly and Disassembly, Welding Essentials, Success@Work Skills, and Small Engine Repair, among others.

MITT's partnerships are not just transactional; they are deeply rooted in community development and social equity, ensuring that Manitobans and the businesses they work within remain highly skilled, productive, and competitive.

Theme Two

Student Experience

MITT's learners are diverse, as are the pathways they take to, through, and beyond our programs. Many are mature students, newcomers, or the first in their families to pursue post-secondary education. Most commute to campus and balance school with work and family responsibilities.

This reality shapes our approach to the student experience. We provide practical, inclusive supports that help learners start well, stay engaged, and achieve their goals.

Key Priorities

Enhancing access and entry points

Through adult learning, dual credit, recognition of prior learning, and foundational supports, MITT helps students enter or return to education at every stage of life.

Respecting diversity

by welcoming students from around the world

Designing for commuter learners

As a non-residential college, we continue to adapt our programs, schedules, and supports to meet the needs of learners who travel from across the region, often while working or caregiving.

Expanding holistic supports

We offer academic advising, career coaching, mental health supports, and crisis referrals, backed by growing internal capacity and trusted partnerships.

Improving belonging and inclusion

We are focused on reducing barriers for equity-deserving learners through targeted supports, cultural programming, flexible delivery, and inclusive policy.



Strengthening career outcomes

Career readiness is embedded throughout the student journey, from early exposure to workplace tools and expectations. Bridging to Work is an innovative series of career-focused workshops embedded in every MITT college program. Topics include resume development, interview skills, workplace readiness, and career transitions. Industry engagement activities are another key component of our career programming.

Increasing access for all learners

We are designing programs and supports that help more women enter Trades and ICT careers, and more mature learners return to school. This includes targeted outreach, inclusive learning environments, and expanded upgrading pathways through MITT High School and Adult Learning Centres.

Organizational Key Performance Indicators (KPIs)

- **Current student experience**

Regular student surveys measuring satisfaction across key dimensions

- **Graduation rate**

Percentage of MITT students completing their program

Added Metrics

- **Access to support services**

Number of students accessing academic, career, or wellness supports

- **Scholarship and bursary program impact**

Both offerings and recipients over time

- **Digital engagement**

Website and social media analytics





Theme Two in Action: Removing Barriers, Supporting Success

Comprehensive Policy Updates

MITT has introduced comprehensive updates across our academic policy framework to improve the student experience from admission through to graduation. These changes incorporate SEM principles and the feedback heard through the Enhanced Student Experience Plan development to increase flexibility, reduce barriers, and ensure student success. These changes reduce financial strain, improve access for students who may not qualify for traditional loans, and promote greater inclusion for adult learners, newcomers, and equity-deserving groups.

New AI Helpdesk

MITT launched a new IT Helpdesk as a go-to resource for student IT support needs. The new helpdesk provides a streamlined and efficient way for students to submit and track support tickets. They can easily monitor the status of their requests, communicate with the support team, and access FAQs to help them resolve common issues independently. The site also features an AI virtual agent that can help students find solutions to their IT needs.

Theme Three

Relationships and Partnerships

MITT's academic success is grounded in partnership. As a hybrid college, we rely on strong external relationships to ensure our academic programs remain responsive, relevant and future-focused.

From sector partners and employers to Indigenous organizations and post-secondary institutions, our collaborators help shape what we teach, how we teach it, and how learners continue their journeys beyond MITT.

Key Priorities

Strengthening Program Advisory Committees

Program Advisory Committees are central to MITT's program quality. We are standardizing onboarding, clarifying expectations, and tracking how Program Advisory Committee input informs curriculum, delivery, and graduate outcomes.

Expanding academic MOUs and credit transfer pathways

We continue to improve pathways for Adult Learning Centres, The English Language Centre, and high school partners as well as grow formal partnerships with post-secondary peers, ensuring learners can move between institutions with minimal friction.



Theme Three

Relationships and Partnerships

Deepening Indigenous partnerships

We accredit programs delivered by Neeginan College and Prairie Region Centre for Focusing. We deliver programs in partnerships with Indigenous organizations such as First Peoples Development Inc. We are expanding consultation through MITT's new Indigenous Advisory Council and building new models for Indigenous-led program design and delivery.

Collaborating with employers and sector groups

Employers play a critical role in shaping programs, offering work placements and informing applied learning. We continue to engage Manitoba's priority sectors to ensure alignment and upskilling opportunities. MITT's Business Development and Community Initiatives continue to be a leader in delivering specialized industry training in Manitoba.

Continued membership in the Canadian Bureau of International Education and support for their Global Campaign Initiative

Canada has long been recognized as a welcoming, world-class study destination, known for its student-centred institutions that offer diverse opportunities in academics, research, innovation, and industry-relevant experiential learning. MITT believes international students will continue to play a vital role in meeting Manitoba's labour force needs.



Organizational Key Performance Indicators (KPIs)

- **Employer, community, and industry relationship satisfaction**
Ratings of MITT and its students & graduates, gathered through a bi-annual industry partnership survey
- **Work-integrated learning intensity**
Proportion of college programs featuring embedded work-integrated learning components

Added Metrics

- **Work-integrated learning employer satisfaction**
Employer satisfaction with MITT graduates
- **Stakeholder engagement participation**
Number of formal partnerships and advisory participants
- **Articulation and transfer agreements**
Number of new agreements established and sustained

Theme Three in Action: What Partnerships Make Possible at MITT

MITT's academic partnerships aren't symbolic—they're structural. Across sectors, communities, and campuses, our partners help ensure that learners gain the skills, experiences, and confidence to succeed.

Partnership in Action

Early Childhood Education program renewal

Indigenous Knowledge Keepers and employer partners co-developed MITT's new Early Childhood Education program to reflect cultural relevance and workplace readiness.

Program Advisory Committee-driven change

Sector partners helped retool our Business Administrative Assistant program to reflect modern administrative technologies and cross-functional roles better.

Community-based delivery

MITT delivers programming in rural and Indigenous communities with sector council partners like the Manitoba Construction Sector Council, CORCAN, the City of Morden and Morden Community Development Inc.

These partnerships shape curriculum, inform delivery, expand access and create clearer pathways forward for learners across Manitoba.

Transfer and credit mobility

MITT maintains a number of formal articulation and MOU agreements that support credit transfer and further credentialing across post-secondary institutions.

Industry-based partnerships

MITT delivers workforce training programs in collaboration with business, industry, government and community partners, such as Women of Steel™, Women Transitioning into Aerospace, and Corrections Canada skilled trades training.

Hybrid programming pathways

As Manitoba's only hybrid college, MITT bridges secondary and post-secondary education through collaborative agreements with Pembina Trails School Division and others.

These partnerships shape curriculum, inform delivery, expand access and create clearer pathways forward for learners across Manitoba.



Theme Four

Team and Organizational Structure

Academic excellence is built on people. At MITT, all academic staff, including instructors, instructional assistants, and advisors, play a vital role in supporting learners, and they deserve the systems, tools, and recognition to thrive in return.

Key Priorities

Strengthening onboarding for new instructors

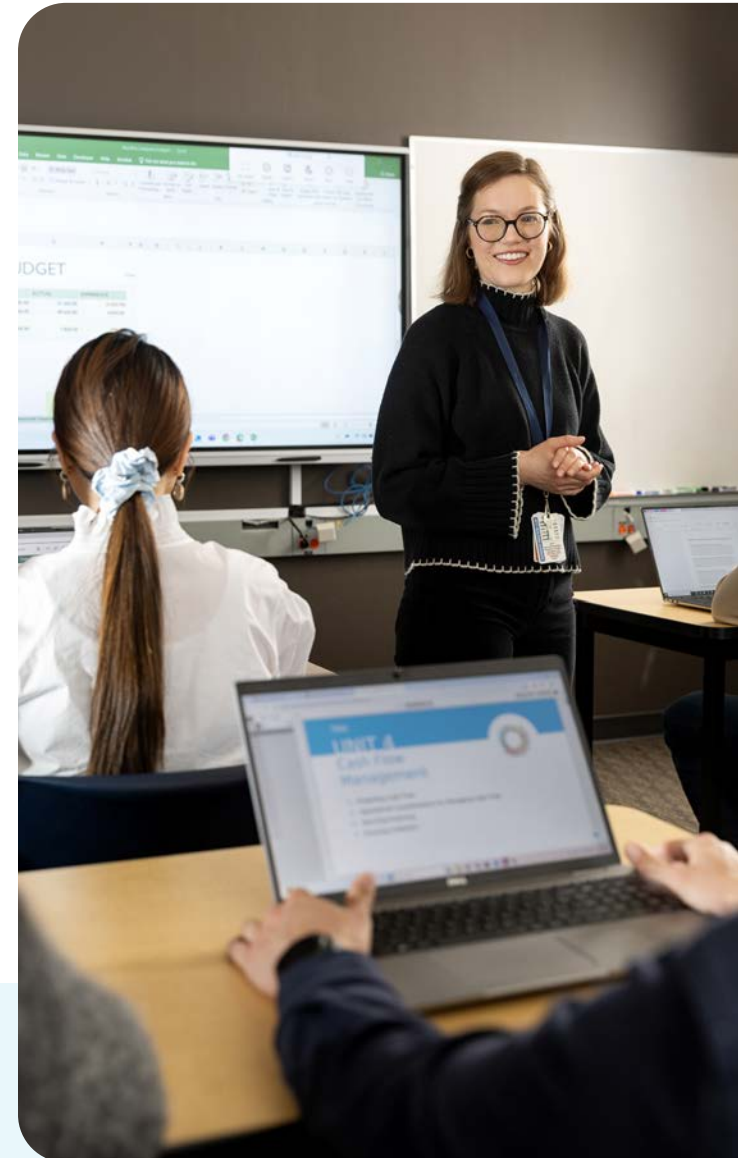
Building a standardized onboarding model that provides practical teaching resources, mentorship, and orientation for instructors new to post-secondary.

Expanding Instructional professional development

Faculty will have access to targeted professional development in areas such as assessment, digital tools, intercultural teaching, and inclusive learning design—offered in multiple formats to support varied schedules.

Supporting internal leadership

MITT will create more opportunities for instructors and academic staff to participate in decision-making and take on formal and informal leadership roles across the college.



Theme Four

Team and Organizational Structure

Fostering a respectful and inclusive workplace

We continue to embed equity, diversity and inclusion across hiring, policy and academic culture, and to recognize the needs of instructors and staff balancing industry practice, teaching, and personal commitments.

Recognizing teaching excellence

MITT will develop more formal recognition programs to celebrate innovation, mentorship, and outstanding academic contributions.

All MITT staff are required to complete anti-racism and accessibility training

Theme Four in Action: Formative Assessment Support

Led by the Centre for Learning Innovation and Institutional Effectiveness, the Formative Assessment Support Initiative is an excellent example of collaborative teamwork at MITT, across departments and schools. This initiative is embracing technology (Mentimeter) to give instructors the opportunity to provide early and ongoing feedback to their students, allowing them to adjust their delivery as needed. It can be a key driver of student success for many learners.

Organizational Key Performance Indicators (KPIs)

• Employee satisfaction

Responses to surveys measuring satisfaction, wellness, and engagement through a bi-annual HR survey

• Professional development participation

Number of instructional and support staff accessing formal training and learning opportunities

Theme Five

Sustainability

Behind every student experience is a set of systems—digital, physical, operational, and policy-based—that make academic delivery possible. At MITT, sustainability means ensuring that these systems work together to support learners, instructors, and organizational priorities today and into the future. MITT's operational model is being updated for clarity, agility, and sustainability, ensuring that our academic priorities are supported by infrastructure that keeps pace with learner and labour market needs.

Through the Enhanced Student Experience Plan consultations, learners and staff shared clear feedback: systems must be easier to navigate, communication must be more consistent, and policies must be better aligned with learner realities. They called for streamlined admissions and scheduling, more responsive services, and a stronger sense of connection to the organization.

This Academic Plan responds by committing to operational clarity, learner-centred design, and more intentional data use. Whether through digital infrastructure, academic policy, or enrolment planning, MITT is strengthening the foundation on which learner success is built.



Key Priorities

Modernizing digital infrastructure

MITT is launching a new enterprise resource planning (ERP) system, including a student information system, to serve as the digital backbone of academic operations, from application to admission to graduation and beyond.

Improving the learner lifecycle

We are redesigning processes for admissions, credentialing, and progression to reduce administrative friction and make transitions—from high school to college, or from one program to another—more seamless and learner-focused.

Aligning space with program needs

Capital planning and investments will prioritize flexible learning environments, including updated labs, digital learning tools, and student-centred spaces that reflect how and where learners engage.

Embedding sustainability in operations

Our approach integrates environmental, financial, and operational sustainability through green building practices, digital-first service delivery, and a program mix that reflects long-term labour market alignment.

Strengthening academic policy and governance

MITT is overhauling its academic policy framework by replacing outdated policies and improving clarity, transparency, and efficiency.

Enhancing enrolment planning through Strategic Enrolment Management

Strategic Enrolment Management (SEM) practices are being expanded to track learner transitions, guide program investment, and support long-term organizational sustainability. These practices directly respond to student and staff input calling for more coordinated, data-informed growth.

Organizational Key Performance Indicators (KPIs)

- **Revenue sustainability and economic impact**

Tracked through market diversification, grant funding levels, and periodic economic impact studies

- **Environmental performance**

Year-over-year energy consumption reduction

Added Metrics

- **Revenue diversity**

Number of new or expanded revenue streams developed annually

- **ERP implementation progress**

Percentage of core systems successfully launched and in use

- **Articulation and transfer agreements**

Number of formal partnerships and advisory participants



Theme Five in Action: How MITT's Quality Assurance Model is Raising the Bar

MITT's internal Quality Assurance model is more than a program review process—it's a cornerstone of institutional credibility. Because MITT is funded differently from other public colleges, our sustainability depends on building strong, self-regulating systems. Quality assurance is one of the most robust of these systems—and other post-secondary institutions have taken notice.

What sets it apart?

Annual program review cycle

Every year, every post-secondary program undergoes a structured review to ensure it remains current, relevant, and aligned with industry and student needs.

Industry-informed and student-centred

Reviews draw on labour market data, student feedback, and Program Advisory Committees insights, ensuring that every change reflects employer expectations and learner experiences.

Comprehensive new program development and major/minor program change processes

MITT's quality assurance process allows us to launch, revise, or retire programs quickly, without compromising accountability. It's a made-at-MITT approach that balances quality with innovation and ensures every program is built to serve learners and the labour market.

Renewing Academic Policy at MITT

In 2021, MITT undertook a quiet but critical transformation: rebuilding its entire academic policy framework. The Academic Policy Committee stepped forward to lead this renewal, line by line, word by word. Led by faculty, academic leaders, and student services representatives, the committee has developed a set of modernized, transparent policies that:

- Clarify academic expectations and student rights
- Improve the student experience while reducing financial barriers
- Improve consistency across programs
- Embed equity, accessibility, and student-centred language
- Support instructors transitioning from industry into teaching

The committee's work reflects MITT's broader commitment to shared governance and continuous improvement. As the policy framework continues to evolve, it provides a strong foundation for the colleges next phase of academic growth.





Pathways Forward

MITT's Academic Plan is more than a strategy. It's a shared commitment to learners, partners, and Manitoba's future. It affirms MITT's identity as a pathways college and outlines how we will continue supporting learners through programs, partnerships, policies, and people.

Every section of this plan is rooted in a shared goal: helping students navigate clear, supported learning journeys that lead to meaningful opportunities. Whether they come to us from high school, the workplace, or another life stage, MITT learners deserve an experience that meets them where they are and prepares them for what's next.

The work ahead will require continued collaboration across departments, programs, and communities. We recognize the staff, instructors, leaders, and partners who contributed to this plan and who will bring it to life in their daily work.

MITT will review progress on this plan regularly, using key indicators and stakeholder feedback to evaluate what's working, what's changing, and what's needed next. Progress against the Academic Plan will be reviewed annually and formally updated in 2027 to ensure alignment through 2030.

As an adaptable, purpose-driven college, we are prepared to adapt and remain committed to moving forward with clarity, accountability, and care.

It's your
journey



© MITT | August 2025



[@MITTCanada](#) | [MITT.ca](#)