



2024-2025

Annual Report

Annual report

Land Acknowledgement

MITT is situated on Treaty 1 land and the traditional territories of the Anishinaabe, Cree, Anisiniw, Dakota, and Dene peoples, the homeland of the Red River Métis, and the ancestral lands of the Inuit. We honour the sacredness of these lands and waters and dedicate ourselves to reconciliation and partnership today and in the future.



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President's Message



MITT is pleased to share our 2024-2025 annual report with the community. The past year has been one of both renewal and resilience at MITT. Together, we have launched initiatives that will shape our college for years to come, while also navigating significant challenges with creativity and care.

A major milestone was the release of MITT's Mid-Term Strategic Plan Update 2025-29. This is a roadmap that reaffirms our commitment to student success, accessible and industry-driven programming, and strong community partnerships. The updated plan serves as a progress report to see what's working and what needs improvement, and presents an opportunity to recalibrate in response to real-world shifts, including significant changes introduced by Immigration, Refugees and Citizenship Canada that have affected international student enrolment across post-secondary institutions.

To respond to these changes, some of our programs were temporarily paused, while others saw expanded intakes to meet evolving labour market needs. These shifts required difficult but necessary adjustments within our team and in how we deploy our resources. Through it all, our faculty and staff have demonstrated flexibility, professionalism, and a deep commitment to supporting students.

MITT saw another significant change this year. In June 2025, we proudly unveiled a new brand identity and website, providing a modern look and feel that better reflects who we are: a college that's all in on careers, built around students, and fully invested in helping them find their path. Pathways are at the heart of our new brand as we focus on opening doors to education, linking programs together, and leading students to meaningful careers. This update is more than cosmetic—both the brand and website strengthen our ability to connect with students, partners, and employers, while creating a consistent, future-focused presence across all platforms.

Clearly, change can be both exciting and challenging. Both cases have reinforced what we do best: being agile, building strong industry ties, and fostering a culture of collaboration. By making thoughtful choices today, we ensure the long-term sustainability of the college and that MITT remains a trusted pathway for learners and employers alike.

To our students, staff, Board of Governors, partners, supporters, and community: thank you for your commitment and your belief in MITT. Together, we will continue to prepare tomorrow's workforce, today.

Sincerely,

A handwritten signature in black ink that reads "Neil Cooke". The signature is fluid and cursive, with the first name "Neil" written in a larger, more prominent script than the last name "Cooke".

Neil Cooke
President and CEO

Teaching and Learning

From programs to supports to opportunities, we're always working to improve the learning experience.

Entrepreneurship and Business Innovation program introduced

MITT added an Entrepreneurship and Business Innovation certificate program for the 2024-25 academic year. The 10-month program focuses on developing occupation-specific skills, as well as employability and leadership, through technical courses. Students explore areas such as human resources, finance, development, and strategic planning to become well-rounded employees and effective business leaders.

Food Services incorporated into Culinary Arts and Design program

In August 2024, the Culinary Arts and Design program took over Food Services at MITT. This has allowed instructors to showcase student work by incorporating learning outcomes into the daily specials and baked items served at The Bridge Cafe.

Women of Steel™: Forging Forward graduates additional cohorts

Women of Steel™: Forging Forward kept the sparks flying in 2024-25, running additional cohorts with support from First Peoples Development Inc. The tuition-free program opens doors for women and non-binary individuals to break into welding and welding-related careers. 23 students—all First Nations women—graduated from these intakes.

Women Transitioning to Careers in Aerospace program continues with another intake

MITT, Manitoba Aerospace and Standard Aero partnered to deliver a microcertificate in Gas Turbine Disassembly and Assembly this year, supporting 14 women in transitioning into aerospace careers. With a class average of 96 per cent and 13 participants offered employment, the program strengthened pathways into a traditionally male-dominated field. Participants praised the supportive environment, increased confidence, and strong industry connections the program provided.



Teaching and Learning

English as a Second Language support program grows in second year

After a successful pilot in 2023-24, MITT's English as a Second Language support program continued this year. Open to all students through the English Language Institute, the program provided one-on-one sessions with experienced instructors to help with reading, writing, listening, and speaking. This year, 125 students from 12 college, high school, and Adult Learning Centre programs received support.

Students show what they've learned at Skills Manitoba and Skills Canada

MITT again welcomed several of the Skills Manitoba competitions to its campuses in April, this time hosting events in graphic design, network systems administration, web technologies, electronics, industrial mechanics, and welding.

Many of our students put their skills to the test in the Skills Manitoba competitions, making MITT proud with 15 participants medaling in their trades.

Cooking - Post-secondary

Yushi Chen – Bronze

Electrical Installations - Post-secondary

Kaleb Woods - Silver

Electronics - Post-secondary

Karson Diehl - Silver
Balkaran Singh – Bronze

Hairstyling - Post-secondary

Naomi Harder – Gold

Industrial Mechanics - Post-secondary

Owen Bennet – Gold
Ethan Kindiak - Silver
John Penner – Bronze

IT Network Systems Admin - Secondary

Daria Pinegin - Silver
Sam McBride – Bronze

IT Network Systems Admin - Post-secondary

Adam Sandler – Bronze

Web Design and Development - Post-secondary

Gurpreet Kaur – Silver

Web Technologies - Secondary

Chizara Anyanwu - Gold
Jessie Linsangan – Bronze

Welding - Post-secondary

Logan Pruden - Gold

MITT's four gold medalists at the provincial competition went on to represent Manitoba at the Skills Canada competition in Regina at the end of May. Chizara Anyanwu, a Grade 11 student from the Software Developer stream of MITT's Pembina Trails Early College program, won bronze in the Secondary Web Technologies competition.



Alumnus wins welding Apprenticeship Highest Achievement Award

In May, the Manitoba government celebrated excellence in skilled trades at the 33rd annual Apprenticeship Highest Achievement Awards. Thirty-six newly certified journeypersons were recognized as the top graduates in their trades, and MITT alumnus Natalie Bacon took home the award for welding.

Adult Learning Centres grow enrolment, offerings, and pathways

Enrolment at MITT's Adult Learning Centres saw record growth of 37 per cent in 2024-25, as well as the highest graduation rate to date, which rose 18 per cent. Online course offerings also expanded and quickly required waitlists.

Adult Learning Centres are designed to help students unlock new opportunities, and our grads are proving that to be true. The Applied Family Studies course saw 8 of 10 students receive immediate job offers, reinforcing its value as a pathway to Early Childhood Education. Two other grads entered MITT's Carpentry program in January, and upon graduation, immediately found full-time employment in their field.



Student Experience

MITT puts the student experience first, with more hands-on learning, more meaningful connections, and more recognition of our diversity.

Recruitment efforts give students hands-on experiences

Open House

MITT's annual Open House, held on February 20, saw over 515 people attend our Henlow, Fultz, and Pembina campuses to learn about our programs. As always, the event was made possible by over 100 staff members who helped welcome guests, showcase the college, and give students an up-close look at programs and offerings.



Young Women in Trades and Technology Conferences

The Young Women in Trades Conference brought 50 Grade 9 and 10 students from high schools across the city to MITT in November to hear about women's journeys in trades, and participate in hands-on activities in carpentry, welding, and electrical applications.

In March, 42 high school girls attended the Skills Manitoba Young Women in Technology Conference at MITT. The girls explored cybersecurity, software development, and network and systems administration by decoding their way through a virtual escape room, learning about binary code through bracelet-making, and taking apart computer towers.

Future Explorations

MITT welcomed over 250 students from five high schools in the Pembina Trails School Division for the Future Explorations event to explore options for technical training at MITT through our partnership program.

College application fees waived

Starting in February and continuing throughout the summer, all application fees for college programs were waived to encourage more applications and increase accessibility for those looking to start their careers or take them in a new direction.

Students get valuable career connections and preparation

Students from across MITT's college programs capitalized on career and employment service support to help them launch their futures. Over 370 students joined resume critiquing events, 340 participated in practice interviews, and more than 330 accessed 1:1 career planning.

Students also connected with potential employers. In 2024-25, more than 1,000 students networked with 75 Manitoba employers through four career fairs: Health Care, Post-Graduate, Pharmacy Technician, and MITT's General Career Fair.

Another opportunity to meet with local organizations came through the annual Volunteer Fair in October. The event, sponsored by Volunteer Manitoba, saw hundreds of students engage with 16 different volunteer organizations.



Student Experience

President's Student Advisory Committee created

This year, MITT launched the President's Student Advisory Committee to further engage students in shaping the college experience. Acting as both advisors and a focus group for the president, the committee ensures students have a seat at the table. Ten students joined the inaugural group to advise on a range of topics, including academic policies, student support, campus activities, and engagement in college decision-making.

Continuing our Reconciliation journey through Indigenous initiatives

Truth and Reconciliation Week

MITT once again honoured Truth and Reconciliation Week with several events including a tipi raising and student barbeque, Orange Shirt Day, and a presentation from Kevin Chief, where he shared poignant stories of resiliency and reconciliation from an Indigenous point of view.

Indigenous events

Students and staff had many opportunities to learn about Indigenous culture throughout the year. The Indigenous Initiatives team partnered with Indigenuity – The Art of Heather Endall, who provided a step-by-step painting workshop in December, where staff created a Winter Solstice work of art. A Winter Solstice Feast was also held for all students and staff at Henlow Campus in December, complete with traditional Indigenous foods and a teaching circle led by Knowledge Keeper Lori Hart. For Red Dress Day in May, all were invited to create a beaded or fabric red dress pin at the Aazhogan Indigenous Centre and write the name of an MMIWG2S they might know or have heard of in the news on red dress cutouts displayed around our campuses.

Pow Wow

Celebration of our Indigenous students once again took over Henlow Campus at our annual Pow Wow in April. The event engaged both our MITT community and the broader community, as The Deltas were filled with drumming and dancing, while the Student Success Centre was packed with Indigenous vendors selling a variety of goods.



Colourful float highlights Pride Parade participation

MITT was well-represented at Winnipeg's Pride Parade on June 1 thanks to many people who showed up to walk in the parade alongside our flower-filled float, created by our Pride committee and volunteers.

Culinary and welding students showcase skills at State of the Province luncheon

MITT students again played a big role at the Winnipeg Chamber of Commerce State of the Province luncheon in December. Twenty students from our post-secondary and high school Culinary programs got hands-on experience in a high-pressure meal preparation environment by participating in cooking and plating tasks with the RBC Convention Centre Winnipeg team.

High school welding students also contributed by creating a custom fire pit for a prize. Instructor Ryan Koltalo created the design for a Seven Sacred Teachings fire pit, and had the students weld the fire pit and cut the animal symbols.

Human Resource and Leadership Development Acquaintance Night

Several students from the Human Resource and Leadership Development post-graduate diploma program organized and hosted an Acquaintance Night with the help of MITT and support from the Chartered Professionals in Human Resources. The evening provided an opportunity for students to network with HR professionals and featured a presentation by Jane Helbrecht, founder of Uplift Engagement.

Students join North Forge RampUp Weekend

Five MITT students attended this year's North Forge RampUp Weekend, an intense, hands-on event where aspiring entrepreneurs and innovators come together to develop startup ideas from concept to a business plan. Over three days, participants form teams, build and pitch a product, service, or solution to a panel of judges for the chance to win \$10,000 towards their business idea. Three of the MITT students stepped into the spotlight to present their concepts to an audience of over 350 attendees.



Student Experience



MITT participates in In Motion & Momentum+ program

In 2024–25, MITT joined the In Motion & Momentum+ program, created by the Canadian Career Development Foundation to support youth ages 18 to 29 who've been out of school and work for at least six months, helping them reconnect with their potential and take charge of what comes next. Over 10 weeks, six participants explored their strengths, skills, and values—building goals and charting their own future paths. Students in the program gave back by collecting food for the MITT Food Supports Program and clothing for Main Street Project.

Convocation

MITT hosted convocation ceremonies in October 2024 and June 2025 for over 1,200 college, high school, Industry Training and Continuing Education, and Adult Learning Centre graduates. Congratulations to our graduates.



2025 Alumni Survey Highlights

Nearly one in three graduates from 2023–24 participated in the Alumni Satisfaction and Employment Survey, and their feedback was clear: MITT creates a supportive student experience with excellent outcomes after graduation.

- > **93 per cent** of alumni are satisfied with their overall educational experience
- > **93 per cent** of alumni are satisfied with the quality of teaching in their program
- > **90 per cent** of alumni seeking work are employed. Of those:
 - **84 per cent** have permanent employment
 - **70 per cent** have employment in their field of study
 - **90 per cent** found employment within five months of graduation
 - **88 per cent** said that the education and training they received at MITT was very helpful in getting their current job
- > **For 65 per cent** of respondents, MITT was the first post-secondary program taken



Relationships and Partnerships

Partnerships were strengthened across industry, government, community, and education to open doors that help students thrive now and in the future.

Providing career pathways through job opportunities

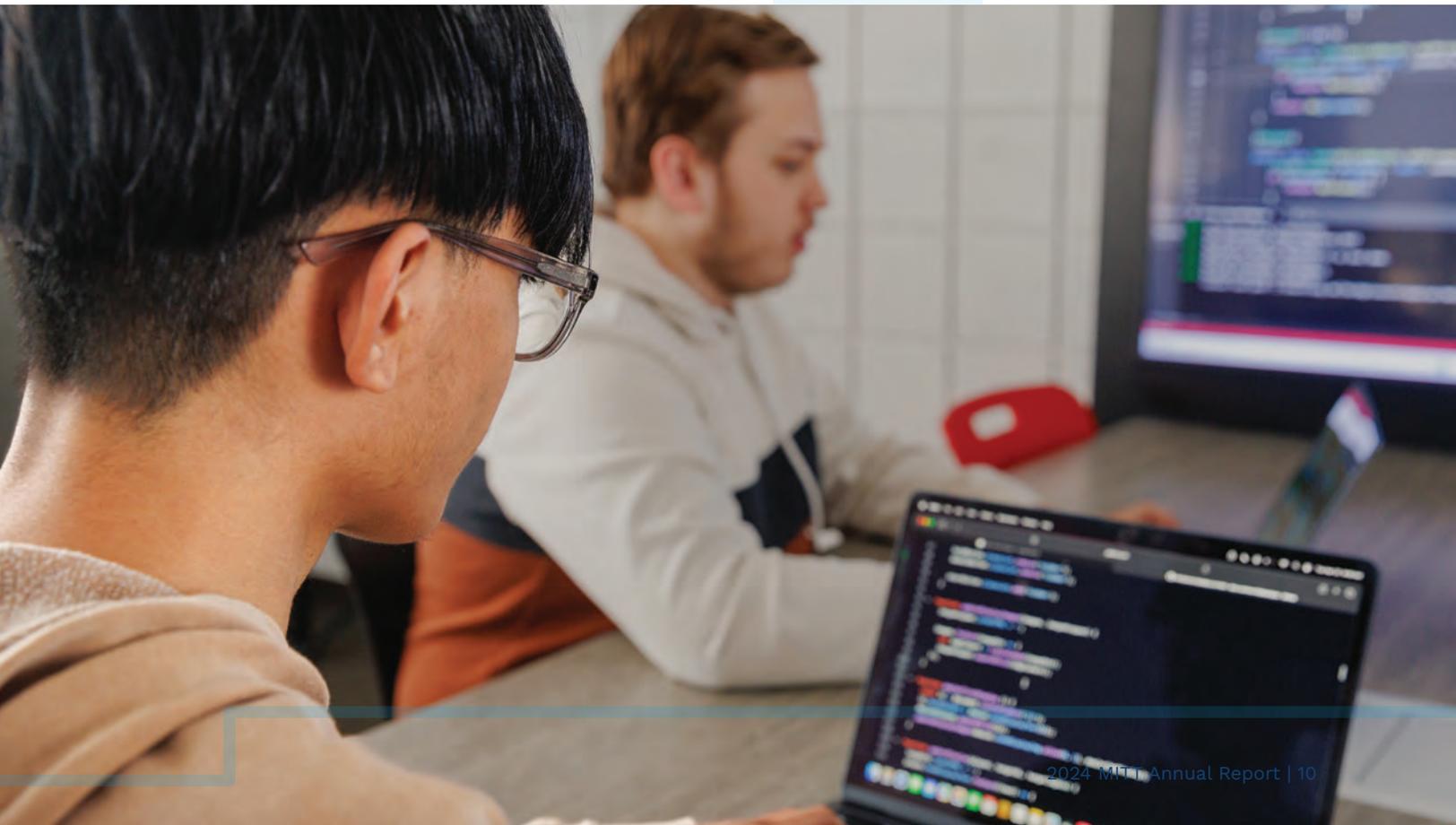
Students gained more pathways to meaningful careers as our industry connections grew this year—147 individuals from a variety of companies joined our Work Connections job board and shared nearly 300 job postings with our students.

Partnership formed for Morden Network and Systems Administrator program

In March, MITT announced a partnership with the City of Morden and Morden Community Development Corporation to launch its Network and Systems Administrator program in the southern Manitoba city in Fall 2025. The program aims to fill a regional need for more IT professionals in local businesses and focuses on keeping talent in the Pembina Valley region by training students in Morden and providing them with work placement opportunities in the area.

University of Fredericton articulation agreement

MITT graduates from applied business programs now have a pathway to a fully online university degree through a new partnership with the University of Fredericton. The agreement provides career advancement opportunities by letting eligible students transfer existing credits from their program into the University of Fredericton's Bachelor of Business Administration program.



Relationships and Partnerships



Industry training initiatives

MITT partnered with several organizations to deliver customized industry training for their employees in 2024-25. This included:

- > Hands-on welding training designed to strengthen technical skills and improve quality standards at Piney Manufacturing.
- > Customized training to enhance technical writing skills at TREK Geotechnical.
- > A front-of-house customer service workshop for Sugar Blooms and Cakes.
- > A workshop for Primary Care Assistants at Centre de santé Saint-Boniface with training in empathy, active listening, and conflict resolution.



Manitoba Construction Sector Council partnership delivers English and skills training

English for Construction Purposes course

The English for Construction Purposes course, created by the Manitoba Construction Sector Council in 2023-24 with MITT and other partners, remained in high demand this year, with every class full and waitlists growing.

Pre-Employment for Refugee Claimants English program

The English Language Centre piloted a provincially funded Pre-Employment for Refugee Claimants English program through an informal partnership with the Manitoba Construction Sector Council. The program equipped 45 participants with the language skills necessary to enter the workforce, with many securing jobs in the manufacturing sector. Demand was overwhelming, with nearly 250 additional applicants on the waitlist.

Training in the community

MITT also teamed up with Manitoba Construction Sector Council to bring skills training directly to communities. Five intakes of a Framing microcredential ran in Winnipeg, St. Theresa Point, God's Lake Narrows, and Opaskwayak Cree Nation, with 39 graduates completing the program. In Sagkeeng First Nation, 12 participants gained in-demand skills through a Water and Waste Pipe Installer microcertificate.



REEL Careers with Film Training Manitoba Event

In March, Film Training Manitoba sponsored a dynamic career panel titled “REEL Careers: Trades of Film” at MITT’s Henlow Campus. The event brought together nearly 100 students from our Administrative Assistant, Hairstyling, Electrical Applications, and Carpentry programs for a panel discussion that highlighted the diverse ways students’ skill sets can be applied in the film sector.

Hosting government leaders and partners

MITT welcomed a steady stream of visitors to campus this year, including federal and provincial elected officials who joined us for meetings, tours, and events. Our campuses also served as gathering places for partners hosting a Manitoba Chambers of Commerce meeting, the Manitoba Council for International Education’s annual conference, and the Canadian Culinary Federation Winnipeg Branch’s general meeting.

Alumni and Donor Relations office established

This year, MITT established an Alumni and Donor Relations office to deepen connections with those who share our commitment to student success. Efforts have focused on building a foundation that will better connect MITT to our supporters and alumni.

Student Awards program continues to grow

MITT’s student awards program now offers 25 scholarships, bursaries, and awards that break down financial barriers and celebrate student achievement. Thanks to the generosity of donors, seven new awards were added this year—including the Staff-Driven Student Resiliency Bursary, created by MITT faculty and staff to support students facing personal or financial challenges, and a new Early Childhood Education Scholarship, which provided \$1,000 each to 25 students to help them stay on track in their studies.

Team and Organizational Culture

From wellness programs to equity and inclusion initiatives, MITT put its people first—recognizing and celebrating the amazing work of our staff along the way.

Staff Development Conference: Empowering Diversity and Inclusion

On October 24, MITT employees gathered for a Staff Development Conference themed Empowering Diversity: Cultivating Equity and Inclusion. From Chief Cadmus Delorme’s powerful call to action on Truth and Reconciliation to Dr. Lionel Laroche’s insights on cross-cultural communication, the day was packed with learning. Breakout sessions dove into unconscious bias, universal design, digital accessibility, and psychological safety to give staff tools and knowledge on numerous topics aimed at building an inclusive workplace.

Anti-Racism Action Plan and Training

MITT continued to prioritize equity and inclusion in 2024–25 with the development of an Anti-Racism Action Plan. Rooted in our Academic Plan values—student-focused, industry-driven, employee-centred, and grounded in respect—we’re building a learning environment that’s inclusive, supportive, and career-ready. To back it up, all staff began mandatory training in anti-racism, cultural awareness, and inclusive practices, ensuring our whole community is equipped to live these values every day.

Instructional staff trained on Mentimeter

Our instructors levelled up with training on Mentimeter—a real-time engagement tool designed for formative assessment in the classroom that sparks feedback, drives early intervention, and boosts student success.

Wellness at MITT

MITT’s Wellness Committee guided staff in prioritizing their health this year. Staff had the opportunity to run in the Manitoba Marathon relay and join in a virtual walk challenge, where participants logged seven million steps (enough to trek from St. John’s, Newfoundland to Winnipeg). A Financial Wellness and Goal-Setting Workshop was also made available, and a campus-wide wellness survey gathered employee feedback on workplace wellness efforts.

Employee appreciation and recognition

At the end of June, MITT staff came together for the annual Staff Appreciation and Milestone event, celebrating years of service and retirements. This year’s festivities added a sweet twist: the launch of MITT’s new brand, complete with branded swag for staff and ice cream sundaes for everyone to enjoy.



Sustainability

Strategic Plan

MITT developed a Mid-Term Strategic Plan Update 2025-2029, an update to our 2022-2027 Strategic Plan. The update was to respond to the rapidly changing Canadian college landscape, introduce our evolving MITT brand, strengthen accountability and transparency, and reaffirm our commitment to accessible, industry-connected education that is responsive, innovative, inclusive, and future-focused.

MITT launched new brand and website

At the end of June, MITT launched a new brand and website for the college. The change wasn't just about a fresh look, but about creating a sharper, clearer expression of who MITT has always been: a college that's all in on careers, built around students, and fully invested in helping them build the life they want. The bridge logo and green primary colour made way for navy blue and a new logo featuring a pathway weaving between MITT's letters. This pathway represents the student journey—sometimes smooth, sometimes winding, and always in motion. The new website was the first platform to showcase the new brand as well as improved digital accessibility and an enhanced user experience for students exploring MITT's educational offerings.



MITT employees give back to students and community

MITT's Charitable Giving Committee once again ran two staff fundraising 50/50 draws to support the Staff-Driven Student Resiliency Bursary for MITT students. This year, those draws raised a combined \$2,422.

English Language Centre funding renewed

MITT's English Language Centre secured renewed federal funding through 2028, ensuring continued delivery of Language Instruction for Newcomers to Canada programs. This includes unique support programs, such as the Mom and Baby Class and remote Parent and Child Classes, which increase access to English education.

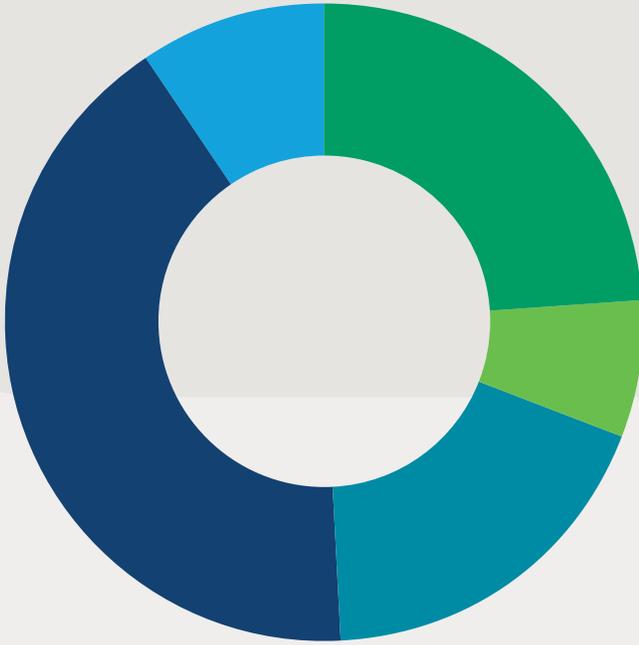
Automotive shop floor update

Construction work began in April 2025 to restore the post-secondary automotive shop's concrete floor at Henlow Campus. This work will ensure that students in the Automotive Service Technology program have access to a high-quality learning facility for many years to come.

Greening Activities

The Maintenance team continues to replace older lighting systems with LED panels in MITT buildings. To date, over 500 lights have been converted to LED panels, which can reduce energy use by 40 per cent, while also lasting longer and reducing maintenance time. Upgraded thermostats and new sensors are also boosting HVAC performance by cutting energy use while making spaces more comfortable for everyone. Aging HVAC equipment, hot water tanks, and electrical distribution systems have also been replaced where practical to provide more energy-efficient equipment.

Enrolment



Adult Learning Centres 1125

English Language Training: EAP and ESL 318

Industry Training and Continuing Education 855

Post-Secondary Programs 1929

Secondary Programs 436

Total Students
4663

MITT'S FIVE-YEAR GRADUATION* RATE IS

87%

Based on a rolling average graduation rate from 2019-20 to 2023-24.

*Graduation: Students in post-secondary programs who graduated in the academic year they enrolled or later.



It's your
journey



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