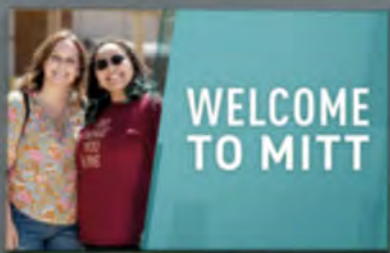




MANITOBA INSTITUTE OF
TRADES & TECHNOLOGY



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2022 YEAR IN 2023 REVIEW



MITT acknowledges that it is on Treaty 1 territory and the traditional territory of Anishinaabeg, Cree, Dene, and Dakota Peoples and the homeland of the Métis Nation.

YEAR IN REVIEW

EXECUTIVE COUNCIL MESSAGE

We are pleased to present the Manitoba Institute of Trades and Technology's (MITT) 2022-2023 annual report, encapsulating a year marked by substantial growth, meaningful partnerships, and significant strides in development and inclusion.

In December 2022, we bid a fond farewell to our outgoing President and CEO, Ray Karasevich, a remarkable advocate and ambassador for MITT. We embraced a rotational leadership model amongst our executive team, Neil Cooke, Bev Stuart, Jana Thorsteinson, and Jennifer Lumb, from January to June, which has ushered in a new era of collaborative leadership.

Our campuses were busy this year, filled with visitors and students alike. We welcomed numerous influential figures from business, government, and the community throughout the year. We take pride in the successful transition of bringing students back to predominantly in-person learning, providing experiential practicum and work-integrated learning opportunities across our various programs.

We achieved a significant milestone in promoting inclusivity and celebrating diversity with the Tipi Raising and Teachings event, followed by our first-ever Pow Wow. These events exemplify our dedication to reconciliation and cultivating a safe and welcoming environment for all of our learners.

In February 2023, we were honoured to receive the most substantial provincial funding increase since our college's inception. We appreciate the support of the provincial government and the federal and provincial ministers and elected representatives for their valuable contributions to MITT's sustained growth and development.

At the core of MITT's operations lies an enduring commitment to excellence in technical-vocational education and training. Our steadfast commitment to providing industry-driven, student-focused learning experiences continued to empower our students, equipping them with the tools for success in their future endeavours.

We extend our deepest appreciation to the faculty, staff, and administration whose unwavering dedication and commitment to excellence continue to elevate MITT as a leading institution and employer of choice.

Finally, we extend our heartfelt gratitude to all our partners, stakeholders, and supporters for their steadfast commitment and invaluable contributions to MITT's journey. Together, we eagerly anticipate a future characterized by innovative achievements and continued success.

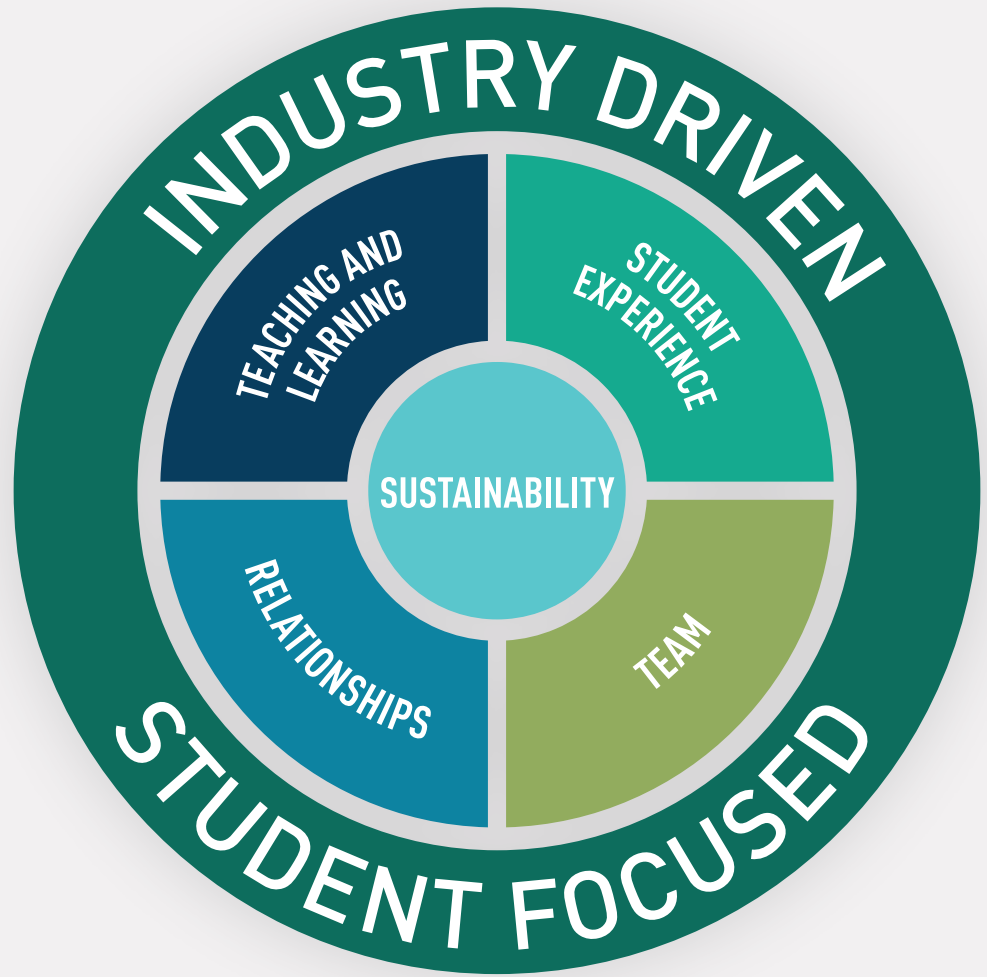
Sincerely,

Neil Cooke
President and CEO

Beverlie Stuart
Vice-President, Business and Organizational Development

Jana Thorsteinson
Vice-President, External and Corporate Affairs

Jennifer Lumb
Vice-President, Finance and Campus Services



STRATEGIC COMPASS

The strategic compass concept provides guidance to our learning community about what drives MITT as an institution. At the centre is sustainability, the enabler and driver of everything we do, surrounded by MITT’s strategic themes: Teaching and Learning, Student Experience, Team, and Relationships.

Two core principles continued to guide these activities: industry-driven and student-focused.

TEACHING AND LEARNING

MITT introduced significant changes to the structure of its programs and academic administration to modernize the learning experience and provide better support for students.

ACADEMIC PLAN LAUNCHES

Creating excellence. Building Futures. In 2022-23, MITT launched its Academic Plan for the next five years. The plan lays out four priorities: Our Programs, Our People, Our Place, and Our Processes and will focus on:

- providing an exceptional learner experience that recognizes the changing needs of our learners and the diversity of our learner population;
- recognizing MITT's role in promoting and advocating for the needs of the Indigenous population; and
- responding to existing and emerging industry needs.



ACADEMIC RE-ORGANIZES UNDER TWO SCHOOLS

This year, we re-organized our post-secondary programs into two schools:

- School of ICT, Technology and Trades
- School of Health, Hospitality, Human Services and Post-Graduate Studies

The change was implemented to better support programs, provide more immediate access to administrative support and decision-making, and position MITT for growth. As part of this change, we welcomed Curtis Aab as the new Dean of Health, Hospitality, Human Services and Post-Graduate Studies. Frank Gallo continues as the Dean of ICT, Technology and Trades.

TRANSITIONING TO SEMESTER-BASED LEARNING

In 2022-23, MITT began transitioning to a new semester-based program structure. This change allows us to harmonize with the credit hour systems in other higher education institutions, enhancing the potential for students to transfer their credits seamlessly. The Centre for Learning and Innovation worked with six programs to re-develop the program resources, assessments, evaluations, and schedules to transition to the new model. As a result, students will have 24/7 access to resources.

GOVERNMENT FUNDING SUPPORTS ACCESS TO LEARNING AND PROGRAM EXPANSION

More Early Childhood Education Seats

With the announcement of government support to train more early childhood educators, MITT added 12 Early Childhood Education training seats for Fall 2023, with additional expansion planned. These seats are funded through the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement, which aims to hire 2,500 more child care educators and create 23,000 more child care spots in Manitoba.

Women in Steel™: Forging Forward

In partnership with the Canadian Welding Bureau Foundation, MITT's Industry Training and Continuing Education (ITCE) department delivered a tuition-free welding program geared to attracting more women to the field. The 16-week Women of Steel™: Forging Forward program encourages those identifying as women to choose careers in welding and welding-related industries through virtual and hands-on learning opportunities. Following a series of television and radio interviews about the program, demand for the 15 spaces was so strong that a waitlist was created for more than 300 interested candidates. Two micro-certificates were developed for this program, which will also be available for use in future projects and continuing education offerings.

More English Language Training

In late 2022, MITT's English Language Centre added four new classes: a part-time remote class, two part-time evening classes at Erin Campus, and a full-time Stage 2 daytime class at Scurfield Campus.



PHARMACY TECHNICIAN PROGRAM RECEIVES ACCREDITATION

The Canadian Council for Accreditation of Pharmacy Programs (CCAPP) has accredited the Pharmacy Technician Diploma program following provisional accreditation during the Year 1 and Year 2 curriculum roll-out phase. Currently, MITT is the only accredited college in Manitoba.

This status is vital for students. Graduating from an accredited institution is the first step to becoming listed as a pharmacy technician with the College of Pharmacists of Manitoba, which graduates must do within three years of graduation to be able to practice in Manitoba. The five-and-a-half-year CCAPP accreditation comes following a significant rebuild of the Pharmacy Technician program, which moved from a ten-month certificate to its current two-year diploma state.

LANDMARK CHANGES FOR THE NETWORK AND SYSTEMS ADMINISTRATOR PROGRAM

2022-23 marks a landmark change for the Network and Systems Administrator (NSA) program. Initially running as a certificate program, NSA has been redesigned into two streams launching in Fall 2023 – a diploma credential that includes a work practicum and an advanced certificate program, a first for MITT.

MANITOBA TOURISM EDUCATION COUNCIL PARTNERSHIP ENTERS YEAR TWO

MITT’s partnership with the Manitoba Tourism Education Council moved into its second year. Responding to labour shortages, demand for the Client Service Specialist and Sales and Event Coordinator certificate programs continued to exceed capacity. These two programs create a much-needed talent pipeline for the hotel, hospitality, and retail sales industries.

INCORPORATING INDIGENOUS TEACHING, TRUTH AND RECONCILIATION INTO MITT STUDENT AND STAFF LIFE

Indigenous Initiatives welcomes Knowledge Keeper Lori Hart

MITT was proud to welcome an Indigenous Knowledge Keeper to our team this year. Located in the Aazhogan Indigenous Centre, Lori Hart provides staff and students support, guidance, and cultural knowledge.

Lori Hart is originally from Norway House Cree Nation and has called Winnipeg home for more than 20 years. She retired from teaching in the public school system after 30 years and many different roles. Lori continues to spend her time helping young people. She is a pipe carrier and fluent Cree speaker. Lori is happy and humbled to share the teachings she has learned on her walk thus far.



Manitoba Collaborative Indigenous Education BluePrint

On Friday, April 14, MITT joined fellow public post-secondary institutions, the Province of Manitoba, and the Manitoba First Nations Education Resource Centre (MFNERC) in signing the 2nd Manitoba Collaborative Indigenous Education Blueprint. Signing the Blueprint means a shared commitment to “making excellence in Indigenous education a priority in our province.” It is also a commitment to continue to work on recruiting Indigenous students into post-secondary education, support retention efforts, and embed Indigenous content into curriculum.

ADULT LEARNING CENTRES

This year, MITT Adult Learning Centres (ALCs) continued to expand the career supports offered to students with the goal of connecting them with career and post-secondary pathways. The ALCs held their first post-secondary fair with representatives from 20 organizations, including Neeginan College and various Manitoba post-secondary institutions. Manitoba Student Aid and Apprenticeship Manitoba were on hand to discuss financial support options.

College and Career clubs were also launched at most of the ALC locations, giving students more opportunities to explore various career pathways.

ENGLISH LANGUAGE STUDENTS GAIN MANITOBA AMBASSADOR CERTIFICATION

MITT celebrated the first group of graduates from the new Manitoba Ambassador Program. Offered through a partnership between the Manitoba Tourism Education College (MTEC) and the MITT English Language Institute (ELI), the program builds on similar MTEC programs while incorporating socio-cultural activities provided by ELI. Students participated in several outings as part of their program, which provided them with an opportunity to practice their listening and speaking skills while they learned more about the province’s rich culture. To complete the Manitoba Ambassador certification, students attended a seminar at MTEC. They participated in various tourism experiences, including a walking tour of Winnipeg’s Exchange District, exploring St. Boniface, and venturing on a guided tour of Gimli, MB.



CELEBRATING INTERNATIONAL WOMEN’S DAY WITH STUDENTS AND STAFF

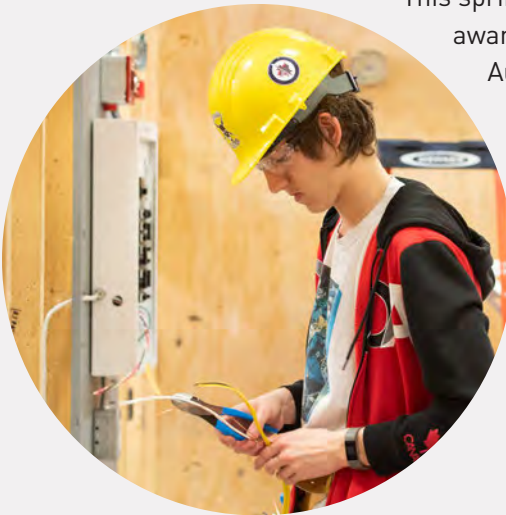
On March 8, in celebration of International Women’s Day, we hosted a Women of MITT Panel Discussion featuring four members of our staff:

- Phyllis Crow, Teacher, MITT Adult Learning Centres
- Celia Vielfaure, Manager, Domestic Recruitment and Career and Employment Services
- Romalie Manalang, Career Development Services Officer
- Grace Leduc, Senior Student Advisor/Learning Specialist

These panellists openly shared their journey on embracing equity, the women who inspired them, and how they integrate this into their work with students.



STUDENT SUCCESSES



This spring, the **Motor Vehicle Industry of Manitoba Scholarship Fund** awarded scholarships to three MITT students: post-secondary Automotive Service Technician students Meaghan Flynn and Gabrielle Ragos and high school Automotive Service Technician student Mitsy Mathews.

MITT’s Ben Kaganovits, A Pembina Trails Early College (PTEC) student, earned a \$30,000 **Amazon Canada Future Engineer scholarship** and a paid internship at Amazon after his first year of university.

MITT hosted 16 **Skills Manitoba** competitions on campus for secondary and post-secondary students. With the last-minute addition of many new events at our site, MITT staff jumped in to help make these competitions possible as they welcomed hundreds of additional competitors, coaches and judges to our Henlow and Fultz campuses.

Congratulations to our competitors who took on a new challenge and participated in Skills Manitoba. Their effort and determination were evident throughout the competition.

Medalists

Electronics

- Rogan Crowhurst – Gold
- Logan Fingas – Silver
- Sean Rohne – Bronze

Hairstyling Post-Secondary

- Beatrice Odusose – Gold
- Amanjot Kaur – Bronze

Hairstyling High School

- Emma Cartwright – Silver
- Maria Mora – Bronze

Electrical Applications

- Kenny Nguyen – Silver
- Justin Smokal – Bronze

Network Systems Administration

- Tristan Slonowski – Gold
- Chand Besner-Hudson – Bronze

Web Technologies High School

- Sunjae (Liam) Lee – Silver
- Brett Bowley – Bronze

Web Technologies Post-Secondary

- Matthew Banuag – Silver

Millwright

- Cameron Sumka – Gold
- Alex Mueller – Silver
- John Frykas – Bronze



MITT’s three Skills Manitoba gold medalists moved on to represent the province at **Skills Canada**, which took place in Winnipeg this year. MITT’s Tristan Slonowski won gold in Network and Systems Administration.

STUDENT EXPERIENCE

In 2022-23, MITT's focus on student experience led to increased opportunities for connections, community and celebrating student success.

VIRTUAL AND IN-PERSON OPEN HOUSES AND TOURS PROVIDED EASY ACCESS FOR STUDENTS



This year, MITT embraced the opportunity to meet prospective students where they were most comfortable – online or in person. With an in-person Open House at our Henlow, Pembina and Fultz campuses and virtual open house events for domestic and international audiences, prospective students and their families had many opportunities to learn about the college, programs, and support services.

During Career Month in November, Career and Employment Services (CES) connected students with employers and alumni. The team re-introduced the Career Fair, with more than 75 employers taking the opportunity to speak with students at our Henlow and Pembina campuses. CES also connected with alumni

through the Career on Wheels program, where they visited alumni in their workplaces and highlighted their career paths through our social media channels.

MITT CONTINUES TO STRENGTHEN RECRUITMENT EFFORTS

This year, MITT prioritized reaching a diverse audience within Manitoba and internationally. We've continued streamlining agent processes to enhance working relationships and ensure successful recruitment efforts. We now have established in-country recruitment representatives in India, East Asia, Southeast Asia, Latin America and Africa, leading to increased brand awareness and exponential growth in inquiries.

Returning to in-person recruitment events in domestic and international markets has seen greater connections with prospective students. International recruitment staff were in Brazil, Colombia, Ghana, Nigeria, South Korea, and Thailand. Within Manitoba, our team participated in events including Skills Manitoba, Skills Canada, high school career fairs and more, connecting with thousands of students.

WOMEN IN TRADES AND TECHNOLOGY

This was the biggest year yet for MITT's Women in Trades and Technology (WITT) group, with more than 30 students meeting regularly to share and learn from each other's experiences. MITT was pleased to host the Skills Manitoba Young Women's Conference in November, promoting careers in the trades.



Explore Cyber Security – Youth Competition

Marking Cybersecurity Awareness Month, MITT hosted 16 high school students who, with mentorship from nine PTEC students, participated in a day-long hackathon. The competitors learned to harden a system against cyber-attacks by identifying an existing threat. To cap off the day, the students competed against each other in teams in a simulated threat where they put their new skills to work, protecting a system from being hacked.

Culinary Arts and Design students prep for State of the Province



In December, members of the business community gathered at the RBC Convention Centre for the State of the Province luncheon. MITT Culinary Arts and Design students were recognized on-stage for their special role in the luncheon, where they worked behind the scenes with Convention Centre staff to help prepare the meal for the event.

Preparation began the day before and continued until service time. Students worked in the kitchen alongside staff, gaining valuable hands-on experience in one of the highest-pressure situations imaginable – creating uniform dishes for more than 1,000 people.

World University Service of Canada



MITT's World University Service of Canada (WUSC) association welcomed two refugee students this past year. Both students — one from Afghanistan and one from Syria — completed the English for Academic Purposes (EAP) program and will start their post-secondary programs in September in the Early Childhood Education and Software Developer programs.



MITT hosts inaugural Pow Wow honouring Indigenous graduates

In April, the first-ever MITT Pow Wow took place at Henlow Campus, and the response from the community, students and staff exceeded all expectations. The Deltas were bursting as we embraced the opportunity to celebrate the achievements and journey of our Indigenous graduates and collectively enjoy the drumming, traditional dancing, and amazing crafters and vendors. We were humbled by the way the community supported this event.

Recognizing our Indigenous graduates and providing our community with the opportunity to experience a traditional celebration was an important milestone for our organization as we grow our Indigenous initiatives and supports and expand our understanding of the communities that make up MITT.

CONVOCATION

MITT hosted four convocation ceremonies in late June for nearly 1,000 post-secondary, high school, and Adult Learning Centre graduates who crossed the stage. Congratulations to our graduates!

Governor General’s Award

MITT High School student Nathan Herms was awarded the Governor General Award for the highest academic GPA in his graduating class.



MITT Award for Excellence – Top Post-Secondary Student

Ashley Puhach received the MITT Award for Excellence – Top Post-Secondary Student for the highest grades across all post-secondary students.



ALUMNI SURVEY

This year’s Alumni Satisfaction and Employment Survey had strong results for both student satisfaction and employment outcomes:

- 91 per cent of MITT alumni are satisfied with their overall educational experience
- 93 per cent of MITT alumni are satisfied with the quality of teaching in their program
- 87 per cent of MITT alumni are employed, of those:
 - 87 per cent have permanent employment
 - 89 per cent found employment within five months of graduation
 - 88 per cent said the education and training they received at MITT was very helpful in getting their current job

RELATIONSHIPS

In 2022-23, MITT focused on building strong partnerships with industry, government, community, and educational organizations and optimizing opportunities to connect face-to-face with potential students and diverse audiences.

ENGAGING BUSINESS LEADERS / PARTNERSHIPS

Royal Aviation Museum

MITT partnered with the Royal Aviation Museum of Western Canada to help the museum encourage students to explore careers in aviation and aerospace. Together, we are identifying opportunities to distribute career-related information to the many secondary students who visit the museum.

Canada Goose Partnership

MITT’s English Language Centre signed a one-year agreement with Canada Goose to provide their sewing machine operators with English at work. The 11-week program was offered to four groups of employees throughout the year, rotating between Canada Goose’s Winnipeg facilities.

DSFM Partnership

This year, MITT’s partnership with Division scolaire franco-manitobaine (DSFM) saw 16 groups of more than 256 students from several urban and rural schools complete Trades Exploration courses.

MITT CONTINUES TO STRENGTHEN PARTNERSHIPS

Centre for Aboriginal Human Resource Development (CAHRD)

The Centre for Aboriginal Human Resource Development’s (CAHRD) Kevin Chief and MITT’s Ray Karasevich formalized a strong collaboration and a progressive approach to teaching, learning, and curriculum while increasing support for Indigenous learners. The pivotal Memorandum of Understanding (MOU) signaled a renewed and ongoing commitment to economic development opportunities and prosperity for Indigenous people in Winnipeg. This MOU will increase support for Indigenous learners by providing new opportunities for post-secondary education and building capacity for on-demand, industry-focused credentialed training.





North Forge Technology Exchange

MITT and North Forge Technology Exchange signed a memorandum of understanding (MOU) formalizing a working partnership and a progressive approach to nurturing the next generation of leading entrepreneurs and innovators in Manitoba. MITT’s partnership with North Forge offers exciting opportunities for students to access mentorship and resources and build on the employability skills in all of our programs.

Additionally, MITT will collaborate with North Forge on their Women’s Innovation Lab (WiLab) initiative to encourage more women in skilled trades, technology, manufacturing and entrepreneurship.

BUSY YEAR FOR INDUSTRY TRAINING AND CONTINUING EDUCATION

In 2022-23, more than 400 students earned certificates through training partnerships. Instructors delivered micro-credential training to more than 100 students and helped develop courses for numerous more. One new micro-credential developed this year was Insurance Broker Fundamentals for the Insurance Brokers Association of Manitoba. In 2024, MITT will offer an Entrepreneurship and Business Innovation certificate through its partnership with the Manitoba Tourism Education Council.

CONNECTING WITH GOVERNMENT LEADERS

Throughout the year, MITT hosted numerous government leaders, including Israeli Consul General to Canada Idit Shamir, as well as federal and provincial ministers and representatives.

MITT was pleased to provide Advanced Education and Training Minister Sarah Guillemard with a tour of the Henlow Campus, which included visits with Welding, Automotive Service Technician and Culinary Arts and Design students. A variety of topics were discussed, ranging from ECE program expansion to the Manitoba Scholarship and Bursary Initiative. The visit was capped off with a delicious waffle meal prepared by our students.



NEW CAMPAIGN SHOWS RURAL COMMUNITIES THAT MITT IS WITHIN REACH

In spring and summer 2023, MITT embarked on a rural marketing campaign targeting communities within a one-hour drive of our campuses. The campaign used engaging visuals and language that speaks directly to the people living within each community, urging them to consider that MITT is within reach and that now is the time to take action and move their careers forward. The rural campaign resulted in more than 100 per cent engagement growth from rural markets.

RESEARCH STUDIES

MITT was selected to serve on CICAN’s Skills Enhancement for Newcomers: Skills for Success working group. The pan-Canadian working group will examine how Employment and Social Development Canada’s Skills for Success can be better used with newcomers’ curricula and assessments. Serving on this working group will provide MITT with insights that will improve programs and outcomes for our newcomer students.

In addition to this study, MITT is participating in various dynamic research projects aimed at skills enhancement for newcomers, improving employability skills assessment tools, revitalizing career pathways, and improving our data infrastructure.



STAFF DEVELOPMENT

MITT continued to focus on being an employer of choice, prioritizing staff wellness, equity, diversity and inclusion, and standardizing benefit plans for all staff. This year marked a change in leadership with the departure of President and CEO Ray Karasevich and a nationwide search to fill the position.

MITT BIDS FAREWELL TO RAY KARASEVICH, PRESIDENT AND CEO, EMBRACES LEADERSHIP TRANSITION

In Fall 2022, the Board of Governors announced that President and CEO Ray Karasevich would leave MITT to lead the Assiniboine Park Conservancy. Karasevich played a pivotal role in the college’s growth and stability in the eight years he was with MITT, first as the Vice-President, Academic and then as President and CEO. In true MITT fashion, Karasevich was given a warm send-off from staff, faculty and partners in government, post-secondary and industry.

From January to June, while a nationwide search for the new President and CEO was conducted, the Board of Governors asked MITT’s Executive Council to lead the organization, with each serving a term as Interim President and CEO. This collective leadership model utilized the combined expertise of all members of the Executive Council and enabled MITT to continue to achieve its priorities over the six-month period. The Board of Governors would like to thank Neil Cooke, Bev Stuart, Jana Thorsteinson, and Jennifer Lumb for their collaborative leadership during this time.



MITT ANNOUNCES NEIL COOKE AS NEW PRESIDENT AND CEO

In June, the Board of Governors announced MITT’s Neil Cooke as the new President and CEO starting July 4, 2023. He brings considerable academic and leadership experience, extensive industry relationships, a commitment to EDI, and knowledge of MITT’s unique model and culture.

Before taking on this role, Neil was the Vice-President of Academic at MITT and was previously at Confederation College.

HEALTH AND SAFETY AWARENESS

This year, more than 60 staff received Level 1 Violence and Threat Assessment Training facilitated by the Center for Trauma-Informed Practices. Staff learned to recognize warning signs of individuals in need of support before situations escalate.

All staff received refresher training on WHMIS and GHS, part of MITT’s safety onboarding and requirements for Manitoba Safety legislation compliance.

ADULT EDUCATION TRAINING FOR FACULTY

This year, the Academic Division launched an Introduction to Adult Education course for new faculty and those who have been with MITT for less than five years. This two-day course provided valuable resources to the faculty who have not had the option to attend formal teacher education training.

THE TURTLE ISLAND PROJECT EXPERIENTIAL TRAINING

The Turtle Island Project Experiential Training was offered for staff throughout the year. In a safe and authentic space, the training aims to explore common ground between Indigenous and newcomer populations and facilitate participants’ roles in reconciliation and relationship building with Indigenous Peoples in Canada. The Turtle Island Project helps participants to fully understand and realize their position in society by being part of “We Are All Treaty People” and to debunk myths and misinformation about Indigenous Peoples.

EMPLOYEE WELLNESS

MITT partnered with students from our Human Resources and Learning Development program to develop a holistic wellness model for the college. This spring, a Wellness Committee was established with staff from across campuses who will roll out various initiatives in the coming months.



EQUITY, DIVERSITY, INCLUSION FRAMEWORK GROWS

As part of its ongoing commitment to equity, diversity, and inclusion, MITT developed an annual calendar that includes key dates of historical, cultural, and religious events of diverse groups. This year, we introduced virtual and on-site events to recognize some of these events. An example of these events was the International Day of Pink when MITT welcomed renowned speaker Martin Boyce.

EMPLOYEE APPRECIATION AND RECOGNITION

MITT hosted its annual Staff Appreciation and Milestone event, where staff were recognized for important milestones, including years of service and retirement. Employees enjoyed a BBQ following the milestone celebration, and some took part in a light-hearted and rainy soccer match.



SUSTAINABILITY

STAFF-LED SUPPORT OF STUDENT SUCCESS, COMMUNITY AT LARGE

MITT’s spirit of giving and community support continued in 2022-23. MITT staff took part in the Walk This Way event, covering more than 612 kms and helping the United Way meet the Winnipeg-wide event goal and unlock \$100,000 from event sponsors. Staff also took part in the United Way Workplace Campaign and the Truck Pull event with the Manitoba Trucking Association.

Throughout the year the MITT Charitable Giving Committee continued to raise funds for the Food Support Program and scholarships, bursaries, and awards MITT students.



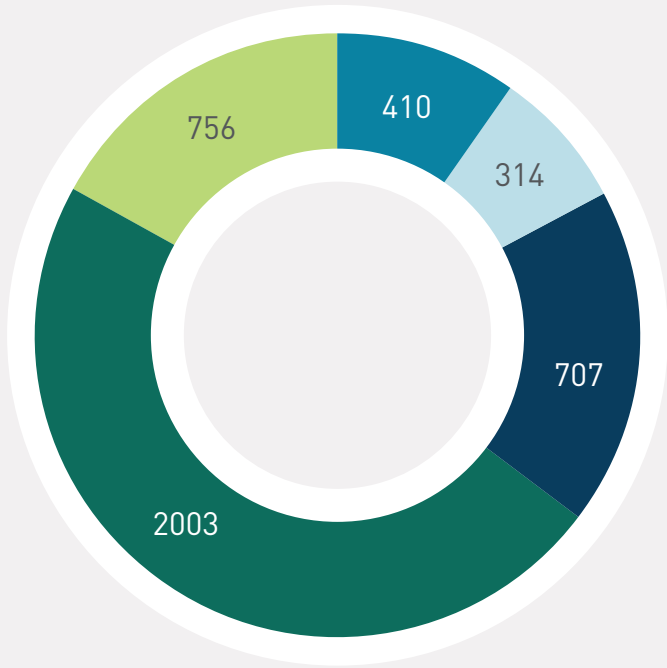
GREENING ACTIVITIES

MITT is developing a campus sustainability strategy to encourage greening of our built environment and physical infrastructure that develops best practices in our programs. For example, installing low-flow toilets and touchless water fixtures has resulted in a 36% reduction in water consumption. With ongoing LED light fixture replacements and HVAC digital controls, we limited our energy increase to 4% after opening our new weld shop, which added 36 additional welding stations.

MITT continued to focus on going paperless in even more areas with paperless onboarding for new employees. In our academic division, the annual program review process has become entirely digital, significantly reducing paper use.

ENROLMENT AND FINANCIALS

2022-23 UNIQUE STUDENTS— AGGREGATE ENROLMENT



Secondary Programs	410
English Language Training: EAP and ESL	314
Industry Training and Continuing Education	756
Post-Secondary Programs	2003
Adult Learning Centres	707

Total Students
4,190

Post-secondary programs include students enrolled in EAP courses and technical programs in the same academic year.

EAP is revenue-generating, and ESL is government funded.



MITT'S FIVE-YEAR GRADUATION* RATE IS

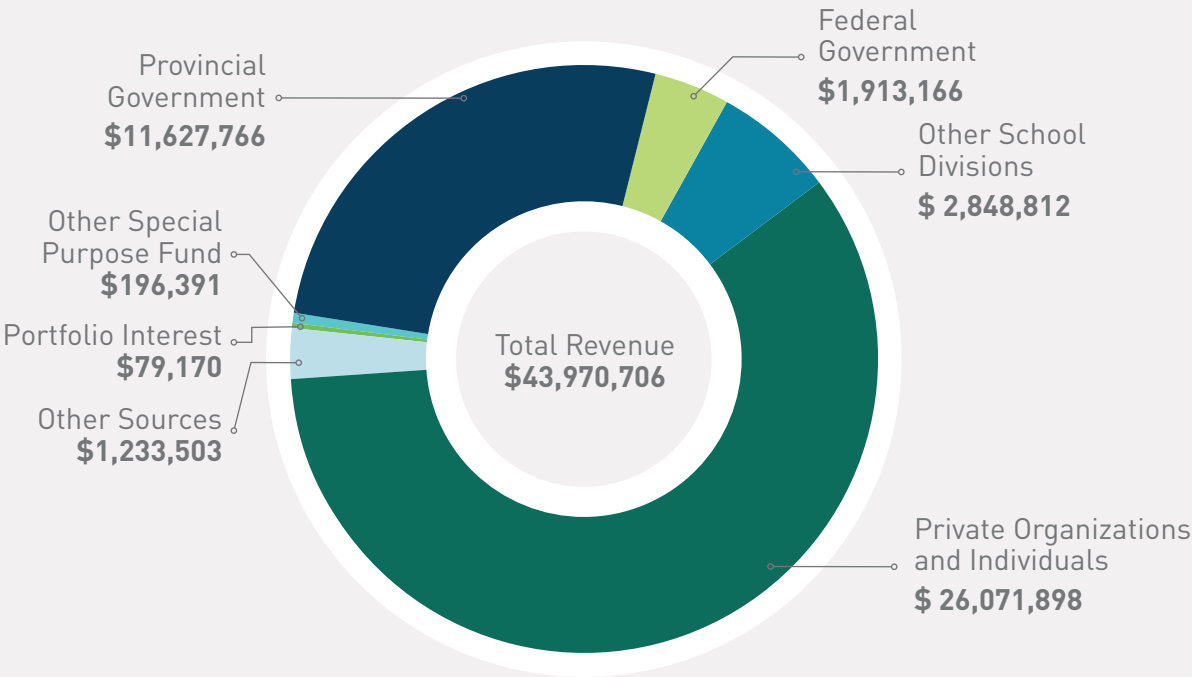
85.3%

Based on a rolling average graduation rate from 2017-18 to 2021-22.

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

CONSOLIDATED INCOME STATEMENT

	2023
Revenues	
Provincial Government	11,627,766
Federal Government	1,913,166
Other School Divisions	2,848,812
Private Organizations and Individuals	26,071,898
Other Sources	1,233,503
Portfolio Interest	79,170
Other Special Purpose Funds	196,391
Total Revenue	43,970,706
Expenses	
Regular Instruction	6,561,717
Student Support Services	1,310,490
Adult Learning Centres	2,854,095
Community Education and Services	15,108,642
Divisional Administration	8,741,529
Instructional and Other Support Services	642,103
Operations and Maintenance	4,220,174
Fiscal -Interest	646,877
-Other	830,589
Amortization	1,222,671
Accretion	19,981
Other Special Purpose Funds	91,425
Total Expenses	42,250,293
Consolidated Surplus (Deficit)	1,720,413





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