

GREAT PLAINS COLLEGE

ANNUAL REPORT
2023-24



Message from the President

Brad Mahon
President & CEO
Great Plains College



THE 2023-2024 ACADEMIC YEAR WAS A PERIOD OF SIGNIFICANT GROWTH FOR GREAT PLAINS COLLEGE.

ACROSS OUR 100,000 SQUARE KILOMETRE SERVICE REGION, OUR ACTIONS FURTHER REALIZED OUR STRATEGIC MISSION: TO BUILD AND ENRICH CAREERS, PARTNERSHIPS, AND COMMUNITIES THROUGH EDUCATION. THERE WERE MANY HIGHLIGHTS.

In Biggar, we doubled our program offerings; in Kindersley, we announced the launch of a new Practical Nursing Diploma program; in Maple Creek, we celebrated the start of the Early Child Education Diploma program and the resurgence of the Power Engineering program; in Martensville, we saw enrollment growth and increased flow through as our Essential Skills grads continued their education in Warman, where our new post-secondary offerings and overall program growth resulted in our campus footprint expanding from one location to three; and, in Swift Current, we announced the return of the much-requested Bachelor of Science in Nursing degree. Overall, program launches in healthcare, hospitality, trades, and early childhood education met the labour market needs of our communities.

As a partner of choice, we continued to engage the communities we serve, supporting initiatives and events through sponsorship and participation. If something was happening in our region that mattered to the community, we were there. Our visibility and reinvestment in our communities demonstrated our commitment to the success and sustainability of the economic sector.

As an employer of choice, we continued to see a competitive total compensation package as our minimum commitment to our people. We fostered a positive internal corporate culture that supported every employee's professional development, mental health, and overall well-being. We want our employees to be proud of their college and known as an employer that cares about its staff and the communities they call home.

Most importantly, the 2023-24 year saw Great Plains College continue to focus on its most important stakeholder: our students. We developed new awards and bursaries as our scholarship program continued to remove financial barriers; our learning environment continued to support the whole student with safe campuses where all are welcome; and our education and training programs produced employment-ready graduates, while our industry partnerships provided pathways to employment.

Thank you to our faculty, staff, and partners for helping us fulfill our vision to be a leader in Saskatchewan to obtain growth, prosperity, and quality of life through education and training. I look forward to continuing our critical work across our service region of Southwest and West Central Saskatchewan.

A handwritten signature in black ink, appearing to read 'B. Mahon'.

Brad Mahon
President & CEO,
Great Plains College



“THE INSTRUCTORS AT GPC TRULY CARE ABOUT EACH STUDENT’S CHALLENGES, SUCCESS AND WELLBEING.

The smaller class sizes allow us to build strong relationships with our students that aren’t always possible in larger institutions. We’re ready to work alongside you to help you build the skills and confidence you need to succeed in your chosen career path.”



Alysha Falk
Nursing Instructor



Message from the Board

*Cindy Lowe - Board Chair
Great Plains College*

TANSI AND HELLO, I WOULD LIKE TO START THE MESSAGE FROM THE GREAT PLAINS COLLEGE BOARD OF GOVERNORS BY ACKNOWLEDGING THE HONOUR WE HAVE TO PROVIDE EDUCATIONAL ACTIVITIES THROUGHOUT TREATY 4 AND 6 AND THE HOMELAND OF THE MÉTIS PEOPLE.

We recognize the importance education has and we are proud to provide learning opportunities to support Truth and Reconciliation throughout the areas we serve. Great Plains College continues to focus our work on our strategic goals of Optimizing Student Success, Valuing our Employees, Delivering Education to Meet Labour Market Demand and Enhancing our Partnerships throughout our region as demonstrated below.

Great Plains College is dedicated to providing a supportive and enriching learning environment that empowers our students to reach their full potential. Through our dedicated instructors, personalized support services, and a strong emphasis on experiential learning, we aim to equip our students with the knowledge, skills, and confidence they need to succeed in their academic and professional endeavours.

Our employees are the backbone of our institution. We recognize the invaluable contributions of our dedicated faculty and staff, and we are committed to fostering a positive and inclusive work environment as we continue to strive to be an employer of choice.

In today’s rapidly evolving job market, it is crucial that our programs are aligned with industry needs. We are dedicated to offering relevant and up-to-date programming that prepares our students for the jobs of the future. By collaborating with industry partners, we ensure that our programs are responsive to emerging trends and technologies, enabling our graduates to secure meaningful employment opportunities.

We believe that strong partnerships are essential to achieving our goals. We are committed to fostering collaborative relationships with our students, faculty, staff, alumni, industry partners, and community organizations. By actively engaging with our stakeholders, we can identify shared priorities, leverage resources, and create innovative solutions that benefit our institution and the broader community.

Thank you for your interest and ongoing support of Great Plains College. I am pleased to submit our 2023-24 Annual Report showcasing our work.

Respectfully submitted,

Cindy Lowe
Board Chair,
Great Plains College Board of Governors



"MY EXPERIENCE AT THE COLLEGE HAS BEEN INSTRUMENTAL IN MY PERSONAL DEVELOPMENT, SELF-DISCOVERY AND OVERALL GROWTH.

GPC offers a diverse and supportive learning environment, and the smaller class sizes allow you to build meaningful connections with instructors, fellow students and professionals in the field, which can lead to great employment opportunities."

Ken Thornhill

2024 Business
Certificate Alumnus



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Letter of Transmittal

The Honourable Ken Cheveldayoff
Minister of Advanced Education
Government of Saskatchewan
Room 307, 2405 Legislative Drive
Regina, SK S4S 0B3

Dear Minister Cheveldayoff,

On behalf of the Board of Governors of Great Plains College, and in accordance with Section 16 of the Regional Colleges Act and Section 14 of the Regional Colleges Regulations, I am pleased to submit the annual report and audited financial statements for Great Plains College, for the fiscal year ended June 30, 2024.

Through the support of the ministry and in partnership with our stakeholders, Great Plains College will continue to offer reputable post-secondary programming that contributes to the economic growth of the province.

Sincerely,



Cindy Lowe

Chair, Board of Governors
Great Plains College

Board Members & Meeting Dates

Cindy Lowe
Kyle, SK
Chair

Jeremy Roberts
Swift Current, SK
Vice-Chair

Icasiana de Gala
Swift Current, SK
Board Member

Brenda Burton
Plenty, SK
Board Member

Irene Oakes
Whitecap, SK
Board Member

Lindsay Thoreson
Swift Current, SK
Board Member

Board of Governors Meeting Dates

September 26, 2023

October 20, 2023

November 30, 2023

February 6, 2024

April 23, 2024

June 18, 2024 (included AGM)

Vision

Be a leader in Saskatchewan to obtain growth, prosperity, and quality of life through education and training.

Mission

To build and enrich careers, partnerships and our communities through education.

Values

ACCESSIBILITY

The college provides equitable opportunities for students to fully engage in our programs and services.

EXCELLENCE

The college values excellence in service and quality learning experiences.

COLLABORATION

The college engages in authentic dialogue to advance opportunities for those we serve.

RESPONSIVENESS

The college is responsive to economic and social change and adapts its programs to meet educational and labour market needs.

DIVERSITY

The college recognizes and respects the diverse needs, cultures, values, knowledge and contributions of all its stakeholder groups.

WELLNESS

The college strives to nurture the health, safety and well-being of our students, staff and ultimately, our communities.

SUSTAINABILITY

The college commits to social, economic, cultural and environmental sustainability.

Strategic Directions

With a focus on people and programs, Great Plains College's strategic plan identified four main areas of emphasis, which continue to enable the college to:





Optimize Student Success

GREAT PLAINS COLLEGE'S STRATEGIC PLAN IDENTIFIES A STRATEGIC DIRECTION TO "OPTIMIZE STUDENT SUCCESS" WITH GOALS TO:

1 Improve pathways to meaningful employment or further education.

2 Support the whole student to obtain credentials, skills and experience.

Each year, the college captures institutional performance data through student outcome and annual graduate surveys in order to gauge its performance in relation to learning outcomes and graduate employment.

BASED ON THE 2022-23 ANNUAL GRADUATE SURVEY

(completed by Trend Research)

88% of post-secondary graduates are currently employed.

64% of Basic Education graduates are currently employed.

86% of graduates say Great Plains College prepared them to work in their field of study.

BASED ON THE 2022-23 UNIVERSITY STUDENT FOLLOW-UP SURVEY

(completed by Trend Research)

100% of University students say one of the reasons they chose Great Plains College is that it allowed them to "stay close to home".

72% of University students are planning to continue their University studies at GPC or at another institution the next academic year.

67% of University students would take subsequent years of their University program at Great Plains College if offered.

BASED ON THE 2023-24 STUDENT OUTCOME REPORT

(completed by Trend Research)

85% of post-secondary students in 2020-21 had secured employment within 60-90 days of graduating and completing their programs.

97% of students would recommend Great Plains College to a friend, colleague or family member.

Great Plains College strives to be a post-secondary institution that supports a growing Saskatchewan and will continue to ensure high-quality education for its students. As demonstrated in the highlights provided, Great Plains College works to align itself with Ministry priorities and the economic interests of the province.

STUDENT SUCCESS BY PROGRAM GROUPS FOR GREAT PLAINS COLLEGE

Actuals - Average (past three years)

Program Groups	Total Students Completed			Total Students Graduated			Total Employed			Total Going to Further Training		
	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas
Skills Training												
Institute Credit:												
Sask Polytech	27.67	174.66	1	77	40.33	0	26.66	53	0.33	6.66	5.66	0
Other	8.33	37.33	0	9.33	19.66	0	7	12	0	0.33	2.33	0
Apprenticeship & Trade	0	0	0	0	0	0	0	0	0	0	0	0
Total Institute Credit	36	212	1	86.33	60	0	33.66	65	0	7	8	0
Industry Credit:												
Total Industry Credit	0	11.66	7.66	0	187	2491	0	0	0	0	0	0
Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)												
Total Non-Credit	0	51	55	0	0	0	0	4.33	0	0	0	0
TOTAL SKILLS TRAINING	36	274.66	63.66	86.33	247	2491	33.66	69.33	0	7	8	0
Basic Education												
BE Credit:												
Adult 12	37	25.66	0	17.33	7	0	8.33	4	0	9.66	5.33	0
Adult 10	0.33	2.66	0	1	2.33	0	0.33	0.33	0	0	0.33	0
Academic GED	0	11.66	0	0	8	0	0	0	0	0	0	0
Total BE Credit	37.33	40	0	18.33	17.33	0	8.66	4.33	0	9.66	5.66	0
BE Non-Credit:												
Employability/Life Skills	17	9	0	0	0	0	4.33	1.66	0	0.33	0.33	0
English Language Training	1	213.66	0	0	0	0	0	0	0	0	0	0
General Academic Studies	8.66	5	0	0	0	0	0	1	0	1.66	0	0
Literacy	0	0	0	0	0	0	0	0	0	0	0	0
Total BE Non-Credit	26.66	227.66	0	0	0	0	4.33	2.66	0	2	0.33	0
TOTAL BASIC EDUCATION	64	267.66	0	18.33	17.33	0	13	7	0	11.66	6	0
University												
Total University	9.66	13	0	0	0	0	0	0.66	0	5.66	6	0
TOTAL ENROLMENT	109.66	555.33	63.66	104.66	264.33	2491	46.66	77	0	24.33	20	0

Actuals - 2023-24

Program Groups	Total Students Completed			Total Students Graduated			Total Employed			Total Going to Further Training		
	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas
Skills Training												
Institute Credit:												
Sask Polytech	20	236	1	121	20	0	26	56	0	6	18	0
Other	3	31	0	13	30	0	4	7	0	0	1	0
Apprenticeship & Trade	0	0	0	0	0	0	0	0	0	0	0	0
Total Institute Credit	23	267	1	134	50	0	30	63	0	6	19	0
Industry Credit:												
Total Industry Credit	1	19	26	0	157	2576	0	0	0	0	0	0
Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)												
Total Non-Credit	0	62	41	0	0	0	0	0	0	0	0	0
TOTAL SKILLS TRAINING	24	348	68	134	207	2576	30	63	0	6	19	0
Basic Education												
BE Credit:												
Adult 12	22	35	0	19	7	0	7	6	0	9	9	0
Adult 10	1	1	0	1	5	0	1	2	0	0	1	0
Academic GED	0	9	0	0	15	0	0	0	0	0	0	0
Total BE Credit	23	45	0	20	27	0	8	8	0	9	10	0
BE Non-Credit:												
Employability/Life Skills	24	0	0	0	0	0	6	0	0	2	0	0
English Language Training	0	352	0	0	0	0	0	0	0	0	0	0
General Academic Studies	7	8	0	0	0	0	1	1	0	0	0	0
Literacy	0	0	0	0	0	0	0	0	0	0	0	0
Total BE Non-Credit	31	360	0	0	0	0	7	1	0	2	0	0
TOTAL BASIC EDUCATION	54	405	0	20	27	0	15	9	0	11	10	0
University												
Total University	4	13	0	0	0	0	0	0	0	3	6	0
TOTAL ENROLMENT	82	766	68	154	234	2576	45	72	0	20	35	0

Through focusing on student engagement and offering a suite of student supports, retention rates remained strong for programs, with 85 per cent (474/555) of full and part-time institute credit students completing and/or graduating from their programs. It should be noted that in terms of distinct completers and graduates, this is the largest class since prior to the 2020 pandemic.

In 2023-24, 76 per cent (154/202) of full and part-time students completed and/or graduated from Adult Basic Education programs, which includes Adult 12, upgrading and Pre-12 (including General Academic Studies) and Essential Skills programs.

STUDENT CONNECTIONS AND LEARNING OPPORTUNITIES

In 2023-24, students from all six campus locations were once again involved in a variety of activities outside the classroom that contributed to their individual learning experiences and facilitated connections with fellow students, staff and community partners. These opportunities are an important part of the student experience and build lasting connections between students and their communities. Some of these activities in 2023-24 included:

- Cree writer and poet Michelle Good spoke to students in Maple Creek about her book "Truth Telling" and provided each student with a signed copy
- Hotel and Restaurant Management students, many of whom are from India, hosted a Diwali event at Warman Campus for staff and students, featuring a five-star meal and an Indian dance performance
- Swift Current Campus student association introduced an intramural league, including dodgeball and volleyball, with a goal to boost student wellness and facilitate new connections on campus

- The Practical Nursing students in Biggar supported and participated in Sun West School Division's P.A.R.T.Y Program (Prevent Alcohol and Risk-Related Trauma in Youth)
- Students and staff from the Martensville and Warman campuses participated in a sweat lodge conducted by GPC Knowledge Keeper, Lyndon Linklater
- Business certificate students in Swift Current participated in a Dragon's Den style event and pitched their business ideas to local business leaders
- Student associations in Kindersley, Swift Current and Warman hosted student events including bowling, rock wall climbing, escape rooms and holiday parties

All of these events and experiences demonstrate the commitment of students and staff to create a holistic learning experience at Great Plains College.

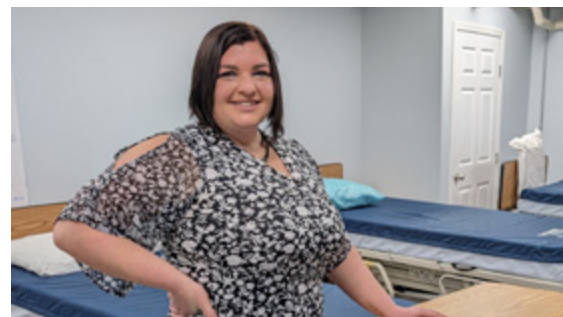
GREAT PLAINS COLLEGE STUDENT AWARDED THE PAUL AND GERI CHARETTE BURSARY

In December 2023, Kaitlin Kretsch, a second year Practical Nursing student at the Swift Current Campus, was one of 10 students in Canada to be awarded a Colleges and Institutes Canada (CICan) Paul and Gerri Charette Bursary. The Charette family established this national bursary program in hopes of making a difference in students' lives by providing a \$5,000 bursary annually to students that demonstrate financial need and face significant challenges or barriers to participating in and completing their post-secondary education.

Each post-secondary institution with a CICan membership can submit one eligible student to be considered by the CICan national committee for this bursary and the college was proud to support and nominate Kaitlin Kretsch, whose overcome many challenges as a single mom to complete her Continuing Care Assistant certificate and continue on to pursue her Practical Nursing Diploma. The financial

aid from this bursary allowed Kaitlin to stay in the classroom and successfully complete her Practical Nursing diploma in spring 2023.

Great Plains College is committed to providing a competitive scholarship program and supporting nominations for external scholarships and bursaries to help improve access to post-secondary education for those facing financial barriers.



INDIGENOUS ENGAGEMENT COMMITTEE HIGHLIGHTS

The college's Indigenous Engagement Committee (IEC) continued to work with community groups and Indigenous peoples to advance Truth and Reconciliation efforts and put relevant student and staff supports in place. In 2023-24, the IEC worked alongside Elders Dale Mosquito and Sylvia Thorburn to guide decision making and bring Elder teachings to the classroom, sharing about topics such as traditional teachings, medicines, holistic health, addictions and the path of healing in the Indigenous community.

Knowledge Keeper Lyndon Linklater also entered his eighth year with Great Plains College, providing one-on-one supports for students and staff, and facilitating sharing circles and educational sessions including traditional practices and smudging, the medicine wheel, a Red Willow Basket Weaving session, Birch Bark Tipi making, a Tipi Raising Ceremony and a Sweatlodge ceremony.

In March, the IEC, Elders, Knowledge Keeper Lyndon Linklater, and Rebecca Anderson, President of the Lil Buffloo Métis Association, participated in a strategic planning session to create the college's first Indigenous Engagement Strategic Plan. The plan will be rolled out in 2024-25 and will outline a one-year and three-year plan to guide the college in its reconciliation efforts.

Additional 2023-24 highlights from the IEC include:

- Introduction of the Moose Hide campaign at the Maple Creek Program Centre; this is a reconciliation movement calling upon all Canadians to end violence against women and children
- A staff-wide smudge at the 2023 Staff Gathering, led by Lyndon Linklater
- Active membership in two local Truth and Reconciliation Committees to promote reconciliation within our communities – the Truth & Reconciliation Committee, Swift Current and Area, and the Prairie Rivers Reconciliation Circle (PRRC)
- National Day for Truth and Reconciliation/Orange Shirt Day presentations from Knowledge Keeper Lyndon Linklater in Warman/online, and from Elder Dale Mosquito in Swift Current
- Louis Riel Day presentation from Rebecca Anderson, President, Lil Buffloo Métis Association - "Culture Interrupted"

- Kairos Blanket Exercise, facilitated by Mennonite Central Committee and Knowledge Keeper Honey Constant-Inglis
- "Navigating the Journey Together" Reconciliation Conference (participant and sponsor)
- Students and staff participated in a walk for Red Dress Day: The National Day of Awareness for Missing and Murdered Indigenous women, girls and two-spirit people. The walk followed the route that GPC alumni Byron Watson was thought to have taken the day he went missing in November of 2023
- Funding support from the South West Community Foundation, Prairie Rivers Reconciliation Circle and the City of Warman

"The Blanket Exercise was very impactful because we were not just listening, but we got to be a part of the learning. Hearing stories directly from an Indigenous person made it very powerful. I am thankful to be able to learn all this."

- Warman Campus ECE student



STUDENT HOUSING

With a changing learner profile, the college is enrolling more students from distant communities, especially at the Swift Current Campus. Many of these students need short-term housing before relocating for their programs. Although Swift Current hasn't faced the low vacancy rates seen in other Canadian communities, affordable rental options near the college remain limited.

To address this and remove one more barrier to accessing post-secondary education, the college was

pleased to announce the acquisition of a building on Sidney Street East in Swift Current. The space will be converted to a 12-bedroom residence with a shared living and kitchen space. Building renovations are planned for 2024-25 and it is anticipated that it will open for student use in the 2025-26 academic year. The college is hopeful this space will also enhance the student experience and allow students to strengthen their bonds outside the classroom.

STUDENT SUPPORTS

The college is committed to holistic student support, ensuring access to resources that help students achieve their academic and personal goals. All student services align with our strategic focus on enhancing accessibility, promoting wellness, and fostering student engagement and leadership.

With funding from the Disability Supports Grant, the college supported approximately 200 students in 2023-24. The funding provided was used for assessments, adaptive technology, note-taking assistance, additional exam time, proctor services, and tutoring.

The college was once again able to offer free weekly on-campus counselling at four campuses, and by appointment services at the remaining two campuses in 2023-24. Services ranged from individual counseling sessions to class workshops on stress management, mental wellness, and fostering a healthy, balanced learning environment. Additionally, online counseling was available through the student health and dental plan.

The student advising team remained committed to supporting diverse student needs throughout the 2023-24 academic year to help each student achieve their learning and career goals.



COMPREHENSIVE ENROLMENT BY PROGRAM GROUPS FOR GREAT PLAINS COLLEGE

Program Groups	Average (past three years)				2023-24			
	Student Enrol FT	Student Enrol PT	Student Enrol Casual	FLE's	Student Enrol FT	Student Enrol PT	Student Enrol Casual	FLE's
Skills Training								
Institute Credit:								
Sask Polytech	152.6	238.3	1.3	240.9	165	303	1	298.6
Other	19.3	65	0.0	49	19	68	0.0	55.8
Apprenticeship & Trade	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Institute Credit	172	303.3	1.3	290.1	184	371	1	354.5
Industry Credit:								
Total Industry Credit	0.0	197.3	2498	61.1	1.0	175	2597	61.3
Non-Credit (Industry Non-Credit, Community/ Individual Non-Credit, Personal Interest Non-Credit)	0.0	53	64.7	9.8	0.0	71	43	14.9
Total Non-Credit	0.0	53	64.7	9.8	0.0	71	43	14.9
TOTAL SKILLS TRAINING	172	553.7	2564	361	185	617	2641	430.6
Basic Education								
BE Credit:								
Adult 12	65.7	58.3	0.0	77.6	46	76	0.0	63.1
Adult 10	2	9	0.0	4	2	6	0.0	2.9
Academic GED	0.0	19.7	0.0	0.0	0.0	24	0.0	0.0
Total BE Credit	67.7	87	0.0	81.6	48	106	0.0	65.9
BE Non-Credit:								
Employability/Life Skills	20	15.3	0.0	16.2	24	3	0.0	20
English Language Training	1	333.3	0.0	14.4	0	581	0.0	47.8
General Academic Studies	15	15.3	0.0	13.1	8	13	0.0	6.6
Literacy	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total BE Non-Credit	36	364	0.0	43.7	32	597	0.0	74.4
TOTAL BASIC EDUCATION	103.7	451	0.0	125.3	80	703	0.0	140.4
University								
Total University	10.7	12.3	0.0	11.9	4	13	0.0	7
TOTAL ENROLMENT	286.3	1017	2564	498	269	1333	2641	578

*ESL 3-year historical average is underreported as some program sessions missed in reporting. 2023-24 values are accurate.

One of the 2023-24 highlights was the strengthened enrolment numbers across the institution. Enrolments increased year-over-year across almost all program delivery areas. In 2023-24, total full and part-time enrolments for the college were 1,602; a significant increase from the three-year average of 1,303. This is also an increase of 147 students year-over-year (1,455 in 2022-23).

Institute credit program enrolments had a substantial increase to the three-year average with 555 full and part-time enrolments compared to the three-year average of 475. This is also a strong year-over-year increase with 67 more students compared to 2022-23 (555 in 2023-24 versus 488 in 2022-23). University programming continues to struggle with 17 total enrolments, down from the 3-year average of 23.

Industry credit course enrolments remained steady in 2023-24 with a total of 2,772 course enrolments, up slightly from the three-year average of 2,695. Overall, industry credit and non-credit full load equivalents remain stable with 76.2 full load equivalents and surpassing the three-year average of 70.9 FLEs.

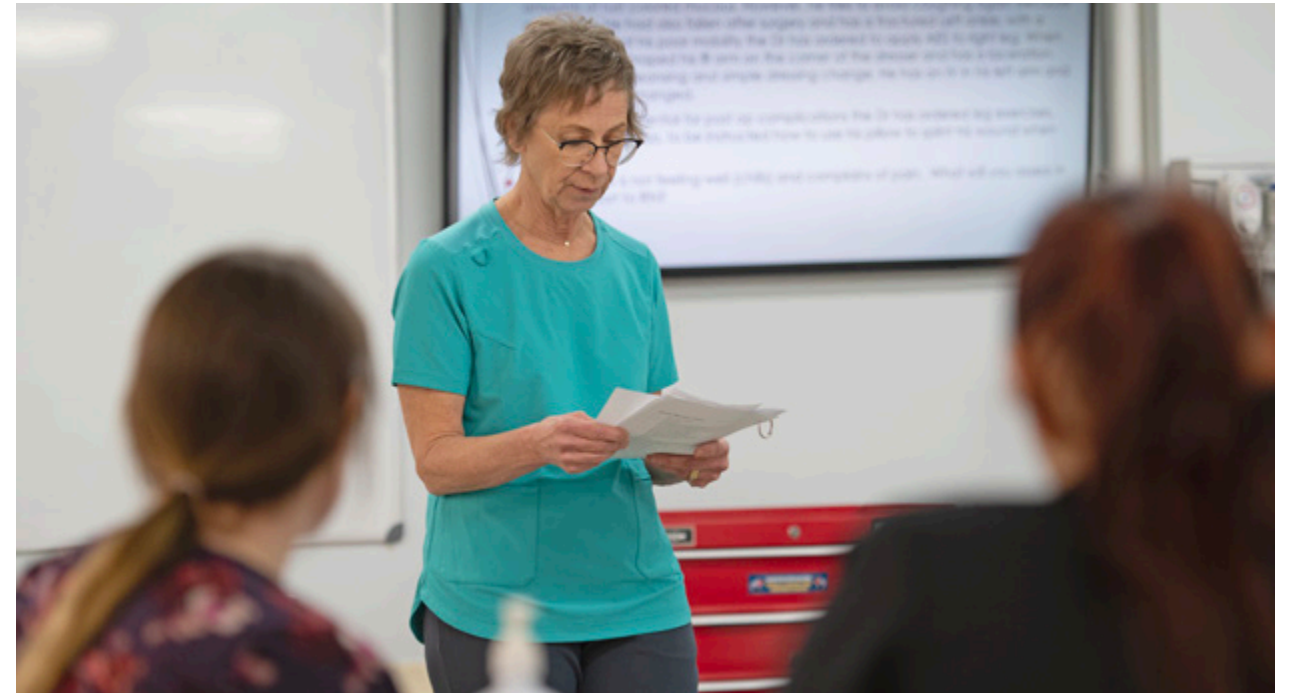
Adult Basic Education credit enrolments grew slightly year-over-year with 154 students participating in 2023-24 versus 142 in 2022-23. English Language Training and Adult Basic Education non-credit enrolments, including Essential Skills programming remained strong with a total of 629 enrolments in 2023-24; an increase of 83 students year-over-year, and surpassing the three-year average of 400 students. This increase is reflective of the strong immigration to the province and our regional engagement of new Canadian students, resulting in enhanced demand for language training-based programming.

Value Employees



GREAT PLAINS COLLEGE'S STRATEGIC PLAN IDENTIFIES A STRATEGIC DIRECTION TO "VALUE EMPLOYEES" WITH GOALS TO:

- 1** | Promote a safe, collaborative and respectful work environment.
- 2** | All staff are engaged, empowered and have the resources to do their jobs.



GREAT PLAINS COLLEGE STAFF

The college employed 160 in-contract staff in 2023-24 (105 full-time equivalents or FTE's) and 15 out-of-scope management staff (14.60 full-time

equivalents or FTE's). Additionally, a total of 3.03 FTEs in casual instructors and other temporary staff were employed in 2023-24.

STAFF ORGANIZATIONS

The college staff working north of the South Saskatchewan River are unionized and staff in Swift Current and south of the South Saskatchewan River are non-unionized but negotiate through a staff association. Negotiations were completed in May 2024, resulting in an increase to salaries, including 3 per cent (September 2022), 3 per cent (September 2023) and 2 per cent (September 2024).

All employees share a common job classification plan, compensation system and similar non-monetary benefits. The college continues to communicate and build positive relationships with the local union, staff negotiating committee and employee groups.

NEW POLICIES FOCUSED ON WORKPLACE SAFETY

In alignment with the strategic priorities, the college demonstrated a renewed commitment to fostering a safe, collaborative, and respectful environment by implementing two critical policies – a Code of Ethics and Violence in the Workplace policy. These policies represent the college's dedication to upholding high standards of integrity and safety, ensuring a

workplace where all individuals are treated with respect and are protected from harm. The Code of Ethics policy sets clear expectations for ethical behavior, reinforcing college values and guiding positive and productive interactions with colleagues, stakeholders and the communities we serve.

IMPROVING WORK PLAN AND PERFORMANCE REVIEW PROCESSES

A key human resources initiative in 2023-24 was the implementation of updated templates for performance reviews and work plans, designed to provide clear, constructive feedback and facilitate meaningful discussions between employees and their supervisors. This new approach encourages two-way feedback,

and creates a more transparent and supportive environment that emphasizes continuous growth and professional development. This improved process is an important element of employee engagement and succession planning for the college.

INTERNAL COMMUNICATIONS

Great Plains College continues its efforts to improve internal communications, including bi-annual town hall style "Brews with Brad" meetings with all staff. The virtual gatherings were hosted by President Brad Mahon, and included additional participation from senior leaders and opportunities for questions and open dialogue with staff. The college also hosted a virtual staff kick-off in August 2023, bringing all staff together for a morning of college-wide updates and a keynote speaker to kick-off the new academic year.



GREAT PLAINS COLLEGE TO TRAIN IN-HOUSE FACILITATOR FOR MENTAL HEALTH

The annual Staff Gathering was hosted November 30-December 1, 2023 in Kindersley and 83 staff across the six campus locations joined for the two-day event. The Staff Gathering offers significant value, as it

strengthens connections, reinforces company culture, offers professional development opportunities and fosters a sense of unity across the organization.

LONG-SERVICE AWARDS

The annual Long-Service Awards event was held on the evening of November 30, 2023 at the Kindersley Inn. 23 awards were presented to staff ranging from 5 to 20 years of service. In total, staff celebrated 200 years

of dedicated service to the college. This event provides an opportunity to honor staff with well-deserved recognition as they celebrate these significant career milestones.

Rene Frank	20 Years
Jared McKenzie	15 Years
Keleah Ostrander	15 Years
Lana Rhodes	15 Years
Lenea Okraincee	15 Years
Shanna Petersen	15 Years
Ryan Spence	10 Years
Dave Emery	10 Years
Tanya Stubbins	10 Years
Lisa Peters	10 Years
Farrah Penpena	5 Years
Brandy Junek	5 Years

Jennifer Siermachesky-Proctor	5 Years
Kayla MacDonell	5 Years
MistyAnn Dowkes	5 Years
Jenelle Matthies	5 Years
Lara Bergen	5 Years
Linda Nilsson	5 Years
Crystal Bradshaw	5 Years
Janice Sveinbjornson	5 Years
Kristy Sletten	5 Years
Shane Haughian	5 Years
Sharon Borden	5 Years



Value Employees - 2023-24 Staff Listing

- Aguirre, Arlene Custodian
- Akre, Emily Accounts Payable Clerk
- Alix, Maureen Administrative Assistant
- Amundson, Sibrena Practical Nursing Instructor
- Anderson, Chandra Tutor
- Anderson, Nicole Administrative Assistant
- Andreas, Mark Facility Coordinator
- Andres, Terri Campus Attendant/Exam Invigilator
- Andrew, Dawn ESL Conversation Class Facilitator
- Anton, Darlene Program Coordinator
- Antonio, Jesus Custodian
- Antonini, Claire Business Instructor
- Armstrong, Pat Essential Skills Instructor
- Batungbakal, Rosezhah Custodian
- Beechinor, Linda Administrative Assistant Instructor | Exam Invigilator
- Bechtel, Burke Power Engineering Instructor
- Benesh, Mary Jane Student Adviser
- Ben Marzoug, Michelle Administrative Assistant
- Bergen, Lara Program Coordinator | Essential Skills Instructor
- Besharah, Candace CCA Instructor
- Bilinski, Gord Heavy Equipment Operator Instructor
- Booth, Raelene Practical Nursing Instructor
- Borden, Sharon Custodian
- Bosch, Charissa Educational Assistant
- Bott, Craig LINC Home Study Instructor
- Boyd, Esther Exam Invigilator
- Brabender, Terry ESL Assessor
- Bradshaw, Crystal Administrative Assistant | Educational Assistant
- Bray, Tammie Administrative Assistant
- Briggs, Myrna Essential Skills Instructor
- Browne, Lisa Educational Assistant
- Burham, Katie LINC Home Study Instructor
- Burton, Erin Agriculture Instructor
- Bytyqi, Lynn LINC Home Study
- Cadrain, Beth ECE Instructor
- Campbell, Deanne CCA Instructor
- Campbell, Lisa Business Instructor
- Chalk, Keely Recruitment & Events Coordinator
- Chalk, Leanne International Support Transport
- Chartier, Camille Business Instructor
- Choi, Sarah Accounting Manager
- Chorneyko, Lisa Administrative Assistant
- Cole, Kerri-Lynn Power Engineering Instructor
- Court, Lori Administrative Assistant
- Craig, Deidre Early Childhood Education Instructor
- Culter, Kylie Continuing Care Assistant & Practical Nursing Instructor
- Dakiniewich, Scott Youth Care Worker Instructor
- Dales, Jean LINC Home Study Instructor
- Dash, Valerie Exam Invigilator
- DeLury, Daniel LINC Home Study Instructor | ESL Assessor
- Demchuk-Kosolofski, Carol Educational Assistant | Essential Skills Instructor
- Desrosiers, Tammy Early Childhood Education Instructor
- Dominguez, Liliana LINC Home Study Instructor
- Dowkes, MistyAnn Educational Assistant | Essential Skills Facilitator
- Duncan, Leeann Campus Attendant
- Dunn, Bonnie Continuing Care Assistant Instructor
- Dunnington, Shannon Trades Math Instructor
- East, Audra Continuing Care Assistant Instructor
- Emery, David Electrician Instructor
- Engelbrecht, Megan ESL Educational Assistant
- Evenson, Cassidy Practical Nursing Instructor
- Falk, Alysha Continuing Care Assistant & Practical Nursing Instructor
- Farber, Monique Youth Care Worker & ECE Instructor
- Fleury, Brenda Continuing Care Assistant Instructor
- Flores, Jonathan Custodian
- Fortin, Coralee Continuing Care Assistant Instructor
- Frank, Rene Educational Assistant
- Funk-Reznechenko, Candace IT Assistant
- Geldart, Andrew LINC Home Study Instructor
- Gfeller, Cady LINC Home Study Instructor
- Ghosh, Bula Program Coordinator | LINC Instructor | ESL Assessor
- Goebel, Leea Business Instructor
- Green, Stephanie Continuing Care Assistant Instructor
- Greenley, Kalena Executive Coordinator
- Guntenson, Ryan Business Instructor
- Gruetzner, Sydney Marketing Coordinator
- Guenther, Bruce Information Systems Administrator
- Guest, Vanessa Educational Assistant
- Haichert, Teejay Continuing Care Assistant & Practical Nursing Instructor
- Hammar, Derrick ESL Tutor
- Hammel, Lissa Chief Financial Officer (CFO)
- Haughian, Shane Digital Media & Design Coordinator
- Hebbler, Deanna Program Coordinator
- Heinbigner, Kristy Adult Basic Education (ABE) Instructor
- Hennig, Leslie Administrative Assistant
- Hill-O'Driscoll, Ethan Program Coordinator
- Hornung, Candace ESL Instructor
- Hovdestad, Renee Continuing Care Assistant Instructor
- Hughes, Wyatt Information Systems Administrator
- James, Tara Exam Invigilator
- Junek, Brandy Educational Assistant | Exam Invigilator
- Kazakoff, Angela Program Coordinator
- Keenleyside, Faye Adult Basic Education (ABE) Instructor
- Kern, Sandra Educational Assistant
- Kielo, Larry Region Manager
- Kilbride, Shelley Continuing Care Assistant Instructor
- King, Delaney Youth Care Worker & Business Instructor
- Krajewski, Maegan Continuing Care Assistant Instructor
- Kramer, Melanie ECE Instructor
- Kreiter, Monica Program Coordinator
- Kristmanson, Melanie Program Coordinator
- Kylvik, Shana Youth Care Worker Instructor
- Large, Hannah ABE Instructor
- LeBlanc, Krystal ESL Instructor
- Leisle, Kirby Campus Attendant
- Lindgren, Jennifer ESL Conversation Class Facilitator
- Long, Roberta Accounting Clerk
- Loran, Dawn ECE Instructor
- Louma, Jessie Practical Nursing Instructor
- MacDonell, Kayla Administrative Assistant
- MacRoberts, Heidi Administrative Assistant | Exam Invigilator | Campus Attendant
- Mahon, Brad President & CEO
- Manlapig, Fritz Gerald Custodian
- Martin, Bryce Donor Services Coordinator
- Martin, Kevin ESL Conversation Class Facilitator
- Masse, Amy Manager of Marketing & Communications
- Matthies, Jenelle Administrative Assistant
- McCorkindale, Sylvia LINC Home Study Instructor
- McGonigal, Tina Family Literacy Coordinator
- McGurk, Shannon Continuing Care Assistant Instructor
- McInnes, Breena Recruitment & Events Assistant | Administrative Assistant | Exam Invigilator
- McKenzie, Jared Welding Instructor
- McLean, Jenelle ESL Instructor
- Mehrez, Naglaa LINC Home Study Instructor
- Melnyk, Jayme Youth Care Worker & Hotel Restaurant Management Instructor
- Mielke, Colleen Administrative Assistant
- Miller, Lauren Continuing Care Assistant & Practical Nursing Instructor
- Mitchell, Shannon Program Coordinator
- Molyneux, Diana Student Adviser
- Morris, Heather Continuing Care Assistant & Practical Nursing Instructor | Lab Assistant
- Mueller, Werner Business Instructor
- Mulder, Mavis Adult Basic Education (ABE) & LINC Home Study Instructor | ESL Assessor
- Muttart, Hope Educational Assistant
- Nagel, Nancy Lab Assistant
- Nagy, Shaun Adult Basic Education (ABE) Instructor
- Ndirangu, Karugia Adult Basic Education (ABE) Instructor
- Negraeff, Ron Business Instructor
- Nilsson, Linda ESL Instructor
- Ocampo, Melaine Custodian
- Okraince, Lenea Practical Nursing Instructor
- O'Leary, Lori ECE Instructor
- Olfert, Marg Continuing Care Assistant Instructor
- Oliver, Zac Campus Attendant
- Ostrander, Keleah Director of Learner Services & ABE
- Paul, Leona Practical Nursing Instructor
- Penpena, Farrah Early Childhood Education Instructor
- Peters, Lisa Business Instructor
- Peters, Maddie LINC Home Study Instructor
- Petersen, Shanna Administrative Assistant
- Petersen, Carolyn LINC Home Study Instructor
- Quintino, Maribel Educational Assistant
- Regehr, Eva Educational Assistant
- Reimer-Jones, Jenna HR Generalist
- Rhodes, Lana Program Coordinator
- Rivet, Norman Business Instructor
- Robertson, Trevor Hotel Restaurant Management Instructor
- Rowe, Michelle Welding/Electrician Instructor
- Russell, Cornelia ESL Tutor
- Samuels-Houston, Saudia Early Childhood Education Instructor
- Sauder, Kim Admissions & Registration Officer
- Schafer, Margaret Program Coordinator
- Schultz, Carriane CCA & Practical Nursing Instructor
- Seidler, Jody Faculty Trainer
- Shatosky, Jody Administrative Assistant
- Siermachesky-Proctor, Jennifer Administrative Assistant Instructor | Student Adviser
- Simonsen, Craig ESL Conversation Class Facilitator
- Skazyk, Jennifer Student Adviser | Job Coach | Essential Skills Instructor
- Slabik, Alison Tutor
- Sletten, Kristy Manager of Admissions and International
- Sletten, Sara Manager of Admissions and Student Services
- Smith, Angela HR Assistant
- Sollid, Lowell Business Instructor
- Solomon, Keith ESL & LINC Home Study Instructor | Student Trainer
- Spelay, Tanya Adult Basic Education (ABE) Instructor
- Spence, Ryan Student Adviser
- Spencer, Shaylee Youth Care Worker Instructor
- Stan, Ashley Practical Nursing Instructor
- Stevens, Lisa Continuing Care Assistant Instructor
- Stewart, Sheri Administrative Assistant | Essential Skills Facilitator | GED Exam Invigilator
- Stobbs, Sharla Payroll Officer
- Strachan, Bailey Youth Care Worker Instructor
- Stojke, Doris ABE Instructor
- Stubbins, Tanya Executive Director of Human Resources
- Sveinbjornson, Janice Administrative Assistant
- Swan, Prudence LINC Home Study Instructor
- Tait, Lloyd Heavy Equipment Operator Instructor
- Tan, Claudine Program Coordinator
- Thibault, Laura Program Coordinator
- Thomson, Grace LINC Home Study Instructor
- Vielhauer, Gloria Administrative Assistant Instructor | Student Adviser
- Volk, Noreen Director of Human Resources
- Young, Jessie LINC Home Study Instructor
- Vaughan, Natasha Early Childhood Education Instructor
- Voysey, Carrie Continuing Care Assistant & Business Instructor
- Wellings, Kim Student Adviser | Program Coordinator | LINC Home Study Instructor
- Wentworth, John Administrative Assistant Instructor
- Wiebe, Natasha Practical Nursing Instructor
- Wieggers, Robin Program Coordinator
- Wiens, Karla Agriculture Instructor
- Wicks, Kendall Program Coordinator
- Wilms, Cindy ESL Tutor
- Wilson, Celine ESL Conversation Class Facilitator
- Wood, Debbie Tutor
- Wright, Darcy Power Engineering Instructor
- Zerr, Kari CCA Instructor

Build and Enhance Partnerships



GREAT PLAINS COLLEGE'S STRATEGIC PLAN IDENTIFIES A STRATEGIC DIRECTION TO "BUILD AND ENHANCE PARTNERSHIPS" WITH A GOAL TO:

- 1 Be an educational partner of choice by creating and nurturing sustainable and accountable relationships with stakeholders.



THANK YOU

Great Plains College would like to thank its donors, sponsors and partners for their continued support and generosity through the 2023-24 academic year. Gifts to Great Plains College greatly improves access to post-secondary education by removing the financial barrier that exists for many students. When supported in their journey to continued education, students are further enabled to grow into future leaders in our communities.

Thanks to the contributions of our donors, sponsors and those that participated in our fundraising events, approximately \$132,000 in scholarships, awards and bursaries was provided to students in the 2023-24 academic year.

HOTEL AND RESTAURANT MANAGEMENT STUDENTS DELIVER INAUGURAL "GREAT PLATES" EVENT

In 2023-24, Great Plains College launched its inaugural offering of the Hotel and Restaurant Management Diploma at the Warman Campus. The program offering was a welcome addition to help train skilled graduates to take on roles in the hospitality industry where labour shortages are a growing concern.

The first cohort of 12 students started in September 2023 and in addition to quality classroom instruction, students also benefitted from robust learning experiences outside the classroom through a partnership established with Saskatchewan Indian Gaming Authority (SIGA) at their Dakota Dunes Casino in Saskatoon. Students completed numerous applied learning experiences within Dakota Dunes Casino, including time spent at Dakota's Deli and

Kookum's Kitchen, and experience working at the Seven Bar Restaurant in the back kitchen, serving, and bartending.

The college built on this partnership and the success of this learning opportunity and introduced the first "Great Plates: An Evening of Food and Entertainment with Great Plains College" event in Warman where Hotel and Restaurant Management students prepared and served a three-course meal to attendees. Over 80 guests joined for the April 17 event and all funds raised were directed toward the scholarship fund. The growth of this program is a prime example of the college's efforts to build partnerships that enhance student learning, employment connections and community integration.

WELDING STUDENTS AND INSTRUCTOR HOST 12TH ANNUAL CARHARTTS & CAVIAR WELDING SHOWCASE AND AUCTION

Great Plains College hosted the 12th annual Carharts & Caviar Welding Showcase and Auction on March 7 and welcomed a sold-out crowd of nearly 300 to support the college's welding program and scholarship fund.

Welding students, their instructor, alumni and local businesses came together to create 10 unique pieces that were auctioned off at the event. Pieces ranged

from indoor and outdoor furniture items to one-of-a-kind artwork. In total, the event raised over \$41,000.

This event has become an integral part of the Welding program, giving students a chance to practice their skills, work in teams to build custom pieces, connect with local industry and showcase their work to friends and family.



2023-24 DONORS

ENDOWMENTS

- Anthea & Ralph Loran Family Endowment Fund
- Loretta and Alfred Romankewicz Endowment Fund
- Roy Blanchard Estate Endowment Fund
- West Central Regional Economic Development Authority Endowment

DONORS: \$5,000 AND OVER

- Great Plains College Staff, President and Board
- MNP Vern Neustaeter Memorial Entrance Scholarship
- Stark & Marsh CPA LLP

DONORS: \$1,000 TO \$4,999

- ACT/UCT Dominion Council #1032
- Adeline Steinley Memorial Fund
- Basanti Ghosh Memorial Fund
- Biggar & District Credit Union
- Biggar & District Health Services Foundation
- Brett and Donna Wellsch
- City of Swift Current
- City of Warman
- Community Futures Mid-Sask
- Dr. Noble Irwin Regional Healthcare Foundation Inc.
- EECOL Electric

- Innovation Credit Union
- Kindersley and District Co-op
- Living Sky Casino/SIGA
- Melhoff Electric
- RM of Antelope Park No. 322
- RM of White Valley No. 49
- Rotary Club of Swift Current
- Saskatoon Regional Economic Development Authority (SREDA)
- Sharon and Leslie Fehr
- South West Terminal (SWT)
- Steinley Brothers - Howard Steinley Agricultural Scholarship
- Swift Current & District Chamber of Commerce
- Synergy Credit Union
- Town of Biggar
- Town of Kindersley
- W.W. Smith Insurance Ltd.
- Warman Home Centre

DONORS: UP TO \$1,000

- CIBC Securities Inc.
- City of Swift Current Employee Sunshine Club
- Community Futures Southwest
- Cypress Motors (1974)/Shawna Smuk
- Elviss Family Fund
- IA Financial Group
- John McPhail

- Kelly Insurance Brokers Ltd.
- Kessler Insurance
- LUK Plumbing Heating & Electric Ltd.
- Maureen Shelstad
- Nutrien Ag Solutions (Biggar)
- Prairie Sky Chamber of Commerce
- RM of Enterprise No. 142
- RM of Gull Lake No. 139
- RM of Kindersley No. 290
- RM of Mariposa No. 350
- RM of Swift Current No. 137
- RM of Webb No. 138
- RM of Winslow No. 319
- Ron Toles
- Sandra and Larry Hill
- SaskTel Pioneers
- Town of Herbert
- Town of Maple Creek
- Town of Ponteix
- Village of Marengo
- Village of Webb
- Weixi Liu, GPC Alumna

Great Plains College would like to recognize the Government of Saskatchewan for the matched scholarship funds provided through the Saskatchewan Innovation and Opportunity Scholarship program.



Deliver Education to Meet Labour Market Demand

GREAT PLAINS COLLEGE'S STRATEGIC PLAN IDENTIFIES A STRATEGIC DIRECTION TO "DELIVER EDUCATION TO MEET LABOUR MARKET DEMAND" WITH A GOAL TO:

- 1 Engage stakeholders to deliver quality training for regional and provincial labour market needs.

POST-SECONDARY PROGRAMS AND INDUSTRY COURSES

Great Plains College prides itself on the delivery of programs and related services that directly correlate to meeting the needs of the provincial labour market and student demand.

Leadership has worked to ensure that new and enhanced programming is built directly in consultation with external industry partners and

ensuring the strength and longevity of these relationships. The college continues to build in work-integrated learning components to programs, recognizing that ongoing collaboration and partnerships with key stakeholders are essential to equipping graduates with the skills needed to secure and sustain meaningful employment.

ADDRESSING SHORTAGES IN HEALTHCARE THROUGH THE HEALTH HUMAN RESOURCES ACTION PLAN

Continuing Care Assistant

Great Plains College continued to provide high quality healthcare programming to help address provincial healthcare shortages. In 2023-24, the college expanded its full and part-time Continuing Care Assistant (CCA) program training seats, resulting in a total of 115 students participating across five campuses. These students experienced great success with 113 completing their intended courses for the year. This includes the addition of CCA programming to the Warman Campus, which was the first healthcare programming introduced in Warman. The CCA program in Warman now offers a great pathway for students in the Essential Skills for Newcomers – Introduction to CCA program in Martensville to transition to post-secondary studies. There has already been significant interest in flowthrough to part-time CCA studies for the 2024-25 academic year.

Practical Nursing

Practical Nursing students in Swift Current completed their 2-year diploma and the college was notified that 100 per cent of the 12 graduates successfully completed their Canadian Practical Nursing Registration Examination (CPRNE) – a true testament to the students' dedication to their studies and a strong and supportive instructional staff.

The college built on the success of its existing Practical Nursing programs in Biggar and Swift Current, with the announcement of a Practical Nursing program at the Kindersley Campus, set to begin in fall 2025. Planning for program needs and facility upgrades for a shared CCA/Practical Nursing healthcare lab were undertaken in 2023-24. The program announcement and lab development has generated substantial support from local health care providers, municipal government and industry in the region.

Bachelor of Science in Nursing

Great Plains College concluded the 2023-24 academic year with one final program announcement for the Bachelor of Science in Nursing (BSN) program at the Swift Current Campus, in partnership with the University of Saskatchewan College of Nursing. The pre-professional year will run through university programming starting in fall 2024 and the first intake of BSN students will begin in fall 2025.

Great Plains College continued to strengthen its relationship with Saskatchewan Health Authority and community partners to ensure alignment between our training offerings and healthcare staffing needs.

PARTNERING TO SUPPORT EARLY LEARNING DEVELOPMENT IN OUR COMMUNITIES

The Government of Saskatchewan and Government of Canada entered into the Early Learning and Childcare agreement in 2021 to create more public daycare spaces for families in Saskatchewan. Saskatchewan's strategy aims to add more than 28,000 subsidized daycare spaces by 2025-26 and as such, many of the communities within the college's service regions have substantial daycare infrastructure expansion, building and training planned. Known daycare expansions/additions in the college's regions include:

Maple Creek

- A local committee is working to establish the first subsidized daycare within the community

Biggar

- A seat expansion is being planning within their existing facility

Kindersley

- A new building is planned for construction that will expand available spaces within the community

Warman

- Warman Childcare Centre has been awarded new spaces and is building a new facility that will add 90 new childcare spots within the community

Swift Current

- The city's largest daycare provider, Natural Wonders, has undertaken ownership and renovated a large facility adding 77 new spaces and operating four locations with several hundred spots total
- A new provider, Little Sunshine Early Learning Centre was approved for 45 new spaces
- Swift Current Childcare Centre is undertaking a 25-seat expansion and adding facility space

Heading into 2023-24, the college signed an agreement with the Ministry of Education's Early Learning Years Branch to expand our Early Childhood Education (ECE) course offerings in order to respond to the increased local demand for skilled ECE graduates. The additional funding allowed for seat expansion and tuition-free program offerings, which improved access for many students.

As such, 2023-24 programming resulted in a total of 141 ECE students being served out of Biggar, Maple Creek, Martensville, Swift Current and Warman. 117 of these students were served through tuition free post-secondary programming while 24 students were served in dual credit Adult Basic Education ECE Level 1 programs in Maple Creek and Martensville.

All program offerings incorporated consistent partnership with licensed childcare providers to ensure students are equipped with the knowledge and experience needed for a successful career in the rapidly-growing early learning sector.

GREAT PLAINS COLLEGE ENHANCES ACCESS TO TRADES PROGRAMMING

As part of the Government of Saskatchewan's commitment to investing in skilled trades, Great Plains College received \$225,000 within their Skills Training Allocation to increase training in construction trades related programming.

To ensure this investment had an immediate impact in our local economies, the allocation was used to introduced a tuition-free Production Line Welding program at the Swift Current Campus, and to expand Heavy Equipment Operator (HEO) offerings from two cohorts to three cohorts in Warman to address high industry demand for heavy equipment operators.

The additional cohort was aimed at newcomers to Canada and the college worked closely with its partners at Saskatoon Open Door Society (SODS) to remove barriers for prospective students to participate in the program. An additional educational assistant with a language training background was also provided to support students in the applied

component of the program, where they learn to operate large equipment on a work site. A total of 7 students successfully completed this unique offering and now have inroads into industry opportunities for employment.

The 10-week full-time Production Line Welding program also began in Swift Current in May 2023. The tuition-free offering aimed to provide a pathway to training and employment for those interested in pursuing an entry-level welding career, without the financial burden of post-secondary. The offering was well received by local industry and partner organizations. A total of six students successfully completed the program. Based on this success, the college will offer a part-time Production Line Welding program in fall 2024 to support the demand for skilled graduates from local industry.



ADULT BASIC EDUCATION (ABE)

In the 2023-24 academic year, Adult Basic Education and Essential Skills programming saw 80 full-time and 122 part-time enrolments, resulting in 92.5 full-load equivalents (FLEs). As the cost of living continues to soar and financial training support is limited, many Adult Basic Education students are unable to engage in full-time programming. As a result, we continue to see higher part-time enrolments.

Learners in this program often face barriers to education, including financial difficulties, family responsibilities, and the lasting effects of adverse experiences. Campus supports including in-person counselling and Elder connections, as well as referrals to community services are provided to better equip students to navigate their educational journey. This

empathetic and learner-centered approach taken by the ABE and Essential Skills staff played a pivotal role in helping students mitigate their challenges, and the resilience of both students and staff is highly commendable.

In 2023-24, the college celebrated 47 graduates and 107 completers who earned their Adult 12, Adult 10 and GED credentials as well as dual credits attained through Essential Skills programs. Notably, the number of graduates and completers increased compared to the previous year. The success of both students and staff in 2023-24 is a testament to their dedication.

PROVIDING LABOUR MARKET PATHWAY WITHIN POWER ENGINEERING IN MAPLE CREEK

In 2023-24, Great Plains College Maple Creek Program Centre partnered with the Distance Learning Centre (DLC) and Sask Power to offer the Fifth Class Power Engineering (PE5) program. This in-demand certification provides the skills necessary for individuals to operate and maintain boilers in commercial heating and manufacturing plants. By offering the program in Maple Creek, students were able to receive training close to home, thus removing barriers and supporting their educational and career goals.

Alongside the PE5 credential, this program incorporated essential skills for the workplace, safety training, steam time and cultural supports. The

inclusion of steam time offers practical, hands-on experience while cultural supports address the diverse needs of participants. Combined, these elements ensure that students are well-prepared to meet industry standards, thrive in their jobs, and adapt to workplace change.

In 2023-24, seven students successfully completed their Fifth Class Power Engineering, many of whom are now employed and/or planning to continue their training. The strong outcomes from the PE5 program led the college to explore a Fourth Class Power Engineering offering in Maple Creek for 2024-25.

INTERNATIONAL

INTERNATIONAL STUDENTS IMPACT ON SASKATCHEWAN'S ECONOMY

In the 2023-24 academic year, Saskatchewan Colleges successfully recruited nearly 400 students to Great Plains, North West, and Suncrest Colleges. Great Plains College alone served 161 new and returning international students.

In January 2024, the landscape of international education shifted substantially when Immigration, Refugees and Citizenship Canada (IRCC) introduced a student cap and Provincial Attestation Letter (PAL) process to manage the exponential growth of international students. The policy aimed to manage the rapid increase in international student numbers in Canada, address infrastructure challenges such as housing and rental market pressures in certain regions, and ensure that institutions provide students with a positive experience and employment-supportive programs.

The national policy caused severe disruption in the sector and the blanket nature of the changes had the potential to cause unintended impacts to Saskatchewan Colleges, whose recruitment efforts focused on programs with strong labour market demands. International student enrolments are crucial for meeting provincial labor market needs and maintaining affordable programming for domestic students. Blended cohorts help spread program delivery costs and support positive employment pathways for international students during their Post Graduate Work Permit (PGWP) period.

To highlight the impact and success of international students, Saskatchewan Colleges conducted its first international student follow-up survey with the following results:

- 90 per cent found full-time permanent employment within 3 months of graduation
- 85 per cent remained living and working in Saskatchewan
- 77 per cent applied for permanent residency; 43 per cent attained it, while 57 per cent awaited approval
- 76 per cent in the Permanent Residency application phase were able to apply with their first full-time job offer
- 94 per cent worked while studying, with 82 per cent finding work within one month of their arrival to Saskatchewan

ENGLISH AS A SUBSEQUENT LANGUAGE (ESL)

CONTINUED STRENGTH IN LANGUAGE TRAINING PROGRAMMING

The demand for language training remained high, reflecting the critical need for these services. In 2023-24, Great Plains College served 581 distinct learners across the province; 298 of these students were served in 17 communities in our region through tutoring arrangements, conversation circles and portfolio-based language assessment (PBLA) classes.

In addition, 283 of these learners were served Saskatchewan-wide through the LINC Home Study programs, delivered by 21 instructors. These flexible and personalized offerings ensured that learners received the targeted support necessary to improve their English language skills and gain confidence for navigating life and the workplace in Canada.

TUTORING IN RURAL COMMUNITIES

One-on-one and small group language tutoring plays a vital role in communities that do not have the population to support formal language classes. In 2023-24, Great Plains College was pleased to provide in-person tutoring for 23 learners in six communities across its regions. In each situation, local community members were hired and trained by the college to provide the service. Tutors met with students for 1.5 hours per week, focusing on language skills to help meet learner needs. Tutoring provided opportunities for newcomers to build language skills, enabling them to integrate into their communities, find employment and navigate important aspects of daily life such as

communicating with their child's school. Without access to language instruction, newcomers are much less likely to settle in these rural areas.

The impact of language instruction extends beyond individual learners. As newcomers build their language abilities, they contribute to the cultural and economic vitality of rural communities, bringing fresh perspectives, skills, and diversity. Great Plains College is proud to be a part of helping newcomers integrate into rural Saskatchewan thus enriching the social fabric and helping communities to grow and thrive.

Appendix & Financial Statements

Goal: Optimize Student Success

Saskatchewan's Growth Plan | 2020-2030

www.saskatchewan.ca/government/budget-planning-and-reporting/plan-for-growth

Goal: Developing an Agile and Integrated Education and Training System

- "Ensure institutions work with Saskatchewan employers to define skills and competencies ..." (p. 31)
- "Improve career planning supports for post-secondary students ..." (p. 31)
- "Extend Saskatchewan's post-secondary footprint into global markets ..." (p. 31)

Ministry of Advanced Education Plan for 2023-24

Goal: Students succeed in post-secondary education.

Expectations: Accessible, Responsive, Accountable

Strategies:

- Provide supports to promote student success.
- Foster an inclusive post-secondary sector where students from diverse backgrounds can enrol and succeed.

Actions:

- Develop and encourage services to meet the diverse needs of students.
 - Encourage the enrolment and educational attainment of Indigenous students.
 - Support the enrollment and education attainment of students with disabilities.
 - Increase the enrolment and diversification of international students in Saskatchewan.

Ministry of Immigration and Career Training Plan for 2023-24

Goals: Develop skills for in-demand jobs and attract a stable labour supply.

Strategies:

- Support transitions to employment through training programs and services.
- Connect more newcomers to employment opportunities.

Actions:

- Work with training partners to deliver in-demand programs and services. This includes offering more flexible training and providing improved employer demand information to training providers.
- Expand experiential and work-integrated training opportunities, including for under-represented groups and immigrants.
- Link newcomers to careers that align with their education and skills.

OBJECTIVE 1. IMPROVE PATHWAYS TO MEANINGFUL EMPLOYMENT OR FURTHER EDUCATION.

2023-24 Key Performance Measurements

KPM: Employment rate of completers and graduates of post-secondary programming one year after program end.

Post-Secondary Target: 85%

3-year baseline average (2018-21): 86%

(Source: Annual Graduate Follow-up Fast Consulting)

RESULT: 88%

KPM: Employment rate of completers and graduates of Adult Basic Education programming one year after program end.

Adult Basic Education Target: 55%

3-year baseline average (2018-21): 54%

(Source: Annual Graduate Follow-up Fast Consulting)

RESULT: 64%

KPM: Employment rate of completers and graduates of institute credit programming 60-90 days after program completion or graduation.

Target: 85%

3-year baseline average (2019-22): 82% (Source: 60-90 Day Follow-up Fast Consulting)

RESULT: 85%

KPM: Percentage of post-secondary and Adult Basic Education completers and graduates considering further education one year after program end.

Target: 65%

3-year baseline average (2018-21): 63% (Source: Annual Graduate Follow-up Fast Consulting)

RESULT: 50%

KPM: Percentage of institute credit completers and graduates that have taken or are currently enrolled in further education 60-90 days after program completion or graduation.

Target: 40%

3-year baseline average (2019-22): 41% (Source: 60-90 Day Follow-up Fast Consulting)

RESULT: 43%

OBJECTIVE 2. SUPPORT THE WHOLE STUDENT TO OBTAIN CREDENTIALS, SKILLS AND EXPERIENCE.

2023-24 Key Performance Measurements

KPM: Percentage of institute credit and Adult Basic Education completers and graduates that would recommend GPC to a friend, colleague or family member as reported 60-90 days after program completion.

Target: 95%

3-year baseline (2019-22): 94% (Source: 60-90 Day Follow-up Fast Consulting)

RESULT: 97%

KPM: Percentage of graduates stating that GPC prepared them for work in their field of study.

Target: 98%

3-year baseline (2018-21): 97% (Source: Fast Consulting Annual Graduate Follow-up Survey)

RESULT: 86%

KPM: Percentage of Institute Credit students satisfied with the quality of instruction at Great Plains College.

Target: 90%

3-year baseline (2019-22): 89% (Source: GPC Course and Instructor Evaluation)

RESULT: 90%

KPM: Percentage of Adult Basic Education students satisfied with the quality of instruction at Great Plains College.

Target: 90%

3-year baseline (2018-22): 91% (Source: GPC Course and Instructor Evaluation. No data in 2019-20 thus 3-year baseline 2018-22)

RESULT: Unable to report due to low response rates

KPM: Number of distinct international students graduating and completing their programs.

Target: 80%

3-year baseline (2019-22): 82% of those eligible to graduate or complete

RESULT: 82% (84/102)

KPM: Number of distinct graduates and completers from institute credit distinct enrolments.

Target: 375

3-year baseline (2019-22): 380 (Source: GPC Student Information System Key Performance Indicators)

RESULT: 475

KPM: Number of distinct graduates and completers from Adult Basic Education credit enrolments.

Target: 110

3-year baseline (2019-22): 150 (Source: GPC Student Information System Key Performance Indicators)

RESULT: 115

KPM: Number of distinct completers from Essential Skills for the Workplace programs.

Target: 30

3-year baseline (2019-22): 34

RESULT: 24

KPM: Percentage of institute credit students retained until completion or graduation.

Target: 80%

3-year baseline (2019-22): 81% (376/465) (Source: GPC Student Information System Key Performance Indicators)

RESULT: 86% (475/555)

KPM: Percentage of Adult Basic Education students (credit programs) retained until completion or graduation.
Target: 70%
3-year baseline (2019-22): 75% (133/177) (Source: GPC Student Information System Key Performance Indicators)
RESULT: 75% (115/154)

KPM: Percentage of Essential Skills for the Workplace students retained until completion.
Target: 70%
3-year baseline (2019-22): 73% (29/40)
RESULT: 89% (24/27)

KPM: Percentage of program target enrolments met or exceeded in full-time Institute Credit programming.
Target: 75%
3-year baseline (2019-22) 76% (186/244) September Seats Only (Source: GPC Enrolment Management Template, OCSM)
RESULT: 90% (253/280)

KPM: Percentage of program target enrolments met or exceeded in Adult Basic Education programming.
Target: 80%
3-year baseline (2018-21): 82% (141/172) Fall Seats Only (Source: GPC Enrolment Management Template, OCSM)
RESULT: 93% (142/152)

Goal: Value Employees

Saskatchewan's Growth Plan | 2020-2030

www.saskatchewan.ca/government/budget-planning-and-reporting/plan-for-growth

Goal: Creating safer workplaces

OBJECTIVE 1. PROMOTE A SAFE, COLLABORATIVE AND RESPECTFUL WORK ENVIRONMENT.

2023-24 Key Performance Measurements

KPM: Percentage of in-scope staff trained in Violence Risk and Threat Assessment (VTRA).
Target: 95%
3-year baseline (2019-22): 93% (Source: GPC HR records)
RESULT: Not Available

KPM: Percentage of in-scope and management trained in Respect in the Workplace
Target: 85%
3-year baseline (2019-22): 88%
(Source: GPC HR records)
RESULT: 87%

OBJECTIVE 2. ALL STAFF ARE ENGAGED, EMPOWERED AND HAVE THE RESOURCES TO DO THEIR JOB.

2023-24 Key Performance Measurements

KPM: Percentage of eligible staff and out-of-scope management who access professional development opportunities
Target: 50%
3-year baseline (2018-22)*: 49%
*No PD in 2020-21 so 3-year baseline 2018-22
(Source: GPC HR records)
RESULT: 50%

KPM: Participation in annual staff gathering and long-service awards.
Target: 85%
3-year baseline (2018-22)*: 83%
*No Staff Gathering in 2020-21 so 3-year baseline 2018-22
(Source: GPC Staff Gathering records)
RESULT: 80%

Goal: Build & Enhance Partnerships

Saskatchewan's Growth Plan | 2020-2030

www.saskatchewan.ca/government/budget-planning-and-reporting/plan-for-growth

Goal: Developing the Potential of a Diverse Population that Requires Labour Market Supports to Succeed

• "Support partnerships between employers, post-secondary institutions and community organizations ..." (p. 33)

Ministry of Advanced Education Plan for 2023-24

Goal: Saskatchewan's post-secondary sector is accountable and sustainable.

Expectations: Sustainable, Accountable

Strategies: Encourage Saskatchewan post-secondary education institutions to collaborate and demonstrate efficiencies that ensure the long-term financial sustainability of the post-secondary education sector.

Actions: Promote collaboration among post-secondary institutions to implement sector-wide initiatives.

OBJECTIVE 1. BE AN EDUCATIONAL PARTNER OF CHOICE BY CREATING AND NURTURING SUSTAINABLE AND ACCOUNTABLE RELATIONSHIPS WITH STAKEHOLDERS.

2023-24 Key Performance Measurements

KPM: % of non-base funded revenue to total revenue*
Target: 37%

3-year baseline 2019-22: 36%

*Base-funded includes all funding allocations which are identified in the annual budget letter.
(Source: GPC financial records)

RESULT: 45%

KPM: Annual revenue from donations and fundraising activities.

Target: \$145,000

*Please note: This does not include matching dollars provided by the Government of Saskatchewan)

3-year baseline (2019-22): 137,893

(Source: GPC financial records)

RESULT: \$146,834

KPM: Industry Credit (number of student enrolments)

Target: 2,650

3-year baseline (2019-22): 2,531 (includes one partial COVID year 2019-20)

(Source: GPC Student Information System Key Performance Indicators)

RESULT: 2,773

KPM: Institute credit enrolment (distinct FT and PT enrolments)

Target: 475

3-year Baseline (2019-22): 465

(Source: GPC Student Information System Key Performance Indicators)

RESULT: 555

KPM: Adult Basic Education—ABE credit enrolment (distinct total FT and PT enrolments)

Target: 150

3-year Baseline (2019-22): 177

(Source: GPC Student Information System Key Performance Indicators)

RESULT: 154

KPM: Adult Basic Education-Essential Skills enrolment (distinct total FT and PT enrolments)

Target: 40

3-year baseline (2019-22): 40

(Source: GPC Student Information System Key Performance Indicators)

RESULT: 27

KPM: University enrolment (distinct FT and PT enrolments)

Target: 30

3-year Baseline (2019-22): 33

(Source: GPC Student Information System Key Performance Indicators)

RESULT: 17

KPM: Number of distinct graduates and completers from institute credit distinct enrolments.

Target: 375

3-year baseline (2019-22): 380 (Source: GPC Student Information System Key Performance Indicators)

RESULT: 475

KPM: Number of distinct graduates and completers from Adult Basic Education credit enrolments.

Target: 110

3-year baseline (2019-22): 150 (Source: GPC Student Information System Key Performance Indicators)

RESULT: 115

KPM: Number of distinct completers from Essential Skills for the Workplace programs.

Target: 30

3-year baseline (2019-22): 34

RESULT: 24

KPM: Percentage of institute credit and Adult Basic Education completers and graduates that would recommend GPC to a friend, colleague or family member as reported 60-90 days after program completion.

Target: 95%

3-year baseline (2019-22): 94% (Source: 60-90 Day Follow-up Fast Consulting)

RESULT: 97%

Goal: Deliver Education to Meet Labour Market Demand

Saskatchewan's Growth Plan | 2020-2030

www.saskatchewan.ca/government/budget-planning-and-reporting/plan-for-growth

Goal: Developing an Agile and Integrated Education and Training System

Goal: Developing the Potential of a Diverse Population that Requires Labour Market Supports to Succeed

- "Ensure skills training programs ... have common standards and quality assurance." (p. 31)
- "Ensure institutions work with Saskatchewan employers to define skills and competencies ..." (p. 31)
- "Improve career planning supports for post-secondary students ..." (p. 31)
- "Support partnerships between employers, post-secondary institutions and community organizations ..." (p. 33)
- "Improve outcomes for job seekers through career services ..." (p. 33)

Ministry of Advanced Education Plan for 2023-24

Goal: Meet the post-secondary education needs of the province.

Expectations: Responsive, High Quality, Accountable

Strategies:

- Support post-secondary institutions to provide education and training to meet the existing and future needs of Saskatchewan's economy and communities.
- Strengthen program quality and responsiveness to Saskatchewan's economic and social needs.

Actions:

- Continue to support the government's Health Human Resources Action Plan to recruit, train, incentivize, and retain health care workers in the province.
- Improve connections between post-secondary international education and the economy.

Ministry of Immigration and Career Training Plan for 2023-24

Goals: Meet employer demand for a skilled workforce, develop skills for in-demand jobs and attract a stable labour supply.

Strategies:

- Training programs and services support transitions to employment.
- Connect more newcomers to employment opportunities.

Actions:

- Work with training partners to deliver in-demand programs and services and expand training options.
- Expand experiential and work-integrated training opportunities, including for under-represented groups and immigrants.
- Link newcomers to careers that align with their current education and skills.

OBJECTIVE 1. ENGAGE STAKEHOLDERS TO DELIVER QUALITY TRAINING FOR REGIONAL AND PROVINCIAL LABOUR MARKET NEEDS.

2023-24 Key Performance Measurements

KPM: Employment rate of completers and graduates of post-secondary programming one year after program end.

Post-Secondary Target: 85%

3-year baseline average (2018-21): 86% (Source: Annual Graduate Follow-up Fast Consulting)

RESULT: 88%

KPM: Employment rate of completers and graduates of Adult Basic Education programming one year after program end.

Adult Basic Education Target: 55%

3-year baseline average (2018-21): 54% (Source: Annual Graduate Follow-up Fast Consulting)

RESULT: 64%

KPM: Employment rate of completers and graduates of institute credit programming 60-90 days after program completion or graduation.

Target: 85%

3-year baseline average (2019-22): 82% (Source: 60-90 Day Follow-up Fast Consulting)

RESULT: 85%

KPM: Percentage of graduates stating that GPC prepared them for work in their field of study.

Target: 98%

3-year baseline (2018-21): 97% (Source: Fast Consulting Annual Graduate Follow-up Survey)

RESULT: 86%

KPM: Percentage of Institute Credit students satisfied with the quality of instruction at Great Plains College.

Target: 90%

3-year baseline (2019-22): 89% (Source: GPC Course and Instructor Evaluation)

RESULT: 90%

KPM: Percentage of Adult Basic Education students satisfied with the quality of instruction at Great Plains College.

Target: 90%

2-year baseline (2019-22): 91% (Source: GPC Course and Instructor Evaluation)

RESULT: Unable to report due to low response rates

KPM: Number of partnerships that contribute to business development and program delivery*

Target: 167 (increase of 10%)

3-year baseline (2019-22): 152

*Partnerships include brokering institutions, donors, ministry contracts and MOU agreements.

RESULT: 173

Table 3 | Equity participation enrolments by program groups for Great Plains College

Program Groups		Actuals																							
		Average (past three years)									2023-2024														
		Aboriginal			Visible			Disability			Total			Aboriginal			Visible			Disability			Total		
FT	Cas	PT	FT	Cas	PT	FT	Cas	PT	FT	Cas	PT	FT	Cas	PT	FT	Cas	PT	FT	Cas	PT	FT	Cas	PT		
SKILLS TRAINING																									
Institute Credit:																									
Sask Polytech	14.7	14.0	0.0	56.3	71.3	0.0	12.3	18.7	0.3	154.3	242.3	1.3	4.0	21.0	0.0	90.0	112.0	1.0	5.0	20.0	0.0	166.0	304.0	1.0	
Other	1.0	7.3	0.0	8.3	13.7	0.0	1.0	7.0	0.0	19.3	65.0	0.0	2.0	2.0	0.0	8.0	21.0	0.0	0.0	7.0	0.0	19.0	68.0	0.0	
Apprenticeship & Trade	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total Institute Credit	15.7	21.3	0.0	64.7	85.0	0.0	13.3	25.7	0.3	173.7	307.3	1.3	6.0	23.0	0.0	98.0	133.0	1.0	5.0	27.0	0.0	185.0	372.0	1.0	
Industry Credit:																									
Total Industry Credit	0.0	10.7	77.0	0.0	4.0	59.3	0.0	3.0	53.0	0.0	197.3	2498.3	0.0	4.0	65.0	0.0	5.0	76.0	0.0	5.0	53.0	1.0	175.0	2597.0	
Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)																									
Total Non-Credit	0.0	13.0	1.7	0.0	2.3	2.3	0.0	3.0	2.0	0.0	53.0	65.7	0.0	4.0	0.0	0.0	8.0	1.0	0.0	3.0	2.0	0.0	71.0	43.0	
TOTAL SKILLS TRAINING CREDIT		15.7	45.0	78.7	64.7	91.3	61.7	13.3	31.7	55.3	173.7	557.7	2565.3	6.0	31.0	65.0	98.0	146.0	78.0	5.0	35.0	55.0	186.0	618.0	2641.0
BASIC EDUCATION																									
Basic Education Credit:																									
Adult 12	15.3	14.3	0.0	14.3	6.3	0.0	8.3	5.7	0.0	65.7	58.3	0.0	6.0	22.0	0.0	16.0	8.0	0.0	3.0	4.0	0.0	46.0	76.0	0.0	
Adult 10	0.7	5.0	0.0	0.3	0.0	0.0	0.7	1.0	0.0	2.0	9.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	2.0	6.0	0.0	
Academic GED	0.0	5.7	0.0	1.3	0.0	0.0	0.0	2.3	0.0	0.0	19.7	0.0	0.0	10.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0	0.0	24.0	0.0	
Total BE Credit	16.0	25.0	0.0	14.3	8.0	0.0	9.0	9.0	0.0	67.7	87.0	0.0	7.0	32.0	0.0	16.0	9.0	0.0	4.0	5.0	0.0	48.0	106.0	0.0	
Basic Education Non-Credit:																									
Employability/Life Skills	2.0	9.7	0.0	8.7	1.3	0.0	2.7	1.3	0.0	20.0	15.3	0.0	0.0	1.0	0.0	11.0	1.0	0.0	0.0	0.0	0.0	24.0	3.0	0.0	
English Language Training	0.0	1.0	0.0	0.0	32.3	0.0	0.0	2.0	0.0	1.0	333.3	0.0	0.0	3.0	0.0	0.0	23.0	0.0	0.0	1.0	0.0	0.0	581.0	0.0	
General Academic Studies	5.3	4.3	0.0	1.3	1.3	0.0	2.3	0.3	0.0	15.0	15.3	0.0	5.0	6.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0	0.0	8.0	13.0	
Literacy	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total BE Non-Credit	7.3	15.0	0.0	10.0	35.0	0.0	5.0	3.7	0.0	36.0	364.0	0.0	5.0	10.0	0.0	12.0	24.0	0.0	2.0	2.0	0.0	32.0	597.0	0.0	
TOTAL BASIC EDUCATION		23.3	40.0	0.0	24.3	43.0	0.0	14.0	12.7	0.0	103.7	451.0	0.0	12.0	42.0	0.0	28.0	33.0	0.0	4.0	7.0	0.0	80.0	703.0	0.0
UNIVERSITY	0.7	1.3	0.0	0.3	0.7	0.0	0.7	1.3	0.0	10.7	12.3	0.0	1.0	1.0	0.0	0.0	2.0	0.0	2.0	3.0	0.0	4.0	13.0	0.0	
TOTAL ENROLLMENT	39.7	86.3	78.7	89.3	135.0	61.7	28.0	45.7	55.3	288.0	1021.0	2565.3	19.0	74.0	65.0	126.0	181.0	78.0	11.0	45.0	55.0	270.0	1334.0	2641.0	

Note: The minimum count reported for student confidentiality is 5. This standard shall be used for all data collections that include any factual or subjective data collected on a student when the reporting of such data could focus on a specific identifiable. If this criterion is not met, then the classification and sub-classification is reported as "n".

Table 4 | Equity participation completes and graduates by program groups for Great Plains College

Program Groups		Actuals																							
		Average (past three years)									2023-2024														
		Aboriginal			Visible Minority			Disability			Total			Aboriginal			Visible Minority			Disability			Total		
E	C	G	E	C	G	E	C	G	E	C	G	E	C	G	E	C	G	E	C	G	E	C	G		
SKILLS TRAINING																									
Institute Credit:																									
Sask Polytech	28.7	10.3	10.3	127.7	66.3	38.3	31.3	14.3	7.3	25.0	16.0	6.0	203.0	95.0	73.0	25.0	13.0	4.0							
Other:	8.3	5.3	2.0	22.0	11.7	9.0	8.0	6.3	1.3	4.0	2.0	1.0	29.0	10.0	17.0	7.0	6.0	1.0							
Apprenticeship & Trade	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Total Institute Credit	37.0	15.7	12.3	149.7	78.0	47.3	39.3	20.7	8.7	29.0	18.0	7.0	232.0	105.0	90.0	32.0	19.0	5.0							
Industry Credit:																									
Total Industry Credit	87.7	4.0	84.0	63.3	0.3	63.0	56.0	1.0	55.7	69.0	3.0	66.0	81.0	1.0	80.0	58.0	0.0	58.0							
Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)																									
Total Non-Credit	14.7	13.7	0.0	4.7	3.0	0.0	5.0	4.0	0.0	4.0	4.0	0.0	9.0	4.0	0.0	5.0	5.0	0.0							
TOTAL SKILLS TRAINING CREDIT		139.3	33.3	96.3	217.7	81.3	110.3	100.3	25.7	64.3	102.0	25.0	73.0	322.0	110.0	170.0	95.0	24.0	63.0						
BASIC EDUCATION																									
Basic Education Credit:																									
Adult 12	29.7	10.3	6.7	20.7	13.7	3.7	14.0	6.7	3.0	28.0	6.0	3.0	24.0	13.0	7.0	7.0	2.0	2.0							
Adult 10	5.7	1.7	1.7	0.3	0.0	0.0	1.7	0.7	0.3	1.0	0.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0						
Academic GED	5.7	4.7	1.0	1.3	1.3	0.0	2.3	1.3	1.0	10.0	5.0	5.0	1.0	0.0	1.0	1.0	1.0	1.0	0.0						
Total BE Credit	41.0	16.7	9.3	22.3	15.0	3.7	18.0	8.7	4.3	39.0	11.0	9.0	25.0	13.0	8.0	9.0	4.0	2.0							
Basic Education Non-Credit:																									
Employability/Life Skills	11.7	5.7	0.0	10.0	9.0	0.0	4.0	2.3	0.0	1.0	0.0	0.0	12.0	11.0	0.0	0.0	0.0	0.0							
English Language Training	1.0	0.3	0.0	32.3	21.0	0.0	2.0	1.3	0.0	3.0	2.0	0.0	23.0	13.0	0.0	1.0	1.0	0.0							
General Academic Studies	9.7	3.7	0.0	2.7	1.0	0.0	2.7	2.0	0.0	11.0	6.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0							
Literacy	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0							
Total BE Non-Credit	22.3	9.7	0.0	45.0	31.0	0.0	8.7	5.7	0.0	15.0	8.0	3.0	36.0	25.0	0.0	2.0	2.0	0.0							
TOTAL BASIC EDUCATION		63.3	26.3	9.3	67.3	46.0	3.7	26.7	14.3	4.3	54.0	19.0	9.0	61.0	38.0	8.0	11.0	6.0	2.0						
UNIVERSITY	2.0	2.0	0.0	1.0	1.0	0.0	2.0	1.7	0.0	2.0	2.0	0.0	2.0	2.0	0.0	2.0	0.0	5.0	5.0						
TOTAL ENROLLMENT	204.7	61.7	105.7	286.0	128.3	114.0	129.0	41.7	68.7	158.0	46.0	82.0	385.0	150.0	178.0	111.0	35.0	65.0							

Note: The minimum count reported for student confidentiality is 5. This standard shall be used for all data collections that include any factual or subjective data collected on a student when the reporting of such data could focus on a specific identifiable. If this criterion is not met, then the classification and sub-classification is reported as "n".
 E = total enrollment
 C = completers (the total number of students who completed course requirements or remained to the end of the program).
 G = graduates (the total number of students who successfully completed all course requirements resulting in achievement of certification by a recognized credit granting institution or recognized by industry).

Table 5 | Comprehensive enrolment by Kindersley program region

Program Groups		Actuals							
		Average (past three years)				2023-2024			
		Student Enroll FT	Student Enroll PT	Student Enroll Casual	FLEs	Student Enroll FT	Student Enroll PT	Student Enroll Casual	FLEs
SKILLS TRAINING	Institute Credit:								
	Sask Polytech	21.0	36.7	1.0	29.7	9.0	49.0	0.0	37.5
	Other	4.0	19.0	0.0	10.7	3.0	22.0	0.0	10.6
	Apprenticeship & Trade	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total Institute Credit	25.0	55.7	1.0	40.5	12.0	71.0	0.0	48.1
	Industry Credit:								
	Total Industry Credit	0.0	74.0	1062.0	23.9	1.0	62.0	1098.0	24.7
	Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)								
	Total Non-Credit	0.0	28.0	24.0	2.1	0.0	41.0	5.0	2.9
	TOTAL SKILLS TRAINING		25.0	157.7	1087.0	66.4	13.0	174.0	1103.0
BASIC EDUCATION	BE Credit:								
	Adult 12	6.0	5.0	0.0	6.9	4.0	8.0	0.0	5.5
	Adult 10	1.0	2.7	0.0	1.2	0.0	6.0	0.0	1.2
	Academic GED	0.0	1.7	0.0	0.0	0.0	6.0	0.0	0.0
	Total BE Credit	7.0	9.3	0.0	8.2	4.0	20.0	0.0	6.7
	BE Non-Credit:								
	Employability/Life Skills	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	English Language Training	0.0	0.3	0.0	0.1	0.0	53.0	0.0	5.1
	General Academic Studies	0.3	0.3	0.0	0.2	0.0	0.0	0.0	0.0
	Literacy	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total BE Non-Credit	0.3	0.7	0.0	0.3	0.0	53.0	0.0	5.1	
TOTAL BASIC EDUCATION		7.3	10.0	0.0	8.5	4.0	73.0	0.0	11.8
UNIVERSITY	Total University	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL ENROLLMENT		32.3	167.7	1087.0	74.9	17.0	247.0	1103.0	87.5

Table 6 | Comprehensive enrolment by Swift Current program region

Program Groups		Average (past three years)				2023-2024			
		Student Enroll FT	Student Enroll PT	Student Enroll Casual	FLEs	Student Enroll FT	Student Enroll PT	Student Enroll Casual	FLEs
		SKILLS TRAINING	Institute Credit:						
Sask Polytech	94.3		135.0	0.0	153.0	112.0	118.0	0.0	172.6
Other	14.0		26.3	0.0	30.5	15.0	32.0	0.0	38.1
Apprenticeship & Trade	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Institute Credit	108.3		161.3	0.0	183.5	127.0	150.0	0.0	210.7
Industry Credit:									
Total Industry Credit	0.0		113.7	1394.0	34.8	0.0	97.0	1476.0	35.1
Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)									
Total Non-Credit	0.0		7.7	41.7	2.1	0.0	7.0	38.0	1.8
TOTAL SKILLS TRAINING			108.3	282.7	1435.7	220.3	127.0	254.0	1514.0
BASIC EDUCATION	BE Credit:								
	Adult 12	34.3	35.0	0.0	40.5	14.0	44.0	0.0	23.0
	Adult 10	0.3	6.0	0.0	2.1	1.0	0.0	0.0	0.4
	Academic GED	0.0	16.3	0.0	0.0	0.0	16.0	0.0	0.0
	Total BE Credit	34.7	57.3	0.0	42.6	15.0	60.0	0.0	23.4
	BE Non-Credit:								
	Employability/Life Skills	8.3	14.3	0.0	6.9	4.0	1.0	0.0	3.4
	English Language Training	0.7	282.3	0.0	9.6	0.0	405.0	0.0	24.0
	General Academic Studies	13.3	11.3	0.0	10.8	8.0	13.0	0.0	6.6
	Literacy	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total BE Non-Credit	22.3	308.0	0.0	27.3	12.0	419.0	0.0	33.9	
TOTAL BASIC EDUCATION		57.0	365.3	0.0	69.8	27.0	479.0	0.0	57.3
UNIVERSITY	Total University	10.7	12.3	0.0	11.9	4.0	13.0	0.0	7.0
TOTAL ENROLLMENT		176.0	660.3	1435.7	302.1	158.0	746.0	1514.0	312.0

Table 7 | Comprehensive enrolment by Warman program region

	Program Groups	Actuals							
		Average (past three years)				2023-2024			
		Student Enroll FT	Student Enroll PT	Student Enroll Casual	FLEs	Student Enroll FT	Student Enroll PT	Student Enroll Casual	FLEs
SKILLS TRAINING	Institute Credit:								
	Sask Polytech	37.0	67.3	0.3	58.3	44.0	136.0	1.0	88.5
	Other	1.3	19.7	0.0	7.9	0.0	16.0	0.0	7.2
	Apprenticeship & Trade	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Total Institute Credit	38.3	87.0	0.3	66.2	44.0	152.0	1.0	95.7
	Industry Credit:								
	Total Industry Credit	0.0	9.0	60.7	2.4	0.0	16.0	38.0	1.4
	Non-Credit (Industry Non-Credit, Community/ Individual Non-Credit, Personal Interest Non-Credit)								
Total Non-Credit	0.0	16.7	0.3	5.7	0.0	24.0	0.0	10.2	
TOTAL SKILLS TRAINING		38.3	112.7	61.3	74.3	44.0	192.0	39.0	107.3
BASIC EDUCATION	BE Credit:								
	Adult 12	25.3	18.3	0.0	30.2	28.0	24.0	0.0	34.6
	Adult 10	0.7	0.3	0.0	0.7	1.0	0.0	0.0	1.3
	Academic GED	0.0	1.7	0.0	0.0	0.0	2.0	0.0	0.0
	Total BE Credit	26.0	20.3	0.0	30.9	29.0	26.0	0.0	35.8
	BE Non-Credit:								
	Employability/Life Skills	11.7	1.0	0.0	9.4	20.0	2.0	0.0	16.6
	English Language Training	0.3	52.3	0.0	4.7	0.0	131.0	0.0	18.8
	General Academic Studies	1.3	3.7	0.0	2.1	0.0	0.0	0.0	0.0
	Literacy	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total BE Non-Credit	13.3	57.0	0.0	16.1	20.0	133.0	0.0	35.4	
TOTAL BASIC EDUCATION		39.3	77.3	0.0	47.0	49.0	159.0	0.0	71.3
UNIVERSITY	Total University	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL ENROLLMENT		77.7	190.0	61.3	121.3	93.0	351.0	39.0	178.6



INDEPENDENT AUDITOR'S REPORT

To Directors of Great Plains College:

Opinion

We have audited the financial statements of Great Plains College, which comprise the statement of financial position as at June 30, 2024, and the statements of operations and accumulated surplus, changes in net financial assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at June 30, 2024, and its results of operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

As management, the Council is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibility for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

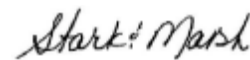
INDEPENDENT AUDITOR'S REPORT (continued)

Auditor's Responsibility for the Audit of the Financial Statements (continued)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



CPA LLP
Chartered Professional Accountants

Swift Current, Saskatchewan
September 26, 2024

**Great Plains College
Statement of Financial Position
as at June 30, 2024**


Statement 1

	<u>2024</u>	<u>2023</u>
Financial Assets		
Cash and cash equivalents (Note 3)	\$ 2,899,186	\$ 2,245,491
Accounts receivable (Note 4)	785,371	797,030
Inventories for resale (Note 5)	35,474	51,554
Portfolio investments (Note 6)	<u>2,671,156</u>	<u>2,541,294</u>
Total Financial Assets	<u>6,391,187</u>	<u>5,635,369</u>
Liabilities		
Accrued salaries and benefits (Note 7)	1,362,237	828,156
Accounts payable and accrued liabilities (Note 8)	312,922	119,266
Deferred revenue (Note 9)	2,013,919	2,062,209
Liability for employee future benefits (Note 10)	<u>261,500</u>	<u>248,100</u>
Total Financial Liabilities	<u>3,950,578</u>	<u>3,257,731</u>
Net Financial Assets	<u>2,440,609</u>	<u>2,377,638</u>
Non-Financial Assets		
Tangible capital assets (Note 11)	10,336,916	10,153,133
Prepaid expenses (Note 12)	<u>11,411</u>	<u>22,721</u>
Accumulated Surplus	<u>10,348,327</u>	<u>10,175,854</u>
Total Accumulated Surplus	<u>\$ 12,788,936</u>	<u>\$ 12,553,492</u>


Contractual obligations and commitments (Note 16)
Contractual rights (Note 17)

The accompanying notes and schedules are an integral part of these financial statements

On behalf of the Board:



Board



President

Statement 2
Great Plains College
Statement of Operations and Accumulated Surplus
for the year ended June 30, 2024

	<u>2024 Budget</u> (Note 15)	<u>2024 Actual</u>	<u>2023 Actual</u>
Revenues (Schedule 2)			
Provincial government			
Grants	\$ 8,182,800	\$ 8,397,000	\$ 8,113,474
Other	309,314	323,593	63,780
Federal government			
Grants	598,937	713,940	643,288
Other revenue			
Contracts	642,335	624,339	715,332
Interest	211,150	306,502	172,383
Rents	106,500	129,709	100,116
Resale items	4,000	4,563	3,444
Tuition	3,628,452	4,016,160	3,298,756
Donations	138,500	84,692	121,792
Other	296,210	530,432	399,590
Total revenues	<u>14,118,198</u>	<u>15,130,930</u>	<u>13,631,955</u>
Expenses (Schedule 3)			
General	7,029,318	7,284,434	6,865,509
Skills training	3,665,076	4,087,802	3,138,805
Basic education	1,987,621	2,122,039	1,909,498
University	324,251	192,296	217,095
Services	931,644	981,032	876,360
Scholarships	227,650	136,875	180,250
Development	99,748	91,008	102,037
Total expenses	<u>14,265,308</u>	<u>14,895,486</u>	<u>13,289,554</u>
(Deficit) Surplus for the Year from Operations	<u>(147,110)</u>	<u>235,444</u>	<u>342,401</u>
Accumulated Operating Surplus, Beginning of Year	<u>12,553,492</u>	<u>12,553,492</u>	<u>12,211,091</u>
Accumulated Operating Surplus, End of Year	<u>\$ 12,406,382</u>	<u>\$ 12,788,936</u>	<u>\$ 12,553,492</u>

The accompanying notes and schedules are an integral part of these financial statements

Statement 3
Great Plains College
Statement of Changes in Net Financial Assets
as at June 30, 2024

	<u>2024 Budget</u> (Note 15)	<u>2024 Actual</u>	<u>2023 Actual</u>
Net Financial Assets, Beginning of Year	\$ 2,377,638	\$ 2,377,638	\$ 1,647,079
(Deficit) Surplus for the Year from Operations	(147,110)	235,444	342,401
Acquisition of tangible capital assets	(287,526)	(730,852)	(115,009)
Amortization of tangible capital assets	520,923	547,069	518,620
(Acquisition) use of prepaid expenses	(5,000)	11,310	(15,453)
Change in Net Financial Assets	<u>81,287</u>	<u>62,971</u>	<u>730,559</u>
Net Financial Assets, End of Year	<u>\$ 2,458,925</u>	<u>\$ 2,440,609</u>	<u>\$ 2,377,638</u>

The accompanying notes and schedules are an integral part of these financial statements

**Great Plains College
Statement of Cash Flows
for the year ended June 30, 2024**

Statement 4

	<u>2024</u>	<u>2023</u>
Operating Activities		
Surplus for the year from operations	\$ 235,444	\$ 342,401
Non-cash items included in surplus		
Amortization of tangible capital assets	547,069	518,620
Changes in non-cash working capital		
Decrease (Increase) in accounts receivable	11,659	(76,146)
Decrease (Increase) in inventories for resale	16,080	(5,091)
Increase in accrued salaries and benefits	534,081	67,757
Increase (Decrease) in accounts payable and accrued liabilities	193,656	(8,411)
(Decrease) Increase in deferred revenue	(48,290)	211,340
Increase in employee future benefits	13,400	12,700
Decrease (Increase) in prepaid expenses	11,310	(15,453)
Cash Provided by Operating Activities	<u>1,514,409</u>	<u>1,047,717</u>
Capital Activities		
Cash (used) to acquire tangible capital assets	(730,852)	(115,009)
Cash (Used) by Operating Activities	<u>(730,852)</u>	<u>(115,009)</u>
Investing Activities		
Cash (used) to acquire portfolio investments	(129,862)	(48,216)
Cash (Used) by Investing Activities	<u>(129,862)</u>	<u>(48,216)</u>
Increase in Cash and Cash Equivalents	653,695	884,492
Cash and Cash Equivalents, Beginning of Year	<u>2,245,491</u>	<u>1,360,999</u>
Cash and Cash Equivalents, End of Year	<u>\$ 2,899,186</u>	<u>\$ 2,245,491</u>

The accompanying notes and schedules are an integral part of these financial statements

**GREAT PLAINS COLLEGE
Notes to the Financial Statements
For the year ended June 30, 2024**

1. PURPOSE AND AUTHORITY

Great Plains College (the College) was established by Saskatchewan Order-in-Council 465/2008 and 466/2008 dated June 27, 2008. It was created as a merger of Cypress Hills Regional College and Prairie West Regional College and included all liabilities and assets of the two former Colleges as of July 1, 2008.

The College offers educational services and programs under the authority of Section 14 of *The Regional Colleges Act*. The College Board of Governors plays an integral part in strategic direction and management guidance.

The purpose of the College is to provide credit and non-credit classroom and vocational training to meet the needs of regional constituents and industry. The College is exempt from the payment of income tax.

2. SIGNIFICANT ACCOUNTING POLICIES

Public Sector Accounting (PSA) Standards

As a government non-for-profit organization, the College prepared these financial statements in accordance with CPA Canada Public Sector Accounting (PSA) standards. A statement of remeasurement gains and losses has been omitted as there were no relevant transactions to report.

Significant aspects of the accounting policies adopted by the College are as follows:

(a) Measurement Uncertainty and the Use of Estimates

The preparation of financial statements in conformity with PSA standards requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the year. Uncertainty in the determination of the amount at which an item is recognized or disclosed in financial statements is known as measurement uncertainty. Such uncertainty exists when there is a variance between the recognized or disclosed amount and another reasonably possible amount.

Measurement uncertainty that may be material to these financial statements exists for:

- the liability for employee future benefits of \$261,500 (June 30, 2023 - \$248,100) because actual experience may differ significantly from actuarial or historical estimations and assumptions and
- other significant areas requiring the use of estimates includes the determination of the collectible amount of accounts receivable, the useful lives of tangible capital assets for amortization purposes, and the amounts recorded as accrued liabilities.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary, they are reported in earnings in the periods in which they become known. While best estimates are used for reporting items subject to measurement uncertainty, it is reasonably possible that changes in future conditions, occurring within one fiscal year, could require a material change in the amounts recognized or disclosed.

(b) Financial Instruments

Financial instruments create rights and obligations to receive or deliver economic benefits. Financial instruments include cash and cash equivalents, portfolio investments, accounts receivable, accrued salaries and benefits and accounts payable and accrued liabilities.

Financial instruments are assigned to one of two measurement categories: fair value, or cost or amortized cost.

i) Fair Value

Fair value measurement applies to portfolio investments in equity instruments that are quoted in an active market.

ii) Cost or Amortized Cost

All other financial assets and financial liabilities are measured at cost or amortized cost. Transaction costs are a component of cost for financial instruments measured using cost or amortized cost. Receivables are measured at amortized costs. Due to their short-term nature, the amortized cost of these instruments approximates their fair value.

(c) Financial Assets

Financial assets are assets that could be used to discharge existing liabilities or finance future operations and are not for consumption in the normal course of operations. Valuation allowances are used where considered necessary to reduce the amounts reported for financial assets to their net realizable value.

Cash and Cash Equivalents consist of cash, term deposits and highly liquid investments with initial maturity terms of three months or less and held for the purpose of meeting short-term operating cash commitments rather than for investing purposes.

Accounts Receivable are shown net of allowance for doubtful accounts to reflect their expected net recoverable value. Valuation allowances are recorded where recovery is considered uncertain. Changes in valuation allowances are recorded in the statement of operations.

Inventories for Resale consist of books and materials which are held for sale in the ordinary course of operations and are valued at the lower of cost and net realizable value. Cost is determined by the average cost method. Net realizable value is the estimated selling price in the ordinary course of business.

Portfolio Investments consist of term deposits and mutual funds. Equity investments quoted in an active market are reported at fair value, and any associated transaction costs are expensed upon initial recognition. Gains and losses on portfolio investments measured at fair value and held for endowments are recorded in deferred revenue until realized. All other portfolio investments are reported at cost or amortized, which includes the associated transaction cost upon initial recognition, less any write-downs for a loss in value that is other than a temporary decline. Gains and losses on financial instruments measured at cost or amortized cost are recognized in the consolidated statement of operations in the period the gain or loss occurs.

(d) Liabilities

Liabilities are present obligations arising from transactions and events occurring prior to year-end, which will be satisfied in the future through the use of assets or another form of economic settlement.

Accrued Salaries and Benefits represents salaries and benefits owing to or on behalf of work performed by employees, but not yet paid, at the end of the fiscal period. Amounts are payable within one year.

Accounts Payable and Accrued Liabilities include accounts payable and accrued liabilities owing to third parties for goods supplied and services rendered, but not yet paid, at the end of the fiscal period. Amounts are payable within one year.

Deferred Revenue from government transfers represents restricted grants with stipulations that give rise to a liability. The revenue is recognized as the stipulation liabilities are settled. Deferred revenue from non-government sources represents revenue related to fees or services received in advance of the fee being earned or the services being performed, and other contributions for which the contributor has placed restrictions on the use of the resources. Tuition and fee revenue is recognized as the course is delivered, revenue from contractual services is recognized as the services are delivered, and revenue from other contributions is recognized in the fiscal year in which the resources are used for the purpose specified. Deferred revenue also includes endowment funds received where an external restriction has been imposed. Externally restricted contributions are deferred until the resources are used for the purpose specified, at which time the contributions are recognized as revenue.

Liability for Employee Future Benefits represents non-vesting sick leave benefits that accrue to the College's employees. The cost of these benefits is recorded as the benefits are earned by employees. The liability relating to these benefits is actuarially determined using the projected benefit method pro-rated on service and management's best estimate of expected sick leave usage, discount rate, inflation, salary escalation, termination and retirement rates and mortality. Actuarial gains and losses are amortized on a straight-line basis over the expected average remaining service life of the related employee groups. Actuarial valuations are performed periodically. Extrapolations of these valuations are made when a valuation is not done in the current fiscal year.

(e) Non-Financial Assets

Non-financial assets are assets held for consumption in the provision of services. These assets do not normally provide resources to discharge the liabilities of the College unless they are sold.

Tangible Capital Assets have useful lives extending beyond the accounting period, are used by the College to provide services to the public and are not intended for sale in the ordinary course of operations. Tangible capital assets are recorded at cost and include all costs directly attributable to the acquisition, design, construction, development, installation and betterment of the tangible capital asset. The College does not capitalize interest incurred while a tangible capital asset is under construction. Contributed tangible capital assets are recorded at their fair value at the date of receipt.

The cost of depreciable tangible capital assets, net of any residual value, is amortized on a straight-line basis over their estimated useful lives as follows:

Buildings	20 – 50 years
Office Furniture	10 years
Paving Lots	5 years
Office Equipment	5 years
Machinery	5 years
Computer Equipment	3 years
Leasehold Improvements	Term of lease
System Development	5 years

Write-downs are accounted for as expenses in the statement of operations and accumulated surplus.

Prepaid Expenses are prepaid amounts for goods or services which will provide economic benefits in one or more future periods. The prepaid amount is recognized as an expense in the year the goods or services are consumed.

(f) Employee Pension Plans

Multi-Employer Defined Benefit Plans

The College's employees participate in one of the following multi-employer defined benefit plans:

- i) Teachers and other employees holding a teaching certificate participate in the retirement plan of the Saskatchewan Teachers' Retirement Plan (STRP). The College's obligation for this plan is limited to collecting and remitting contributions of the employees at rates determined by the plan.
- ii) All other employees participate in the Municipal Employees' Pension Plan (MEPP). In accordance with PSA standards, the plan is accounted for as a defined contribution plan whereby the College's contributions are expensed when due.

(g) Revenue Recognition

Revenues are recorded on the accrual basis. Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues, provided the amount to be received can be reasonably estimated and collection is reasonably assured.

The College's major sources of revenue include the following:

- i) **Government Transfers (Grants)**
Grants from governments are considered to be government transfers. Government transfers are recognized as revenues when the transfer is authorized, all eligibility criteria have been met, the amount can be estimated, and collection is reasonably assured except when, and to the extent, stipulations by the transferor give rise to an obligation that meets the definition of a liability.
- ii) **Fees and Services**
Revenues from tuition fees and other services are recognized in the year they are earned. Amounts that are restricted pursuant to legislation, regulation or agreements with external parties that may only be used in the conduct of certain programs or in the delivery of specific services and transactions are initially recorded as deferred revenue and subsequently recognized as revenue in the fiscal year the related expenses are incurred or services are performed.
- iii) **Interest Income**
Interest is recognized on an accrual basis when it is earned.
- iv) **Other (Non-Government Transfer) Contributions**
Unrestricted contributions are recognized as revenue in the year received or in the year the funds are committed to the College if the amount can be reasonably estimated and collection is reasonably assured. Externally restricted contributions are contributions for which the contributor has placed restrictions on the use of the resources. Externally restricted contributions are deferred until the resources are used for the purpose specified, at which time the contributions are recognized as revenue. In-kind contributions are recorded at their fair value when they are received.
- v) **Expenses**
Expenses are reported on an accrual basis. The cost of all goods consumed and services received during the year is expensed.

(h) Accounting Changes

On July 1, 2023, the college adopted the following new standard:

- PS 3400 Revenue, a new standard establishing guidance on how to account for and report on revenue. Specifically, it addresses revenue arising from exchange transactions and unilateral transactions.

The college has assessed the impact on our revenues and determined that there is no change as a result of the adoption of the new standard.

3. CASH AND CASH EQUIVALENTS

Due to the short-term nature of the investments, market value of cash and cash equivalents approximates cost.

	June 30 2024	June 30 2023
Cash and cash equivalents	\$ 2,899,186	\$ 2,245,491

4. ACCOUNTS RECEIVABLE

All accounts receivable presented on the statement of financial position are net of any valuation allowances for doubtful accounts.

	June 30 2024	June 30 2023
Provincial government:		
Advanced Education / Immigration & Career Training	\$ 26,916	\$ 748
Other	347,140	343,701
Federal government	204,221	193,529
Other receivables	207,094	259,052
Accounts receivable, net of allowances	\$ 785,371	\$ 797,030

5. INVENTORIES FOR RESALE

	June 30 2024	June 30 2023
Books and materials for resale	\$ 35,474	\$ 51,554

6. PORTFOLIO INVESTMENTS

The portfolio investments held at cost consist of term deposits held at Innovation Credit Union. The portfolio investments held in the fair value category consist of endowment funds which are externally restricted for a specified purpose.

	June 30 2024		June 30 2023	
	Cost	Fair Value	Cost	Fair Value
Portfolio investments in the cost category:				
Term Deposits - Innovation Credit Union				
12 Month Non-Redeemable, 5.20% Expires Dec 13, 2024	\$ 1,114,316	\$ 1,114,316	\$ -	\$ -
12 Month Non-Redeemable, 5.05% Expires May 10, 2025	1,142,938	1,142,938	-	-
12 Month Non-Redeemable, 4.65% Expires Dec 13, 2023	-	-	1,064,803	1,064,803
12 Month Non-Redeemable, 4.60% Expires May 10, 2024	-	-	1,092,590	1,092,590
	<u>\$ 2,257,254</u>	<u>\$ 2,257,254</u>	<u>\$ 2,157,393</u>	<u>\$ 2,157,393</u>
Portfolio investments in the fair value category:				
Mutual Funds - Loran Endowment Fund	\$ 92,195		\$ 92,195	
Manulife Strategic Income Fund		\$ 19,782		\$ 14,193
PIMCO Monthly Income Fund		22,345		16,923
EDG Global Portfolio		25,795		24,581
Manulife Dividend Income		23,676		22,081
CI Signature High Income Fund		-		10,935
Manulife Bk Inv Savings		-		8,831
Cash and Cash Equivalents		8,058		261
	<u>\$ 92,195</u>	<u>\$ 99,656</u>	<u>\$ 92,195</u>	<u>\$ 97,805</u>
Mutual Funds - Blanchard Endowment Fund	\$ 200,000		\$ 200,000	
Manulife Strategic Income Fund		\$ 43,401		\$ 30,912
PIMCO Monthly Income Fund		44,407		32,237
EDG Global Portfolio		64,250		61,226
Manulife Dividend Income		51,540		48,067
CI Signature High Income Fund		-		24,447
Manulife Bk Inv Savings		-		22,430
Cash and Cash Equivalents		21,564		557
	<u>\$ 200,000</u>	<u>\$ 225,162</u>	<u>\$ 200,000</u>	<u>\$ 219,876</u>
Mutual Funds - West Central REDA Endowment Fund	\$ 14,349		\$ 14,349	
Manulife Strategic Income Fund		\$ 3,016		\$ 2,150
PIMCO Monthly Income Fund		2,921		2,076
EDG Global Portfolio		4,201		4,003
Manulife Dividend Income		5,367		5,006
CI Signature High Income Fund		-		1,695
Manulife Bk Inv Savings		-		1,758
Cash and Cash Equivalents		1,714		41
	<u>\$ 14,349</u>	<u>\$ 17,219</u>	<u>\$ 14,349</u>	<u>\$ 16,729</u>
Mutual Funds - Alfred Romankewicz	\$ 60,000		\$ 40,000	
Manulife Strategic Income Fund		\$ 13,071		\$ 6,850
PIMCO Monthly Income Fund		17,599		9,460
EDG Global Portfolio		17,940		11,121
Manulife Dividend Income		14,464		10,677
CI Signature High Income Fund		-		4,962
Manulife Bk Inv Savings		-		6,293
Cash and Cash Equivalents		8,790		128
	<u>\$ 60,000</u>	<u>\$ 71,864</u>	<u>\$ 40,000</u>	<u>\$ 49,491</u>
Total portfolio investments reported at fair value	\$ 2,623,798	\$ 2,671,156	\$ 2,503,937	\$ 2,541,294

7. ACCRUED SALARIES AND BENEFITS

The collective bargaining agreement between SGEU Local 4039 and the Colleges and the agreement between the Great Plains College Staff Association and Great Plains College for the period September 1, 2022 to August 31, 2025 have been ratified. As a result of these negotiations, a retroactive amount is payable to all affected employees and was accrued as of June 30, 2024. The amounts will be paid out in September 2024.

	June 30 2024	June 30 2023
Accrued retroactive pay	\$ 652,013	\$ -
Accrued salaries & vacation pay	554,212	607,678
Accrued employee benefits	156,012	220,478
Accrued salaries and benefits	\$ 1,362,237	\$ 828,156

8. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	June 30 2024	June 30 2023
School Divisions	\$ 29,384	\$ 18,241
Other Provincial	34,131	10,149
Regional Colleges	11,723	2,385
Sask Polytechnic	34,099	38
Trade	203,585	88,453
Accounts payable and accrued liabilities	\$ 312,922	\$ 119,266

9. DEFERRED REVENUE

	June 30 2024	June 30 2023
Tuitions & deposits	\$ 1,600,017	\$ 1,678,308
Endowment Liability	413,902	383,901
Deferred revenue	\$ 2,013,919	\$ 2,062,209

10. LIABILITY FOR EMPLOYEE FUTURE BENEFITS

The College provides certain post-employment, compensated absence and termination benefits to its employees. These benefits include accumulating non-vested sick leave. The liability associated with these benefits is calculated as the present value of expected future payments pro-rated for service and is recorded as Liability for Employee Future Benefits in the statement of financial position.

Details of the employee future benefits are as follows:

	June 30 2024	June 30 2023
Actuarial valuation date (extrapolation)	30-Jun-21	30-Jun-21
Long-term assumptions used:		
Salary escalation rate (percentage)	2.50%	2.50%
Discount rate (percentage)	3.90%	3.90%
Expected average remaining service life (years)	10.9	10.9

	June 30 2024	June 30 2023
Liability for Employee Future Benefits		
Accrued Benefit Obligation - beginning of year	\$ 276,400	\$ 266,800
Current period benefit cost	46,700	44,900
Interest cost	10,800	10,400
Benefit payments	(46,900)	(45,700)
Actuarial gains / losses	-	-
Accrued Benefit Obligation - end of year	287,000	276,400
Unamortized Net Actuarial Gains / Losses	(25,500)	(28,300)
Liability for Employee Future Benefits	\$ 261,500	\$ 248,100

	June 30 2024	June 30 2023
Employee Future Benefits Expense		
Current period benefit cost	\$ 46,700	\$ 44,900
Amortization of net actuarial gain / loss	2,800	3,100
Benefit cost	49,500	48,000
Interest cost on unfunded employee future benefits obligation	10,800	10,400
Total Employee Future Benefits Expense	\$ 60,300	\$ 58,400

11. TANGIBLE CAPITAL ASSETS

	Land	Buildings	Paving Lot	Leasehold Improv	Office Furniture	Office Equip	Computer Equip	Machinery	System Develop	2024	2023
Tangible Capital Assets - at Cost:											
Opening Balance at Start of Year	\$ 168,550	\$ 19,732,227	\$ 482,422	\$ 846,259	\$ 170,383	\$ 309,072	\$ 171,636	\$ 878,393	\$ 303,721	\$ 23,062,663	\$ 22,951,852
Additions/Purchases	-	580,648	-	32,800	4,450	19,398	-	93,556	-	730,852	115,009
Disposals	-	-	-	-	-	-	-	-	-	-	(4,198)
Closing Balance at End of Year	168,550	20,312,875	482,422	879,059	174,833	328,470	171,636	971,949	303,721	23,793,515	23,062,663
Tangible Capital Assets - Amortization:											
Opening Balance at Start of Year	-	10,064,770	482,422	603,985	166,383	249,221	161,897	877,131	303,721	12,909,530	12,395,108
Amortization of the Period	-	450,370	-	41,676	1,445	28,736	4,869	19,973	-	547,069	518,620
Disposals	-	-	-	-	-	-	-	-	-	-	(4,198)
Closing Balance at End of Year	-	10,515,140	482,422	645,661	167,828	277,957	166,766	897,104	303,721	13,456,599	12,909,530
Net Book Value:											
Opening Balance at Start of Year	168,550	9,667,457	-	242,274	4,000	59,851	9,739	1,262	-	10,153,133	10,556,744
Closing Balance at End of Year	168,550	9,797,735	-	233,398	7,005	50,513	4,870	74,845	-	10,336,916	10,153,133
Change in Net Book Value	\$ -	\$ 130,278	\$ -	\$ (8,876)	\$ 3,005	\$ (9,338)	\$ (4,869)	\$ 73,583	\$ -	\$ 183,783	\$ (403,611)

12. PREPAID EXPENSES

	June 30 2024	June 30 2023
Employee Benefits	\$ 8,366	\$ 22,721
Facility Lease	3,045	-
Total Prepaid expenses	\$ 11,411	\$ 22,721

13. EMPLOYEE PENSION PLANS

Multi-Employer Defined Benefit Plans

Information on the multi-employer pension plans to which the College contributes is as follows:

i) Saskatchewan Teachers' Retirement Plan (STRP):

The STRP provides retirement benefits based on length of service and pensionable earnings.

The STRP is funded by contributions by the participating employee members and with the Government of Saskatchewan. The College's obligation to the STRP is limited to collecting and remitting contributions of the employees at rates determined by the plan. Accordingly, these financial statements do not include any expense for employer contributions to the plan. Net pension assets or liabilities for the plan is not reflected in these financial statements as ultimate responsibility for retirement benefits rests with the Saskatchewan Teachers' Federation for the STRP.

Details of the contributions to the plan for the College's employees are as follows:

	2024	2023
Number of active College members	10	13
Average STRP Member contribution rate (percentage of salary)	10.00%	10.00%
Member contributions for the year	\$ 68,260	\$ 72,207

ii) Municipal Employees' Pension Plan (MEPP)

The MEPP provides retirement benefits based on length of service and pensionable earnings.

The MEPP is funded by employer and employee contributions at rates set by the Municipal Employees' Pension Commission.

Every three years, an actuarial valuation is performed to assess the financial position of the plan and the adequacy of plan funding. Any actuarially determined deficiency is the responsibility of the participating employers and employees which could affect future contribution rates and/or benefits.

The contributions to the MEPP by the participating employers are not segregated in separate accounts or restricted to provide benefits to the employees of a particular employer. As a result, individual employers are not able to identify their share of the underlying assets and liabilities, and the net pension assets or liabilities for this plan are not recognized in these financial statements. In accordance with PSA standards, the plan is accounted for as a defined contribution plan whereby the College's contributions are expensed when due.

Details of the MEPP are as follows:

	2024	2023
Number of active College members	116	116
Member contribution rate (percentage of salary)	9.00%	9.00%
College contribution rate (percentage of salary)	9.00%	9.00%
Member contributions for the year	\$ 524,601	\$ 526,540
College contributions for the year	\$ 524,601	\$ 526,540

14. RISK MANAGEMENT

The College is exposed to financial risks from its financial assets and liabilities. These risks include credit risk, liquidity risk and market risk (consisting of interest rate risk and foreign exchange risk).

i) Credit Risk

Credit risk is the risk to the College from potential non-payment of accounts receivable. The credit risk related to the College's receivables from the provincial government, federal government and their agencies are considered to be minimal. The College does not have a significant exposure to any individual customer. Management reviews accounts receivable on a case-by-case basis to determine if a valuation allowance is necessary to reflect impairment in collectability.

The aging of accounts receivable at June 30, 2024 and June 30, 2023 was:

	June 30, 2024	June 30, 2023
Current	\$ 764,528	\$ 711,874
61-90 days	17,043	68,346
91-120 days	1,822	1,126
Over 121 days	1,978	15,684
Total	\$ 785,371	\$ 797,030

ii) Liquidity Risk

Liquidity risk is the risk that the College will not be able to meet its financial obligations as they come due. The College manages liquidity risk by maintaining adequate cash balances and continual monitoring of annual budgeting and trimester forecasting. The following table sets out the contractual maturities of the College's financial liabilities:

	June 30, 2024			
	Within 6 months	6 months to 1 year	1 to 5 years	> 5 years
Accrued salaries and benefits	\$ 1,013,238	\$ 348,999	\$ -	\$ -
Accounts payable and accrued liabilities	312,922	-	-	-
Total	\$ 1,326,160	\$ 348,999	\$ -	\$ -

iii) Market Risk

The College is exposed to market risks with respect to interest rates and foreign currency exchange rates, as follows:

Interest Rate Risk:

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The College's interest rate exposure relates to cash and cash equivalents. The College also has an authorized bank line of credit of \$400,000 with interest payable at the Credit Union Central Prime Rate. Changes in the bank's prime rate can cause fluctuation in interest payments and cash flows. There was no balance outstanding on this credit facility as of June 30, 2024.

Foreign Currency Risk:

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The College is exposed to currency risk on purchases and denominated in U.S. dollars for which the related accounts payable balances are subject to exchange rate fluctuations; however, this risk is minimal as the College does not make a significant amount of purchases denominated on a foreign currency. The College did not have any financial instruments denominated in foreign currency outstanding at June 30, 2024 or June 30, 2023.

15. BUDGET FIGURES

Budget figures included in the financial statements were approved by the Board of Governors on April 20, 2023. The Minister of Advanced Education granted approval on July 26, 2023.

16. CONTRACTUAL OBLIGATIONS AND COMMITMENTS

Significant contractual obligations and commitments of the College are as follows:

	2025	2026	2027	2028	2029
Facility Rentals & Cleaning	\$ 211,980	\$ 213,972	\$ 215,980	\$ 218,004	\$ 220,044
Office Equip Maint & Rental Contracts	157,500	159,075	160,666	162,272	163,895
Website Support & Hosting	39,720	40,117	40,518	40,924	41,333
ERPx/SIS Consulting	60,000	-	-	-	-
Total Contractual Obligations	\$ 469,200	\$ 413,164	\$ 417,164	\$ 421,200	\$ 425,272

17. CONTRACTUAL RIGHTS

Contractual rights are rights to economic resources arising from contracts or agreements that will result in both an asset and a revenue in the future.

The College has the following contractual rights:

	2025	2026	2027	2028	2029
IRCC - Language Training (LINC)	\$ 655,496	\$ -	\$ -	\$ -	\$ -
Minister of Education - Early Years ECE	533,704	740,573	-	-	-
Ministry of Immigration and Career Training - Training Voucher Program	150,000	-	-	-	-
Minister of Education - Family Literacy Programming	60,580	-	-	-	-
Dakota Dunes Community Development Corporation	15,545	-	-	-	-
Total Contractual Rights	\$ 1,415,325	\$ 740,573	\$ -	\$ -	\$ -

18. ACCUMULATED SURPLUS

Accumulated surplus represents the financial assets and non-financial assets of the College less liabilities. This represents the accumulated balance of net surplus arising from the operations of the College.

Certain amounts of the accumulated operating surplus, as approved by the Board of Governors, have been designated for specific future purposes. These internally restricted

amounts, or designated assets, are included in the accumulated surplus presented in the statement of financial position.

The College does not maintain separate bank accounts for the designated assets.

Details of accumulated surplus are as follows:

	June 2023	Additions during the year	Reductions during the year	June 30 2024
Invested in Tangible Capital Assets:				
Net Book Value of Tangible Capital Assets	\$ 10,153,133	\$ 730,852	\$ (547,069)	\$ 10,336,916
Designated Assets:				
Capital:				
Capital Contingency	276,625	-	(64,205)	212,420
Gym Project	162,487	-	(110,691)	51,796
Scholarships:				
SIOS Scholarships	5,425	20,125	-	25,550
GPC Scholarships	118,240	16,642	-	134,882
Other:				
Program Development, Technology & Innovation	287,050	-	-	287,050
Deficit Management Fund	200,000	-	(100,000)	100,000
International Student Supports	100,000	-	-	100,000
HHR Action Plan	73,050	190,166	-	263,216
Fundraising for Equipment & Other Initiatives	48,334	35,000	(7,184)	76,150
Student Health & Dental Reserve	43,035	16,062	-	59,097
Sask Colleges	3,476	-	(3,476)	-
Programming:				
Skills Training Allocation	449,179	258,863	-	708,042
Adult Basic Education	82,920	2,112	-	85,032
ABE - On Reserve	8,712	5,702	-	14,414
Essential Skills in the Workplace	109,199	15,694	-	124,893
English as a Subsequent Language	83,608	-	(83,608)	-
Disability Grant	11,333	-	(600)	10,733
Literacy Hubs	4,609	-	(4,609)	-
South Sask Community Foundation	7,950	-	(5,350)	2,600
	2,075,232	560,366	(379,723)	2,255,875
Unrestricted Operating Surplus	325,127	847,073	(976,055)	196,145
Total Accumulated Surplus	\$ 12,553,492	\$ 2,138,291	\$ (1,902,847)	\$ 12,788,936

Great Plains College
Schedule of Revenues and Expenses by Function
for the year ended June 30, 2024

Schedule 1

General	2024 Actual										2023 Actual	
	Skills Training		Basic Education		Services		University		Scholarships			Development
	Credit	Non-credit	Credit	Non-credit	Learner Support	Counsel	Credit	Credit	Budget			
\$ 5,106,100	\$ 2,277,813	\$ -	\$ 800,400	\$ 412,480	\$ 51,000	\$ -	\$ -	\$ 72,800	\$ -	\$ 8,720,593	\$ 8,482,114	\$ 8,177,254
872,864	4,097,824	50,871	306,291	713,940	29,165	-	-	100,842	-	713,940	596,937	643,288
5,978,964	6,375,637	50,871	1,106,691	1,131,750	80,165	100	198,110	173,642	35,000	5,696,397	5,027,147	4,811,413
										15,130,930	14,118,198	13,631,955
Total Revenues												
121,492	1,056,816	16,968	27,365	64,062	6,330	56,774	188,100	-	11,650	1,549,657	1,508,046	1,205,856
547,069	-	-	-	-	-	-	-	-	-	547,069	520,923	518,620
176,658	243,625	-	-	-	-	-	-	-	-	420,283	383,000	307,920
531,171	51,983	-	681	15,031	-	-	-	-	-	598,866	567,137	562,244
304,369	43,775	-	-	-	-	-	-	-	-	348,144	329,190	278,870
1,030,084	211,904	977	28,869	95,168	532	21,143	4,196	136,875	4,323	1,534,071	1,560,011	1,440,790
4,573,591	2,444,913	16,841	928,465	962,398	173,091	723,162	182,296	136,875	75,035	9,897,496	9,377,001	8,975,254
7,284,434	4,053,016	34,786	985,380	1,136,659	179,953	801,079	182,296	136,875	91,008	14,895,486	14,265,308	13,289,554
Total Expenses												
Surplus (Deficit) for the year	\$ (1,305,470)	\$ 2,322,621	\$ 16,035	\$ 121,311	\$ (4,909)	\$ (99,788)	\$ (800,979)	\$ 5,814	\$ 36,767	\$ (56,008)	\$ (147,110)	\$ 342,401

Schedule 2

Great Plains College
Schedule of Revenues by Function
for the year ended June 30, 2024

General	2024 Revenues Actual										2023 Total Revenues Actual	
	Skills Training		Basic Education		Services		University		Scholarships			Development
	Credit	Non-credit	Credit	Non-credit	Learner Support	Counsel	Credit	Credit	Revenues Budget			
\$ 5,002,600	\$ -	\$ -	\$ 800,400	\$ 345,300	\$ 51,000	\$ -	\$ -	\$ -	\$ -	\$ 5,053,600	\$ 4,950,250	\$ 4,925,200
103,500	2,021,400	-	800,400	345,300	-	-	-	-	-	3,167,100	3,066,250	2,876,900
5,106,100	2,021,400	-	800,400	345,300	51,000	-	-	-	-	103,500	103,500	295,000
										8,324,200	8,110,000	8,037,100
5,106,100	2,021,400	-	800,400	345,300	51,000	-	-	72,800	-	72,800	72,800	76,374
	256,413	-	-	67,180	-	-	-	72,800	-	8,397,000	8,182,800	8,113,474
5,106,100	2,277,813	-	800,400	412,480	51,000	-	-	72,800	-	323,593	309,314	63,780
										8,720,593	8,482,114	8,177,254
Total Provincial												
										713,940	598,937	643,288
205,429	113,697	-	305,213	-	-	-	-	-	-	624,339	642,335	715,332
290,352	-	-	-	-	-	-	-	16,150	-	306,502	211,150	172,383
129,709	-	-	-	-	-	-	-	-	-	129,709	106,500	100,116
4,563	-	-	-	-	-	-	-	-	-	4,563	4,000	3,444
-	3,800,489	47,041	-	-	-	-	168,630	-	-	4,016,160	3,628,452	3,298,756
-	-	-	-	-	-	-	-	84,692	-	84,692	138,500	121,792
242,811	-	-	1,078	5,330	29,165	100	29,480	-	35,000	530,432	296,210	399,590
872,864	4,097,824	50,871	306,291	5,330	29,165	100	198,110	100,842	35,000	5,696,397	5,027,147	4,811,413
Total Revenues	\$ 5,978,964	\$ 6,375,637	\$ 50,871	\$ 1,106,691	\$ 1,131,750	\$ 80,165	\$ 100	\$ 198,110	\$ 173,642	\$ 15,130,930	\$ 14,118,198	\$ 13,631,955

Schedule 3

Great Plains College
Schedule of Expenses by Function
for the year ended June 30, 2024

General (Schedule 4)	Skills Training		Basic Education		2024 Expenses Actual		Services		University Credit	Scholarships	Development	2024		2023
	Credit	Non-credit	Credit	Non-credit	Learner Support	Counsel	Total Expenses Actual	Total Expenses Budget (Note 15)				Total Expenses Actual		
Agency Contracts														
Contracts	\$ 119,354	\$ 11,415	\$ 27,365	\$ 64,062	\$ 6,330	\$ 56,774	\$ 188,100	\$ -	\$ 11,650	\$ -	\$ 11,650	\$ 1,165,109	\$ 1,216,129	\$ 892,745
Instructors	2,138	376,757	5,553	64,062	-	-	188,100	-	11,650	-	11,650	384,448	291,917	313,111
	121,492	1,056,816	27,365	64,062	6,330	56,774	188,100	-	11,650	-	11,650	1,549,557	1,508,046	1,205,856
Amortization														
Equipment	547,069	-	-	-	-	-	-	-	-	-	-	547,069	520,923	518,620
Equipment (non-capital)	11,606	41,852	-	-	-	-	-	-	-	-	-	53,458	30,500	24,568
Rental	161,992	199,979	-	-	-	-	-	-	-	-	-	361,971	327,500	265,764
Repairs and maintenance	3,060	1,794	-	-	-	-	-	-	-	-	-	4,854	25,000	17,588
	176,658	243,625	-	-	-	-	-	-	-	-	-	420,283	363,000	307,920
Facilities														
Building supplies	909	-	-	-	-	-	-	-	-	-	-	909	6,000	6,000
Grounds	38,150	-	-	-	-	-	-	-	-	-	-	38,150	19,000	25,124
Janitorial	87,512	-	-	-	-	-	-	-	-	-	-	87,512	91,000	84,321
Rental	45,209	51,983	681	15,031	-	-	-	-	-	-	-	112,904	72,637	67,705
Repairs & maintenance builc	92,861	-	-	-	-	-	-	-	-	-	-	92,861	115,500	109,347
Utilities	266,530	-	-	-	-	-	-	-	-	-	-	266,530	263,000	275,746
	531,171	51,983	681	15,031	-	-	-	-	-	-	-	598,686	567,137	662,244
Information Technology														
Computer services	136,000	7,857	-	-	-	-	-	-	-	-	-	143,857	125,300	93,346
Data communications	5,024	-	-	-	-	-	-	-	-	-	-	5,024	5,000	2,195
Equipment (non-capital)	56,454	35,918	-	-	-	-	-	-	-	-	-	92,372	84,390	88,289
Materials & supplies	19,275	-	-	-	-	-	-	-	-	-	-	19,275	22,000	20,375
Repairs & maintenance	310	-	-	-	-	-	-	-	-	-	-	310	3,000	318
Software (non-capital)	87,306	43,775	-	-	-	-	-	-	-	-	-	87,306	89,500	74,347
	304,369	43,775	-	-	-	-	-	-	-	-	-	348,144	329,190	278,970
Operating														
Advertising	136,308	384	-	1,407	-	-	2,787	-	-	-	-	142,886	161,000	153,859
Association fees & dues	30,626	6,810	1,025	1,590	-	-	-	-	-	-	-	40,051	55,434	47,178
Bad debts	17,733	-	-	-	-	-	-	-	-	-	-	17,733	1,500	585
Financial services	80,190	-	-	-	-	-	-	-	-	-	-	80,190	36,000	52,493
In-service (includes PD)	120,696	9,000	-	-	-	-	-	-	-	-	-	131,812	116,300	104,085
Insurance	125,028	1,581	-	-	-	-	-	-	-	-	-	126,609	114,400	109,159
Materials & supplies	121,697	153,206	977	69,970	32	15,787	1,280	-	918	-	-	374,422	307,270	279,205
Postage, freight & courier	20,251	3,962	-	25	-	-	-	-	-	-	-	24,238	37,852	24,953
Printing & copying	25,393	-	-	875	-	-	-	-	-	-	-	26,268	28,500	36,676
Professional services	117,596	395	-	-	-	-	-	-	-	-	-	117,996	154,200	143,895
Subscriptions	2,035	-	-	-	-	-	-	-	2,398	-	-	9,785	7,950	7,966
Telephone & fax	110,698	924	4,957	6,448	500	3,500	129	-	400	-	-	122,470	118,600	111,120
Travel	119,833	36,564	11,410	12,737	-	1,856	129	-	607	-	-	183,136	213,355	182,124
Other	-	-	-	-	-	-	-	-	-	-	-	136,875	227,650	187,502
	1,030,084	211,904	28,869	95,168	532	21,143	4,196	-	4,323	-	-	1,534,071	1,560,011	1,440,790
Personal Services														
Employee benefits	759,449	359,780	1,694	114,119	32,523	115,030	-	-	11,979	-	-	1,509,131	1,425,469	1,343,495
Honoraria	11,568	1,819	-	-	-	-	-	-	-	-	-	13,387	20,000	11,260
Salaries	3,789,174	2,083,314	15,147	814,346	847,841	608,132	-	-	63,056	-	-	8,361,578	7,918,132	7,607,799
Other	13,400	-	-	-	-	-	-	-	-	-	-	13,400	13,400	12,700
	4,573,591	2,444,913	16,841	928,465	962,398	723,162	-	-	75,035	-	-	9,897,496	9,377,001	8,975,254
Total Expenses	\$ 7,284,434	\$ 4,053,016	\$ 34,786	\$ 985,380	\$ 1,136,659	\$ 801,079	\$ 192,296	\$ 136,875	\$ 91,008	\$ 14,265,308	\$ 14,895,486	\$ 13,289,564		

Schedule 4

Great Plains College
Schedule of General Expenses by Functional Area
for the year ended June 30, 2024

	2024 General Actual				2024 Total General Actual	2024 Total General Budget (Note 15)	2023 Total General Actual
	Governance	Operating and Administration	Facilities and Equipment	Information Technology			
Agency Contracts							
Contracts	\$ -	\$ 119,354	\$ -	\$ -	\$ 119,354	\$ 96,000	\$ 53,145
Instructors	-	2,138	-	-	2,138	-	-
	-	121,492	-	-	121,492	96,000	53,145
Amortization	-	547,069	-	-	547,069	520,923	518,620
Equipment							
Equipment (non-capital)	-	431	11,175	-	11,606	27,500	13,936
Rental	-	42,780	119,212	-	161,992	180,000	175,441
Repairs and maintenance	-	2,291	769	-	3,060	8,500	10,949
	-	45,502	131,156	-	176,658	216,000	200,326
Facilities							
Building supplies	-	-	909	-	909	6,000	-
Grounds	-	-	38,150	-	38,150	19,000	25,124
Janitorial	-	-	87,512	-	87,512	91,000	84,321
Rental	-	4,966	40,243	-	45,209	51,000	45,581
Repairs & maintenance	-	-	92,861	-	92,861	115,500	109,347
Utilities	-	-	266,530	-	266,530	263,000	275,746
	-	4,966	526,205	-	531,171	545,500	540,119
Information Technology							
Computer services	-	104,075	-	31,925	136,000	125,300	93,346
Data communications	-	-	-	5,024	5,024	5,000	2,195
Equipment (non-capital)	-	-	-	56,454	56,454	53,390	78,653
Materials & supplies	-	-	-	19,275	19,275	22,000	20,375
Repairs & maintenance	-	-	-	310	310	3,000	318
Software (non-capital)	-	-	-	87,306	87,306	86,500	74,347
	-	104,075	-	200,294	304,369	295,190	269,234
Operating							
Advertising	-	138,308	-	-	138,308	142,500	141,193
Association fees & dues	12,044	15,011	-	3,571	30,626	37,425	33,646
Bad debts	-	17,733	-	-	17,733	1,500	585
Financial services	-	80,190	-	-	80,190	36,000	52,483
In-service (includes PD)	7,358	113,338	-	-	120,696	113,800	102,832
Insurance	13,521	3,017	97,673	10,817	125,028	113,050	107,619
Materials & supplies	2,214	103,231	16,195	57	121,697	96,940	93,009
Postage, freight & courier	-	19,920	330	1	20,251	22,000	24,906
Printing & copying	-	25,393	-	-	25,393	27,000	36,614
Professional services	7,624	109,972	-	-	117,596	146,700	126,989
Subscriptions	-	2,035	-	-	2,035	2,050	2,738
Telephone & fax	-	14,187	94,650	1,861	110,698	102,850	97,700
Travel	6,007	110,685	985	2,156	119,833	123,625	107,072
Other	-	-	-	-	-	-	7,252
	48,768	753,020	209,833	18,463	1,030,084	965,440	934,638
Personal Services							
Employee benefits	353	649,286	61,549	48,261	759,449	747,927	697,683
Honoraria	11,568	-	-	-	11,568	20,000	11,260
Salaries	-	3,318,458	236,816	233,900	3,789,174	3,608,938	3,627,784
Other	-	13,400	-	-	13,400	13,400	12,700
	11,921	3,981,144	298,365	282,161	4,573,591	4,390,265	4,349,427
Total General Expenses	\$ 60,689	\$ 5,557,268	\$ 1,165,559	\$ 500,918	\$ 7,284,434	\$ 7,029,318	\$ 6,865,509

Glossary of terms

ABE – Adult Basic Education

Casual student – One who is taking courses within a program group that collectively total less than 30 hours of scheduled class time.

Completer – A student who has completed the time requirement of a course or all courses within a program session.

Donor – A person or group that gives something (such as money) in order to help a person or organization.

ESL – English as a Subsequent Language

FLE – Full-Load Equivalent: Total participant hours divided by the generally accepted full-load equivalent factor (as noted below) for a program group to which the program has been assigned.

- Skills Training: 675 hours
- Basic Education: Adult 10, Adult 12, Academic GED, Non-Credit (EAL and Literacy): 700 hours
- University: 390 hours

FTE – Full-Time Equivalent (measure of staff employment engagement)

Full-time student – One who is taking courses that collectively require a minimum of 18 hours of scheduled class time per week for a minimum period of 12 weeks. There are two exceptions to this definition:

1. For Apprenticeship and Trade: A complete level (the length depends on the trade) is required; and
2. For university courses: A minimum of 216 hours of scheduled class time for the academic year.

Graduate – A student who has successfully completed all program requirements and attained a level of standing resulting in credit recognition from an accrediting institution, industry and/or regulatory body.

Part-time student – a) One who is taking courses of less than 12 weeks in duration, even if they collectively require more than 18 hours of scheduled class time per week; or b) one who is taking courses that are at least 12 weeks in duration but collectively require less than 18 hours of scheduled class time per week.

Partnerships - An association with another group that results in mutual benefit for the group and Great Plains College.

Sponsor - A person or organization that pays the cost of an activity or event (such as a fundraising event, sports event, concert, etc.) in return for the right to advertise during the activity or event.

Stakeholder - A person or group that has an investment or interest in the operations or impact of Great Plains College.





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Box 700, 701 Dominion Street, Biggar, SK S0K 0M0
Phone: (306) 948-3363

KINDERSLEY CAMPUS

Box 488, 514 Main Street, Kindersley, SK S0L 1S0
Phone: (306) 463-6431

MAPLE CREEK PROGRAM CENTRE

Box 1738, 20 Pacific Avenue, Maple Creek, SK S0N 1N0
Phone: (306) 662-3829

MARTENSVILLE PROGRAM CENTRE

Box 2066, 66 Main Street, Martensville, SK S0K 2T0
Phone: (306) 651-1510

SWIFT CURRENT CAMPUS

129 2nd Avenue NE, Swift Current, SK S9H 2C6
Phone: (306) 773-1531

WARMAN CAMPUS

Box 1001, 201 Central Street, Warman, SK S0K 4S0
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GREAT PLAINS COLLEGE PROVIDES EDUCATIONAL SERVICES IN TREATY 4 AND 6 TERRITORIES AND THE TRADITIONAL HOMELAND OF THE MÉTIS PEOPLE.