



# Be proud.

## Great Plains College

**2018-19 ANNUAL REPORT**

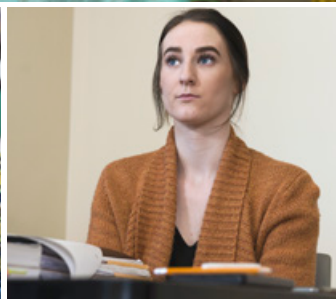
*great plains*  
college











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**Relationships with our communities are central to our mandate and critical to growth for a regional college.”**

**— David Keast**  
President & CEO,  
Great Plains College

## MESSAGE FROM THE PRESIDENT

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**I am extremely pleased to have completed my seventh year as President of Great Plains College. I continue to be amazed at the college’s ability to adapt to change and its commitment to student success. I am certain that the college will continue to be successful on these fronts in the future.**

The previous seven years have been ones of challenge and change, both for the college and for me. An expansion in program offerings was undertaken and moved forward in the context of continued economic downturn and provincial fiscal restraint. These initiatives, along with the college’s ability to adapt, will better position us for the challenges and opportunities ahead.

Over the last few years, the college’s four strategic directions—optimizing student success, delivering education to meet labour market demand, valuing employees and building and enhancing partnerships—have focused on the college’s functioning, priorities and resources.

In 2018-19 increased attention was given to expanding relationships with our external partners, including First Nations. Relationships with our communities are central to our mandate and critical to growth for a regional college. Increased attention to conditional and special project funding in essential skills and language training, combined with program growth and the introduction of international students, placed the college in a good financial position at the end of 2018-19. Within the context of fiscal restraint, the college will continue to look for ways to address the demands for growth emerging in the Saskatchewan labour market.

Overall, 2018-19 was a year of change. Over the next few years, essential skills training, expanded post-secondary programming and international education must continue to be a priority for the college if it is to realize the future that all of us here envision. Over the years, it has been my privilege to help lead the organization toward this future.

### **David Keast**

President & CEO,  
Great Plains College



## LETTER OF TRANSMITTAL

**Honorable Tina Beaudry-Mellor  
Minister of Advanced Education  
Room 307, Legislative Building  
2405 Legislative Drive  
Regina, SK S4S 0B3**

Dear Minister Beaudry-Mellor,

In accordance with Section 16 of the Regional Colleges Act and Section 14 of the Regional Colleges Regulations, enclosed is the 2018-19 Annual Report for Great Plains College.

We continue to direct our daily activity toward meeting our ongoing mission: To build careers, partnerships, and communities in Saskatchewan. Our vision of growth, prosperity and quality of life through education and training is reflected throughout each element of our approach as we advance the goals and objectives of the college.

Through the support of the ministry, partnerships and internal efforts, Great Plains College will be able to continue offering reputable post-secondary certificates, diplomas and degrees from qualified and experienced instructional staff.

Sincerely,

**Barb Derbawka-Stevenson**

Chair, Board of Governors  
Great Plains College





# BOARD MEMBERS & MEETING DATES

<b>BARBARA DERBAWKA-STEVENSON</b> Richlea, SK <b>Chair</b> <i>(appointed November 26, 2018)</i>	<b>MEHGIN (MEGZ) REYNOLDS</b> Kyle, SK <b>Board Member</b>
<b>CINDY LOWE</b> Sask Landing, SK <b>Vice Chair</b>	<b>MICHAEL (BUTCH) GERING</b> Swift Current, SK <b>Board Member</b>
<b>LANA BAVLE</b> Shaunavon, SK <b>Board Member</b>	<b>SHELLEY FULLER</b> Eston, SK <b>Board Member</b>

# BOARD OF GOVERNORS MEETING DATES

September 20, 2018.....	Kindersley
October 25, 2018.....	Warman
December 6, 2018.....	Swift Current
February 7, 2019.....	Swift Current
April 25, 2019 .....	Biggar
June 20, 2019 .....	Swift Current

# STRATEGIC DIRECTIONS

With a focus on people and programs,  
Great Plains College’s strategic plan  
identifies four main areas of emphasis.



## VISION

Growth, prosperity and quality of life through education and training.

## MISSION

To build careers, partnerships and communities in Saskatchewan.

## VALUES

### ACCESSIBLE

The college’s programs and services are accessible to learners in ways that overcome barriers of time, location and personal circumstances.

### COMMITTED TO EXCELLENCE

The college values excellence in service and quality learning experiences for students. The college strives to be known for excellence in programming that addresses the needs of industry and students. As part of its commitment to excellence, the college board, management and staff strive to be transparent and accountable as a publicly funded institution.

### COLLABORATIVE

The college supports and engages in authentic and innovative partnerships to advance the opportunities for the students, employers and communities it serves.

### RESPONSIVE

The college responds to economic and social change and adapts its programs to meet the needs of employers, the labour market, individuals, communities and public policy direction throughout the region. The college is agile in its response to changing community, public policy and labour market needs.

### SUPPORTIVE

The college recognizes and respects a diversity of needs, cultures, values and contributions in all of its stakeholder groups. It strives to provide a supportive and stimulating environment for students and employees.

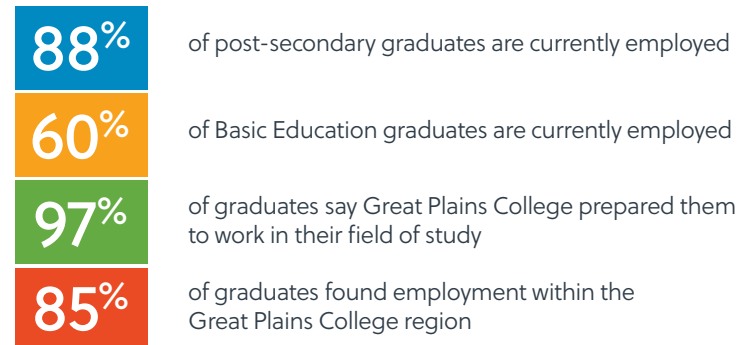


## Great Plains College's Strategic plan for 2016-19 identifies a strategic direction to “Optimize Student Success” with goals to:

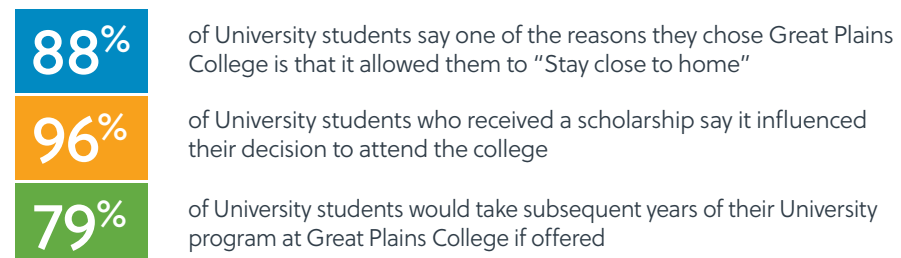
- 1 Improve pathways to meaningful employment or further education.
- 2 Enrich student learning experiences.
- 3 Enhance student life.
- 4 Inform prospective students of educational choices through marketing, communication and recruitment.

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

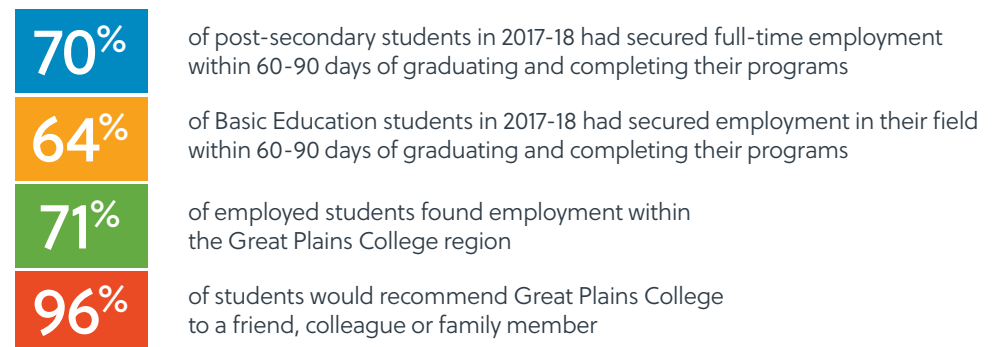
### BASED ON THE 2016-17 ANNUAL GRADUATE SURVEY (completed by Fast Consulting in January 2019)



### BASED ON THE 2017-18 UNIVERSITY STUDENT FOLLOW-UP SURVEY (completed by Fast Consulting in December 2018)



### BASED ON THE 2017-18 STUDENT OUTCOME REPORT (completed by Fast Consulting in December 2018)



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 interest of the province.



Student Success by Program Groups for Great Plains College

		Actuals - Average (past three years)											
		Total Students Completed			Total Students Graduated			Total Employed			Total Going to Further Training		
Program Groups		FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas
Skills Training	Institute Credit:												
	Sask Polytech	20.33	208	6	99.33	24.67	1	44.33	85.33	1	5.67	5	0.33
	Other	5.33	27.33	0	34.33	19.33	0	14.33	14	0	4.33	6.67	0
	Apprenticeship & Trade	0	4.33	0	0	0	0	0	2	0	0	0.33	0
	Total Institute Credit	25.67	239.67	6	133.67	44	1	58.67	101.33	1	10	12	0.33
	Industry Credit:												
	Total Industry Credit	0	29.33	25.67	0	260.67	2725	0	1	0	0	0	0
	Non-Credit (Industry												
	Non-Credit, Community/ Individual Non-Credit, Personal Interest Non-Credit)												
Total Non-Credit	0	115	167.67	0	0	0	0	6.33	0	0	0.33	0	
TOTAL SKILLS TRAINING		25.67	384	199.33	133.67	304.67	2726	58.67	108.67	1	10	12.33	0.33
Basic Education	BE Credit:												
	Adult 12	49.33	28	0	20.33	6	0	13.33	9.67	0	10.67	4.67	0
	Adult 10	7.67	6.67	0	1.33	1.33	0	1	1.33	0	0	0	0
	Academic GED	6.33	12	0	8	8.67	0	2.67	1.67	0	1.67	1.67	0
	Total BE Credit	63.33	46.67	0	29.67	16	0	17	12.67	0	12.33	6.33	0
	BE Non-Credit:												
	Employability/Life Skills	1.33	1.67	0	0	0	0	0	0	0	0	0	0
	English Language Training	0	147.67	0	0	0	0	0	0	0	0	0	0
	General Academic Studies	4.67	6	0	0	0	0	0.33	1.67	0	0	0.33	0
	Literacy	0	1	0	0	0	0	0	0	0	0	0	0
	Total BE Non-Credit	6	156.33	0	0	0	0	0.33	1.67	0	0	0.33	0
TOTAL BASIC EDUCATION		69.33	203	0	29.67	16	0	17.33	14.33	0	12.33	6.67	0
University	Total University	28	37.33	0	2	0	0	0	0	0	0	0	0
	TOTAL ENROLMENT	123	624.33	199.33	165.33	320.67	2726	76	123	1	22.33	19	0.33

Retention rates remain strong for programs, with 88 per cent of full and part-time students completing and/or graduating from their programs. This is up 3 per cent from the three-year average.

In 2018-19, 75 per cent of full and part-time students completed and/or graduated from Adult Basic Education Credit programs, which includes Adult 12, upgrading and Pre-12.

Actuals - 2018-19											
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
16	206	0	88	11	0	40	41	0	9	5	0
12	48	0	21	6	0	7	11	0	1	1	0
4	7	0	0	0	0	0	0	0	0	0	0
32	261	0	109	17	0	47	52	0	10	6	0
0	17	6	0	220	3000	0	0	0	0	0	0
0	156	125	0	0	0	0	8	0	0	0	0
32	434	131	109	237	3000	47	60	0	10	6	0
51	19	0	26	3	0	5	3	0	1	1	0
1	9	0	1	4	0	0	1	0	0	0	0
0	15	0	0	9	0	0	0	0	0	0	0
52	43	0	27	16	0	5	4	0	1	1	0
35	5	0	0	0	0	3	0	0	0	0	0
0	107	0	0	0	0	0	0	0	0	0	0
16	12	0	0	0	0	4	4	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
51	124	0	0	0	0	7	4	0	0	0	0
103	167	0	27	16	0	12	8	0	1	1	0
17	28	0	3	0	0	0	0	0	8	11	0
152	629	131	139	253	3000	59	68	0	19	18	0

Completed = the total number of students who completed course requirements or remained to the end of the program.

Graduated = the number of students who successfully completed all course requirements resulting in achievement of certification by a recognized credit granting institution or recognized by industry.

# GREAT PLAINS COLLEGE SUNDOGS

## *The Great Plains College SunDogs student-athletes*

are dedicated to success, leadership  
and teamwork, on and off the court.

**They are focused individuals  
who have the opportunity  
to grow together as a  
team and contribute  
to the communities  
which support them.**

*The varsity athletics teams have  
remained a competitive entity for  
the past 13 years within Southwest  
Saskatchewan and the Prairie  
Athletic Conference.*



## A HISTORICAL VOLLEYBALL SEASON

**The Great Plains College SunDogs wrapped up a dominant 2018 volleyball season, earning the Southwest Cup, the League Championship and Provincial Championship titles in the Prairie Athletic Conference (PAC) league.**

Since its inception in 2006, the SunDogs have brought home many awards and league banners, however, the 2018-19 season marked the first time in SunDogs history that a women's team won the provincial title.

"This is a great group of student-athletes who've demonstrated team work on and off the court, and a commitment to excellence both in their sport and in their studies," Mona Patterson, SunDogs Athletics and recreation coordinator at Great Plains College said. "All of their hard work has paid off and we're so proud of all the accomplishments of this team and their coaches, who are also proud SunDogs Alumni I might add."

Over the years, the SunDogs have established a tradition of success, including four provincial championships, several league and provincial awards, six Coach of the Year awards and 10-time Battle of the Southwest champions.

## MAINTAINING IMPORTANT PARTNERSHIPS

**The SunDogs maintain an important partnership with the Jr. SunDogs Volleyball Club—an organization that directly affects approximately 180 athletes (ages 8-18) and 120 families in the community. Over the past five years, about 50 per cent of the college's student-athletes have been directly recruited from the Club.**

Great Plains College SunDogs are proud to be able to work with the Jr. SunDogs Volleyball Club executive, the families and most importantly, the athletes, and value the relationships built through this partnership.





COMPREHENSIVE ENROLMENT BY PROGRAM GROUPS FOR GREAT PLAINS COLLEGE

		3 - year Average				2018-19			
Program Groups		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	149.33	262.67	7	233.14	139	238	0	215.38
	Other	45	51.33	0	74.85	35	63	0	64.39
	Apprenticeship & Trade	0	4.33	0	1.35	4	7	0	2.67
	Total Institute Credit	194.33	318.33	7	309.34	178	308	0	282.44
	Industry Credit:								
	Total Industry Credit	0	283.67	2742.67	71.15	0	236	3008	71.72
	Non-Credit (Industry Non-Credit, Community/ Individual Non-Credit, Personal Interest Non-Credit)								
Basic Education	Total Non-Credit	0	120.33	175.67	17.08	0	94	156	13.67
	TOTAL SKILLS TRAINING	194.33	722.33	2925.33	397.57	178	638	3164	367.83
	BE Credit:								
	Adult 12	80.33	54.67	0	86.54	93	47	0	95.65
	Adult 10	13.33	18.67	0	13.26	3	17	0	2.93
	Academic GED	18	28	0	14.83	0	24	0	0
	Total BE Credit	111.67	101.33	0	114.64	96	88	0	98.58
	BE Non-Credit:								
	Employability/Life Skills	2.67	2.67	0	2.68	41	17	0	27.88
	English Language Training	0	222.33	0	20.34	0	179	0	17.75
	General Academic Studies	6	8.33	0	6.42	21	24	0	14.01
	Literacy	0	1.67	0	0.33	0	0	0	0
University	Total BE Non-Credit	8.67	235	0	29.78	62	220	0	59.64
	TOTAL BASIC EDUCATION	120.33	336.33	0	144.42	158	308	0	158.22
	Total University	56	28.67	0	56.1	32	26	0	34
TOTAL ENROLMENT		370.67	1087.33	2925.33	598.09	368	972	3164	560.05

In 2018-19, total full and part-time enrolments for the college were down 8 per cent from the three-year average with a total of 1,340. Enrolments for the Master of Business Administration in Community Economic Development were not included in this decrease.

Institute Credit program enrolments were down 5 per cent, with University program enrolments down 31 per cent from the three-year average. Lower University enrolments may be due to the conclusion of the Swift Current Bachelor of Science in Nursing program.

Industry Credit course enrolments were up 7 per cent in 2018-19, in comparison to the three-year average. In total, Industry Credit and Non-Credit course enrolments for 2018-19 were up 5 per cent over the three-year average.

Additionally, full-time Adult Basic Education program enrolments increased by 24 per cent over the three-year average, with Non-Credit and Essential Skills course enrolments taking the biggest jump of 85 per cent (from 9 students to 62).





# 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 goals to:

- 1 Identify and deliver quality programs and training to meet regional needs.
- 2 Engage with external stakeholders to define labour market needs and trends.

## POST-SECONDARY PROGRAMS AND INDUSTRY COURSES

**An academic plan has been established for Great Plains College, that exhibits innovative thinking, outlines a requirement to consult with industry and stakeholders and displays a firm commitment to core principles as the college develops and delivers new programs.**

In 2018-19, increased attention was given to expanding our relationships with external partners, including First Nations. Over the next few years, Essential Skills, industry-based training, growth in post-secondary programming and international education will continue to be a priority for the college.

### CLASSROOM SUPPORT OFFERED FOR COMMERCIAL SEMI-DRIVERS

**Great Plains College is prepared to help drivers obtain the new mandatory standardized training requirements for those wanting a Class 1 commercial license in Saskatchewan to drive semi-trucks.**

Drivers seeking a Class 1 commercial license in Saskatchewan to drive semi-trucks will be required to undergo a minimum standardized 121.5 hours of training (in-classroom, in-yard and behind the wheel) focusing on priority curriculum areas including basic driving techniques, professional driving habits, vehicle inspections and air brakes.

"Since May, we have been delivering the 47 theory hours of in-class training that semi-drivers are now required to take as a prerequisite to obtaining their license," explained Fritz Eckstein, region manager of Great Plains College. "This provides options to those seeking to complete entry-level training."

The changes were announced in December 2018 by Minister Responsible for SGI, Joe Hargrave, after consultation with those in the trucking industry, training schools, additional stakeholders and other jurisdictions. Changes were the culmination of work SGI began in 2017 to improve standards for training of commercial semi drivers.

Course offerings through Great Plains College have been approved by SGI and the instructor, Bill Martens, is a certified SGI instructor with a wealth of knowledge as an experienced truck driver, trainer and licensed examiner. "The college is equipped to deliver this important training," said Eckstein. "Along with an experienced instructor, we have an interactive air brake computer program and an air board. We are certified through SGI, our instructor has expertise, and our facilities are equipped."

The first Mandatory Entry-Level Training (MELT) session was scheduled for May 21-30, 2019, at Swift Current Campus. Additional course offerings are available throughout the year.





## FULL-TIME CONTINUING CARE ASSISTANT PROGRAM ADDED

**Great Plains College was pleased to announce the addition of a full-time Continuing Care Assistant (CCA) program to its Kindersley Campus offerings that began September 2019.**

"Nurses and CCAs in particular are in-demand in the Kindersley region so it made sense to add a full-time program option to help more people get into this field of work, quicker," said Fritz Eckstein, region manager at Great Plains College. "CCAs are an essential part of the health care system and we look forward to playing a small part in training more students for a fulfilling career as health care professionals."

The 8-month program prepares students for a career in health care through a combination of hands-on classroom learning and labs, combined with clinical experience in home and long-term care settings. Upon graduation, students will be prepared to work with the elderly and clients of all ages.

"The hands-on clinical experience is something we're really excited about in this full-time program," added Eckstein. "Working directly in a number of health care facilities in Kindersley and surrounding communities will give students a chance to practice their skills in real situations, fully preparing them for the job after graduation."

## PRAIRIE RIVERS RECONCILIATION COMMITTEE HOSTS FREE EDUCATIONAL OPPORTUNITIES WITH SUPPORT OF DAKOTA DUNES COMMUNITY DEVELOPMENT CORPORATION

**Prairie Rivers Reconciliation Committee first came together in January 2018, organized by Great Plains College, the City of Warman and the Office of the Treaty Commissioner, and is one of many reconciliation committees established in Saskatchewan.**

The Committee was developed in response to the Truth and Reconciliation Commission's Calls to Action and is co-chaired with Mayor Sheryl Spence of Warman and Charmain Laroque of Prairie Spirit School Division.

"Relationships that have been established as a result of this committee have been outstanding and have allowed us to identify reconciliation champions we can rely on," said Robin Bendig, program coordinator at Great Plains College and co-chair of the committee. "In addition to building capacity in individuals sitting on the committee, it has also helped the organizations and communities they work in."

Comprised of more than 40 members, Prairie Rivers Reconciliation Committee met at a retreat at Wanuskewin Heritage Park to discuss next steps for reconciliation, education and building relationships. The day, facilitated by Derek Rope of MR-Strategies, included a vision and mission statement exercise, goal setting and strategic planning.

"Our committee has grown throughout the last calendar year to over 40 representatives from communities including Warman, Martensville, One Arrow First Nation, Dalmeny, Osler, Mistawasis First Nation, Aberdeen, Corman Park and Duck Lake," explained Bendig. "We are unique in that we have

elected representatives from each of the communities, and from organizations such as Mennonite Central Committee, Affinity Credit Union, Big Brothers Big Sisters, Federated Co-operatives Limited and the Saskatoon Regional Economic Development Authority."

The priority has been education--for the committee, organizations they represent and the communities. "We are all on this journey together and recognize that education is the first step in building capacity," said Bendig.

Thanks to a grant through Dakota Dunes Community Development Corporation, the committee has opened events and educational opportunities to the community, including a conference called 'Rural Reconciliation: An Educational Gathering' in Warman on Nov 7, 2018, a presentation from the Musqua sisters in Osler and an upcoming ceremony planned with the Prairie Spirit School Division, Great Plains College and the RCMP. The grant also enables meetings to be hosted in different communities which provides opportunities to invite additional community members and organizations. An internal educational opportunity is organized each meeting and has included everything from Elder teachings and ways to measure the impacts of the reconciliation group, to anti-racist education and creating an inclusion and diversity strategy.

"It is amazing what a passionate group can accomplish when they come together and have support from organizations such as Dakota Dunes Community Development Corporation," said Bendig. "While we are still defining our long-term goals, it's clear that members want to build strong relationships and a long-term commitment toward reconciliation."



## ADULT BASIC EDUCATION (ABE)

**A total of 158 full-time and 129 part-time students were served through the ABE program in 2018-19. Successful programs ran in six locations: Biggar, Kindersley, Maple Creek, Swift Current, Warman and Whitecap Dakota First Nation.**

Each of the adult learners within this program area come to the college with gaps in their previous academic experience, facing numerous barriers such as disabilities, addictions or mental health struggles, and bring with them the typical responsibilities of most adults—children to care for, households to manage and financial accountabilities. Being an adult learner in this context requires enormous dedication and perseverance.

In knowing and understanding our clients, Great Plains College has worked to develop an approach that addresses the adult learner where they are at; incorporating academic, employment and essential skills and life skills within the program. Classrooms are set-up to ensure connections are established in a non-judgmental learning environment that provides opportunity for individual paths to success to be taken.

We continued with this approach in 2018-19 by adding stand-alone Essential Skills programming through enhanced support from the Ministry of Immigration and Careers Training. This was instrumental for meeting the needs of many clients who have multiple barriers to address, in addition to academic ones, before achieving full participation in the economy or pursuing further education. Through this area of programming, we were able to serve 41 full-time students and 17 part-time. For the first time, Great Plains College offered Early Childhood Education (Level 1) to 12 newcomers, in partnership with Saskatoon Open Door Society. Each of the individuals graduated successfully from the 7-month program.

Tangible effort was made in 2018-19 to enhance supports to ABE learners through additional services and engagement opportunities. Numerous locations were brought together to host two student conferences with keynote speaker, Jamil Jivani. Jivani, a Yale law graduate hailing from inner city Toronto and lead advocate for creating opportunities and removing barriers for youth, provided a resonating message to students.

We were also able to enhance counselling supports and access to these supports for ABE learners through our partnership with Inkblot and Gallivan (our student health and dental provider). The online counselling service was supplemented through the organization to allow for free access to counsellors for the latter half of the year. The feedback was overwhelmingly positive.

The impact that the ABE experience will have on the lives of these students and their families is enormous. Examining credential alone, we saw 138 students participate in credit programming with 95 students completing their program goals for the year and 43 students graduating from either Adult 12, Adult 10 or GED. This includes many from demographics that are a priority within Saskatchewan's plan for growth. Indigenous learners made up 105 of our ABE students this year with 15 graduating and 51 completing their program goals for the year. Additionally, we served 38 learners who self-declared to be from a visible minority background with 8 graduating and the other 30 completing. Lastly, we saw success in serving learners that self-declared disabilities with 40 students enrolled—of those, 19 completed their program goals and 4 successfully graduated.

Beyond the credentials achieved, many stories of personal triumphs were shared, including those that achieved assistance with their addictions and mental health struggles, those who attained employment for the first time and those, for the first time in their lives, could read to their children. While credential is important, we cannot underestimate the positive impact these milestones and confidence boosters will have within the lives of our learners.



## GREAT PLAINS COLLEGE INTERNATIONAL

**In an effort to contribute to Saskatchewan's international education strategy, address labour shortages in specific areas of the local economy and to provide a more global environment while studying with Great Plains College, the decision was made to further invest in the attraction of international students in Fall 2017.**

A partnership with MSM; a marketing company based out of B.C., was struck, a Manager of Admissions and International was hired and an international recruitment strategy was developed.

This effort paid off in 2018-19 with the arrival of over 40 international students at Swift Current Campus. These students were from from multiple countries throughout the world, with the vast majority coming from India. Their presence on campus provided a new opportunity to bring the world into the classroom, with many vibrant discussions and cultural activities occurring throughout the year. One example of this was during International Education Week where a delicious ethnic meal was held and dancing took place.

Serving international students is multi-faceted with a steep learning curve for both support services and the classroom. Increasing capacity has been an area of focus throughout the academic year with many lessons learned. We anticipate building on these efforts within 2019-20 and look forward to ever-increasing diversity on campus.



ENGLISH AS A SUBSEQUENT LANGUAGE (ESL)

Language training was provided to 179 learners during the 2018-19 year in over 10 different communities. Program offerings included a mixture of face-to-face Portfolio Based Language Assessment (PBLA) offerings, conversation circles and blended IT2Teach classrooms. Enrolment levels remain status quo year-over-year with a few new worthwhile endeavors breeding success.

Building on the pilot of 2017-18, we saw a group of 15 learners dedicate themselves to their language acquisition. This full-time language program ran at Swift Current Campus for the entire program year, serving learners at Canadian Language Benchmarks levels 1-4. Attainment of language is much more rapid within this context and great strides were made by all participating students. Success within this program led to a pilot starting in January 2019 to create a pathway for both newcomer members of the public and those who completed the full-time language offering in order to attain employment. The Essential Skills for Newcomers program provided employment and essential skill development in the Canadian setting for these individuals and included mentorship and work practicum opportunities. The continued improvement of all language skills proved to be a periphery benefit within this pilot. The program was well received-- students saw labour market attached and these factors have led to further offerings of this initiative in 2019-20.

Great Plains College was also awarded a contract via Immigration, Refugees and Citizenship Canada (IRCC) to pilot an approach to language acquisition for entire families through the Service Delivery Improvement funding envelope. As the only college in Saskatchewan to receive funding we were excited to pilot this approach in the communities of Outlook and Swift Current. The premise was to offer language and family literacy activities to both kids and their parents to encourage more language use within the household. Additionally, it was hoped that by encouraging early family literacy activity within the household, preparedness for school would improve amongst the children and increased comfort would be experienced by parents interacting with the educational system. Given the involvement of children, a lot of resources were spent in the start-up and hiring for the program. The activity from January to May saw some initial promise for the format and full testing of the effectiveness of the approach will take place in 2019-20.

While language programming has a concerted focus on providing language training, we have worked to build community connections throughout the programming in order to increase learner confidence in their day-to-day lives in Canada. This has included "giving back" and in 2018-19 the full-time program students prepared a home for newly sponsored refugees arriving within Swift Current.

ESL programming continues to evolve with further exploration to meet the needs of learners and to ensure attraction and retention to the labor market and Saskatchewan as a whole.



Great Plains College’s Strategic plan for 2016-19 identifies a strategic direction to “Value Employees” with goals to:

- 1 Promote a safe, collaborative and respectful work environment.
- 2 Encourage professional growth to build organizational capacity.
- 3 Recognize employee contributions.
- 4 Improve internal communications.

# GREAT PLAINS COLLEGE

## STAFF

**The college employed 115 in-contract staff in 2018-19 (77.44 full-time equivalents or FTE’s) and 13 out-of-scope management staff (12.08 full-time equivalents). Additionally, a total of 7.84 FTE’s in casual instructors and other temporary staff were employed in 2018-19. Salaries and benefits paid out totalled \$7,919,582.**

### STAFF ORGANIZATIONS

**The college staff working north of the South Saskatchewan River is unionized and staff in Swift Current and south of the South Saskatchewan River is non-unionized, but negotiates through a staff association.**

All indications are that these arrangements are stable, so they will not be altered in the immediate future. Both agreements expired in August 2016, and negotiations have been ongoing since then. We are hopeful to have a new agreement in place in 2019-20.

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

Alix, Maureen - Administrative Assistant  
Amundson, Sibrena - Practical Nursing Instructor  
Andreas, Mark - Facility Coordinator  
Anton, Darlene - Program Coordinator  
Armstrong, Patricia - Adult Basic Education (ABE) Educational Assistant  
Beechinor, Linda - Administrative Assistant Instructor  
Bendig, Robin - Program Coordinator & Youth Care Worker Instructor  
Benedict, Leo - Custodian  
Benesh, Mary Jane - Student Adviser  
Bergen, Lara - Early Childhood Education Instructor  
Biesenthal, Rana - Adult Basic Education (ABE) Educational Assistant  
Blair, Christine - English as a Secondary Language (ESL) Instructor  
Blohm, Doug - Power Engineering Instructor  
Boisvert, Erin - Educational Assistant / Administrative Assistant / Instructor  
Borden, Sharon - Custodian  
Brabender, Terry - ESL Assessor & English as a Secondary Language (ESL) Instructor  
Bradshaw, Crystal - Exam Invigilator & Campus Attendant  
Bray, Tammie - Administrative Assistant  
Briggs, Myrna - Adult Basic Education (ABE) Educational Assistant  
Cameron, Rhonda - Payroll Officer  
Casavant, Tessica - Recruitment & Events Assistant  
Chartier, Camille - Business Certificate & Youth Care Worker Instructor  
Choi, Sarah - Accounting Manager  
Chorneyko, Lisa - Administrative Assistant  
Coburn, Sharon - Campus Attendant  
Cole, Kerri-Lynn - Power Engineering & Industry Credit Instructor  
Cooper, Lyla - Program Coordinator  
Cooper-Black, Glenice - Adult Basic Education (ABE) Instructor  
Court, Lori - Administrative Assistant  
Cowie, Tessa - Business Instructor  
Craig, Deidre - Early Childhood Education Instructor  
Crone, Nathan - Educational Assistant  
Crouch, Wendy - Practical Nursing & Continuing Care Instructor  
Cruz, Aaron - Youth Care Worker Instructor  
Dakiniewich, Scott - Youth Care Worker Instructor  
DeLury, Daniel - ESL Assessor  
deMoissac, Lorraine - Practical Nursing Instructor  
Derksen, Mabel - Math Instructor  
Dickie, Matthew - Business Instructor & Educational Assistant  
Dowkes, MistyAnn - Adult Basic Education (ABE) Educational Assistant  
Dubreuil, Doreen - GED Exam Invigilator  
Duncan, Leeann - Custodian  
Eckstein, Fritz - Region Manager  
Emery, David - Electrician & Power Engineering Instructor  
Falk, Alysha - Practical Nursing Instructor  
Fradette, Chris - Electrician Instructor

Frank, Rene - Educational Assistant / Exam Invigilator  
Friesen, Don - Adult Basic Education (ABE) Instructor  
Funk, Candace - IT Assistant  
Gfeller, Cady - English as a Secondary Language (ESL) Instructor  
Ghosh, Bula - Program Coordinator  
Gillard, Julie - Administrative Assistant  
Gizen, Angela - English as a Secondary Language (ESL) Educational Assistant  
Gobbett, Brian - Vice-President (Academic)  
Gross, Judy - Administrative Assistant  
Haichert, Teejay - Practical Nursing Instructor  
Hammel, Lissa - Chief Financial Officer (CFO)  
Haughian, Shane - Digital Media & Design Coordinator  
Heinbigner, Kristy - Adult Basic Education (ABE) Instructor  
Heinrichs, Louise - Adult Basic Education (ABE) / Business / Communications Instructor  
Hennig, Leslie - Administrative Assistant  
Herman, Lisa - Power Engineering Instructor  
Hildebrand, Vanessa - Student Adviser  
Hildebrand, Wayne - Youth Care Worker Instructor  
Hornung, Candace - English as a Secondary Language (ESL) Educational Assistant  
Hornung, Jolene - English as a Secondary Language (ESL) Educational Assistant  
Hough, Tanya - Student Adviser  
Huff, Vicky - Executive Coordinator  
Hughes, Wyatt - Information Systems Administrator  
Irvine, Cheryl - Administrative Assistant - Casual  
Jadischke, Sangeeta - Custodian  
Jenkins, Jill - Region Manager  
Johnson, Kelleen - English as a Secondary Language (ESL) Educational Assistant  
Joy, Sabin (Sam) - Continuing Care Instructor  
Junek, Brandy - English as a Secondary Language (ESL) Educational Assistant  
Kazakoff, Angela - Administrative Assistant  
Keast, David - CEO  
Keith, Cindy - Program Coordinator  
Kennon, Rhonda - Information Officer  
Kissick, Nancy - Adult Basic Education (ABE) Educational Assistant  
Kreiter, Monica - Program Coordinator  
Kristmanson, Kevyn - Practical Nursing Instructor  
Kristmanson, Melanie - Program Coordinator  
Kyle, Joel - Student Adviser  
Lambe, Kim - Region Manager  
Larochelle, Sheila - English as a Secondary Language (ESL) Educational Assistant  
Lawrence, Diana - English as a Secondary Language (ESL) Instructor  
Lazar, Beverly - Campus Attendant  
LeBlanc, Krystal - English as a Secondary Language (ESL) Educational Assistant  
Ledding, Carmen - Family Literacy Coordinator & Custodian  
Lee, Dori - Continuing Care Instructor  
Leisle, Kirby - Recruitment & Events Coordinator  
Ljunggren, Crystal - Adult Basic Education (ABE) Educational Assistant & Administrative Assistant

Long, Roberta - Accounting Clerk  
Louma, Jessie - Practical Nursing & Continuing Care Instructor  
Luu, Victoria - English as a Secondary Language (ESL) Instructor  
MacDonald, Tawnya - Exam Invigilator  
Malakhail, Izhar - English as a Secondary Language (ESL) Instructor  
Malakhail, Nida - Early Childhood Education Facilitator  
Masse, Amy - Communications & Marketing Coordinator  
Matthies, Jenelle - Administrative Assistant  
McCormick, Ann - Continuing Care Instructor  
McDonald, Sarah - Early Childhood Education Instructor  
McDougall, Chantall - English as a Secondary Language (ESL) Educational Assistant  
McInnes, Breana - Recruitment & Events Assistant & Campus Attendant  
McKenzie, Jared - Welding Instructor  
McNabb, Garry - Power Engineering Instructor  
Meinert, Martin - Business Instructor  
Miller, Lauren - Practical Nursing & Continuing Care Instructor  
Molyneux, Diana - Student Adviser  
Monteith, Brigitte - Program Coordinator  
Morris, Heather - Continuing Care Instructor  
Mulder, Mavis - Adult Basic Education (ABE) Instructor & ESL Assessor  
Nagel, Nancy - Lab Assistant  
Nagy, Shaun - Adult Basic Education (ABE) & Business & Math Instructor  
Ndirangu, Karugia - Adult Basic Education (ABE) Instructor  
Nelson, Cindy - English as a Secondary Language (ESL) Instructor  
Newton, Margie - Accounting Clerk  
Nicklin, Nicole - Campus Attendant  
Nillson, Linda - English as a Secondary Language (ESL) Instructor  
Okraincee, Lenea - Practical Nursing Instructor  
Oosterlaken, Janine - Exam Invigilator  
Ostrander, Keleah - Director of Learner Services & ABE  
Ostrosky, Kirsten - Practical Nursing Instructor  
Parsonage, Tanya - Adult Basic Education (ABE) Instructor & Educational Assistant & Student Adviser  
Patterson, Mona - SunDogs Athletics & Recreation Coordinator  
Paul, Leona - Practical Nursing Instructor  
Penpena, Farrah - Early Childhood Education Facilitator  
Peters, Lisa - Business Instructor  
Petersen, Shanna - Student Adviser  
Phillips, Jan - Adult Basic Education (ABE) Instructor  
Prescesky, Trevor - Industry Credit Instructor  
Prive, Kayla - English as a Secondary Language (ESL) Educational Assistant  
Read, Ward - Business Instructor  
Regehr, Eva - Adult Basic Education (ABE) Educational Assistant  
Rhodes, Lana - Program Coordinator  
Ritu, Ritu - Administrative Assistant & Exam Invigilator

Robert, Charlene - Youth Care Worker Instructor  
Savsani, Manojkumar - Custodian  
Schafer, Margaret - Program Coordinator  
Schwartz, Stacey - Adult Basic Education (ABE) Educational Assistant  
Severson, Robin - Adult Basic Education (ABE) Educational Assistant  
Shatosky, Jody - Administrative Assistant  
Shea, Kelly - Electrical Instructor  
Siermachesky-Proctor, Jennifer - Administrative Assistant Instructor  
Silvernagle, Genny - Continuing Care Instructor  
Skazyk, Jennifer - Adult Basic Education (ABE) Educational Assistant  
Sletten, Dianne - Donor Services Coordinator  
Sletten, Kristy - Manager of Admissions and International  
Smith, Alice - Administrative Assistant Instructor  
Smith, Bailey - Youth Care Worker Instructor & English as a Secondary Language (ESL) Facilitator  
Smith, Bonnie - Information Systems Administrator  
Smuk, Shawna - Program Coordinator  
Solld, Lowell - Business Instructor  
Solomon, Keith - Adult Basic Education (ABE) & English as a Secondary Language (ESL) Instructor  
Spelay, Tanya - Adult Basic Education (ABE) Instructor  
Spence, Ryan - Student Adviser & Business Certificate Instructor  
Steinley, Adeline - English as a Secondary Language (ESL) Educational Assistant & Instructor  
Stewart, Sheri - Adult Basic Education (ABE) & English as a Secondary Lanugage (ELS) Educational Assistant / Administrative Assistant  
Stigoe, Simon - Power Engineering Instructor  
Stubbins, Tanya - HR Associate  
Sullivan, Kelsey - Practical Nursing Instructor  
Summach, Emily - Administrative Assistant  
Sundquist, Cindy - Administrative Assistant  
Sveinbjornson, Janice - Administrative Assistant  
Tacholsky, Cherise - Exam Invigilator  
Tait, Lloyd - HEO Instructor  
Tan, Claudine - Administrative Assistant  
Ternes, Dale - Continuing Care Instructor  
Tollin, Danielle - English as a Secondary Language (ESL) Instructor  
Vogel, Adair - Administrative Assistant  
Volk, Noreen - Manager of Human Resources  
Voysey, Carrie - Director of Communications & Development  
Wagner, Kristin - Welding Instructor  
Walliser, Marnie - Continuing Care Instructor  
Walters, Angela - Adult Basic Education (ABE) Instructor  
Wellings, Kim - Program Coordinator  
Wentworth, John - Administrative Assistant Instructor & ISW Facilitator  
Wittrock, Alicia - Exam Invigilator  
Wong, Kayla - Administrative Assistant  
Zeman, Bryan - Educational Assistant  
Zhao, Renee - Early Childhood Education Instructor

COMMITTED TO VIOLENCE THREAT RISK ASSESSMENT (VTRA)

Great Plains College and their community partners are committed to making schools and communities safe through the VTRA process identified by the North American Center for Threat Assessment and Trauma Response. As such, Great Plains College is committed to responding to student and employee behaviours that may pose a potential risk for violence to students, staff and members of the community. The goal of early intervention by the college and community partners is to reduce and manage school violence.

The college is currently a part of the Community Threat Assessment and Support Protocols for Southwest and West Central regions of Saskatchewan and Saskatoon and area. At the completion of the 2018-19 fiscal year, 85 per cent of our staff have successfully completed our internal VTRA training.

HEALTH BENEFITS RECOGNIZED

Great Plains College continues to offer our staff a comprehensive employee benefits program. Ranging from health and dental benefits to employee family assistance programs, our staff have the ability to access benefits where and when they need them. Specifically, usage of the Employee Family Assistance Program has grown, which signals a service that our staff continually find beneficial.

PROFESSIONAL DEVELOPMENT

On top of professional development subsidized by various funding pockets (totaling \$14,080), we are also proud to have supported over \$88,000 of training through Human Resources. In addition to supporting staff to attend professional development, we implemented specific, college-wide training initiatives related to instructional skills, suicide intervention, fireman’s prep, Living Life to the Fullest, essential skills assessments, labour legislation, occupational health and safety, respect in the workplace and Violence Threat Risk Assessment.

POLICIES AND PROCEDURES

Human Resources updated various policies and procedures in 2018-19. Specifically, the student conduct, progress and appeals policies were updated. Our staff “Fit for Duty” and student “Drug and Alcohol” policies were updated to address the legalization of marijuana. We also updated our Harassment, Abuse and Discrimination and Privacy policies.

To create avenues for employee interaction and engagement, Great Plains College implemented an employee engagement survey in early 2019. An Employee Engagement Committee, consisting of cross-functional committee representing each of our campus locations, was created to evaluate the survey results and develop an action plan to enhance engagement and organizational culture over the next two years.



ANNUAL STAFF GATHERING

Our annual Staff Gathering was hosted by the Swift Current Campus on December 7, 2018.

Training facilitated at this event included indigenous education, stress management, SmartBoard skills and time management techniques. Further to this, we awarded our first annual Teaching Excellence Award to Trevor Prescesky. Ninety-five staff were able to attend our staff gathering, which is nearly 90 per cent of our staff population.

Long Service Awards

Our annual long-service event was held in Swift Current on December 6, 2018. We presented 15 awards to staff ranging from 5 to 30 years of service. This event provides us with an opportunity to provide well-deserved recognition to our staff celebrating these significant milestones.

Lyla Cooper	30 Years	Lana Rhodes	10 Years
Cindy Keith	25 Years	Cindy Sundquist	10 Years
Bonnie Smith	20 Years	David Emery	5 Years
Erin Boisvert	15 Years	Judy Gross	5 Years
Rene Frank	15 Years	Ryan Spence	5 Years
Mona Patterson	15 Years	Tanya Stubbins	5 Years
Jared McKenzie	10 Years	Shanna Petersen	5 Years
Keleah Ostrander	10 Years		



## Build & enhance partnerships

**Great Plains College's Strategic plan for 2016-19 identifies a strategic direction to "Build and Enhance Partnerships" with goals to:**

- 1 Increase external funding to assist with institutional operations and programming.
- 2 Provide input to all levels of government on college growth and accountability.



### THANK YOU

**To all of our donors, sponsors and partners, thank you. Your commitment to post-secondary education in our region has a positive impact on the lives of students and contributes significantly to their success, the effective delivery of our programming and to the economic development of the region.**

Since 2009, more than \$2 million has been distributed to Great Plains College students enrolled in full-time student loan-eligible programs through the scholarship program. Thanks to your contributions, approximately \$99,827 was raised for scholarships in 2018-19. This was matched (up to \$72,800) by the Saskatchewan Innovation and Opportunity Scholarship program.

Your generosity enabled us to provide funds to students through numerous scholarships and awards, including: Entrance Scholarships, Grade 11 Early Entrance Scholarships, Adult Basic Education Persistence Awards, Living Sky Casino Indigenous Adult Basic Education Persistence Award, Saskatoon Regional Economic Development Authority Indigenous Economic Development Scholarship and the Innovation Credit Union Community Innovator Award.

Giving the gift of education is a contribution that lasts a lifetime in the form of learning, opportunity and success. Scholarships enable and encourage students in our community to pursue higher learning and position themselves for a brighter future. Tuition costs are rising and students are facing increasing financial obstacles to pursuing higher education. With your support, Great Plains College will continue to provide entrance scholarships to ease the monetary burden of deserving students.



# 2018-19 Donors & Sponsors

ENDOWMENTS

Anthea & Ralph Loran Family  
Roy Blanchard Estate  
West Central Regional Economic  
Development Authority

2018-19 DONORS:  
\$5,000 AND OVER

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

2018-19 DONORS:  
\$1,000 TO \$4,999

ACT/UCT Dominion Council # 1032  
Adeline Steinley Memorial Fund  
Basanti Ghosh Memorial Fund  
Biggar & District Credit Union  
Bob Armstrong & Sharon Lang  
City of Swift Current  
City of Warman  
Dr. Noble Irwin Regional  
Healthcare Foundation Inc.  
EECOL Electric  
Great Plains College Student  
Association (Swift Current)  
Innovation Credit Union  
Living Sky Casino/SIGA

MacMor Industries Ltd  
Melhoff Electric  
Neil & Edith Gibbings  
Prairie Centre Credit Union  
RM of Antelope Park No. 322  
RM of Bone Creek No. 108  
RM of White Valley No. 49  
Rotary Club of Swift Current  
Saskatoon Regional Economic  
Development Authority (SREDA)  
Sharon and Leslie Fehr  
Swift Current Lions Club  
Swift Current Regional  
Safety Committee  
Synergy Credit Union  
Town of Biggar  
Town of Kindersley  
W.W. Smith Insurance Ltd.  
Warman Home Centre

2018-19 DONORS:  
UP TO \$1,000

City of Swift Current  
Employee Sunshine Club  
Elviss Family Fund  
John McPhail  
Kee Sheet Metal Plumbing  
& Heating Ltd

Kelly Insurance Brokers Ltd.  
Kessler Insurance  
Kindersley 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  
SGEU Education Sector  
Southwest Newcomer  
Welcome Centre  
Swift Current & District  
Chamber of Commerce  
Swift Current Little Theatre  
Town of Herbert  
Town of Maple Creek  
Town of Ponteix  
Town of Rosetown  
Village of Marengo  
Village of Webb

Great Plains College also wishes to thank all of our contributors  
for sponsoring the following events in 2018-19:

Biggar Golf Tournament  
Carhartts and Caviar Welding Showcase and Auction  
Hockey Day in Canada



# Appendix & Financial Statements

**Table 3** | Equity Participation Enrolments by Program Groups for Great Plains College

		Actuals																							
		Average (past three years)												2018-19											
Program Groups		Aboriginal			Visible Minority			Disability			Total Enrolment			Aboriginal			Visible Minority			Disability			Total Enrolment		
		FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas
SKILLS TRAINING	Institute Credit:																								
	Sask Polytech	14.33	21.333	0	6.667	22	n	11.33	20.33	0	151.33	268	7	11	25	0	30	22	0	10	16	0	140	238	0
	Other	6.667	7	0	n	n	0	n	n	0	45	51.67	0	0	6	0	12	n	0	0	n	0	35	63	0
	Apprenticeship & Trade	0	n	0	0	n	0	0	0	0	n	0	n	0	0	n	0	0	0	0	0	0	n	7	0
	Total Institute Credit	21	28.667	0	10.33	25	n	13	22	0	196.33	324	7	11	31	0	42	22	0	10	16	0	175	308	0
	Industry Credit:																								
	Total Industry Credit	0	14	72.33	0	n	24.33	0	6	38.67	0	285.333	2744	0	7	83	0	n	52	0	5	50	0	236	3008
	Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)																								
	Total Non-Credit	0	11.333	6.667	0	7	n	0	n	0	n	0	120.333	175.667	0	5	0	0	n	0	n	0	94	156	3164
	BASIC EDUCATION	Basic Education Credit:																							
Adult 12		32.67	14	0	4	n	0	9.333	n	0	80.333	54.67	0	34	14	0	16	n	0	9	6	0	93	47	0
Adult 10		9.333	13.667	0	1	n	0	n	n	0	13.333	18.67	0	n	10	0	0	n	0	0	n	0	17	0	
Academic GED		8.333	12.667	0	n	1	0	n	n	0	18	28	0	0	10	0	0	n	0	0	n	0	24	0	
Total BE Credit		50.33	40.333	0	5.667	n	0	15.33	12.67	0	111.67	101.333	0	34	34	0	16	0	0	9	6	0	93	88	0
Basic Education Non-Credit:																									
Employability/Life Skills		n	n	0	0	0	0	n	n	0	n	n	n	0	13	7	0	10	n	0	n	0	41	17	0
English Language Training		0	0.33	0	0	33.33	0	0	n	0	0	222.333	0	0	n	0	0	23	0	0	n	0	179	0	0
General Academic Studies		n	n	0	n	n	0	n	n	0	6	8.33	0	10	5	0	0	n	0	9	n	0	21	24	0
Literacy		0	0.67	0	0	0	0	0	n	0	0	n	n	0	0	0	0	0	0	0	n	0	0	0	0
UNIVERSITY	Total BE Non-Credit	n	5	0	n	34	0	n	5	0	8.6667	235	0	23	12	0	10	23	0	9	0	0	62	220	0
	TOTAL BASIC EDUCATION	55	45.333	0	6.333	38.33	0	18	17.67	0	120.33	336.333	0	57	46	0	26	23	0	18	6	0	155	308	0
	Total University	n	3.3333	0	n	n	0	n	n	0	56	28.67	0	0	n	0	n	0	n	0	n	0	32	26	0
TOTAL ENROLMENT		80.33	102.67	79	19.33	73.67	28	34	47.33	42	372.67	1094.67	2926.67	68	89	83	68	45	52	28	27	50	362	972	3164

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

		Actuals															
		Average (past three years)										2018-19					
SKILLS TRAINING	Program Groups	Aboriginal		Visible Minority		Disability		Aboriginal		Minority		Aboriginal		Minority		Disability	
		E	C	G	E	C	G	E	C	G	E	C	G	E	C	E	C
	Institute Credit																
	Saskatchewan Polytechnic	35.67	21.3	9.67	29.3	20	4.33	31.67	16.7	10	36.21	n	52	27	14	26	16
	Other:	13.67	n	8.67	6.33	n	n	n	n	n	6	n	16	8	6	n	0
	Apprenticeship & Trade	n	n	0	n	n	0	0	0	0	n	0	0	0	0	0	0
	Total Institute Credit	49.67	25	18.33	36	21.7	8.67	35	18.7	11.3	42.21	n	68	35	20	26	16
	Industry Credit																
	Total Industry Credit	86.33	n	84	27.3	n	26.7	44.67	n	43	90	n	85	54	n	53	55
	Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)																
	Total Non Credit	18	16	0	10	9.33	0	n	n	0	5	5	0	6	0	n	0
	TOTAL SKILLS TRAINING CREDIT	154	43.3	102.3	73.3	32.3	35.3	84.33	23.3	54.3	137	26	85	128	41	73	81
BASIC EDUCATION	Basic Education Credit																
	Adult 12	46.67	22.3	9.67	6.67	n	1.67	14	8.33	n	48	21	10	18	11	7	15
	Adult 10	23	8.33	n	n	n	0.33	7	n	n	12	n	n	0	n	0	n
	Academic GED	21	9.33	n	n	n	1	7	n	n	10	9	n	n	0	n	n
	Total BE Credit	90.67	40	15.33	10	5.33	3	28	14.3	7	70	30	10	18	11	7	15
	Basic Education Non-Credit																
	Employability/Life Skills	n	n	0	0	0	0	n	n	0	20	10	0	14	14	0	5
	English Language Training	n	n	0	33.3	21	0	n	n	0	n	0	0	23	9	0	0
	General Academic Studies	n	n	0	n	0	0	n	n	0	15	7	0	n	0	13	8
	Literacy	n	n	0	0	0	0	1	n	0	0	0	0	0	0	0	0
	Total BE Non-Credit	9.67	5.67	0	34.7	22	0	7.67	5	0	35	17	0	37	23	0	18
	TOTAL BASIC EDUCATION	100.3	45.7	15.33	44.7	27.3	3	35.67	19.3	7	105	47	10	55	34	7	33
	UNIVERSITY	7.67	n	0	n	n	0	n	n	0	2	2	0	1	0	1	0
	Total University	262	93.7	117.7	121	61	38.3	123.3	43.7	61.3	244	75	95	184	75	81	115
	TOTAL ENROLMENT																

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 enrolment

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

		Actuals										2018-19					
		Average (past three years)										2018-19					
SKILLS TRAINING	Program Groups	Student Enrol FT		Student Enrol Casual		FLE's		Student Enrol FT		Student Enrol PT		Student Enrol Casual		FLE's			
	Institute Credit																
	Saskatchewan Polytechnic	3.67	26.33	5.33	14.89	0	31	0	31	0	0	0	0	4.67			
	Other	23.00	14.67	0.00	32.40	10	20	0	20	0	0	0	0	19.03			
	Apprenticeship & Trade	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Total Institute Credit	26.67	41.00	5.33	47.29	10	51	0	51	0	0	0	0	23.70			
	Industry Credit																
	Total Industry Credit	0	108.33	1211.33	31.41	0	101	0	101	0	1308	0	0	32.82			
	Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)																
	Total Non-Credit	0.00	6.00	33.33	0.71	0	7	0	7	0	34	0	0	1.14			
	TOTAL SKILLS TRAINING	26.67	155.33	1250.00	79.41	10	159	0	159	0	1342	0	0	57.66			
BASIC EDUCATION	BE Credit																
	Adult 12	4.67	6.67	0.00	5.19	11	5	0	5	0	0	0	0	10.45			
	Adult 10	1.00	1.00	0.00	0.85	0	6	0	6	0	0	0	0	0.06			
	Academic GED	0.67	2.33	0.00	0.86	0	5	0	5	0	0	0	0	0			
	Total BE Credit	6.33	10.00	0.00	6.90	11	16	0	16	0	0	0	0	10.51			
	BE Non-Credit																
	Employability/Life Skills	0.00	0.00	0.00	0.00	0	0	0	0	0	0	0	0	0			
	English Language Training	0.00	32.67	0.00	3.00	0	11	0	11	0	0	0	0	1.23			
	General Academic Studies	0.33	0.33	0.00	0.42	0	0	0	0	0	0	0	0	0			
	Literacy	0.00	0.33	0.00	0.03	0	0	0	0	0	0	0	0	0			
	Total BE Non-Credit	0.33	33.33	0.00	3.45	0	11	0	11	0	0	0	0	1.23			
	TOTAL BASIC EDUCATION	6.67	43.33	0.00	10.35	11	27	0	27	0	0	0	0	11.74			
	UNIVERSITY	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Total University	33.33	198.66	1250	89.76	21	186	0	186	0	1342	0	0	69.40			
	TOTAL ENROLMENT																

Table 6 | Comprehensive enrolment  
by Swift Current program region

		Actuals									
		Average (past three years)					2018-19				
		Student Enrol FT	Student Enrol PT	Student Enrol Casual	FLE's	Student Enrol FT	Student Enrol PT	Student Enrol Casual	FLE's	Student Enrol FT	Student Enrol Casual
SKILLS TRAINING	Institute Credit	100.33	167	2	153.55	97	125	0	151.48	0	151.48
	Saskatchewan Polytechnic	14.3	22.0	0.0	27.3	23	25	0	36.49	0	36.49
	Other	0.0	4.3	0.0	1.3	0	0	0	0	0	0
	Apprenticeship & Trade	114.66	193.33	2	182.24	120	150	0	187.97	0	187.97
	Total Institute Credit										
BASIC EDUCATION	Industry Credit	0	150	1398.33	33.21	0	118	1595	35.39		
	Total Industry Credit										
	Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)										
	Total Non-Credit	0	90	130.33	9.59	0	72	122	7.17	0	7.17
	TOTAL SKILLS TRAINING	114.66	433.33	1530.66	225.04	120	340	1717	230.53		
UNIVERSITY	BE Credit	41.33	25.33	0.00	43.89	39	18	0	41.67	0	41.67
	Adult 12	5.33	5.33	0.00	4.87	2	6	0	1.99	0	1.99
	Adult 10	10.00	14.67	0.00	7.88	0	19	0	0	0	0
	Academic GED	56.67	45.33	0.00	56.64	41	43	0	43.66	0	43.66
	Total BE Credit										
UNIVERSITY	BE Non-Credit	2.67	2.67	0.00	2.68	22	10	0	13.17	0	13.17
	Employability/Life Skills	0.00	148.33	0.00	13.38	0	132	0	13.19	0	13.19
	English Language Training	4.00	4.33	0.00	4.07	16	20	0	10.76	0	10.76
	General Academic Studies	0.00	1.33	0.00	0.31	0	0	0	0	0	0
	Literacy	6.67	156.67	0.00	20.44	38	162	0	37.12	0	37.12
UNIVERSITY	Total BE Non-Credit	63.33	202.00	0.00	77.08	79	205	0	80.78	0	80.78
	TOTAL BASIC EDUCATION	56.00	25.33	0.00	55.50	32	26	0	34	0	34
	Total University	234.00	660.67	1530.66	357.62	231	571	1717	345.31		
	TOTAL ENROLMENT										

Table 7 | Comprehensive enrolment  
by Warman program region

		Actuals									
		Average (past three years)					2018-19				
		Student Enrol FT	Student Enrol PT	Student Enrol Casual	FLE's	Student Enrol FT	Student Enrol PT	Student Enrol Casual	FLE's	Student Enrol FT	Student Enrol Casual
SKILLS TRAINING	Institute Credit	45.33	70.00	0.33	64.70	42	84	0	59.23	0	59.23
	Saskatchewan Polytechnic	7.67	14.67	0.00	15.10	2	19	0	8.87	0	8.87
	Other	0	0	0	0	4	7	0	2.67	0	2.67
	Apprenticeship & Trade	53.00	84.67	0.33	79.80	48	110	0	70.77	0	70.77
	Total Institute Credit										
BASIC EDUCATION	Industry Credit	0.00	23.33	160.33	6.52	0	11	139	3.52		
	Total Industry Credit										
	Non-Credit (Industry Non-Credit, Community/Individual Non-Credit, Personal Interest Non-Credit)										
	Total Non-Credit	0.00	24.33	12.00	6.78	0	15	0	5.36	0	5.36
	TOTAL SKILLS TRAINING	53.00	132.33	172.67	93.11	48	136	139	79.65		
UNIVERSITY	BE Credit	34.33	22.67	0.00	37.47	43	24	0	43.54	0	43.54
	Adult 12	7.00	12.33	0.00	7.55	1	5	0	0.88	0	0.88
	Adult 10	7.33	11.00	0.00	6.10	0	0	0	0	0	0
	Academic GED	48.67	46.00	0.00	51.11	44	29	0	44.42	0	44.42
	Total BE Credit										
UNIVERSITY	BE Non-Credit	0.00	14.00	0.00	1.41	19	7	0	14.71	0	14.71
	Employability/Life Skills	0.00	27.33	0.00	2.55	0	37	0	3.34	0	3.34
	English Language Training	1.67	3.67	0.00	1.94	5	4	0	3.25	0	3.25
	General Academic Studies	0.00	0.00	0.00	0.00	0	0	0	0	0	0
	Literacy	1.67	45.00	0.00	5.89	24	48	0	21.3	0	21.3
UNIVERSITY	Total BE Non-Credit	50.33	91.00	0.00	57.01	68	77	0	65.72	0	65.72
	TOTAL BASIC EDUCATION	0.00	3.33	0.00	0.60	0	0	0	0	0	0
	Total University	103.33	226.67	172.67	150.72	116	213	139	145.37		
	TOTAL ENROLMENT										



## INDEPENDENT AUDITOR'S REPORT

To the 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, 2019, and the statements of operations, and accumulated surplus, remeasurement gains and losses, 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, 2019, and its results of operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

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

Management 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.

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## INDEPENDENT AUDITOR'S REPORT (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 23, 2019

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**Great Plains College**  
**Statement of Financial Position**  
**as at June 30, 2019**


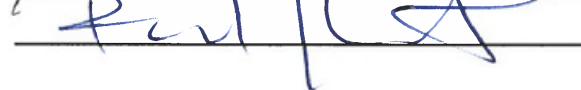
**Statement 1**

	<u>2019</u>	<u>2018</u>
<b>Financial Assets</b>		
Cash and cash equivalents (Note 3)	\$ 1,208,237	\$ 2,222,637
Accounts receivable (Note 4)	772,225	738,365
Inventories for resale (Note 5)	77,147	42,195
Portfolio investments (Note 6)	2,352,054	1,205,502
<b>Total Financial Assets</b>	<u>4,409,663</u>	<u>4,208,699</u>
<b>Liabilities</b>		
Accrued salaries and benefits (Note 7)	559,727	542,054
Accounts payable and accrued liabilities (Note 8)	220,107	217,794
Deferred revenue (Note 9)	323,725	578,654
Liability for employee future benefits (Note 10)	213,700	215,900
<b>Total Financial Liabilities</b>	<u>1,317,259</u>	<u>1,554,402</u>
<b>Net Financial Assets</b>	<u>3,092,404</u>	<u>2,654,297</u>
<b>Non-Financial Assets</b>		
Tangible capital assets (Note 11)	11,720,417	12,007,289
Prepaid expenses (Note 12)	4,764	13,886
<b>Total Non-Financial Assets</b>	<u>11,725,181</u>	<u>12,021,175</u>
<b>Accumulated Surplus</b>	<u>\$ 14,817,585</u>	<u>\$ 14,675,472</u>
<b>Accumulated Surplus is comprised of:</b>		
Accumulated operating surplus	14,797,075	14,662,165
Accumulated remeasurement gains	20,510	13,307
<b>Total Accumulated Surplus</b>	<u>\$ 14,817,585</u>	<u>\$ 14,675,472</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

**Great Plains College**  
**Statement of Operations and Accumulated Surplus**  
**for the year ended June 30, 2019**

**Statement 2**

	<u>2019 Budget (Note 15)</u>	<u>2019 Actual</u>	<u>2018 Actual</u>
<b>Revenues (Schedule 2)</b>			
Provincial government			
Grants	\$ 7,823,028	\$ 7,770,511	\$ 7,610,763
Other	201,151	210,143	151,324
Federal government			
Grants	280,000	375,901	294,057
Other revenue			
Contracts	518,100	597,969	586,335
Interest	51,250	94,471	83,993
Rents	81,500	71,529	72,045
Resale items	8,000	9,018	8,382
Tuitions	2,873,317	2,373,764	2,179,518
Donations	127,000	106,676	214,090
Other	269,935	368,429	393,896
<b>Total revenues</b>	<u>12,233,281</u>	<u>11,978,411</u>	<u>11,594,403</u>
<b>Expenses (Schedule 3)</b>			
General	6,601,887	6,290,739	6,238,742
Skills training	3,223,742	2,784,779	2,855,412
Basic education	1,641,125	1,794,050	1,486,911
University	175,963	79,131	167,492
Services	688,591	672,428	643,429
Scholarships	205,750	130,575	178,050
Development	81,230	91,799	67,292
<b>Total expenses</b>	<u>12,618,288</u>	<u>11,843,501</u>	<u>11,637,328</u>
<b>Surplus (Deficit) for the Year from Operations</b>	<u>(385,007)</u>	<u>134,910</u>	<u>(42,925)</u>
<b>Accumulated Operating Surplus, Beginning of Year</b>	<u>14,662,165</u>	<u>14,662,165</u>	<u>14,705,090</u>
<b>Accumulated Operating Surplus, End of Year</b>	<u>\$ 14,277,158</u>	<u>\$ 14,797,075</u>	<u>\$ 14,662,165</u>

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

Great Plains College Statement of Remeasurement Gains and Losses for the year ended June 30, 2019			Statement 3	
	2019 Actual	2018 Actual		
<b>Accumulated Remeasurement Gains, Beginning of Year</b>	\$ 13,307	\$ 20,032		
Unrealized gains attributable to:				
Portfolio investments	14,703	775		
Amounts reclassified to the statement of operations:				
Portfolio investments	(7,500)	(7,500)		
Net remeasurement (losses) gains for the year	<u>7,203</u>	<u>(6,725)</u>		
<b>Accumulated Remeasurement Gains, End of Year</b>	<u>\$ 20,510</u>	<u>\$ 13,307</u>		

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

Great Plains College Statement of Changes in Net Financial Assets as at June 30, 2019				Statement 4	
	2019 Budget (Note 15)	2019 Actual	2018 Actual		
<b>Net Financial Assets, Beginning of Year</b>	\$ 2,654,297	\$ 2,654,297	\$ 2,381,259		
<b>Surplus (Deficit) for the Year from Operations</b>	(385,007)	134,910	(42,925)		
Acquisition of tangible capital assets	(115,000)	(266,054)	(260,762)		
Amortization of tangible capital assets	542,000	552,926	592,503		
Use of prepaid expenses	-	9,122	(9,053)		
	<u>41,993</u>	<u>430,904</u>	<u>279,763</u>		
<b>Net Remeasurement Gains (Losses)</b>	<u>3,368</u>	<u>7,203</u>	<u>(6,725)</u>		
<b>Change in Net Financial Assets</b>	<u>45,361</u>	<u>438,107</u>	<u>273,038</u>		
<b>Net Financial Assets, End of Year</b>	<u>\$ 2,699,658</u>	<u>\$ 3,092,404</u>	<u>\$ 2,654,297</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, 2019

Statement 5

	2019	2018
<b>Operating Activities</b>		
Surplus (Deficit) for the year from operations	\$ 134,910	\$ (42,925)
Non-cash items included in surplus/deficit		
Amortization of tangible capital assets	552,926	592,503
Changes in non-cash working capital		
(Increase) Decrease in accounts receivable	(33,860)	128,535
(Increase) Decrease in inventories for resale	(34,952)	30,612
Increase in accrued salaries and benefits	17,673	46,647
Increase (Decrease) in accounts payable and accrued liabilities	2,313	(123,127)
(Decrease) Increase in deferred revenue	(254,929)	459,442
(Decrease) Increase in employee future benefits	(2,200)	3,500
Decrease (Increase) in prepaid expenses	9,122	(9,053)
<b>Cash (Used) Provided by Operating Activities</b>	<b>391,003</b>	<b>1,086,134</b>
<b>Capital Activities</b>		
Cash used to acquire tangible capital assets	(266,054)	(260,762)
<b>Investing Activities</b>		
Cash used to acquire portfolio investments	(1,139,349)	(1,000,000)
<b>Decrease in Cash and Cash Equivalents</b>	<b>(1,014,400)</b>	<b>(174,628)</b>
<b>Cash and Cash Equivalents, Beginning of Year</b>	<b>2,222,637</b>	<b>2,397,265</b>
<b>Cash and Cash Equivalents, End of Year</b>	<b>\$ 1,208,237</b>	<b>\$ 2,222,637</b>

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, 2019

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.

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 \$213,700 (June 30, 2018 - \$215,900) 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 are recorded in accumulated surplus as remeasurement gains and losses until realized. Upon disposition of the investments, the cumulative remeasurement gains and losses are reclassified to the statement of operations. 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.



**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 and include prepaid facility leases 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, 2018, the college adopted the following new standards:

- PS 3430 Restructuring Transactions. This section establishes how to account for and report restructuring transactions for both the receipt and transfer of assets and liabilities, together with related program and operating responsibilities.

The adoption of the new standard has been on a prospective basis, without restatement of prior period comparative amounts. During the year, the college did not have any restructuring transactions

(i) **New Accounting Standards Not Yet in Effect**

The following are new Canadian public sector accounting standards that are not yet effective for governments and have not been applied in preparing these financial statements. The following standards will become effective as follows:

- PS 3280 Asset Retirement Obligation (effective for July 1, 2021), a new standard defining how to account for and report a liability for asset retirement obligations.
- PS 3400 Revenue (effective for July 1, 2022), a new standard that establishes how to account for and report revenue.

The college plans to adopt these standards on the effective date and is currently analyzing the impact this will have on these financial statements.

### 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 2019	June 30 2018
Cash and bank deposits	\$ 1,208,237	\$ 2,122,637
Outstanding Deposit - endowment	-	100,000
<b>Cash and cash equivalents</b>	<b>\$ 1,208,237</b>	<b>\$ 2,222,637</b>

### 4. ACCOUNTS RECEIVABLE

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

	June 30 2019	June 30 2018
Provincial government:		
Advanced Education / Immigration & Career Training	\$ 7,211	\$ 25,814
Other	479,148	441,379
Federal government	99,352	76,398
Other receivables	186,514	194,774
<b>Accounts receivable, net of allowances</b>	<b>\$ 772,225</b>	<b>\$ 738,365</b>

### 5. INVENTORIES FOR RESALE

	June 30 2019	June 30 2018
<b>Books and materials for resale</b>	<b>\$ 77,147</b>	<b>\$ 42,195</b>

### 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 that are permanently internally restricted assets, the principal of which is protected, and the income from which is restricted by the Board of Governors. Unrealized gains and losses are recognized in the statement of remeasurement gains and losses. Upon settlement, the cumulative gain or loss is reclassified from the statement of remeasurement gains and losses and recognized in the statement of operations and accumulated surplus.



	June 30 2019		June 30 2018	
Portfolio investments in the cost category:	Cost	Fair Value	Cost	Fair Value
Term Deposits - Innovation Credit Union				
12 Month Non-Redeemable, 2.4% Expires May 10, 2020	\$ 1,025,000	\$ 1,025,000	\$ 1,000,000	\$ 1,000,000
12 Month Non-Redeemable, 3% Expires Dec 13, 2019	1,000,000	1,000,000	-	-
	\$ 2,025,000	\$ 2,025,000	\$ 1,000,000	\$ 1,000,000
Portfolio investments in the fair value category:				
Mutual Funds - Loran Endowment Fund	\$ 92,195		\$ 92,195	
Manulife Strategic Income Fund		\$ 14,188		\$ -
PIMCO Monthly Income Fund		15,839		-
EDG Global Portfolio		23,305		-
Manulife Dividend Income		23,662		-
CI Signature High Income Fund		13,845		33,322
Signature Diversified Yield II Fund Class A		-		21,307
Portfolio Series Income Fund		-		19,907
Sentry Conservative Balanced Income Fund		-		17,491
Cash and Cash Equivalents		7,441		4,967
	\$ 92,195	\$ 98,280	\$ 92,195	\$ 96,994
Mutual Funds - Blanchard Endowment Fund	\$ 200,000		\$ 100,000	
Manulife Strategic Income Fund		\$ 30,950		\$ -
PIMCO Monthly Income Fund		25,597		-
EDG Global Portfolio		51,785		-
Manulife Dividend Income		53,250		-
CI Signature High Income Fund		30,985		35,728
Signature Diversified Yield II Fund Class A		-		22,950
Portfolio Series Income Fund		-		21,944
Sentry Conservative Balanced Income Fund		-		19,157
Cash and Cash Equivalents		20,456		8,729
	\$ 200,000	\$ 213,023	\$ 100,000	\$ 108,508
Mutual Funds - West Central REDA Endowment Fund	\$ 14,349		\$ -	
Manulife Strategic Income Fund		\$ 2,161		\$ -
PIMCO Monthly Income Fund		2,447		-
EDG Global Portfolio		3,529		-
Manulife Dividend Income		3,822		-
CI Signature High Income Fund		2,146		-
Signature Diversified Yield II Fund Class A		-		-
Portfolio Series Income Fund		-		-
Sentry Conservative Balanced Income Fund		-		-
Cash and Cash Equivalents		1,646		-
	\$ 14,349	\$ 15,751	\$ -	\$ -
<b>Total portfolio investments reported at fair value</b>	<b>\$ 2,331,544</b>	<b>\$ 2,352,054</b>	<b>\$ 1,192,195</b>	<b>\$ 1,205,502</b>

### 7. ACCRUED SALARIES AND BENEFITS

	June 30 2019	June 30 2018
Accrued salaries & vacation pay	\$ 557,769	\$ 547,463
Accrued employee benefits	1,958	(5,409)
<b>Accrued salaries and benefits</b>	<b>\$ 559,727</b>	<b>\$ 542,054</b>

### 8. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	June 30 2019	June 30 2018
Sask Polytechnic	\$ 400	\$ 1,594
Other Provincial	31,258	6,045
School Divisions	10,989	24,845
Regional Colleges	10,036	7,739
Trade	167,424	177,571
<b>Accounts payable and accrued liabilities</b>	<b>\$ 220,107</b>	<b>\$ 217,794</b>

### 9. DEFERRED REVENUE

	June 30 2019	June 30 2018
Tuitions & deposits	\$ 299,465	\$ 550,036
Minister of Education Family Literacy	24,260	28,618
<b>Deferred revenue</b>	<b>\$ 323,725</b>	<b>\$ 578,654</b>

### 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 2019	June 30 2018
Actuarial valuation date (extrapolation)	30-Jun-19	(30-Jun-18)
Long-term assumptions used:		
Salary escalation rate (percentage)	1.50%	1.50%
Discount rate (percentage)	2.10%	1.90%
Expected average remaining service life (years)	10.5	11.3

	June 30 2019	June 30 2018
<b>Liability for Employee Future Benefits</b>		
<b>Accrued Benefit Obligation - beginning of year</b>	<b>\$ 215,900</b>	<b>\$ 212,400</b>
Current period benefit cost	37,400	29,100
Interest cost	4,800	3,300
Benefit payments	(40,600)	(25,100)
Actuarial gains / losses	34,400	(40,000)
<b>Accrued Benefit Obligation - end of year</b>	<b>251,900</b>	<b>179,700</b>
<b>Unamortized Net Actuarial Gains / Losses</b>	<b>(38,200)</b>	<b>36,200</b>
<b>Liability for Employee Future Benefits</b>	<b>\$ 213,700</b>	<b>\$ 215,900</b>

Employee Future Benefits Expense	June 30 2019	June 30 2018
Current period benefit cost	\$ 37,400	\$ 29,100
Amortization of net actuarial gain / loss	(3,800)	(3,800)
<b>Benefit cost</b>	<b>33,600</b>	<b>25,300</b>
Interest cost on unfunded employee future benefits obligation	4,800	3,300
<b>Total Employee Future Benefits Expense</b>	<b>\$ 38,400</b>	<b>\$ 28,600</b>

### 11. TANGIBLE CAPITAL ASSETS

	Land	Buildings	Paving Lot	Leasehold Improv	Office Furniture	Office Equip	Computer Equip	Machinery	System Develop	2019	2018
<i>Tangible Capital Assets - at Cost:</i>											
Opening Balance at Start of Year	\$ 168,550	\$ 19,664,382	\$ 482,422	\$ 828,643	\$ 324,818	\$ 208,557	\$ 422,869	\$ 807,204	\$ 303,721	\$ 23,211,166	\$ 22,950,404
Additions/Purchases	-	96,996	-	32,052	-	45,207	26,918	64,881	-	266,054	260,762
<b>Closing Balance at End of Year</b>	<b>168,550</b>	<b>19,761,378</b>	<b>482,422</b>	<b>860,695</b>	<b>324,818</b>	<b>253,764</b>	<b>449,787</b>	<b>872,085</b>	<b>303,721</b>	<b>23,477,220</b>	<b>23,211,166</b>
<i>Tangible Capital Assets - Amortization:</i>											
Opening Balance at Start of Year	-	7,989,066	482,422	802,855	278,074	187,066	393,959	766,714	303,721	11,203,877	10,611,374
Amortization of the Period	-	454,601	-	2,865	17,324	15,799	27,979	34,358	-	552,926	592,503
<b>Closing Balance at End of Year</b>	<b>-</b>	<b>8,443,667</b>	<b>482,422</b>	<b>805,720</b>	<b>295,398</b>	<b>202,865</b>	<b>421,938</b>	<b>801,072</b>	<b>303,721</b>	<b>11,756,803</b>	<b>11,203,877</b>
<i>Net Book Value:</i>											
Opening Balance at Start of Year	168,550	11,675,316	-	25,788	46,744	21,491	28,910	40,490	-	12,007,289	12,339,030
Closing Balance at End of Year	168,550	11,317,711	-	54,975	29,420	50,899	27,849	71,013	-	11,720,417	12,007,289
<b>Change in Net Book Value</b>	<b>\$ -</b>	<b>\$ (357,605)</b>	<b>\$ -</b>	<b>\$ 29,187</b>	<b>\$ (17,324)</b>	<b>\$ 29,408</b>	<b>\$ (1,061)</b>	<b>\$ 30,523</b>	<b>\$ -</b>	<b>\$ (286,872)</b>	<b>\$ (331,741)</b>

### 12. PREPAID EXPENSES

	June 30 2019	June 30 2018
Facillityleases	\$ 3,276	\$ 5,917
Equipment leases	-	3,739
Other	1,488	4,230
<b>Total Prepaid expenses</b>	<b>\$ 4,764</b>	<b>\$ 13,886</b>

### 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:

	2019	2018
Number of active College members	13	12
STRP Member contribution rate (percentage of salary)	10.12%	11.99%
Member contributions for the year	\$90,654	\$97,342

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:

	2019	2018
Number of active College members	95	101
Member contribution rate (percentage of salary)	9.00%	8.15%
College contribution rate (percentage of salary)	9.00%	8.15%
Member contributions for the year	\$ 448,814	\$ 403,239
College contributions for the year	\$ 448,814	\$ 403,239

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, 2019 and June 30, 2018 was:

	June 30, 2019	June 30, 2018
Current	\$ 736,219	\$ 692,336
61-90 days	21,208	12,727
91-120 days	5,311	1,634
Over 121 days	9,487	31,668
Total	\$ 772,225	\$ 738,365

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, 2019			
	Within 6 months	6 months to 1 year	1 to 5 years	> 5 years
Accrued salaries and benefits	\$ 129,164	\$ 430,563	\$ -	\$ -
Accounts payable and accrued liabilities	220,107	-	-	-
Total	\$ 349,271	\$ 430,563	\$ -	\$ -

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, 2019.

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, 2019 or June 30, 2018.

15. BUDGET FIGURES

Budget figures included in the financial statements were approved by the Board of Governors on May 8, 2018 and the Minister of Advanced Education on July 11, 2018.

16. CONTRACTUAL OBLIGATIONS AND COMMITMENTS

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

- The College holds various small leases for facilities and cleaning with durations of one year or less.
- The College also holds other small leases for office equipment.

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:

	2020
CIC - English as a Second Language Programming	\$ 296,131
Minister of Education - Family Literacy Programming	\$ 13,063
Total Contractual Rights	\$ 309,194

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 and accumulated net remeasurement gains and losses.

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 30 2018	Additions during the year	Reductions during the year	June 30 2019
<b>Invested in Tangible Capital Assets:</b>				
Net Book Value of Tangible Capital Assets	\$ 12,007,289	\$ 266,054	\$ (552,926)	\$ 11,720,417
<b>Designated Assets:</b>				
<b>Contributions to be Held in Perpetuity - Endowment Funds Capital:</b>				
Building Renovations - GPC North	292,000	14,349	-	306,349
Capital Contingency	27,116	-	(27,116)	-
Scholarships:	401,098	352,116	(63,863)	689,351
Other:	107,887	42,052	-	149,939
Student Health & Dental Reserve				
Program Development, Technology & Innovation	42,684	7,918	-	50,602
Enterprise Risk Management	226,504	125,000	(11,925)	339,579
Deficit Management Fund	37,015	-	(12,403)	24,612
Fundraising for Equipment & Other Initiatives	300,000	-	(100,000)	200,000
Programming:	-	22,452	-	22,452
Skills Training Allocation				
Adult Basic Education	242,594	145,818	-	388,412
Essential Skills in the Workplace	343,637	-	(170,995)	172,642
ABE - On Reserve	-	123,380	-	123,380
English as a Second Language	89,000	9,688	-	98,688
	36,322	9,408	-	45,730
	<b>2,145,857</b>	<b>852,181</b>	<b>(386,302)</b>	<b>2,611,736</b>
<b>Unrestricted Operating Surplus</b>	<b>509,019</b>	<b>837,259</b>	<b>(881,356)</b>	<b>464,922</b>
<b>Accumulated Operating Surplus</b>	<b>\$ 14,662,165</b>	<b>\$ 1,955,494</b>	<b>\$ (1,820,584)</b>	<b>\$ 14,797,075</b>
<b>Accumulated Remeasurement Gains</b>	<b>13,307</b>	<b>14,703</b>	<b>(7,500)</b>	<b>20,510</b>
<b>Total Accumulated Surplus</b>	<b>\$ 14,675,472</b>	<b>\$ 1,970,197</b>	<b>\$ (1,828,084)</b>	<b>\$ 14,817,585</b>

## 19. COMPARATIVE INFORMATION

Certain comparative figures have been reclassified to conform to the current year's presentation.

## 20. COLLECTIVE BARGAINING

The current Collective Agreement between the Saskatchewan Regional Colleges and the Saskatchewan Government and General Employees' Union expired on August 31, 2016. Both parties will resume negotiations Fall 2019. Any impacts as a result of negotiations will be reflected in the year the agreement is ratified.

Great Plains College Schedule of Revenues and Expenses by Function for the year ended June 30, 2019														Schedule 1			
	General	2019 Actual										2019		2018			
		Skills Training		Basic Education		Services		University		Scholarships		Development		Total Actual	Budget (Note 15)	Actual	
		Credit	Non-credit	Credit	Non-credit	Learner Support	Counsel	Credit									
Revenues (Schedule 2)																	
Provincial government	\$ 4,792,975	\$ 1,771,007	\$ -	\$ 1,000,000	\$ 315,735	\$ 28,137	\$ -	\$ -	\$ -	\$ 72,800	\$ -	\$ 7,980,654	\$ 8,024,179	\$ 7,762,087			
Federal government												375,901	280,000	294,057			
Other	307,257	2,445,035	120,238	433,895	640	60,231	-	100,575	-	114,176	39,809	3,621,856	3,929,102	3,538,259			
Total Revenues	5,100,232	4,216,042	120,238	1,433,895	692,276	88,368	-	100,575	-	186,976	39,809	11,978,411	12,233,281	11,594,403			
Expenses (Schedule 3)																	
Agency contracts	1,017	851,877	10,702	54,090	43,825	5,100	-	59,925	-	-	64	1,026,600	1,161,378	1,036,216			
Amortization	552,926	-	-	-	-	-	-	-	-	-	-	552,926	542,000	592,503			
Equipment	213,595	46,544	13,483	2,107	-	-	-	-	-	-	9,135	284,864	383,552	286,335			
Facilities	459,083	15,341	-	13,951	12,260	-	-	-	-	-	-	500,635	438,150	461,866			
Information technology	216,754	650	-	-	10,137	-	-	-	-	-	-	227,541	254,660	200,204			
Operating	872,208	137,948	6,720	71,446	71,703	710	12,904	18,079	-	130,575	9,069	1,331,352	1,636,562	1,352,247			
Personal services	3,975,156	1,667,419	34,095	1,093,615	420,916	133,242	520,472	1,127	-	73,541	7,919,583	8,201,986	7,707,957	7,707,957			
Total Expenses	6,290,739	2,719,779	65,000	1,235,209	558,841	139,052	533,376	79,131	-	130,575	91,799	11,843,501	12,618,288	11,637,328			
Surplus (Deficit) for the year	\$(1,190,507)	\$ 1,496,263	\$ 55,238	\$ 198,686	\$ 133,435	\$ (50,684)	\$ (533,376)	\$ 21,444	\$ -	\$ 56,401	\$ (51,990)	\$ 134,910	\$ (385,007)	\$ -	\$ (42,925)	\$ -	\$ -

Schedule 2

Great Plains College  
Schedule of Revenues by Function  
for the year ended June 30, 2019

General	2019 Revenues Actual							2019		2018	
	Skills Training		Basic Education		Services		University	Scholarships	Development	2019 Total Revenues Budget (Note 15)	2018 Total Revenues Actual
	Credit	Non-credit	Credit	Non-credit	Leamer Support	Counsel					
Provincial Government											
Advanced Education/											
Immigration & Career Training											
Operating grants	\$ 4,697,100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,823,100	\$ 4,823,100
Program grants	89,500	-	-	1,000,000	-	-	-	-	-	2,945,428	2,765,663
Capital grants	4,786,600	-	-	-	-	-	-	-	-	54,500	22,000
Other	-	-	-	1,000,000	-	-	-	-	-	7,823,028	7,610,763
	-	-	-	-	28,137	-	-	72,800	-	72,800	108,000
	-	-	-	-	-	-	-	-	-	72,800	108,000
	-	-	-	-	-	-	-	-	-	7,871,448	7,718,763
	-	-	-	-	-	-	-	-	-	128,351	43,324
	-	-	-	-	-	-	-	-	-	8,024,179	7,762,087
Total Provincial	4,792,975	-	-	1,000,000	315,735	-	-	72,800	-	280,000	284,057
Federal Government											
Program grants	-	-	-	-	-	-	-	-	-	-	-
Other Revenue											
Contracts	7,354	150,747	11,052	428,816	-	-	-	-	-	518,100	586,335
Interest	86,971	-	-	-	-	-	-	-	-	51,250	83,993
Rents	71,529	-	-	-	-	-	-	7,500	-	81,500	72,045
Resale items	9,018	-	-	-	-	-	-	-	-	8,000	8,382
Tuition	-	2,238,603	99,186	-	-	-	35,975	-	-	2,873,764	2,179,518
Donations	-	-	-	-	-	-	-	-	-	127,000	214,090
Other	132,385	55,685	10,000	5,079	60,231	-	64,600	106,676	-	269,935	393,896
	307,257	2,445,035	120,238	433,895	640	60,231	100,575	114,176	39,809	3,929,102	3,538,259
Total Other	5,100,232	4,216,042	120,238	1,433,895	692,276	88,368	100,575	186,976	39,809	12,233,281	11,594,403
Total Revenues											

Schedule 3

Great Plains College  
Schedule of Expenses by Function  
for the year ended June 30, 2019

General (Schedule 4)	2019 Expenses Actual							2019		2018	
	Skills Training		Basic Education		Services		University	Scholarships	Development	2019 Total Expenses Budget (Note 15)	2018 Total Expenses Actual
	Credit	Non-credit	Credit	Non-credit	Leamer Support	Counsel					
Agency Contracts											
Contracts	\$ 1,017	\$ 608,842	\$ 8,445	\$ 54,090	\$ 43,825	\$ 5,100	\$ -	\$ 59,925	\$ -	\$ 941,728	\$ 822,183
Instructors	-	243,035	2,257	-	-	-	-	-	-	245,292	214,023
	1,017	851,877	10,702	54,090	43,825	5,100	-	59,925	64	1,161,378	1,036,216
Amortization											
Equipment	552,926	-	-	-	-	-	-	-	-	542,000	592,593
Equipment (non-capital)	15,507	7,591	-	-	-	-	-	-	-	94,600	15,486
Rental	185,334	35,309	6,678	2,107	-	-	-	-	9,135	241,452	243,302
Repairs and maintenance	12,754	3,644	6,905	-	-	-	-	-	-	47,500	27,537
	213,595	46,544	13,483	2,107	-	-	-	-	-	383,552	286,335
Facilities											
Building supplies	1,986	-	-	-	-	-	-	-	-	6,000	5,334
Grounds	16,814	-	-	-	-	-	-	-	-	2,500	3,550
Janitorial	56,082	-	-	-	-	-	-	-	-	59,900	54,477
Rental	17,195	15,341	-	13,951	12,260	-	-	-	-	42,650	30,333
Repairs & maintenance buildings	106,782	-	-	-	-	-	-	-	-	106,782	111,260
Utilities	260,224	-	-	13,951	12,260	-	-	-	-	221,600	256,912
	459,083	15,341	-	-	-	-	-	-	-	438,150	467,866
Information Technology											
Computer services	86,877	-	-	-	-	-	-	-	-	86,877	97,389
Data communications	3,829	-	-	-	-	-	-	-	-	6,000	5,416
Equipment (non-capital)	65,193	650	-	-	-	-	-	-	-	70,980	42,914
Materials & supplies	18,467	-	-	-	-	-	-	-	-	18,467	10,052
Repairs & maintenance	1,529	-	-	-	-	-	-	-	-	3,000	3,795
Software (non-capital)	40,859	-	-	-	-	-	-	-	-	34,000	40,638
	216,754	650	-	-	-	-	-	-	-	254,660	200,204
Operating											
Advertising	154,445	567	-	-	-	-	-	-	-	197,542	201,991
Association fees & dues	27,349	5,409	-	-	-	-	14,343	-	-	36,267	41,430
Bad debts	7,701	-	-	-	-	-	-	-	-	2,500	7,368
Financial services	21,840	-	-	-	-	-	-	-	-	35,000	28,238
Insurance (includes PD)	102,080	-	-	17,375	11,011	-	-	-	-	119,500	93,957
Insurance	70,227	509	351	-	-	-	-	-	-	73,450	65,825
Materials & supplies	123,520	102,878	3,713	40,125	34,458	-	7,582	-	-	324,120	260,324
Postage, freight & courier	31,806	80	-	20	1,165	-	-	-	-	31,906	27,445
Printing & copying	19,840	-	-	-	-	-	-	-	-	21,505	24,468
Professional services	194,043	-	-	-	-	-	-	-	-	154,043	185,571
Subscriptions	583	95	-	-	-	-	-	-	-	678	1,844
Telephone & fax	72,500	-	80	1,834	540	-	2,007	-	495	77,456	74,672
Travel	86,274	28,410	2,576	12,092	20,183	-	3,315	325	341	153,516	189,991
Other	-	-	-	-	-	-	-	-	-	210,750	182,927
	872,208	137,948	6,720	71,446	71,703	710	12,904	18,079	9,059	1,331,352	1,352,247
Personal Services											
Employee benefits	614,066	225,642	2,623	123,732	50,136	24,111	86,544	-	13,319	1,232,984	1,082,815
Honoraria	17,878	-	-	-	-	-	-	-	-	26,500	27,385
Salaries	3,345,412	1,441,777	31,472	969,883	370,780	109,131	431,928	-	60,222	6,939,002	6,994,257
Other	(2,200)	-	-	-	-	-	-	-	-	3,500	3,500
	3,975,156	1,667,419	34,095	1,093,615	420,916	133,242	520,472	-	73,541	8,201,986	7,707,957
Total Expenses	6,290,739	2,719,779	65,000	1,235,209	556,841	139,062	533,376	79,131	130,575	12,616,288	11,637,323

Great Plains College  
Schedule of General Expenses by Functional Area  
for the year ended June 30, 2019

Schedule 4

	2019 General Actual				2019	2019	2018
	Governance	Operating and Administration	Facilities and Equipment	Information Technology	Total General Actual	Total General Budget (Note 15)	Total General Actual
<b>Agency Contracts</b>							
Contracts	\$ -	\$ 1,017	\$ -	\$ -	\$ 1,017	\$ 11,000	\$ 8,593
Instructors	-	-	-	-	-	-	102
	-	1,017	-	-	1,017	11,000	8,695
<b>Amortization</b>	-	552,926	-	-	552,926	542,000	592,503
<b>Equipment</b>							
Equipment (non-capital)	-	3,638	11,869	-	15,507	26,500	13,265
Rental	-	78,655	106,679	-	185,334	171,452	162,558
Repairs and maintenance	-	2,682	10,072	-	12,754	16,000	11,783
	-	84,975	128,620	-	213,595	213,952	187,606
<b>Facilities</b>							
Building supplies	-	-	1,986	-	1,986	6,000	5,334
Grounds	-	-	16,814	-	16,814	2,500	3,550
Janitorial	-	-	56,082	-	56,082	59,900	54,477
Rental	-	4,787	12,408	-	17,195	16,700	16,960
Repairs & maintenance	-	-	106,782	-	106,782	105,500	107,448
Utilities	-	-	260,224	-	260,224	221,600	256,912
	-	4,787	454,296	-	459,083	412,200	444,681
<b>Information Technology</b>							
Computer services	-	54,698	-	32,179	86,877	122,700	97,389
Data communications	-	-	-	3,829	3,829	6,000	5,416
Equipment (non-capital)	-	-	-	65,193	65,193	70,960	31,768
Materials & supplies	-	-	-	18,467	18,467	18,000	10,052
Repairs & maintenance	-	-	-	1,529	1,529	3,000	3,795
Software (non-capital)	-	-	-	40,859	40,859	34,000	40,638
	-	54,698	-	162,056	216,754	254,660	189,058
<b>Operating</b>							
Advertising	-	154,445	-	-	154,445	183,530	187,982
Association fees & dues	6,647	14,452	-	6,250	27,349	35,775	33,159
Bad debts	7,701	-	-	-	7,701	2,500	7,368
Financial services	-	21,840	-	-	21,840	35,000	28,238
In-service (includes PD)	9,625	92,455	-	-	102,080	116,000	90,887
Insurance	9,839	2,999	54,761	2,628	70,227	72,550	65,469
Materials & supplies	3,133	116,958	3,429	-	123,520	111,950	109,980
Postage, freight & courier	-	31,806	-	-	31,806	32,350	27,195
Printing & copying	-	19,570	270	-	19,840	25,300	19,217
Professional services	-	154,043	-	-	154,043	242,000	185,571
Subscriptions	-	583	-	-	583	5,600	1,844
Telephone & fax	-	12,550	57,826	2,124	72,500	112,320	70,328
Travel	9,095	73,808	229	3,142	86,274	103,150	82,584
Other	-	-	-	-	-	5,000	4,877
	46,040	695,509	116,515	14,144	872,208	1,083,025	914,699
<b>Personal Services</b>							
Employee benefits	304	523,435	49,256	41,071	614,066	665,369	590,688
Honoraria	12,128	5,750	-	-	17,878	26,500	27,385
Salaries	-	2,939,463	187,507	218,442	3,345,412	3,389,681	3,279,927
Other	-	(2,200)	-	-	(2,200)	3,500	3,500
	12,432	3,466,448	236,763	259,513	3,975,156	4,085,050	3,901,500
<b>Total General Expenses</b>	<b>\$ 58,472</b>	<b>\$ 4,860,360</b>	<b>\$ 936,194</b>	<b>\$ 435,713</b>	<b>\$ 6,290,739</b>	<b>\$ 6,601,887</b>	<b>\$ 6,238,742</b>

# 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 Second 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 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.



**BIGGAR PROGRAM CENTRE**

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

**KINDERSLEY CAMPUS**

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Phone: (306) 463-6431, Fax: (306) 463-1161

**MAPLE CREEK PROGRAM CENTRE**

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

**ROSETOWN PROGRAM CENTRE**

Box 610, 1005 Main Street, Rosetown, SK S0L 2V0  
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**SWIFT CURRENT CAMPUS**

129 2nd Avenue NE, Swift Current, SK S9H 2C6  
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