

ANNUAL REPORT

2023-2024



TABLE OF CONTENTS

— LETTER OF TRANSMITTAL	04
-------------------------------	----

— BOARD OF GOVERNERS	05
----------------------------	----

— MESSAGE FROM ACTING BOARD CHAIR AND PRESIDENT & CEO	06
---	----

— INDIGENOUS INITIATIVES OFFICE	07
---------------------------------------	----

— INTRODUCTION	09
----------------------	----

- Alignment with Ministries
- Strategic Priority Areas
- Vision
- Mission
- Core Values
- Outcomes

— PROGRAMMING HIGHLIGHTS	11
--------------------------------	----

- Technical, Trades and Mining
- Flexible Learning
- Student Success Stories
- University
- Student Success Stories

— NORTHLANDS COLLEGE PRIORITIES	19
---------------------------------------	----

- Student Success Priority Area
- FLE Charts
- Human Resources

— COMPARISON OF STATED FINANCIAL OBJECTIVES AND PERFORMANCE	27
---	----

— APPENDIX A: TABLES	30
----------------------------	----

— APPENDIX B: FINANCIAL STATEMENTS	37
--	----

- Comprehensive Enrollment Program Group
- Northwest Region Enrolment Program Groups
- Northeast Enrolment Program Groups
- North Central Enrolment Program Groups
- Equity Participation Enrollments by Program Groups for the Whole College
- Student Success by Program Groups for the Whole College
- Equity Participation Completers and Graduates by Program Groups for the Whole College

— GLOSSARY OF TERMS	71
---------------------------	----



December 14, 2024

Honourable Ken Cheveldayoff
Minister of Advanced Education
Room 307, Legislative Building
2405 Legislative Drive
REGINA, SK S4S 0B3

Dear Minister Cheveldayoff:

On behalf of the Board of Governors and in accordance with the regulations under the Regional Colleges Act of the Province of Saskatchewan, I am pleased to submit the Annual Report of Northlands College for the fiscal year ended June 30, 2024.

Sincerely,


Nick Daigneault
Chairperson

 northlandscollege.ca

Northlands College is honoured to help educate northern Saskatchewan residents on Treaty 5, 6, 8, and 10 territories and the homeland of Indigenous & Métis people.

LETTER OF TRANSMITTAL

BOARD OF GOVERNORS GOVERNORS

Northlands College is indeed fortunate to have a supportive and dedicated Board of Governors. This group of individuals went above and beyond last year, meeting on numerous occasions in addition to the five regular meetings already scheduled. Their commitment to their roles is evident in the clear direction they have set for our college. They are deeply invested in northern Saskatchewan and take their responsibility to the citizens of the north very seriously.

2023-2024 BOARD OF GOVERNORS MEETING DATES

SEPTEMBER 16, 2023

DECEMBER 16, 2023

FEBRUARY 24, 2024

APRIL 20, 2024

JUNE 14, 2024

AGM and Regular Meeting

Regular Meeting

Regular Meeting

Regular Meeting

Regular Meeting

#FINDYOURNORTH



ROBERT ST. PIERRE

Vice-Chair La Loche



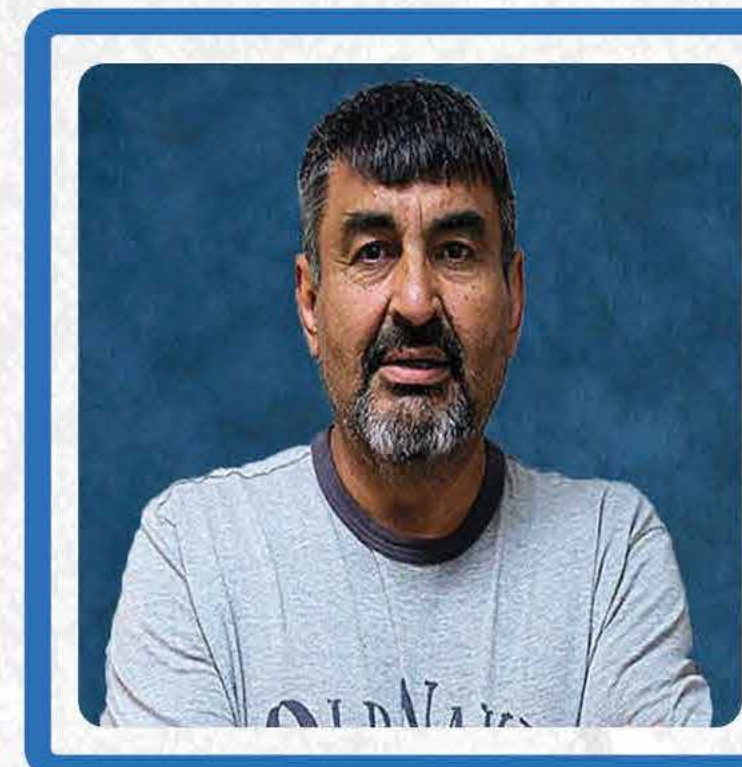
VAL DESCHAMBEAULT

Member at Large Cumberland House



BEV CHEECHOO

Member Cumberland House



ELMER CAMPBELL

Member Dillion



KEN GRAY

Member La Ronge



SUSANNE FERN

Member Fond Du Lac



THOMAS SIERZYCKI

Member La Ronge

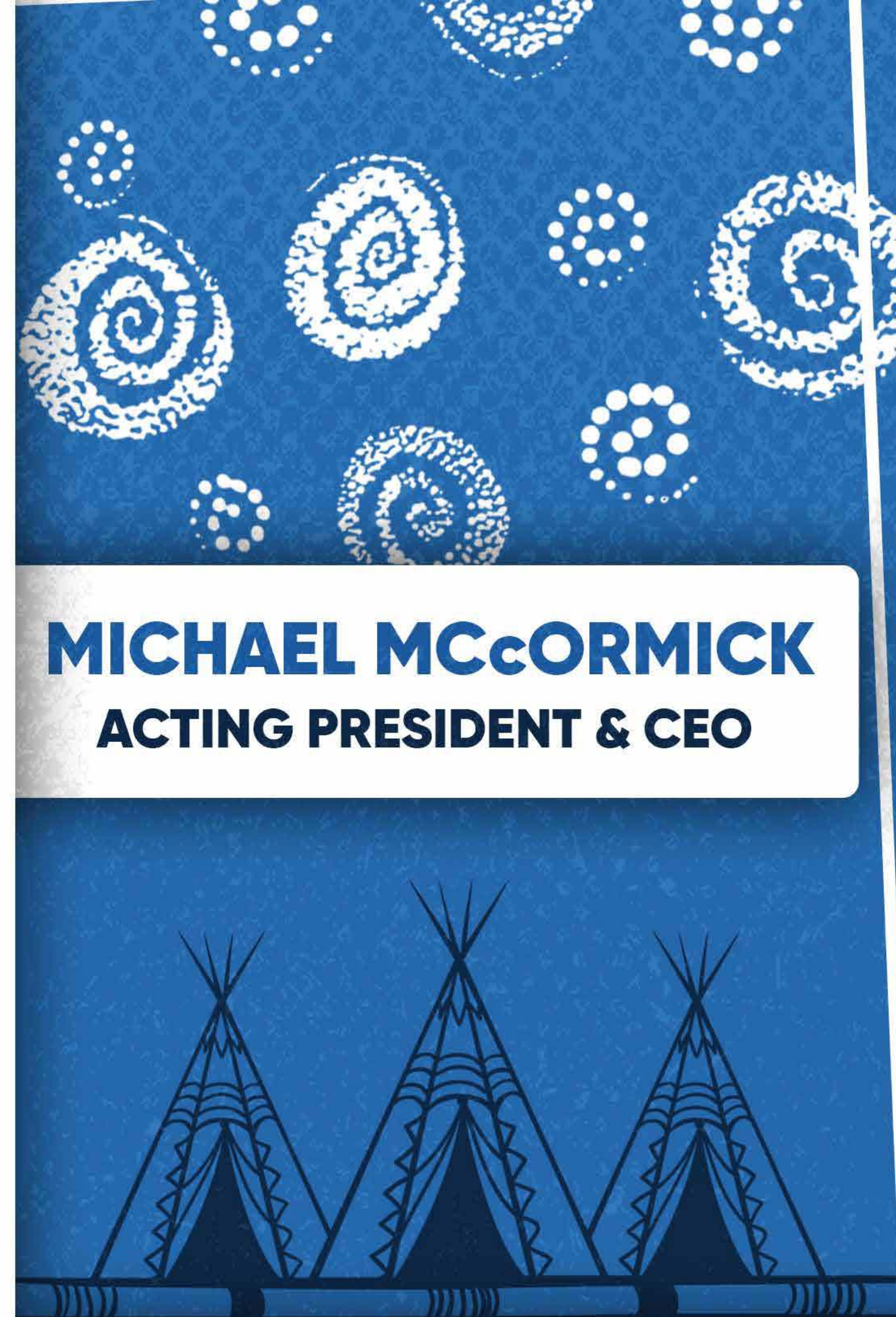


DOREEN POLISCHUK

Member La Ronge



MICHAEL MCcORMICK
ACTING PRESIDENT & CEO



MESSAGE FROM THE **BOARD OF GOVERNORS CHAIR AND ACTING PRESIDENT & CEO**

As we reflect on the 2023-2024 fiscal year, Northlands College has made significant strides in enhancing our educational offerings and supporting the communities of northern Saskatchewan. Our commitment to Truth and Reconciliation remains at the forefront of our mission, with over 92 percent of our students self-identifying with Indigenous ancestry. We are proud to foster an inclusive and supportive educational environment.

This year marks a pivotal moment in our history with the launch of our 2023-2028 Strategic Plan. This plan charts an inspiring course to become the "college of choice for northerners." Developed through engagement with northern communities, industry leaders, dedicated faculty, and staff, our strategic plan introduces a new vision to "develop students to live, work, and lead in northern Saskatchewan." Our new mission statement focuses on "nurturing northern students to thrive in their communities and to participate in the northern economy by offering practical, innovative education that embraces cultural identity and meets workforce needs".

The strategic plan is built on five core values: Accountability, Integrity, Culture, Sustainability, and Putting People First. These values are action-oriented principles that will guide every facet of college life, from academics to operations. For the first time in our history, we actively engaged with our Elders in the development of our institutional strategic plan, ensuring that our approach is deeply rooted in the wisdom and traditions of our communities.

Our strategic plan is anchored on four new pillars: Transformational Learning, Students First, Our People, and the North. These pillars are the cornerstones upon which our vision will be built, ensuring a bright future for Northlands College and the communities we serve. The plan includes program expansions, cutting-edge technological enhancements, and enhanced student support services, all aimed at fostering excellence in education, cultural enrichment, and sustainable growth.

TRANSFORMATIONAL LEARNING

We aim to provide responsive, agile, and adaptable programs that build the capacity of our students to participate fully in the northern economy and lead a good life. Our programs will integrate northern and Indigenous cultural concepts, values, and land-based teachings.

STUDENTS FIRST

We prioritize good relations between our faculty, staff, and students, fostering a student-first culture that builds trusting relationships. We aim to create an accessible learning environment that nurtures a sense of belonging for our students.

OUR PEOPLE

We are committed to providing ongoing professional and personal development opportunities for our faculty and staff. We aim to build a workplace that promotes a sense of belonging driven by inclusion, diversity, equity, and accessibility (IDEA).

THE NORTH

We embrace our northern cultural contexts and engage in understanding what it means to be a college in a northern and Indigenous cultural context. We aim to develop northern people to participate in the northern economy and meet workforce needs.

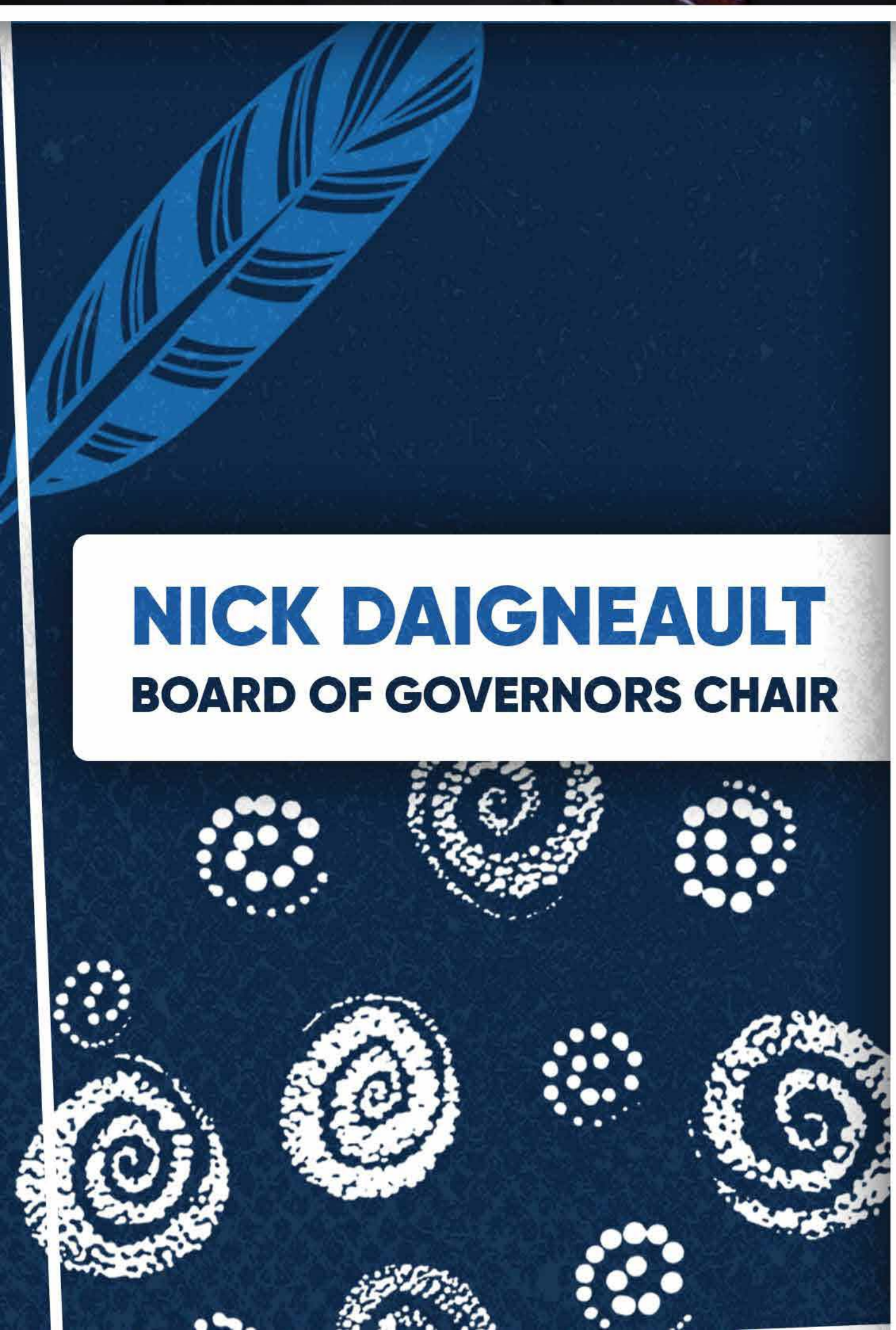
Truth and Reconciliation remain central to our mission. We are committed to creating educational and economic opportunities for Indigenous Peoples, fostering an environment where diverse cultures, languages, and traditions are respected and integrated into our curriculum and workforce.

Our region's resource abundance, from forestry to mining, positions us as a reliable source for global demands. We are committed to sustainable resource extraction, ensuring a prosperous future for our region while maintaining robust environmental standards.

As we look to the future, we are excited about the opportunities that lie ahead. The North's commitment to technological advancements, its role in truth and reconciliation, its responsible resource management, its evolving higher education, its geopolitical importance, and its dedication to empowering its people together paint a vivid picture of a region on the cusp of greatness.

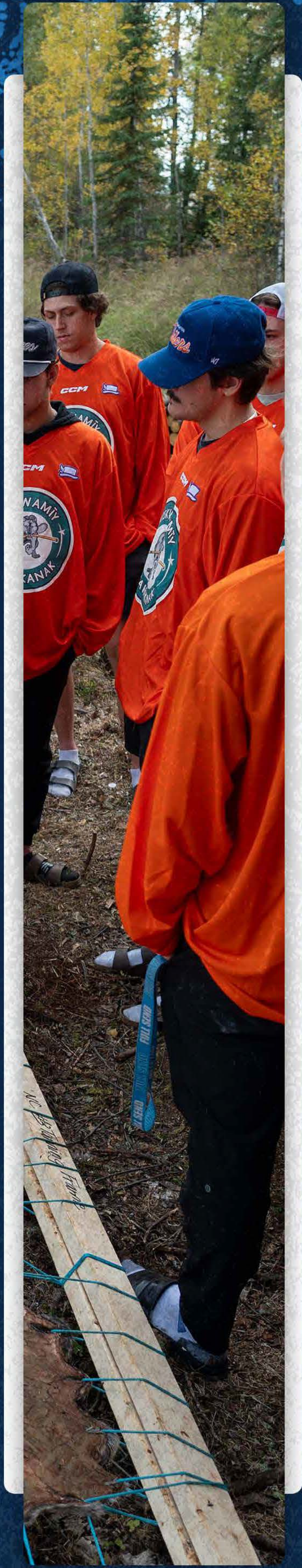
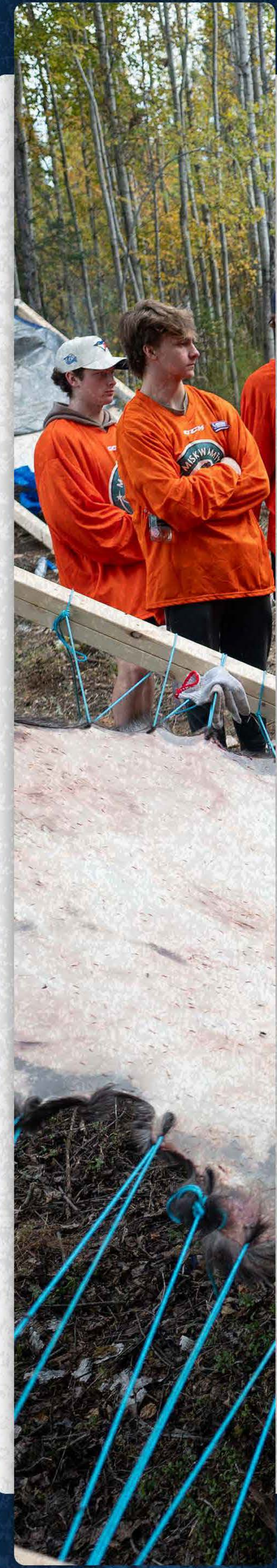


NICK DAIGNEAULT
BOARD OF GOVERNORS CHAIR





INDIGENOUS INITIATIVES OFFICE





INDIGENOUS INITIATIVES OFFICE

Each year, Northlands College’s (NLC) Office of Indigenous Initiatives (OII) releases the Annual Progress Report, highlighting our progress towards reconciliation. The 2023–2024 academic year saw many successes and significant growth within Northlands College. Our focus has been on the substantial work done across the regions and all campus locations. Moving forward, we plan to continue informing future decisions across the institution with respect to the Truth and Reconciliation – Call to Action, while also bringing attention to the work that lies ahead for us as an organization and community. Our goal is to enhance the post-secondary educational experiences and outcomes for Indigenous students, ensuring that indigeneity is embedded across all facets of campus life, including teaching, learning, curriculum, governance, and research.

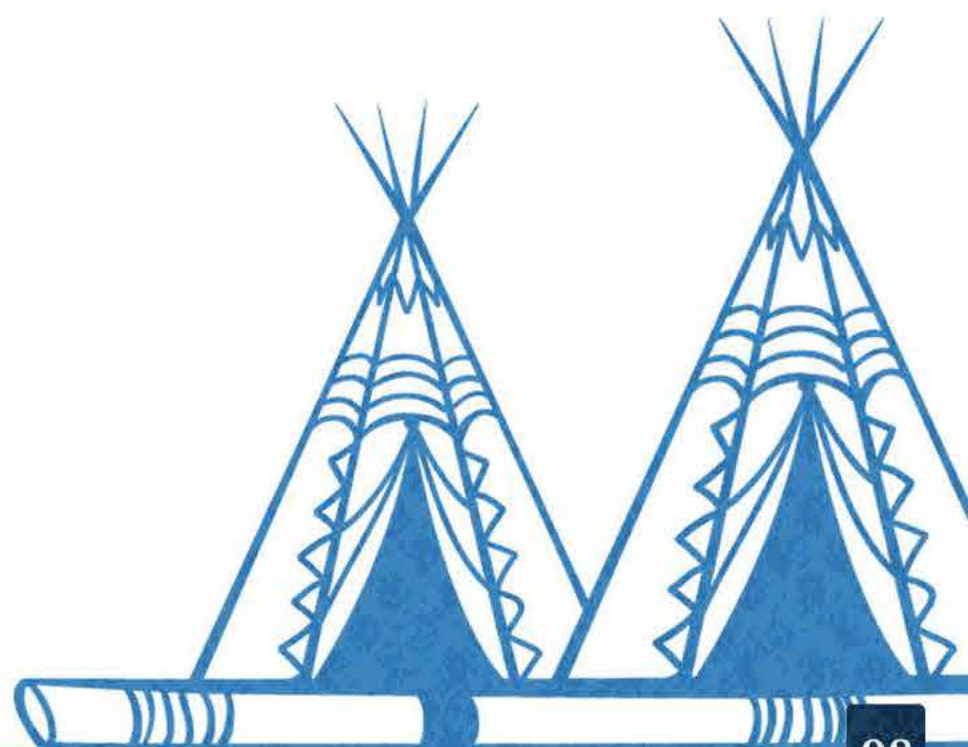
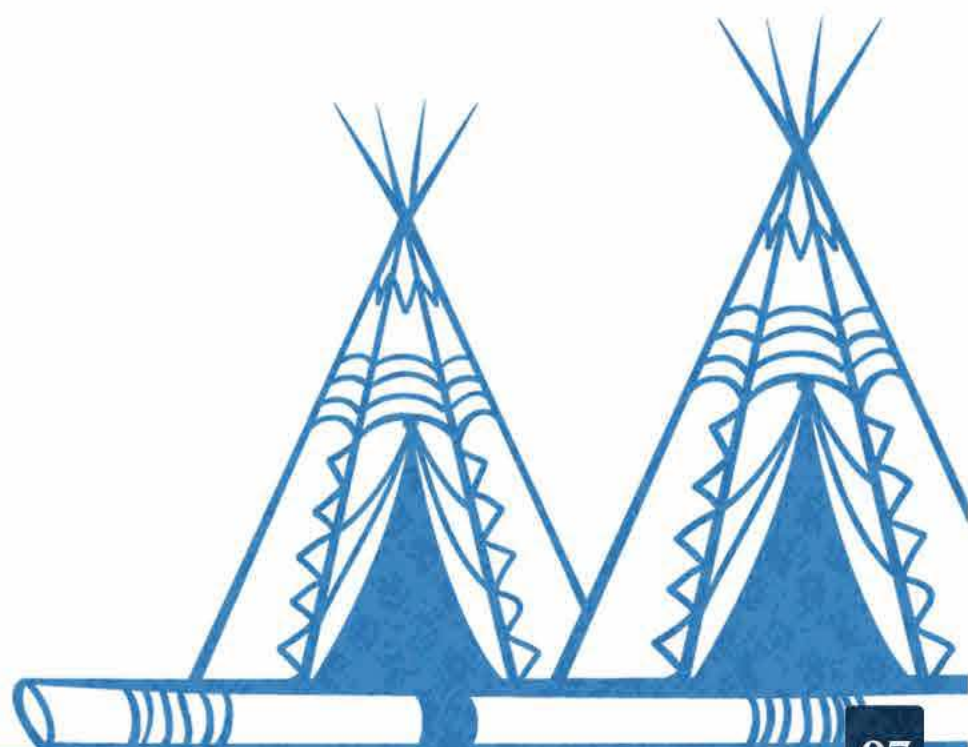
The Office of Indigenous Initiatives is now welcoming groups and departments to provide information on all local Indigenous events, activities, programs, policies, and new hires at Northlands College. This information will be part of the 2024 Annual Progress Report, which is shared both internally and externally. This commitment comes from Northlands College’s Elder Advisory Council (EAC), Answering the Call: Mamawewin (Unity), particularly Call to Action #33, which states:

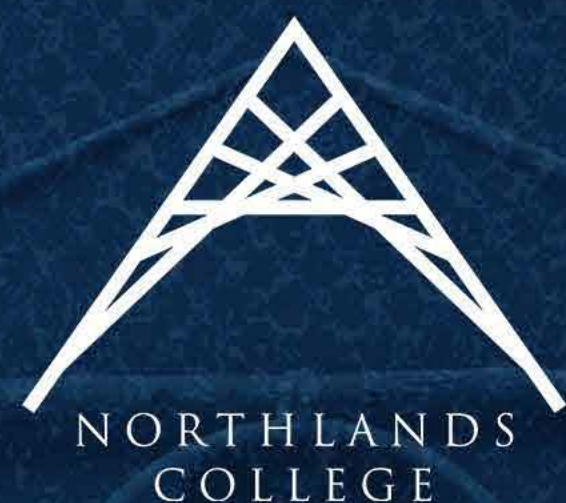
33 Short-Term Call to Action: All divisions should be required to report annually to the provost on progress in implementing University commitments about the Call to Action contained in this report.

For example, the 2023/24 OII Annual Report will highlight:

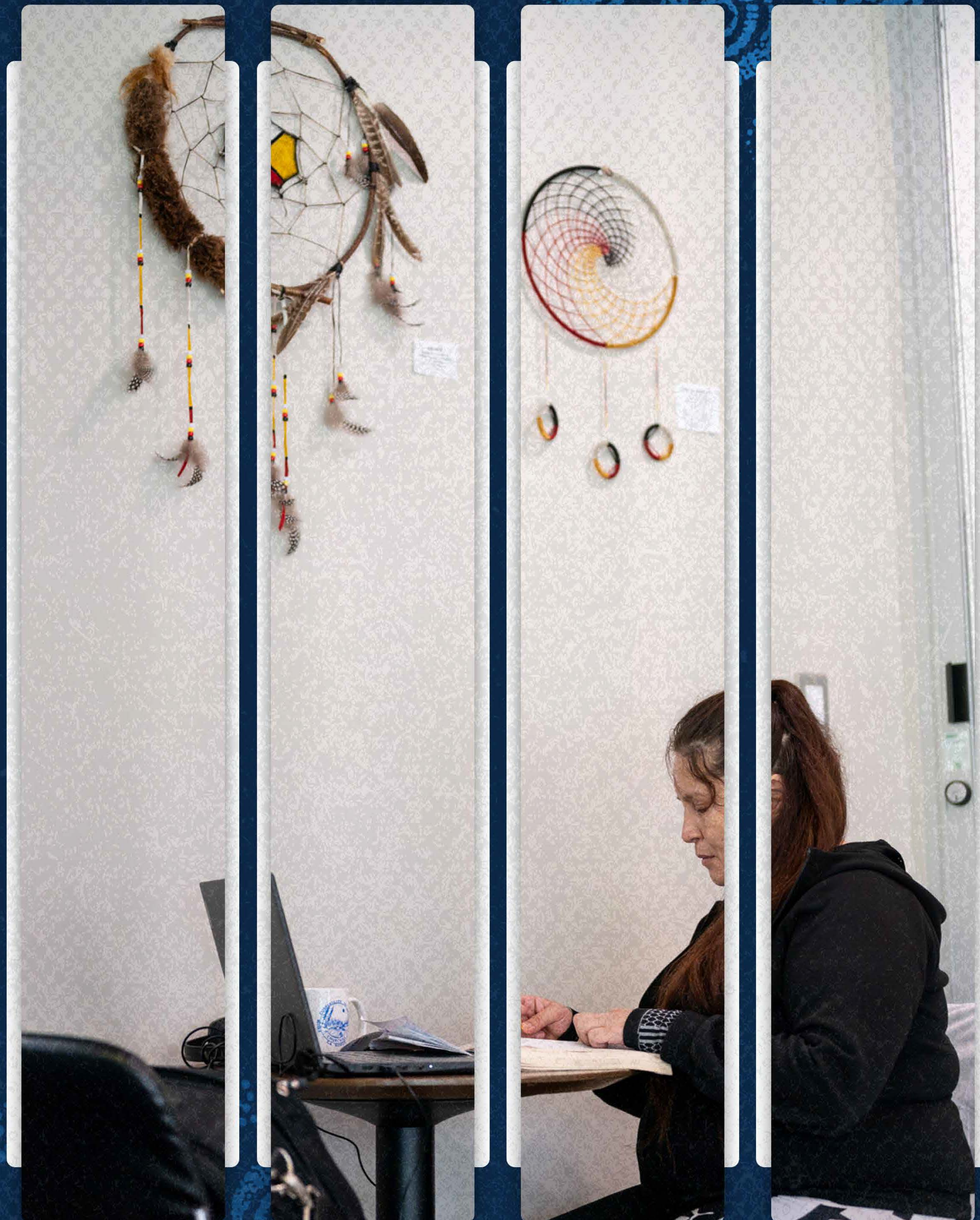
- Numerous Indigenous events and programming within the NLC Community.
- New Indigenous hires, including staff, faculty, knowledge keepers, and Indigenous Student Advisors.
- New Indigenous curriculum and co-curricular educational program developments.
- Indigenous research initiatives.
- Community partnerships and relationship-building efforts with Indigenous communities.
- The opening and completion of new Indigenous spaces, such as culture centers on all three campuses.
- Divisional policies and procedural guidelines surrounding Indigenous strategy.
- Other Indigenous initiatives.

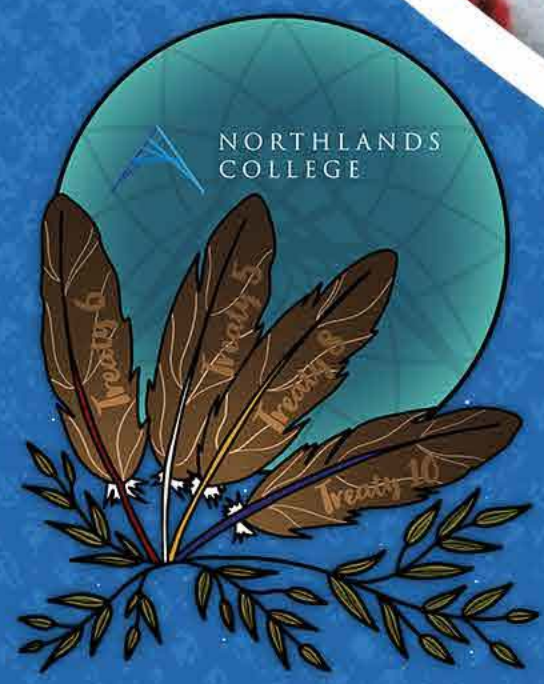
This comprehensive approach ensures that indigeneity is embedded across all facets of campus life, aligning with the Truth and Reconciliation – Call to Action. We are excited to see such dedicated efforts towards unity and progress. If you need any assistance with compiling or presenting this information, please feel free to reach out!





INTRODUCTION





INTRODUCTION

This annual report presents the results of our 2023–24 academic year ending on June 30, 2024. In this document we highlight strategies, actions and performance measures that identify the commitment Northlands College has towards meeting our own strategic priorities along with those outlined by the Government of Saskatchewan for 2023–24.

Northlands College is proud to acknowledge that we serve on Treaties 5, 6, 8 and 10 territories as well as on the homeland of Metis People. As the Ministry of Advanced Education (AE) models, we are committed to effective reporting, transparency and accountability.

ALIGNMENT WITH MINISTRIES

Northlands College receives funding from both the Government of Saskatchewan's Ministry of Advanced Education and the Ministry of Immigration and Career Training (ICT). Northlands College is proud to help support the following Ministry of AE and ICT goals:

- 01 Ensure students succeed in post-secondary education (AE);
- 02 Foster an inclusive post-secondary sector where a diversity of students (including youth, lifelong students, Indigenous people, newcomers, international students and person with disabilities) can enroll and succeed (AE);
- 03 Ensure Saskatchewan's post-secondary sector is accountable and sustainable (AE);
- 04 Provide training and employment supports for under-represented groups. (ICT).
- 05 Saskatchewan is an attractive place for its residents to build their careers and for interprovincial and international migration (ICT).
- 06 Organizational Excellence (ICT).

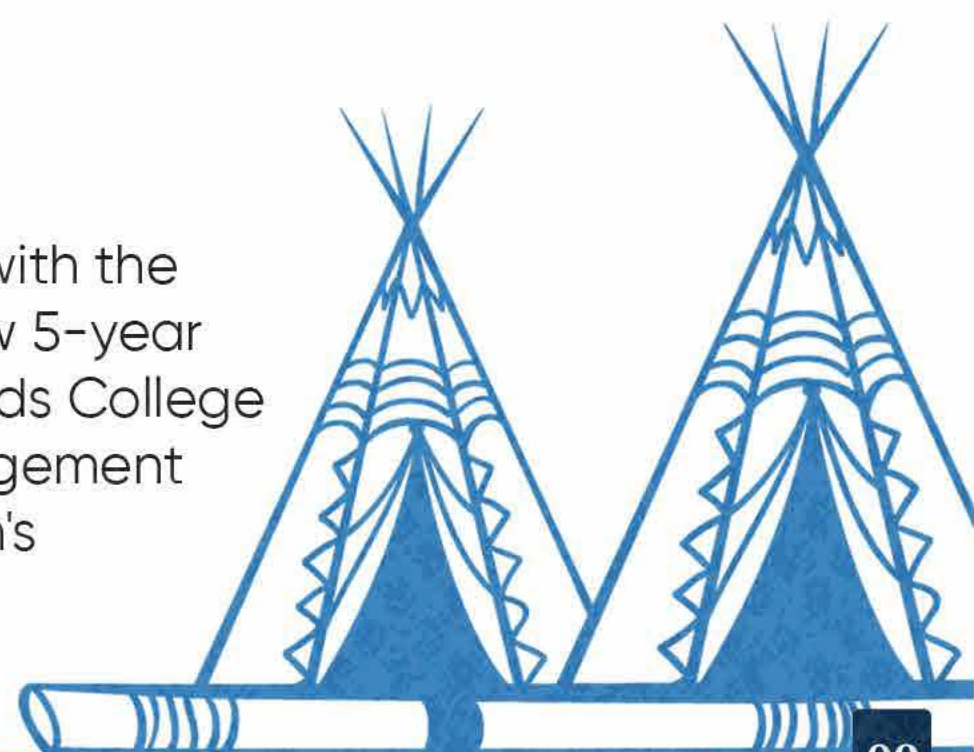
Along with these goals, the Ministry of AE expects student-focused post-secondary institutions to ensure accessibility, responsiveness, sustainability, accountability and quality programming.

STRATEGIC PRIORITY AREAS

Northlands College has committed to develop in three priority areas:

- 01 Learner success
- 02 Organizational success, and
- 03 Community success.

The 2023–24 Fiscal Year marked a transformative period for Northlands College, beginning with the launch of the College's Year of Transformation in January 2023 and the introduction of a new 5-year Strategic Plan in the Fall of 2023. This plan, which outlines the strategic direction of Northlands College from October 1, 2023, to June 30, 2028, was developed through extensive stakeholder engagement and underscores the college's commitment to indigenization. For the first time, the institution's Elders Advisory Council played a key role in the development of the Strategic Plan.



The Strategic Plan is built around four key pillars:

1. Transformational Learning.
2. Students First.
3. Our People.
4. The North.

With the introduction of this new Strategic Plan, Northlands College has also unveiled a refreshed Vision, Mission, Values, and Outcomes, better reflecting its future as a regional college in Northern Saskatchewan.

VISION

Developing students to live, work, and lead in Northern Saskatchewan.

MISSION

Nurturing northern students to thrive in their communities and to participate in the northern economy by offering practical, innovative education that embraces cultural identity and meetings workforce needs.

VALUES & OUTCOMES





PROGRAMMING HIGHLIGHTS





PROGRAMMING HIGHLIGHTS

TECHNICAL, TRADES AND MINING

The 2023–2024 academic year saw the return of several popular programs, the reintroduction of some that had not been offered in a while, and the launch of new programming in various regions. With the growth in mining, mining exploration, and forestry in the north, there has been an increased demand for training in trades, technology, and mining. This growth is expected to continue as new mining companies begin construction in the coming years. Consequently, there may be additional training and education opportunities in hospitality and tourism, Class 1A, the service sector, IT support, and various employee reskilling, upskilling, and new skilling programs for companies involved in construction and operations in these sectors.

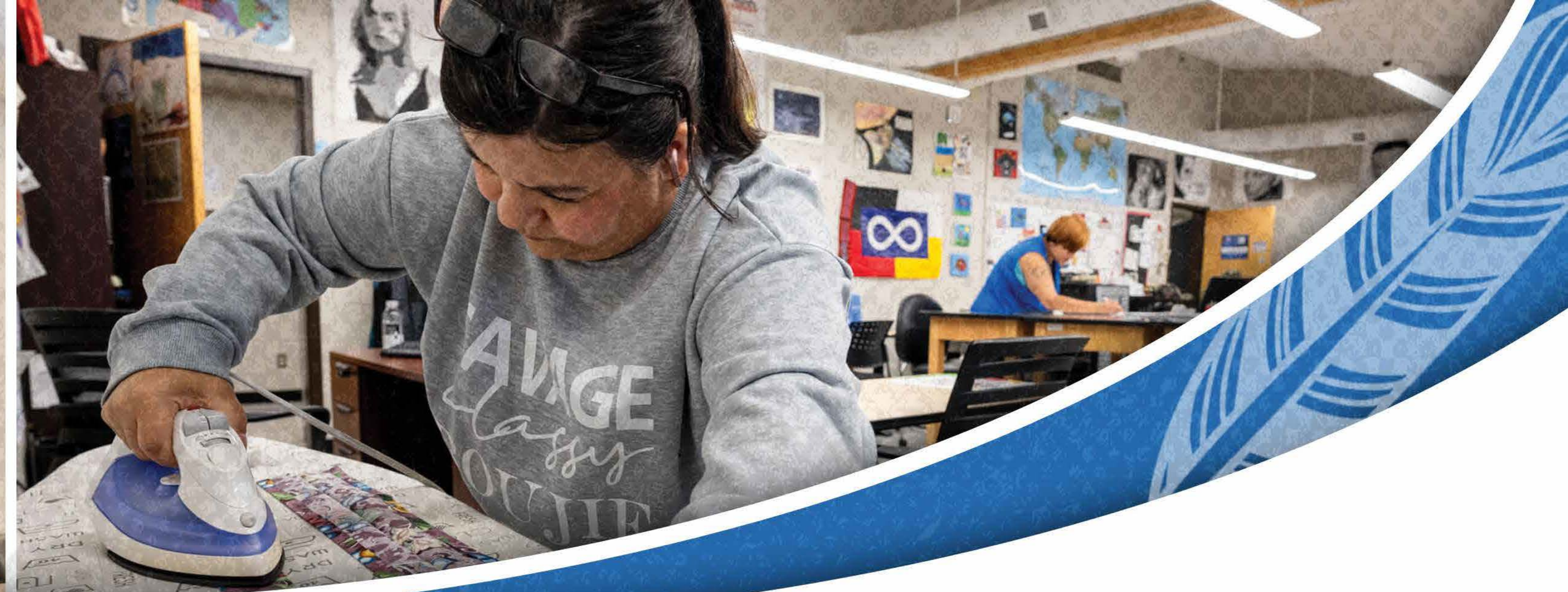
Creighton continued with the popular Heavy Equipment Operator program, utilizing the Creighton town yard to complete a community project, allowing students to apply their new skills in a real-world setting. The introduction of the Plumbing/Pipefitting program was well received by the community and surrounding areas. Local businesses partnered with Northlands College to provide work placements for students, giving them valuable real-world experience and the opportunity to meet potential employers. The Creighton campus also celebrated the grand opening of a new cultural centre.

Air Ronge/La Ronge maintained steady enrollment and student success with programs such as Office Administration, two Carpentry programs, Powerline Technician Fundamentals, and Automotive Service Technician. Due to this success, these programs will continue to be offered at the River Campus in Air Ronge, provided enrollment remains consistent or increases. Additional programs included Mineral Exploration and the well-attended Northlands College-sponsored Core Days in collaboration with the Keewatin Community Development Association, along with the online Sustainable Harvester program. During Core Days, students and instructors from the Mineral Exploration Program supervised an informational booth. New programming included a partnership with the Lac La Ronge Indian Band to offer Bus Driver Operator training, as well as the Fireman's Certificate and Chainsaw Safety courses.

Northlands College partnered with NexGen Energy to offer a Carpentry program at La Loche Dene High School and collaborated with SIIT, NexGen Energy, and Dumont Technical Institute to offer an Electrical program at the Buffalo Narrows campus. The newly implemented Radiation and Environmental Technician program at Buffalo Narrows was supported by NexGen Energy's sponsorship, which included tuition and books for five students. This partnership also involved MNS-2, Clearwater River Dene Nation, Birch Narrows Dene Nation, and Buffalo River Dene Nation, each selecting one community member to apply, qualify, and enter the program.

Additional programming included a partnership with Montreal Lake Cree Nation to provide a Carpentry program at their new facility and a collaboration with Black Lake Ventures in Stoney Rapids to offer Grader Operator and Scaffolding programs.

As mining, mining exploration, and forestry continue to grow in the north, Northlands College is in a pivotal position with its three main campuses to offer a wide range of programs to meet industry and community training needs. To support this growth, Northlands College will need to continue developing partnerships with industry and communities across the north.



Future considerations include shorter three-to-six-day programs and multi-trade programs, such as two weeks each of carpentry, electrical, and plumbing. Beyond trade training, additional opportunities may include IT Specialist, introduction to computers and software, basic accounting and office support, Class 5 Driver Training, and Air Brakes.

FLEXIBLE LEARNING

The 2023–2024 year for the Flexible Learning Department at Northlands College, which includes Adult Basic Education (ABE), The Centre for Northern Post-Secondary Teaching and Learning (The Learning Hub), and Capable North programming, was marked by significant changes and notable successes. This department was developed to provide student-focused, indigenized, and transformational learning opportunities for the students and people of northern Saskatchewan.

ADULT BASIC EDUCATION (ABE)

Our ABE department remains committed to student-focused programming, offering Level 1 & 2, Adult 10, and Adult 12 classes both in-person and online. We also provide Adult Essential Skills (AES) and Essential Skills and Workplace Training (ESWP) throughout northern Saskatchewan. This year, we focused on incorporating asynchronous programming, allowing students to access educational content at their own pace. This approach, along with continuous intake for ABE programming, has been beneficial in accommodating diverse learning styles and schedules.

COMMUNITY PARTNERSHIPS

We are proud to serve and respond to the educational needs of northern Saskatchewan residents through partnerships with communities such as Creighton, Buffalo Narrows, Black Lake, Fond Du Lac, Pinehouse, La Loche, and representation from Lac La Ronge Indian Band, Woodland Cree, Peter Ballantyne Cree Nation, and Métis locals.

THE LEARNING HUB

The Centre for Northern Post-Secondary Teaching and Learning, known as the Learning Hub, continues to grow and develop, offering indigenized and supportive initiatives. As a resource center for instructors, staff, and students, our Learning Hub instructors collaborate with departments to provide online tools and in-classroom support. This initiative thrives, offering everything from Indigenous and land-based teachings like hide tanning and beading to supporting our Elders in Residence and providing one-on-one tutoring for students.

CAPABLE NORTH

Although the Capable North initiative saw lower-than-expected applications during the 2023–2024 academic year, ongoing stakeholder feedback and partnerships are helping us refine and develop the program to meet industry and community needs.

CHALLENGES AND COMMITMENTS

Despite our successes, we faced challenges with low graduation numbers and student retention. Factors such as housing, childcare, financial aid, and systemic issues contribute to these challenges. However, Northlands College is committed to addressing these barriers by enhancing tutoring services, providing additional academic advising, and implementing targeted retention initiatives. Our dedicated support staff and instructors continuously go above and beyond, contributing significantly to the success of our college.

CONCLUSION

Overall, the 2023-2024 Flexible Learning program year demonstrated our commitment to enhancing educational access and success for adult students in Saskatchewan. Despite the challenges posed by restructuring and the need for innovative, local programming solutions, we empowered community members to pursue meaningful careers while honoring their cultural heritage.

STUDENT SUCCESS STORIES

TYRELLE TREMBLAY- ADULT 12 ONLINE STUDENT

Tyrelle has been a diligent student in the [Adult 12 Online Program](#) since 2023. He exemplifies the dedication, communication and perseverance needed to succeed.

TYRELLE'S THOUGHTS ABOUT BECOMING A STUDENT AT NORTHLANDS COLLEGE

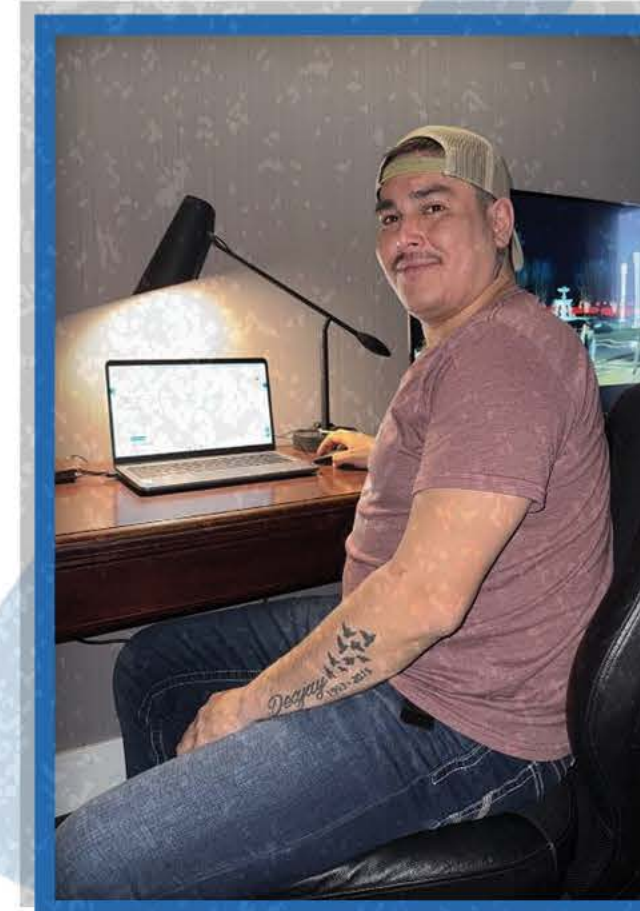
"Before joining Northlands College, my life was focused on my children. Having faced many hardships, I decided to take living seriously. I chose Northlands College for its online classes. It allows me to care for my kids while pursuing an education, as I have no childcare support. Although I'm still unsure about my exact career path. I'm interested in the healthcare sector, particularly social work, or nursing. Northlands has been instrumental in helping me achieve my goals. I enjoy learning new things while getting closer to providing for my family. Currently, I'm introspecting on my future career and life goals. I plan to gain work experience after graduation. I will then pursue a Bachelor of Social Work or Bachelor of Science in Nursing, once my children are more independent."

JAKE MERCREDI- ADULT 12 ONLINE STUDENT

Jake has been a dedicated student in the [Adult 12 Online Program](#) since August 2024. His strengths compliment his desire to achieve his goals for himself, his children, and his community.

"It will all be worth it in the end." -J. Mercredi

Jake is a stay-at-home, father of three young children (ages 5, 4, and 1). He worked at Orano in the warehouse department at the McClean Lake mine site for 3 ½ years. He chose Northlands College to complete his Adult 12 education to open more opportunities for himself and his children. He is currently taking online classes, which are going well with supportive instructors. He took educational leave to focus on finishing his grade 12. He plans to become a paramedic. He has always wanted to pursue this career to benefit his community of Fond du Lac which is in the far north. His advice to other students is to attend classes regularly, stay on track, take notes, complete homework on time, and ask questions when needed.



HEALTH & WELLNESS

During the 2023-2024 academic year, the Northlands College Health and Wellness Department celebrated many successes and faced some adversity.

BACHELOR OF DENTAL THERAPY PROGRAM

Overall, the 2023-2024 Flexible Learning program year demonstrated our commitment to enhancing educational access and Fall 2023 marked the beginning of the first cohort of students in the Bachelor of Dental Therapy program, run in partnership with the University of Saskatchewan, Saskatchewan Polytechnic, and the Northern Inter-Tribal Health Authority. This program exemplifies Northlands College's commitment to northern Saskatchewan by recruiting residents who can learn and practice in the north, ultimately working in northern and remote communities to improve oral healthcare in the region. The program is designed to address the healthcare needs of our communities, providing opportunities for students to become a Dental Assistant or Hygienist.

NURSING PROGRAMS

Our Nursing programs continue to produce successful graduates who are integral to the workforce through the Bachelor of Science in Nursing and the Indigenous Practical Nursing program. Although we were unable to hire an instructor for the Continuing Care Assistant program, we remain committed to providing culturally informed, high-quality nurses in the north. With the integration of advanced simulation labs and partnerships with local hospitals and the Saskatchewan Health Authority, our nursing students gain invaluable hands-on experience, preparing them for the demands of the healthcare industry.

MENTAL HEALTH AND WELLNESS DIPLOMA PROGRAM

The Northlands College Mental Health and Wellness diploma program continues to attract significant interest from students and industry partners. The expanded curriculum now includes updated resources on mental health awareness and crisis intervention, along with local fieldwork placements and hands-on learning. Our Elders in Residence play a crucial role in this program, offering support and perspective on important issues faced by our Indigenous students.

EARLY CHILDHOOD EDUCATION PROGRAMS

The Early Childhood Education programs have made impressive strides this year. Our graduates are highly sought after by local schools and childcare centers, thanks to our comprehensive training and emphasis on practical experience. The program's focus on inclusive education and early intervention strategies equips our students with the skills needed to support diverse learning needs in young children.

LOOKING AHEAD

As we look to the future, the Health and Wellness Department is dedicated to meeting the workforce needs of northern Saskatchewan. We will continue to provide student-focused, culturally informed healthcare programming to serve the needs of our communities.

UNIVERSITY

The University Studies at Northlands College continues to serve as a vital hub for interdisciplinary education, enabling students to pursue a broad range of academic paths with a flexible approach. This report section highlights the university studies progress over the 2023-2024 academic year, showcasing its key achievements, challenges, and strategic future directions. It includes an overview of program offerings, enrollment statistics, and regional reach across northern Saskatchewan.

During the academic year 2023-24, the University Studies of Northlands College delivered the following programs throughout Northern Saskatchewan:

1. Bachelor of Education (University of Saskatchewan)
2. Bachelor of Social Work (University of Regina)
3. Bachelor of Arts (University of Saskatchewan)
4. Bachelor of Commerce (University of Saskatchewan)
5. Bachelor of Administration (First Nation University, University of Regina)
6. Health Studies (University of Regina)
7. Diploma of Administration (First Nation University, University of Regina)
8. Liberal Arts Diploma (First Nation University, University of Regina)
9. Liberal Arts Certification (First Nation University, University of Regina)
10. Local Government Administration Certificate (University of Regina)
11. Master in Sustainability in Energy Security (University of Saskatchewan)

2023-24 PROGRAM ENROLLMENT

YEAR 2023-24 PROGRAM ENROLLMENT	
DIPLOMA IN ADMINISTRATION	12
BACHELOR OF ADMINISTRATION	08
BACHELOR OF COMMERCE	09
PRE-NURSING	28
BACHELOR OF NURSING	50
BACHELOR OF EDUCATION	58
BACHELOR OF ARTS	27
BACHELOR OF SCIENCE	11
PRE-SOCIAL WORK	50
BACHELOR OF SOCIAL WORK	30
LIBERAT ARTS DIPLOMA	06
LIBERAL ARTS CERTIFICATE	0
HEALTH STUDIES	01
LOCAL GOVERNMENT ADMINISTRATION CERTIFICATE	01
PART-TIME STUDENTS	08
TOTAL	299

2023-2024 PROGRAM ENROLLMENT

DEGREE/DIPLOMA/CERTIFICATE	GRADUATES IN 2023-24
BACHELOR OF SCIENCE IN NURSING	01
BACHELOR OF ARTS	02
DIPLOMA OF ADMINISTRATION	02
BACHELOR OF EDUCATION	05
BACHELOR OF SOCIAL WORK	02
PRE-SOCIAL WORK	01
TOTAL GRADUATES IN 2023-24	27

ACHIEVEMENTS/MILESTONES

ENHANCED RESEARCH CAPACITY

The outcome of the previous work on developing the applied research capacity is that Northlands College has achieved membership in the Natural Sciences and Engineering Research Council (NSERC) and the Social Sciences and Humanities Research Council (SSHRC). This affiliation opens up increased research funding opportunities, supports our commitment to research excellence, and strengthens collaboration with various institutions and industry partners.

Pilot Agreement with USask School of Environment and Sustainability (SENS) finalized for five dedicated seats in Master of Sustainability-Energy Security, April 04, 2024.

CHALLENGES

ENROLLMENT AND RETENTION

Due to smaller community populations, enrollment numbers are often low, which can impact funding and lead to difficulties in maintaining a broad range of program offerings. Retention is also a concern, as students face unique challenges such as family responsibilities, financial constraints, and mental health issues, which can impact their ability to complete programs. Planned and strategic efforts to market the programs in the community and more student support initiatives are required.

FUNDING AND SCHOLARSHIPS

Many students struggle with limited and inconsistent funding options, leading to delayed admissions and high dropout rates. Addressing these financial challenges is essential for student success.

ACCESS TO INTERNET

Inconsistent access to high-speed Internet and digital tools can be a barrier for online, remote and blended learning options.

SOCIOECONOMIC BARRIERS

Many students face socioeconomic challenges, including poverty, food insecurity, and limited housing, which can impact students' ability to focus on their studies.

BOOKS

The current book ordering procedure complexity has led to inefficiencies, delaying timely book availability for students and causing bottlenecks. Delays due to identifying book requirements, order delivery and low pickup rates result in a surplus of stored books, tying up financial resources and increasing inventory management tasks. Many students do not pick up their ordered books, indicating a need for better alignment of the distribution process with student needs.

STUDENT ADVISING

While our existing online and in-person advising setup has been helpful in maintaining access, we believe that it does not fully meet the needs of our students. Many of our students face complex social, economic, and personal challenges, and would greatly benefit from more in-person advising support. Many students have expressed that face-to-face advising would be more beneficial to address the range of challenges the students face. In-person advising can provide a more supportive environment, allowing advisors to better understand and respond to each student's unique

FUTURE DIRECTIONS

In collaboration with partnered institutions, the University Studies at Northlands College will broker new certificate and diploma programs that are in demand by the industries. The following programs are proposed:

- Certificate Programs: Criminology and Addiction, Ethics, Justice and Law, Indigenous Economic Development, Indigenous Fine Arts, and Visual Arts.
- Diploma Programs: Entrepreneurship, Agribusiness, and Agronomy.
- Micro-Credential Courses: Short courses designed to build specific competencies in high-demand areas, such as digital marketing, data analytics and artificial intelligence, to support community skill development and enable students to be part of Industry 5.0.

STUDENT SUCCESS STORIES



Prior to joining Northlands **Amanda** was working three jobs, raising two daughters, and had been out of school for ten years. After graduating high school a year after her peers, she made a firm decision that she would not return to the academic world. Having just barely met graduation requirements, at the time, Amanda thought her time was best spent making money to help support her family. However, when Covid-19 shut down La Ronge in 2020, it coincidentally occurred during a time of difficult changes in her life. These events led her to a place where she was able to entertain the idea of applying to post-secondary school.

When Amanda enrolled in university classes with Northlands College, she was unsure of what she wanted to pursue so she took different courses to broaden her experience. She quickly adapted well to university, impressing Northlands College staff and faculty with her inquisitive tendencies and determination to continuously improve herself academically.

Amanda attended all classes remotely throughout and after the pandemic. She decided to pursue a Bachelor of Arts in Sociology and is finishing up her last few courses. Amanda is currently working on filling out applications to attend law school after she receives her bachelor's degree.

"The journey to self growth looks different for everyone. Not everyone is going to agree or understand why you made the decisions you make. In most cases they won't want to understand or simply cannot. This can be a very lonely road to travel, and survival means finding love for yourself on those darkest days. To remember why you chose this path and continue forth with the confidence and courage that brought you to where you are today."



My name is **Brittney Lemaigre** and I am from Clearwater River Dene Nation and I entered Northlands through the La Loche site. I have 2 children and prior to starting my University program at Northlands College I was working as an educational assistant at Clearwater River Dene School for about 3 years. I knew I wanted to work as a nurse in my home community since I graduated high school because I knew I would have many opportunities here if I had a career in nursing.

I obtained my Bachelor of Science Degree in Nursing this past summer (June 2024) and I still can't believe I am able to say those words as it took a lot of strength and determination to complete my education and be the mother to young children.

I had my daughter during my first year of school (2018-19) and it was difficult to find the courage to continue on with my studies because I had to spend a lot of my time working on assignments and studying while meeting the needs of my newborn. Leaving my baby to attend classes and labs was the hardest part of my journey, but that's when I knew I had 2 choices; I could quit or I could continue. I knew I had to finish what I had started if I wanted to give my children the life I had envisioned.

Going to Northlands College made it possible for me to take my education without having to move 5-6 hours away from my home and having the smaller class sizes was very beneficial to myself. I would like to thank the staff at Northlands for making this all possible. I am currently working as a new grad as a Public Health nurse in La Loche and my future plans are to continue working in Public Health as I enjoy the work I am doing.

My advice to those who are in school and thinking about giving up is to *"Think of why you started when you feel like giving up."*

Before coming to Northlands College, **Kelsey Farkus** attended Arts and Science classes at the University of Saskatchewan in Saskatoon. During her time there, she struggled with choosing a career path and decided to move back home to Creighton to seek employment while she decided on a career path. When Kelsey discovered the Diploma of Administration program was being offered through Northlands College, she was quickly excited to apply.

Kelsey was enthusiastic about the opportunity to attend Northlands College because she was able to remain financially secure and reduce her stress by remaining in her home community. She was able to maintain her current employment while attending Northlands College. Some of the classes she had taken at the U of S were transferable to the Diploma of Administration program, which was a bonus.

With her **Diploma of Administration** and work experience, Kelsey found a job and advanced in her workplace. She currently works for the University College of the North as an Operations Coordinator for Northern Manitoba Mining Academy. Kelsey plans to return to university for a Bachelor's degree in Business Administration.

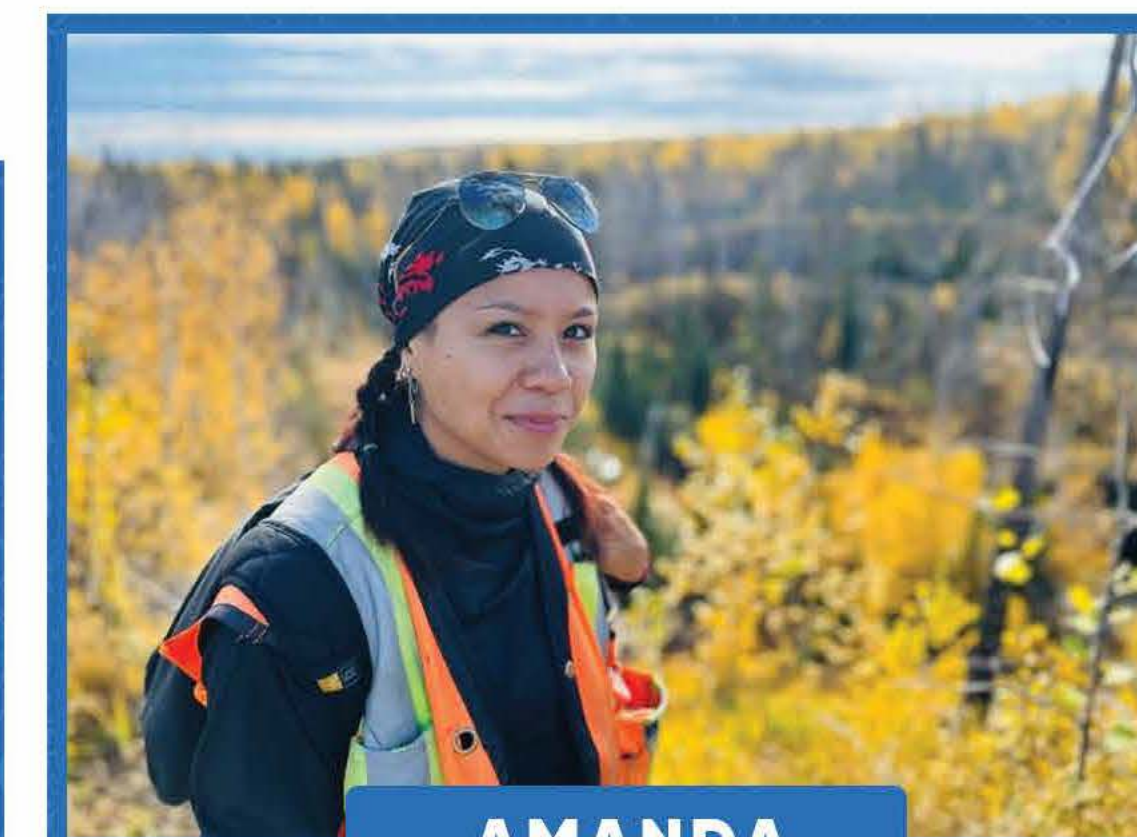
"Northlands makes education easy and accessible in bringing programs into northern communities. The instructors make themselves very accessible to students, often going the extra mile - whether it's taking time out of their day to invigilate exams for other courses, or going out of their way to find the answer to any questions one may have." - Kelsey Farkus



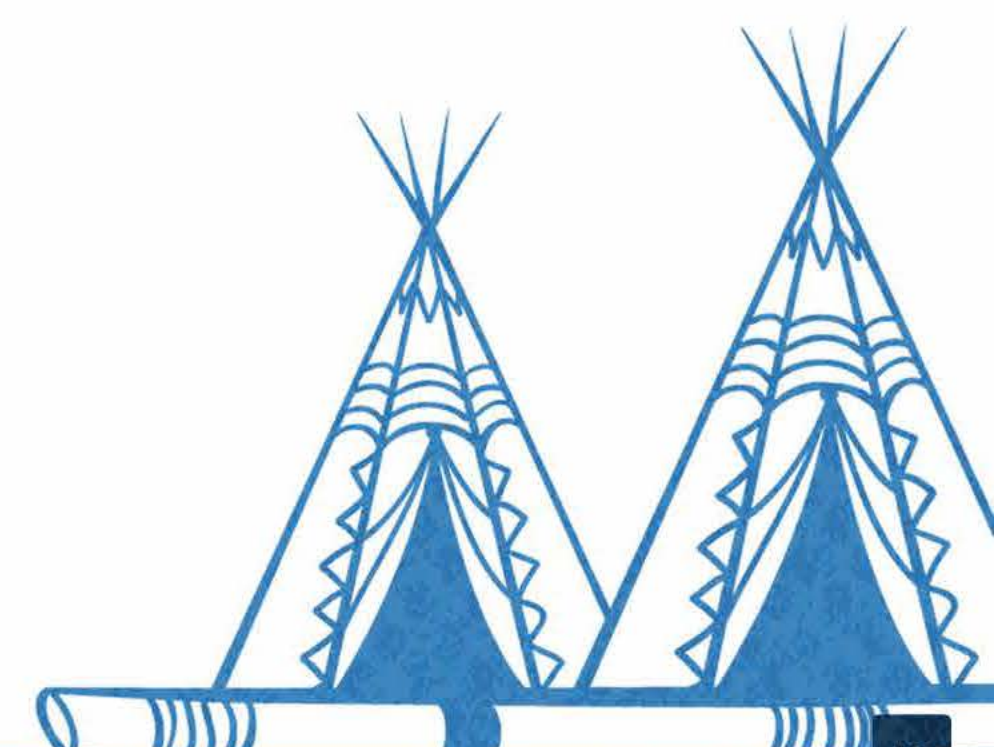
KELSAY



BRITTNEY



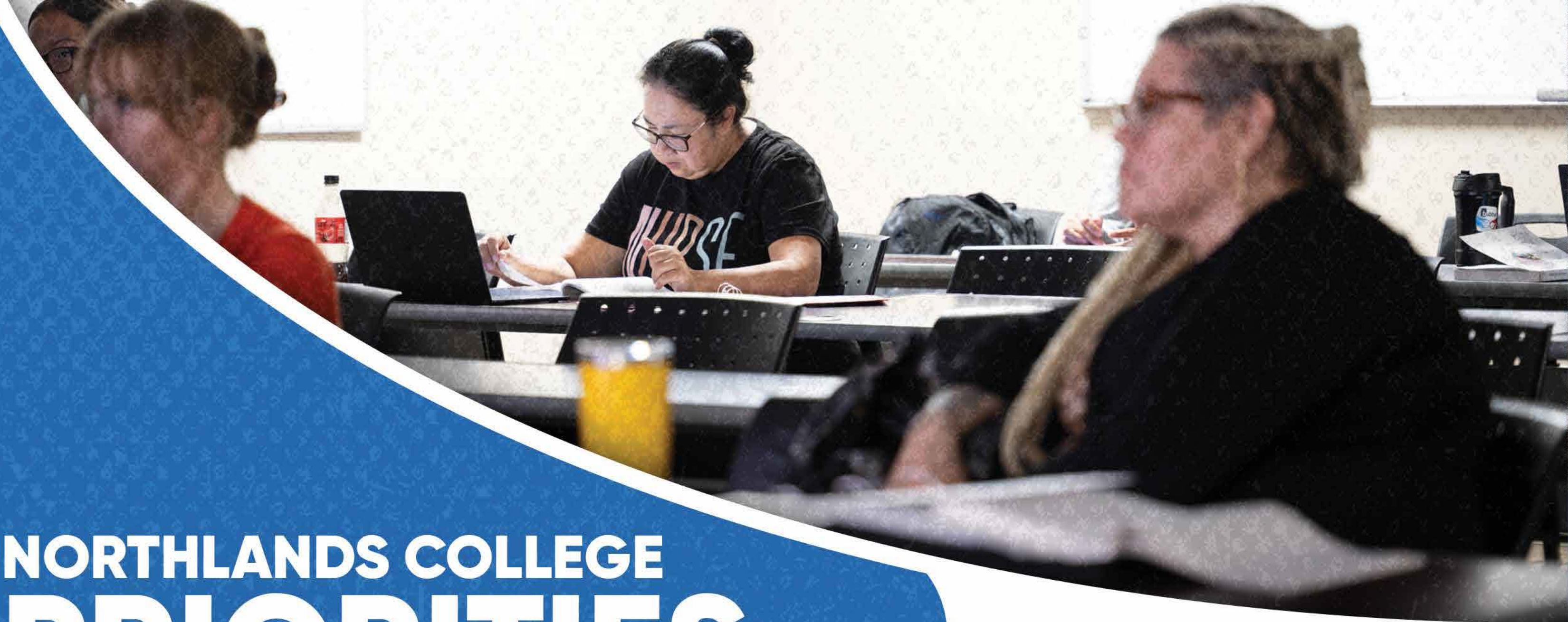
AMANDA





NORTHLANDS COLLEGE PRIORITIES





NORTHLANDS COLLEGE PRIORITIES

STUDENT SUCCESS PRIORITY

In the 2023-2024 academic year, Northlands College had several key initiatives on the horizon that demanded our attention and concerted efforts. One significant development is the deployment of our new Application Management System. This required a seamless transition, calling for close collaboration across departments. Our aim was to integrate this system smoothly into our existing application processes, offering tangible benefits for both applicants and our dedicated staff. It was a collective effort that hinged on cooperation, deployment strategies, and valuable feedback to ensure its success.

In the realm of academic support, we are actively explored ways to enhance services for our students. Recognizing the diverse needs of our student body, we considered options for round-the-clock assistance. This initiative seeks to provide continuous support for academic queries, aid with assignments, and help in various subjects. The goal is to create an academic environment that is not bound by time constraints, ensuring that our students have the resources they need when they need them. Simultaneously, our commitment to the holistic well-being of our students extends to mental health support. In collaboration with guard.me, we are in advanced talks regarding a proposal to provide 24/7 mental health support services for our students. This aligns with our understanding of the crucial role mental health plays in the overall college experience. As we progress in these discussions, we anticipate that this proposal will further solidify our commitment to fostering a supportive and inclusive environment.

These projects represent pivotal steps in the evolution of our Student Services department. Each initiative requires careful planning, cooperation, and an unwavering commitment to the well-being and success of our students. As we embark on these endeavors, we look forward to the collective efforts that will undoubtedly be beneficial for both current and future students at Northlands College.

Northlands College acknowledged that unforeseeable financial challenges could arise. In response, the Critical Needs Fund was accessed five times during the 2023-2024 academic year, providing support to students facing short-term financial difficulties. Additionally, the Northlands College Food Pantry Program provided food assistance to approximately 30 students and their families.

DISABILITY SUPPORT GRANTS

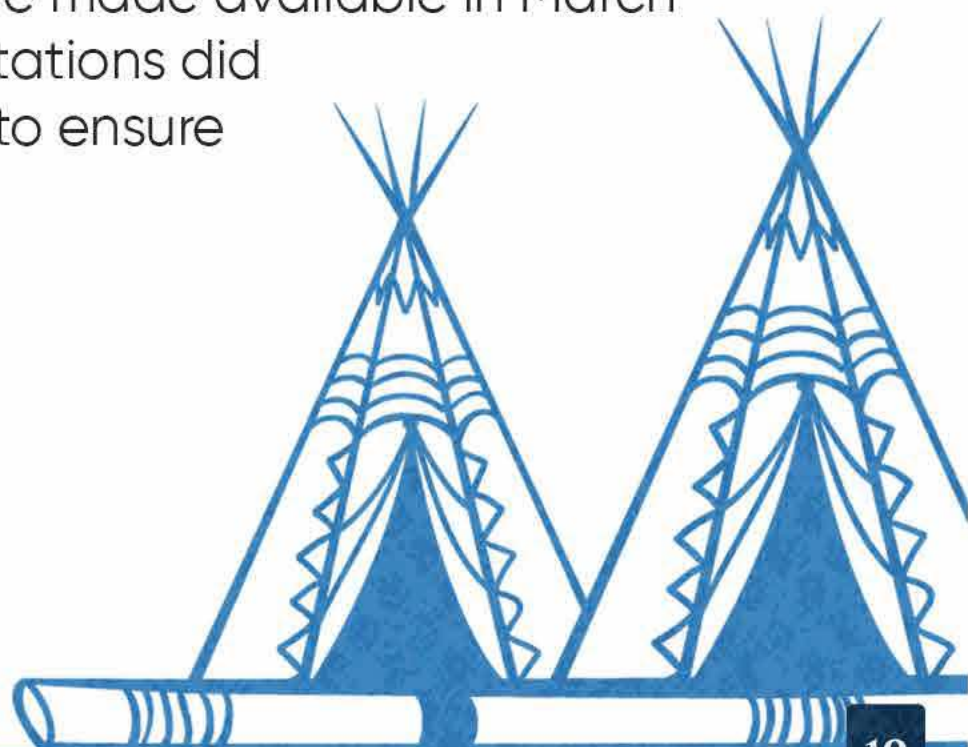
In 2024, Northlands College introduced a new procedure for distributing funds under the Disability Support Grants program. This initiative involved establishing criteria, creating application forms, and implementing a verification process to accurately assess and provide grants to students with disabilities who require assistance. The forms were made available in March 2024. Although there were two expressions of interest in the Disability Support Grant, consultations did not result in funds being issued. We remain dedicated to offering support wherever needed to ensure all our students have access to learning outcomes.

LA RONGE AND AREA BUSING ANALYSIS

ACADEMIC YEAR	TOTAL RIDES RECORDED	NUMBER OF DAYS RIDES OFFERED	AVERAGE RIDES PER DAY	YEARLY COST	AVERAGE COST PER RIDE
2020-21 (ENDS IN MAY)	SUSPENSION OF BUSING DUE TO COVID-19 LOCKDOWN				
2021-22 (DECEMBER TO MAY)	1879	65	29	\$89,356	\$47.55
2022-2023 (SEPTEMBER- JUNE)	6892	173	40	\$168,098	\$24.39
2023-2024 (SEPTEMBER – JUNE)	7480	187	40	\$181,702	\$24.29

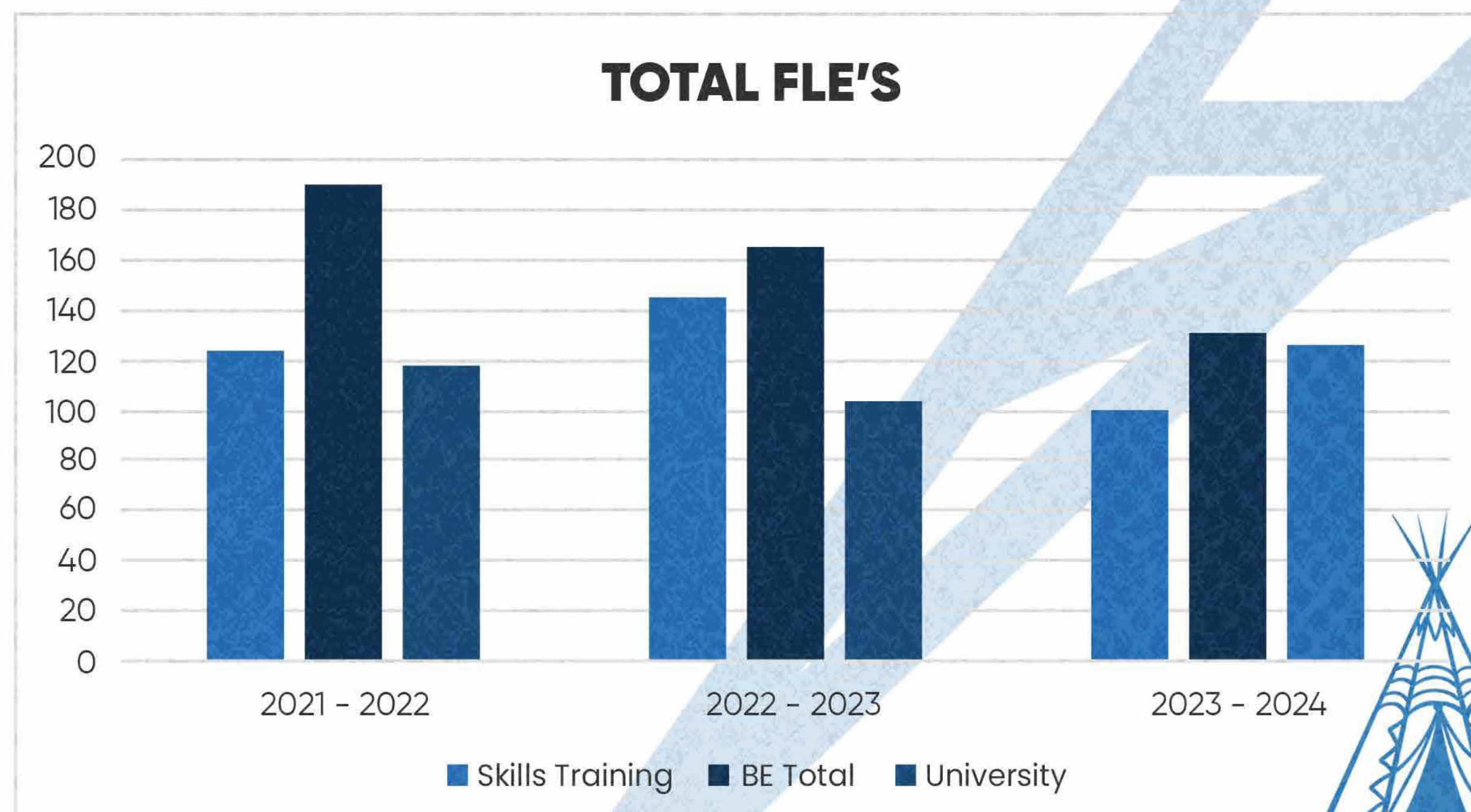
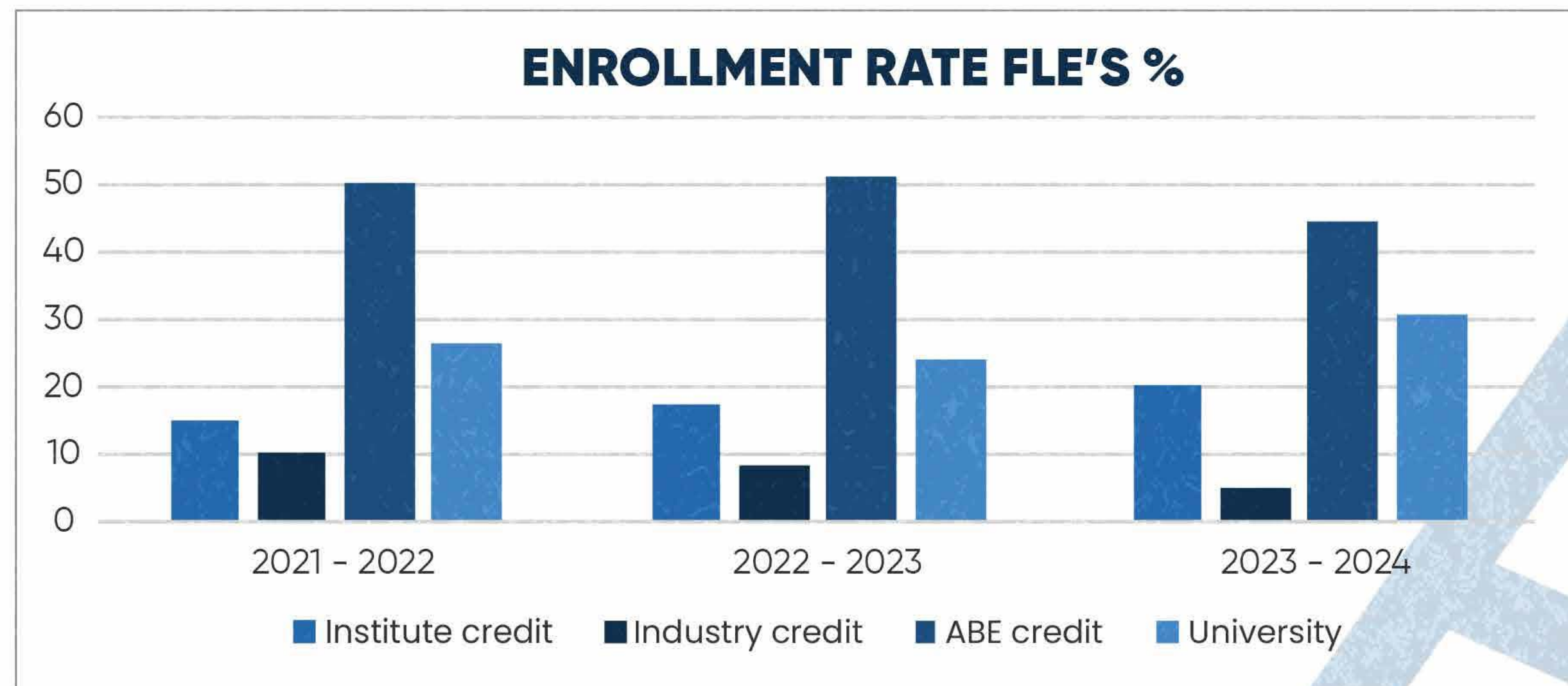
2022-2023 HOUSING WAIT LIST FOR LA RONGE

HOUSING WAIT LIST SUBMITTED – 2022-2023					
	BACHELOR	1-BEDROOM	2-BEDROOM	TOTAL	AVERAGE
AUGUST 31, 2022	09	11	27	47	54
SEPTEMBER 30, 2022	05	07	06	18	53
OCTOBER 31, 2022	08	07	06	21	53
DECEMBER 1, 2022	15	11	09	35	53
DECEMBER 23, 2022	17	10	12	39	52
JANUARY 31, 2023	09	01	08	18	52
FEBRUARY 1, 2023	12	07	06	21	51
MARCH 30, 2023	11	01	04	16	51
APRIL 30, 2023	10	01	03	14	50
MAY 31, 2023	05	0	03	08	49
AVERAGE (ROUNDED TO NEAREST WHOLE)	17	14	21	52	49



2022-2023 STUDENT LOAN/GRANTS APPLICATIONS

2022-2023 STUDENT LOANS/GRANTS		
APPLICANTS	FALL/WINTER	SPRING/SUMMER
LA RONGE	33	07
BUFFALO NARROWS	15	01
CREIGHTON	0	0



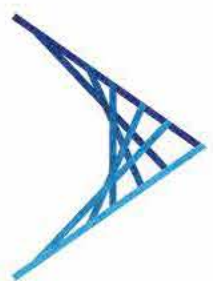
HUMAN RESOURCES

2023-2024 OUT-OF-SCOPE MANAGEMENT EMPLOYEES

EMPLOYEE NAME	POSITION
Colleen Charles	Director, Indigenous Initiatives
Cody Cooper	Executive Regional Director, Central Region
Patty Coulson	Director, Human Resources & Organizational Development
Richard Farden	Director, Trades and Technology
Justin Galloway	Director, Health & Wellness
Christopher Giesbrecht	Director, Information Technology
Karsten Henriksen	President and CEO
Jennifer Kypain	Executive Coordinator
Michael McCormick	Vice President, Finance and Administration
Muriel Morin	Executive Assistant
Kory Morvik	Director, University Studies
Aamir Saifullah	Director, Engagement & Corporate Services
Pinder Sangha	Director, Finance
Benjamin Sey	Vice President, Learning
Jaimin Shah	Director, Finance
Abdul Wahid Shaikh	Vice President, Finance and Administration
Lovepreet Singh Tamber	Human Resources Generalist
Priyanka Singh Tamber	Human Resources Generalist
Yasir Soomro	Executive Regional Director, East Region
Jocelyn Vandall	Director, Flexible Learning
Thomas Weegar	Director, Trades and Technology

2023-2024 IN-SCOPE EMPLOYEES

EMPLOYEE NAME	POSITION
Chandan Agnihotri	Campus Clerk
Jeremiah Asemota	Training and Engagement Coordinator, Central Region
Babcock Timothy	Training and Engagement Coordinator, East Region
Silla Baby	Payroll Administrator
Stephen Bagwell	Instructor, University
Quinton Beisel	Information Technology- Systems Administrator
Laura Bell	Program Assistant



EMPLOYEE NAME

POSITION

Lena Bell
Waldo Berg
Charlene Bosiak
Darnian Boyle
Genevieve Candelora
Erik Cardiff
Donna Carlson
Aditya Challanivari Reddy
Elizabeth Charles
Cheri Cook
Julian Cook
Paul Cook
Lisa Courtoreille
Mariah Daigneault
Valerie Daigneault
Richard Danielson
Tammy Davies
Reid Dingwall
Elizabeth Dorion
Joanne Durocher
Mary Eninew
Myrna Ewing
Barb Finlayson
Carnille Galloway
Anthony Gath
Sky Georges
Aniban Ghosh
Don Glazebrook
Sherry Goulden
Matthew Hamilton
Eric Hamm
Kelly Hoydukewich
Emily Hennie
Shelley Hillis
Marilyn Iwosyk
Cheryl Jeffries

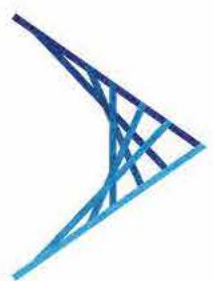
Program Assistant
Instructor, Adult Basic Education
Instructor, Mental Health & Wellness
Instructor, Adult Basic Education
Instructor, Early Childhood Education
Journeyperson Carpenter
Accounting Technician
Registrar (Term)
Program Assistant
Administrative Assistant
Information Technology Technician
Instructor, Carpentry Program
Engagement & Campus Services Coordinator
Instructor, Health Faculty
Instructor Aide
Student Advisor
Instructor, Office Administration
Instructor, University
Student Advisor
Instructor, Radiation & Environmental Monitoring Program
Instructor Aide
Engagement & Campus Services Coordinator
Program Assistant
Instructor, Mineral Exploration Techniques
Administrative Assistant
Inventory Controller
Instructor, Learning Hub-LMS Specialist
Instructor, Carpentry Program
Instructor, Early Childhood Education
Student Helpdesk/Information Technology Technician
Instructor, University
Instructor, Adult Basic Education
Program Assistant
Senior Coordinator, Adult Basic Education
Instructor, University
Administrative Assistant

EMPLOYEE NAME

POSITION

Vince Karlewicz
Carla Kennedy
Lorraine Kenny
Stephen King
Timara Klock
Rhonda Krienke
Alicia Layton
Thi Hue Le
Jason Lacroix
Amy Laliberte
Christian Lohmann
Princess Jireh Macias
Sherry Markham
Samara McCann-Bird
Chandra McDougald
McKinley McKay
Wendy McKenzie
Lisa Mcleod
Nancy Mirasty
Audrey Morin
Donna Morin
Larissa Muirhead
Laura Nagy
Ahmed Naqash
Rao Aamir Naseeb
Marlene Nicholls
Katarina Njegovan
Olivia Noon
Vincent Otoide
Marian Otter
Tim Poetkau
Vanessa Patterson
Janelle Pedersen
Val Pedersen
Angela Plunz
Tamara Putz

Instructor, Mineral Exploration Techniques
Instructor, University
Instructor Aide
Instructor Aide
Student Advisor
Instructor, Dental Therapy
Instructor, Adult Basic Education
Accounts Payable Analyst
Instructor, Plumbing & Pipefitting
Instructor, Dental Therapy
Instructor, Carpentry Program
Instructor Aide
Instructor, Adult Basic Education
Engagement & Campus Services Coordinator
Instructor, Learning Hub
Building Attendant
Senior Coordinator, Adult Basic Education
Instructor, Adult Basic Education
Instructor Aide
Student Housing Custodian and Building Attendant
Campus Clerk
Instructor, Indigenous Practical Nursing
Coordinator, University Programs
Purchaser (Term)
Purchaser
Instructor, Mental Health & Wellness
Student Advisor
Program Assistant
Financial Aide Officer
Instructor Aide
Instructor, Automotive Service Technician
Program Assistant
Student Advisor
Student Housing Custodian & Building Attendant
Information Officer
Instructor, Adult Basic Education



EMPLOYEE NAME

POSITION

Trina Quinn	Program Assistant
Susan Ratte	Instructor Aide - Nursing Lab
Inder Rawal	Instructor, University
Manjula Rawal	Instructor, University
Marcus Rayner	Instructor, University
Lester Roberts	Facilities Assistant
Lorna Roberts	Instructor, Office Administration
Karen Rooney	Instructor, Health Faculty
Sharon Ross	Instructor, Office Administration
Guy Row	Instructor, Adult Basic Education
Kelly Russell	Instructor, Adult Basic Education
Pamela Sanderson	Instructor, Learning Hub
Sam Sanderson	Instructor, Adult Basic Education
Kelsey Sereda-Carlson	Instructor Aide
Nikhil Shabu	Administrative Assistant
Sonali Shah	Program Assistant
Gloria Smith	Student Advisor
Greg Smith	Student Housing Custodian and Building Attendant
Michael Soares	Instructor, University
Aaron Stockdale	Student Helpdesk/ Information Technology Technician
Carolyn Stuckey	Instructor, Adult Basic Education
Paiton Tegstrom	Instructor, Adult Basic Education
William Thomas	Senior Coordinator, Trades and Technical
Colin Weinberger	Instructor, Adult Basic Education
Terri- Ann Weinberger	Registrar
Brandon White	Digital Media Specialist
Jody Wilson	Instructor, Health Faculty

In the 2023-24 fiscal year, Northlands College restructured its workforce. The College moved from a centralized management model to a decentralized management model. The College's region is now divided into three separate geographical regions: West, Central and East. This involved the elimination of four out-of-scope program-area specific management positions and the creation of three out-of-scope Executive Regional Director positions and two Manager positions. The College also eliminated an out-of-scope executive assistant position and added two in-scope Learning Hub instructor positions. The Learning Hub provides innovative educational supports to students and instructional resources to instructors at the College. The College eliminated two in-scope information officer positions and two student advisor positions and added the following in-scope positions:

- Financial Analyst.
- Financial Aid Officer.
- Training and Engagement Coordinator, Far North.
- Training and Engagement Coordinator, East.

It was necessary to layoff two in-scope instructors in the Mineral Exploration Techniques program as the program was moved from Air Ronge to the west side of the region, in Buffalo Narrows. Along with this move, the College created an out-of-scope Manager, Mining Programs 2-year contract position that will be responsible for growing the mining portfolio for the College.

The following human resources and organizational development initiatives were completed in 2023-2024:

- Northlands College sponsored two employees through the Saskatchewan Immigrant Nominee Program (SINP).
- The College implemented an Accommodations Policy and the Freedom of Information and Protection of Privacy policy was updated.
- The Human Resources team implemented the use of an external background check service to improve efficiencies in the staffing function.
- The College entered into a contract with LinkedIn. This improved upon the recruitment successes by building a more robust employer brand and it elevated the level of traffic to the College's LinkedIn page.
- The College implemented an online employee onboarding process using a Learning Management System.
- Professional development continued for managers and directors through the Colleges and Institutes Canada (CICan) senior management institutes.
- Northlands College and the Saskatchewan Government and General Employees Union – Local 253 successfully concluded collective bargaining in May of 2024 with the signing of a Memorandum of Agreement.

During the fiscal year 2023-24, the College advertised and filled 77 positions with 39 of those positions awarded to internal candidates and the remaining 38 vacancies filled with external candidates. Northlands College continues to experience challenges with recruitment in key positions. To address the challenges, the College utilized non-traditional and innovative methods of recruitment during the year, however compensation remains a key issue for the College.

NORTHLANDS COLLEGE STAFF FTE'S 2023-2024

NORTHLANDS COLLEGE STAFF FTE'S 2023-2024

OUT-OF-SCOPE MANAGEMENT	IN-SCOPE	OUT-OF-SCOPE NON-MANAGEMENT	TOTAL
17.0	96.35	1.31	114.66

EMPLOYMENT EQUITY

2023-2024 EMPLOYMENT EQUITY STATISTICS

EMPLOYEE CATEGORY	# OF EMPLOYEES	FEMALES		INDIGENOUS		VISIBILITY MINORITIES	
		#	%	#	%	#	%
NON-INSTRUCTIONAL	52	31	59.6%	26	50.0%	10	19.2%
INSTRUCTIONAL	54	36	66.7%	18	33.3%	4	7.4%
OUT-OF-SCOPE	17	06	35.3%	03	17.6%	05	29.4%
TOTAL	123	73	59.3%	47	38.2%	19	15.4%

Northlands College remains committed to employment equity, diversity and inclusion. The College's Indigenous employment rate was 38.2%. The visible minorities makeup was 15.4%.



COMPARISON OF STATED FINANCIAL OBJECTIVES AND PERFORMANCE



COMPARISON OF STATED FINANCIAL

OBJECTIVES &
PERFORMANCE

2023-24 REVENUE AND EXPENDITURES VARIANCES TABLE BASED ON THE AUDIT

COMPARISON OF STATED FINANCIAL OBJECTIVES AND PERFORMANCE			
2023-2024 REVENUE AND EXPENDITURE VARIANCES			
	BUDGET	ACTUAL	VARIANCE
REVENUE			
GENERAL	7,283,875	10,302,863	3,018,988
SKILLS CREDIT	4,443,342	4,374,012	69,330
SKILLS NON-CREDIT	1,750,000	20,714	1,729,286
BASIC EDUCATION CREDIT	2,040,000	1,649,900	390,100
BASIC EDUCATION NON-CREDIT	200,000	591,900	391,900
UNIVERSITY	3,758,383	3,033,341	725,042
STUDENT SUPPORT	49,000	15,756	33,244
COUNSELLING SERVICES	552,018	-	552,018
SCHOLARSHIPS	60,500	171,048	110,548
STUDENT HOUSING	523,260	136,315	386,945
TOTAL REVENUE	\$ 20,660,378	\$ 20,295,849	\$ 364,529
EXPENDITURES			
GENERAL	7,527,856	8,010,775	482,919
SKILLS CREDIT	6,307,351	4,006,530	2,300,821
SKILLS NON-CREDIT	1,178,000	342,564	835,436
BASIC EDUCATION CREDIT	2,144,392	1,555,726	588,666
BASIC EDUCATION NON-CREDIT	328,271	515,391	187,120
UNIVERSITY	3,759,220	3,584,760	174,460

	BUDGET	ACTUAL	VARIANCE
STUDENT SUPPORT	249,000	6,975	242,025
COUNSELLING SERVICES	669,698	341,046	328,652
SCHOLARSHIPS	75,000	40,330	34,670
STUDENT HOUSING	865,753	795,493	70,260
TOTAL EXPENDITURES	\$ 23,104,540	\$ 19,199,590	\$ 3,904,950
REVENUE OVER EXPENDITURES	\$ 2,444,162	\$ 1,096,259	\$ 3,540,421

The College realized a total surplus variance of **\$3,540,241 (\$3,904,950)** in reduced expenses - **(\$364,529 in unrealized revenues)**. The largest contributors to this variance are represented by lower than expected revenue and expenses in Skill Credit, Skill Non-Credit and Basic Education Credit programming.

Operationally, Northlands College did anticipate a deficit of **\$2,444,162** however realized a surplus of **\$1,096,259** at the yearend.

The net result was a positive variance of **\$3,540,259**, with actual revenue over expenditures amounting to **\$1,096,259**, compared to the budgeted deficit of **\$2,444,162**.

On the expense side of operations, there were three significant areas of variance that complimented the many small factors that were experienced to contribute to the overall results.

The first contributor was the savings realized in Personal Services for approximately **\$3,070,000** due to hard to recruit for positions. One example of this is the Vice President of Finance and Administration position being vacant for 7 months of the fiscal year.

The second contributor was a lower repairs and maintenance operating expense in realized surplus of approximately **\$390,000**.

The third contributor was an increment in TSA and contracts for the entire year amounting approximately to **\$570,000**.

Other contributors of note were reduced investment in IT software (non-capital) and lower requirement of operating materials and supplies, these combined expenses resulted in a realized surplus of approximately **\$549,000**.

USE OF INTERNALLY APPROPRIATED SURPLUS IN COLLEGE OPERATIONS

The College maintains eight specific appropriations within its internally appropriated surplus:

- **Capital Purchase Appropriation – \$500,000** – is intended for the purchase of any equipment or real property required for sustaining programming activity at the College. The balance of \$500,000 is intended to be used in preparation of the teaching space for the new dental program to begin in 2024/25.
- **Building Capital Appropriation – \$464,644** – is intended to purchase/renovate buildings to sustain programming at the College. There is currently \$289,644 committed against this appropriation for the purpose of repairing boilers and roofing at the La Ronge Program Centre in addition to grading the grounds and driveway for improved accessibility.
- **Building/Equipment Maintenance Appropriation – \$5,864** – is intended to maintain the aged buildings and equipment owned by the College. There are no outstanding commitments to this appropriation.
- **Information Technology Appropriation – \$322,808** – is to ensure the College can maintain an IT infrastructure that operates to effectively help students through their programs. The entire amount in this appropriation is to update the Centrex phone system to a digital Voice over Internet Protocol (VOIP) system.
- **ERP Appropriation – \$728,343** – is set aside in anticipation of future costs associated with the new ERP system.
- **Critical Needs Bursary Appropriation – \$8,883** – is intended for students who have a gap in funding and/or other unforeseen financial difficulty that may render the student unable to attend school. This bursary is designed to be flexible to assist students in distress.
- **Education Leave Appropriation – \$201,947** – represents the amount the Board has committed to the purpose of supporting staff in future educational requirements. There is approximately **\$37,174** in Education Leave commitments estimated for future years:

2025/26 – \$35,609

2026/27 – \$18,209

2027/28 – \$17,124

Training and Education Appropriation – **\$19,659** – is intended for use toward specific programming initiatives with Board of Governors approval. There are no commitments outstanding against this appropriation.

APPENDIX A: TABLES

NORTHLANDS COLLEGE'S STUDENT ENROLLMENT FOR WHOLE COLLEGE

	COMPREHENSIVE ENROLLMENT PROGRAM GROUP	# OF STUDENTS ENROLLED							
		2022-23				2023-24			
		FT	PT	Cas	FLEs	FT	PT	Cas	FLEs
SKILLS TRAINING	INSTITUTE CREDIT:								
	SASK POLYTECHNIC	64	0	0	53.87	54	20	0	52.72
	OTHER	42	11	0	60.02	28	9	0	36.20
	APPRENTICESHIP & TRADE	0	0	0	0	0	0	0	0
	TOTAL INSTITUTE CREDIT	106	11	0	113.89	82	29	0	88.92
	INDUSTRY CREDIT:								
	TOTAL INDUSTRY CREDIT	20	37	27	14.06	0	27	12	5.04
	NON-CREDIT (INDUSTRY, COMMUNITY, PERSONAL INTEREST)								
	TOTAL NON-CREDIT	12	20	118	17.3	5	18	27	5.10
	TOTAL SKILLS TRAINING	138	68	145	145.25	87	74	39	99.05
BASIC EDUCATION	BE CREDIT:								
	ADULT 12	50	182	0	121.93	49	82	0	64.95
	ADULT 10	35	84	0	44.04	53	62	0	65.95
	ACADEMIC GED	0	0	0	0	0	0	0	0.00
	TOTAL BE CREDIT	85	266	0	165.43	102	144	0	130.89
	BE NON-CREDIT:								
	ESWP	0	0	0	0	0	0	0	0
	LEVEL 1& 2	41	42	0	42.44	25	16	0	29.61
	ENGLISH LANGUAGE TRAINING	0	0	0	0	0	0	0	0
	TOTAL BE NON-CREDIT	41	42	0	42.44	25	16	0	29.61
UNIVERSITY	TOTAL BASIC EDUCATION	126	308	0	207.87	127	160	0	160.50
	TOTAL UNIVERSITY	95	72	0	103.69	105	64	0	126.44
	TOTAL ENROLLMENT	359	456	145	457.16	319	298	39	385.99

KEY: FT = FULL TIME, PT= PART TIME, CAS = CASUAL, FLE'S = FULL LOAD EQUIVALENT

NORTHLANDS COLLEGE'S STUDENT ENROLLMENT FOR BUFFALO CAMPUS AND AREA

	NORTHWEST REGION ENROLMENT PROGRAM GROUP	# OF STUDENTS ENROLLED							
		2022-23				2023-24			
		FT	PT	Cas	FLEs	FT	PT	Cas	FLEs
SKILLS TRAINING	INSTITUTE CREDIT:								
	SASK POLYTECHNIC	17	0	0	11.70	12	0	0	8.68
	OTHER	9	0	0	12.53	8	0	0	10.71
	APPRENTICESHIP & TRADE	0	0	0	0	0	0	0	0
	TOTAL INSTITUTE CREDIT	26	0	0	24.24	20	0	0	19.40
	INDUSTRY CREDIT:								
	TOTAL INDUSTRY CREDIT	13	0	0	5.38	0	0	0	0
	NON-CREDIT (INDUSTRY, COMMUNITY, PERSONAL INTEREST)								
	TOTAL NON-CREDIT	0	0	0	0	0	0	0	0
	TOTAL SKILLS TRAINING	39	0	0	29.61	20	0	0	19.40
BASIC EDUCATION	BASIC EDUCATION CREDIT:								
	ADULT 12	4	8	0	3.88	1	13	0	5.96
	ADULT 10	2	10	0	3.16	4	10	0	6.47
	ACADEMIC GED	0	0	0	0	0	0	0	0
	TOTAL BE CREDIT	6	18	0	7.04	5	23	0	12.43
	BASIC EDUCATION NON-CREDIT:								
	ESWP	0	0	0	0	0	0	0	0
	LEVEL 1& 2	0	0	0	0	0	0	0	0
	ESL/ELT	0	0	0	0	0	0	0	0
	TOTAL BE NON-CREDIT	0	0	0	0	0	0	0	0
UNIVERSITY	TOTAL BASIC EDUCATION	6	18	0	7.04	5	23	0	12.43
	TOTAL UNIVERSITY	22	16	0	21.08	33	18	0	37.10
	TOTAL ENROLLMENT	67	34	0	57.74	58	41	0	68.93

KEY: FT = FULL TIME, PT= PART TIME, CAS = CASUAL, FLE'S = FULL LOAD EQUIVALENT

NORTHLANDS COLLEGE'S STUDENT ENROLLMENT FOR CREIGHTON CAMPUS AND AREA

	NORTHEAST ENROLMENT PROGRAM GROUP	# OF STUDENTS ENROLLED							
		2022-23				2023-24			
		FT	PT	Cas	FLEs	FT	PT	Cas	FLEs
SKILLS TRAINING	INSTITUTE CREDIT:								
	SASK POLYTECHNIC	9	0	0	3.87	8	0	0	4.91
	OTHER	0	0	0	0	0	0	0	10.71
	APPRENTICESHIP & TRADE	0	0	0	0	0	0	0	0
	TOTAL INSTITUTE CREDIT	9	0	0	3.87	8	0	0	4.91
	INDUSTRY CREDIT:								
	TOTAL INDUSTRY CREDIT	0	0	0	0	0	6	0	2.13
	NON-CREDIT (INDUSTRY, COMMUNITY, PERSONAL INTEREST)								
	TOTAL NON-CREDIT	0	0	0	0	0	0	0	0
	TOTAL SKILLS TRAINING	9	0	0	3.87	8	6	0	7.04
BASIC EDUCATION	BASIC EDUCATION CREDIT:								
	ADULT 12	0	7	0	0	6	1	0	6.63
	ADULT 10	11	23	0	14.32	16	15	0	18.01
	ACADEMIC GED	0	0	0	0	0	0	0	0
	TOTAL BE CREDIT	11	23	0	14.37	22	16	0	24.64
	BASIC EDUCATION NON-CREDIT:								
	ESWP	0	0	0	0	0	0	0	0
	LEVEL 1& 2	2	8	0	2.14	0	0	0	0
	ESL/ELT	0	0	0	0	0	0	0	0
	TOTAL BE NON-CREDIT	2	8	0	2.14	0	0	0	0
UNIVERSITY	TOTAL BASIC EDUCATION	13	31	0	16.51	22	16	0	24.64
	TOTAL UNIVERSITY	7	3	0	7.31	8	8	0	9.21
	TOTAL ENROLLMENT	29	34	0	27.68	38	30	0	40.89

KEY: FT = FULL TIME, PT= PART TIME, CAS = CASUAL, FLE'S = FULL LOAD EQUIVALENT

NORTHLANDS COLLEGE'S STUDENT ENROLLMENT FOR LA RONGE CAMPUS AND AREA

PROGRAM GROUP	# OF STUDENTS ENROLLED							
	2022-23				2023-24			
	FT	PT	Cas	FLEs	FT	PT	Cas	FLEs
INSTITUTE CREDIT:								
SASK POLYTECHNIC	38	0	0	38.30	34	20	0	39.13
OTHER	33	11	0	47.49	20	9	0	25.48
APPRENTICESHIP & TRADE	0	0	0	0	0	0	0	0
TOTAL INSTITUTE CREDIT	71	11	0	85.79	54	29	0	64.61
INDUSTRY CREDIT:								
TOTAL INDUSTRY CREDIT	7	26	27	6.18	0	14	12	1.11
NON-CREDIT (INDUSTRY, COMMUNITY, PERSONAL INTEREST)								
TOTAL NON-CREDIT	12	28	118	17.66	5	18	27	5.10
TOTAL SKILLS TRAINING	90	65	145	109.62	59	61	39	70.82
BASIC EDUCATION CREDIT:								
ADULT 12	46	177	0	117.51	44	79	0	52.35
ADULT 10	22	51	0	26.51	3	37	0	41.47
ACADEMIC GED	0	0	0	0	0	0	0	0
TOTAL BE CREDIT	68	228	0	144.02	77	116	0	93.82
BASIC EDUCATION NON-CREDIT:								
ESWP	0	0	0	0	0	0	0	0
LEVEL 1& 2	39	34	0	40.29	17	10	0	17.35
ESL/ELT	0	0	0	0	0	0	0	0
TOTAL BE NON-CREDIT	39	34	0	40.29	17	10	0	17.35
TOTAL BASIC EDUCATION	107	262	0	184.32	94	126	0	111.17
TOTAL UNIVERSITY	66	54	0	75.30	64	38	0	80.13
TOTAL ENROLLMENT	263	381	145	369.24	217	225	39	262.12

KEY: FT = FULL TIME, PT= PART TIME, CAS = CASUAL, FLE'S = FULL LOAD EQUIVALENT

EQUITY PARTICIPATION ENROLLMENTS BY PROGRAM GROUPS FOR THE WHOLE COLLEGE

PROGRAM GROUP	2022-23								2023-24							
	ABORIGINAL			VISIBLE MINORITY			TOTAL ENROLLMENT		ABORIGINAL			VISIBLE MINORITY			TOTAL ENROLLMENT	
	FT	PT	Cas	FT	PT	Cas	FT	PT	FT	PT	Cas	FT	PT	Cas	FT	PT
INSTITUTE CREDIT:																
SASK POLYTECHNIC	60	0	0	1	0	0	64	0	51	20	0	4	0	0	54	20
OTHER	41	11	0	0	0	0	42	11	28	9	0	1	0	0	28	9
APPRENTICESHIP & TRADE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INSTITUTE CREDIT	101	11	0	1	0	0	106	11	79	29	0	4	1	0	82	29
INDUSTRY CREDIT:																
TOTAL INDUSTRY CREDIT	18	35	18	0	0	1	20	37	0	22	9	0	0	0	0	27
NON-CREDIT (ALL CATEGORIES)																
TOTAL NON-CREDIT	5	25	102	0	0	3	12	28	1	17	23	0	0	0	5	18
TOTAL SKILLS TRAINING	124	71	120	1	0	4	138	76	80	68	32	4	1	0	87	74
ABE CREDIT:																
ADULT 12	50	173	0	2	6	0	50	182	44	72	0	2	1	0	49	82
ADULT 10	34	81	0	0	1	0	35	84	51	59	0	1	0	0	53	62
ACADEMIC GED (OR EQUIVALENT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ABE CREDIT	84	254	0	2	7	0	85	266	95	131	0	3	1	0	102	144
ABE NON-CREDIT:																
ESWP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LEVEL 1& 2	40	40	0	0	1	0	41	42	24	16	0	0	0	0	25	16
ESL/ELT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ABE NON-CREDIT	40	40	0	0	1	0	41	42	24	16	0	0	0	0	25	16
TOTAL ADULT BASIC EDUCATION	124	294	0	2	8	0	126	308	119	147	0	3	1	0	127	160
TOTAL UNIVERSITY	84	64	0	1	2	0	95	72	91	50	0	5	3	0	105	64
TOTAL ENROLLMENT	332	629	120	4	10	4	339	456	290	265	32	12	5	0	319	298

EQUITY PARTICIPATION COMPLETERS AND GRADUATES BY PROGRAM GROUPS FOR THE WHOLE COLLEGE

	2022-23									2023-24								
	ABORIGINAL			VISIBLE MINORITY			DISABILITY			ABORIGINAL			VISIBLE MINORITY			DISABILITY		
	E	C	G	E	C	G	E	C	G	E	C	G	E	C	G	E	C	G
PROGRAMGROUP	E	C	G	E	C	G	E	C	G	E	C	G	E	C	G	E	C	G
INSTITUTE CREDIT:																		
SASK POLYTECHNIC	60	12	27	1	0	1	1	0	0	71	6	35	4	0	4	0	0	0
OTHER	52	13	26	0	0	0	1	0	1	37	7	16	1	0	1	0	0	0
APPRENTICESHIP & TRADE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INSTITUTE CREDIT	112	25	53	1	0	1	2	0	1	108	13	51	5	0	5	0	0	0
INDUSTRY CREDIT:																		
TOTAL INDUSTRY CREDIT	71	30	33	1	0	1	2	0	2	31	16	15	0	0	0	1	0	1
NON-CREDIT (ALL CATEGORIES)																		
TOTAL NON-CREDIT	132	120	0	3	3	0	5	5	0	41	38	0	0	0	0	1	1	0
TOTAL SKILLS TRAINING	315	175	86	5	3	2	9	5	3	180	67	66	5	0	5	2	1	1
ABE CREDIT:																		
ADULT 12	223	43	17	8	2	0	10	0	0	116	56	13	3	2	1	5	3	1
ADULT 10	116	29	1	1	0	0	7	1	0	110	28	5	1	1	0	5	3	0
ACADEMIC GED (OR EQUIVALENT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ABE CREDIT	339	72	18	9	2	0	17	1	0	226	84	18	4	3	1	10	6	1
ABE NON-CREDIT:																		
ESWP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LEVEL 1& 2	80	38	0	1	0	0	6	1	0	40	17	0	0	0	0	2	0	0
ESL/ELT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ABE NON-CREDIT	80	38	0	1	0	0	6	1	0	40	17	0	0	0	0	2	0	0
TOTAL ADULT BASIC EDUCATION	419	110	18	10	2	0	23	2	0	266	101	18	4	3	1	12	6	1
TOTAL UNIVERSITY	84	56	0	5	5	0	5	8	0	40	14	0	76	46	0	7	6	0
TOTAL ENROLLMENT	881	407	113	18	7	3	41	14	5	587	268	96	17	7	6	25	16	2

STUDENT SUCCESS BY PROGRAM GROUPS FOR THE WHOLE COLLEGE

	2022-23												2023-24											
	COMPLETED			GRADUATED			EMPLOYED			FURTHER TRAINING			COMPLETED			GRADUATED			EMPLOYED			FURTHER TRAINING		
	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas
PROGRAMGROUP	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas
INSTITUTE CREDIT:																								
SASK POLYTECHNIC	12	0	0	29	0	0	0	0	0	6	0	0	6	0	0	32	6	0	23	5	0	3	0	0
OTHER	13	0	0	8	0	0	0	0	0	13	0	0	7	0	0	14	2	0	14	2	0	4	0	0
APPRENTICESHIP & TRADE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INSTITUTE CREDIT	25	0	0	47	8	0	0	0	0	19	0	0	13	0	0	46	8	0	37	7	0	7	0	0
INDUSTRY CREDIT:																								
TOTAL INDUSTRY CREDIT	15	19	0	1	14	27	4	1	0	0	1	3	0	19	0	8	12	0	10	0	0	0	0	0
NON-CREDIT (ALL CATEGORIES)																								
TOTAL NON-CREDIT	9	10	118	0	0	5	5	0	23	0	1	28	5	17	25	0	0	2	0	0	0	0	0	0
TOTAL SKILLS TRAINING	49	29	118	48	22	27	34	3	23	19	2	31	18	36	25	46	16	12	39	17	0	7	0	0
ABE CREDIT:																								
ADULT 12	20	23	0	16	1	0	3	0	0	20	2	0	34	29	0	10	4	0	1	0	19	2	2	0
ADULT 10	29	1	0	0	1	0	0	0	0	20	1	0	27	2	0	5	0	0	0	0	28	2	0	0
ACADEMIC GED (OR EQUIVALENT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ABE CREDIT	49	24	0	16	2	0	3	0	0	40	3	0	61	31	0	15	4	0	1	0	47	4	0	0
ABE NON-CREDIT:																								
ESWP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LEVEL 1& 2	35	3	0	0	0	0	0	0	0	11	1	0	17	1	0	0	0	0	0	0	9	0	0	0
ESL/ELT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ABE NON-CREDIT	35	3	0	0	0	0	0	0	0	11	1	0	17	1	0	0	0	0	0	0	9	0	0	0
TOTAL ADULT BASIC EDUCATION	84	27	0	16	2	0	3	0	0	51	4	0	78	32	0	15	4	0	1	0	56	4	0	0
TOTAL UNIVERSITY	84	56	0	5	5	0	5	8	0	40	14	0	76	46	0	7	6	0	0	0	36	14	0	0
TOTAL ENROLLMENT	218	112	118	69	29	27	42	11	23	110	20	31	172	114	25	68	26	12	39	19	0	99	18	0



September 24, 2024

The Honourable Colleen Young
Minister of Advanced Education
Room 307, Legislative Building
2405 Legislative Drive
REGINA, Saskatchewan S4S 0B3

Dear Minister Young:

On behalf of the Board of Governors for Northlands College and in accordance with the provisions of The Regional College Act, I am pleased to submit the audited financial statements of Northlands College for the fiscal year ended June 30, 2024.

Sincerely,

Nick Daigneault
Chairperson

c: Louise Michaud, Deputy Minister, Advanced Education

#findyournorth



northlandscollge.ca

Northlands College is honoured to help educate northern Saskatchewan residents on Treaties 5, 6, 8, and 10 territories and the homeland of Indigenous & Metis peoples.



Independent Auditor's Report

To the Board of Directors of Northlands College:

Opinion

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

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

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the consolidated 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 Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the College'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 College or to cease operations, or has no realistic alternative but to do so.

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

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated 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 consolidated financial statements.

MNP LLP

101, 1061 Central Avenue, Prince Albert SK, S6V 4V4

1.855.667.3310 T: 306.764.6873 F: 306.763.0766



MNP.ca

APPENDIX B: FINANCIAL STATEMENTS

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 consolidated 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 College'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 College'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 consolidated 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 College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the College to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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.

Prince Albert, Saskatchewan

October 16, 2024

MNP LLP
Chartered Professional Accountants

MNP

Northlands College
Consolidated Statement of Financial Position
as at June 30, 2024

Statement 1

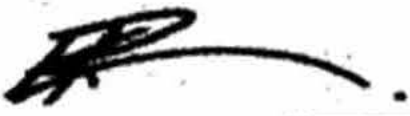
	June 30 2024	June 30 2023
Financial Assets		
Cash and cash equivalents (Note 3)	\$ 9,852,381	\$ 5,896,003
Accounts receivable (Note 4)	585,051	493,733
Marketable securities (Note 5)	7,000,000	10,000,000
Total Financial Assets	17,437,432	16,389,736
Liabilities		
Accrued salaries and benefits (Note 7)	1,388,452	797,244
Accounts payable and accrued liabilities (Note 8)	993,644	785,615
Deferred revenue (Note 9)	126,625	96,625
Liability for employee future benefits (Note 10)	336,500	329,000
Total Financial Liabilities	2,845,221	2,008,484
Net Financial Assets	14,592,211	14,381,252
Non-Financial Assets		
Tangible capital assets (Note 11)	5,154,688	4,345,456
Inventory of supplies for consumption	67,179	39,308
Prepaid expenses (Note 12)	332,121	283,924
Total Non-Financial Assets	5,553,988	4,668,688
Accumulated Surplus (Note 17)	\$ 20,146,199	\$ 19,049,940

Contractual Obligations and Commitments (Note 18)

On behalf of the Board:



Director



Director

Northlands College
Consolidated Statement of Operations and Accumulated Surplus
for the year ended June 30, 2024

Statement 2

	2024 Budget (Note 15)	2024 Actual	2023 Actual
Revenues (Schedule 2)			
Provincial government			
Grants	\$ 15,017,675	\$ 15,717,750	\$ 15,175,000
Other	618,300	368,300	365,800
Other revenue			
Administrative recoveries	517,018	404,277	410,019
Contracts	413,123	888,439	745,711
Interest	200,500	1,233,445	391,530
Rents	169,260	136,315	126,996
Resale items	402,822	210,602	203,860
Tuition	2,719,680	487,818	607,034
Donations	50,000	167,250	7,731
Other	552,000	681,653	569,632
Total revenues	<u>20,660,378</u>	<u>20,295,849</u>	<u>18,603,313</u>
Expenses (Schedule 3)			
General	7,527,856	8,010,775	6,703,536
Skills training	7,485,351	4,349,094	4,263,724
Basic education	2,472,663	2,071,117	2,092,290
University	3,759,220	3,584,760	3,013,687
Services	918,698	348,021	681,756
Scholarships	75,000	40,330	43,700
Student housing	865,752	795,493	654,780
Total expenses	<u>23,104,540</u>	<u>19,199,590</u>	<u>17,453,473</u>
Surplus (Deficit) for the Year from Operations	<u>(2,444,162)</u>	<u>1,096,259</u>	<u>1,149,840</u>
Accumulated Surplus, Beginning of Year	<u>19,049,940</u>	<u>19,049,940</u>	<u>17,900,100</u>
Accumulated Surplus, End of Year	<u>\$ 16,605,778</u>	<u>\$ 20,146,199</u>	<u>\$ 19,049,940</u>

Northlands College
Consolidated Statement of Changes in Net Financial Assets
as at June 30, 2024

Statement 3

	2024 Budget (Note 15)	2024 Actual	2023 Actual
Net Financial Assets, Beginning of Year	\$ 14,381,252	\$ 14,381,252	\$ 12,985,119
Surplus (Deficit) for the Year from Operations	(2,444,162)	1,096,259	1,149,840
Acquisition of tangible capital assets	(588,000)	(1,286,607)	(138,593)
Amortization of tangible capital assets	436,099	477,375	402,138
Disposal of assets under capital lease	-	-	36,387
Acquisition of inventory of supplies for consumption	(50,000)	(67,179)	(39,308)
Acquisition of prepaid expenses	(150,000)	(332,121)	(283,924)
Consumption of supplies inventory	25,000	39,308	39,308
Use of prepaid expenses	150,000	283,924	230,285
Change in Net Financial Assets	<u>(2,621,063)</u>	<u>210,959</u>	<u>1,396,133</u>
Net Financial Assets, End of Year	<u>\$ 11,760,189</u>	<u>\$ 14,592,211</u>	<u>\$ 14,381,252</u>

Northlands College
Consolidated Statement of Cash Flows
for the year ended June 30, 2024

Statement 4

	2024	2023
Operating Activities		
Surplus for the year from operations	\$ 1,096,259	\$ 1,149,840
Non-cash items included in surplus		
Amortization of tangible capital assets	477,375	402,138
Gain on disposal of assets	(122,509)	-
Changes in non-cash working capital		
Accounts receivable	(91,318)	477,803
Accrued salaries and benefits	591,208	(335,154)
Accounts payable and accrued liabilities	208,029	(297,762)
Deferred revenue	30,000	-
Employee future benefits	7,500	5,700
Inventory of supplies for consumption	(27,871)	-
Prepaid expenses	(48,197)	(53,639)
Cash Provided by Operating Activities	2,120,476	1,348,926
Capital Activities		
Cash used to acquire tangible capital assets	(1,286,607)	(138,593)
Proceeds from disposal of capital assets	122,509	36,387
Cash Used by Capital Activities	(1,164,098)	(102,206)
Investing Activities		
Proceeds from maturities of marketable securities	10,000,000	-
Purchase of marketable securities	(7,000,000)	(10,000,000)
Cash Provided (Used) by Investing Activities	3,000,000	(10,000,000)
Financing Activities		
Repayment of capital lease obligations	-	(48,553)
Cash Provided (Used) by Financing Activities	-	(48,553)
Increase (decrease) in Cash and Cash equivalents	3,956,378	(8,801,833)
Cash and Cash Equivalents, Beginning of Year	5,896,003	14,697,836
Cash and Cash Equivalents, End of Year	\$ 9,852,381	\$ 5,896,003

NORTHLANDS COLLEGE
Notes to the Consolidated Financial Statements
for the year ended June 30, 2024

1. PURPOSE AND AUTHORITY

Northlands College (the "College") offers educational services and programs under the authority of Section 14 of *The Regional Colleges Act*.

The Board of Northlands College is responsible for administering and managing the educational affairs of the College in accordance with the intent of *The Regional Colleges Act* and its regulations.

The College's objectives are to promote the social, economic and cultural development of the northern region of Saskatchewan by facilitating learning options and participating in community groups.

Northlands College is exempt from income tax and is a registered charity under the *Income Tax Act*.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Basis of Accounting

These financial statements have been prepared in accordance with Canadian public sector accounting standards for other government organizations as established by the Public Sector Accounting Board (PSAB) and as published by the Chartered Professional Accountants of Canada (CPA Canada).

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

(b) College Reporting Entity and Consolidation

College Reporting Entity:

The consolidated financial statements include all of the assets, liabilities, revenues and expenses of the College reporting entity. The College reporting entity is comprised of all the organizations that are controlled by the College.

Consolidation:

All controlled organizations are consolidated on a line-by-line basis.

Consolidation Method:

All inter-organizational balances and transactions are eliminated.

Controlled organizations that have been included using the full consolidation method:

- Northlands College Scholarship Foundation Inc.

2. SIGNIFICANT ACCOUNTING POLICIES *continued*

(c) Measurement Uncertainty and the Use of Estimates

The preparation of financial statements in conformity with PSAB 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 \$336,500 (2023 - \$329,000) because actual experience may differ significantly from actuarial or historical estimations and assumptions;
- the allowance for doubtful accounts of \$134,086 (2023 - \$45,008) because actual collectability may differ from initial estimates; and
- useful lives of tangible capital assets and related accumulated amortization of \$13,925,284 (2023 - \$13,447,909) because the actual useful lives of the capital assets may differ from their estimated economic lives.

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 material changes in the amounts recognized or disclosed.

(d) Financial Instruments

Financial instruments are any contracts that give rise to financial assets of one entity and financial liabilities or equity instruments of another entity. A contract establishing a financial instrument creates, at its inception, rights, and obligations to receive or deliver economic benefits. The College recognizes a financial instrument when it becomes a party to the contractual provisions of a financial instrument. The financial assets and financial liabilities portray these rights and obligations in the financial statements. Financial instruments of the College include cash and cash equivalents, marketable securities, accounts receivable, accrued salaries and benefits and accounts payable and accrued liabilities.

All financial instruments are measured at cost or amortized cost. Transaction costs are a component of the cost of financial instruments measured using cost or amortized cost. For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenues or expenses. Impairment losses such as write-downs or write-offs are reported in the statement of operations and accumulated surplus from operations.

2. SIGNIFICANT ACCOUNTING POLICIES *continued*

Gains and losses on financial instruments, measured at cost or amortized cost, are recognized in the statement of operations and accumulated surplus from operations in the period the gain or loss occurs.

Foreign currency transactions are translated at the exchange rate prevailing at the date of the transactions. Financial assets and liabilities denominated in foreign currencies are translated into Canadian dollars at the exchange rate prevailing at the financial statement date. The school division believes that it is not subject to significant unrealized foreign exchange translation gains and losses arising from its financial instruments.

Remeasurement gains and losses have not been recognized by the College in a statement of remeasurement gains and losses because it does not have financial instruments that give rise to material gains or losses.

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.

As at June 30, 2024 and June 30, 2023 the College did not own any portfolio investments in equity instruments.

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 cost. Due to their short-term nature, the amortized cost of these instruments approximates their fair value.

Marketable securities consist of a non-redeemable GIC. Prices are reported at historical cost.

(e) 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, bank 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.

2. SIGNIFICANT ACCOUNTING POLICIES *continued*

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 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
Furniture and equipment	3 to 10 years
Computer software	10 years
Computer hardware	3 years
Vehicles	5 years
Leasehold improvements	Term of lease or useful life
Leased capital assets	Term of lease or useful life

Write-downs are accounted for as expenses in the consolidated statement of operations and accumulated surplus. Assets under construction are not amortized until completed and placed into service for use.

Inventory of Supplies for Consumption consists of supplies held for consumption by the College in the course of normal operations and are recorded at the lower of cost and replacement cost.

Prepaid Expenses are prepaid amounts for goods or services such as advertising for future year programs and insurance 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.

(g) Employee Pension Plans

Employees of the College participate in the following pension plans:

Multi-Employer Defined Contribution Plans

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

- i) Teachers and other employees holding a teaching certificate participate in either the retirement plan of the Saskatchewan Teachers' Retirement Plan (STRP) or Saskatchewan Teachers' Superannuation Plan (STSP). The College's obligation for these plans is limited to collecting and remitting contributions of the employees at rates determined by the plans.

2. SIGNIFICANT ACCOUNTING POLICIES *continued*

- ii) 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.

(h) 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, except when, and to the extent, stipulations by the transferor give rise to an obligation that meets the definition of a liability. Transfers with stipulations that meet the definition of a liability are recorded as deferred revenue and recognized as revenue in the statement of operations and accumulated surplus from operations as the stipulation liabilities are settled.

ii) **Fees and Services**

Revenues from tuition fees and other fees and services are recognized in the year they are earned. Revenues from transactions with performance obligations, which are enforceable promises to provide specific goods or services to the specific payor in return for promised consideration, are recognized when (or as) the College satisfies a performance obligation and control of the benefits associated with the goods and services have been passed to the payor. For each performance obligation, the College determines whether the performance obligation is satisfied over a period of time or at a point in time. The College will need to consider the effects of multiple performance obligations, variable consideration, the existence of significant concessionary terms and non-cash considerations when determining the consideration to be received.

Revenues from transactions with no performance obligations are recognized when the school division has the authority to claim or retain an inflow of economic resources and has identified a past transaction or event that gives rise to an asset. For each transaction with no performance obligation, the College recognizes revenue at its realizable value.

iii) **Interest Income**

Interest is recognized on an accrual basis when it is earned.

2. SIGNIFICANT ACCOUNTING POLICIES *continued*

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. All 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.

(i) Expenses

Expenses are reported on an accrual basis. The cost of all goods consumed, and services received during the year is expensed.

(j) Contingent Liabilities

Contingent liabilities are potential liabilities which may become actual liabilities when one or more future events occur or fail to occur. To the extent that the future event is likely to occur or fail to occur, and a reasonable estimate of the loss can be made, an estimated liability is accrued and an expense recorded. If the likelihood is not determinable or an amount cannot be reasonably estimated, the contingency is disclosed in the notes to the financial statements.

(k) New Accounting Policies Adopted During the Year

PS 3400, *Revenue*, a new standard establishing guidance on how to account for and report on revenue. The standard provides a framework for recognizing, measuring and reporting revenues that arise from transactions that include performance obligations and transactions that do not have performance obligations. Performance obligations are enforceable promises to provide specific goods or services to a specific payer. This section may be applied retroactively or prospectively.

The application of this change in accounting policy did not have a material impact on the financial statements of the College.

3. CASH AND CASH EQUIVALENTS

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

	June 30 2024	June 30 2023
Cash and bank deposits	\$ 9,852,381	\$ 5,896,003
Cash and cash equivalents	\$ 9,852,381	\$ 5,896,003

4. ACCOUNTS RECEIVABLES

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

	June 30 2024	June 30 2023
Federal government	\$ 90,787	\$ 38,812
Other receivables	628,350	499,929
	719,137	538,741
Less: Allowance for doubtful accounts	(134,086)	(45,008)
Accounts receivable, net of allowances	\$ 585,051	\$ 493,733

5. MARKETABLE SECURITIES

	June 30 2024	June 30 2023
CIBC Flexible GIC	\$ -	\$ 3,000,000
Non-redeemable GIC	7,000,000	7,000,000
Marketable investments	\$ 7,000,000	\$ 10,000,000

Marketable securities consist of the following:

Non-redeemable GIC, maturity date June 2025 (2023 – September 2023), annual interest rate 4.80% (2023 – flexible GIC 3.00% and non-redeemable 4.90%).

6. BANK INDEBTEDNESS

Bank indebtedness consists of a demand operating line of credit with a maximum borrowing limit of \$500,000 (2023 - \$500,000) that bears interest at the prime rate of 6.95% (2023 – 6.95%). This line of credit is authorized by a borrowing resolution by the Board and is secured by a general security agreement. This line of credit was approved by the Minister of Advanced Education on June 25, 2001. The balance drawn on the line of credit at June 30, 2024 was \$nil (2023 - \$nil).

7. ACCRUED SALARIES AND BENEFITS

	June 30 2024	June 30 2023
Accrued employee benefits	\$ 665,781	\$ 606,629
Accrued retro pay	412,690	-
Accrued salaries	309,981	190,615
Accrued salaries and benefits	\$ 1,388,452	\$ 797,244

8. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	June 30 2024	June 30 2023
Provincial Government	\$ -	\$ 8,743
Other	993,644	776,872
Accounts payable and accrued liabilities	\$ 993,644	\$ 785,615

9. DEFERRED REVENUE

Other deferred revenues consist of funding provided by Orano with the intent to establish a scholarship program for Northlands College's Mineral Exploration Techniques, and Radiation and Environmental Science programs. Any disbursements are to be made as according to funding requirements.

	June 30 2023	Addition during the year	Revenue recognized during the year	June 30 2024
Cumberland House Cree Nation 2023 Training Program	96,625	-	-	96,625
Other deferred revenue (Northlands College Scholarship Foundation Inc.)	-	30,000	-	30,000
Deferred revenue	\$ 96,625	\$ 30,000	\$ -	\$ 126,625

10. LIABILITY FOR EMPLOYEE FUTURE BENEFITS

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

Details of the employee future benefits are as follows:

	June 30 2024	June 30 2023
Actuarial valuation (extrapolation) date	(June-30-24)	(June-30-23)
Long-term assumptions used:		
Salary escalation rate (percentage)	2.50%	2.50%
Discount rate (percentage)	3.90%	3.90%
Expected average remaining service life (years)	10.4	10.4

	June 30 2024	June 30 2023
Liability for Employee Future Benefits		
Accrued Benefit Obligation - beginning of year	\$ 263,500	\$ 247,700
Valuation effect	-	-
Current period benefit cost	50,500	48,600
Interest cost	10,400	9,800
Benefit payments	(43,100)	(42,600)
Actuarial gains/losses	-	-
Accrued Benefit Obligation - end of year	281,300	263,500
Unamortized Net Actuarial Gains/Losses	55,200	65,500
Liability for Employee Future Benefits	\$ 336,500	\$ 329,000

	June 30 2024	June 30 2023
Employee Future Benefits Expense		
Current period benefit cost	\$ 50,500	\$ 48,600
Amortization of net actuarial gain/loss	(10,300)	(10,100)
Benefit Cost	40,200	38,500
Interest cost on unfunded employee future benefits obligation	10,400	9,800
Total Employee Future Benefits Expense	\$ 50,600	\$ 48,300

11. TANGIBLE CAPITAL ASSETS

	Land	Buildings	Furniture and Equipment	Computer Hardware	Computer Software	Vehicles	Leasehold Improvements	Dental Building - WIP	Facility Shop - WIP	2024	2023
Tangible Capital Assets - at Cost:											
Operating Balance at Start of Year	\$ 351,184	\$ 10,443,020	\$ 4,537,180	\$ 1,016,762	\$ 452,213	\$ 501,085	\$ 291,613	\$ 100,308	\$ -	\$ 17,793,365	\$ 17,710,212
Additions/Purchases	-	-	32,194	4,988	-	660,910	-	580,416	6,099	1,286,607	143,796
Deposals/Write-downs	-	-	-	-	-	-	-	(682,724)	-	-	(60,643)
Transfers from WIP	-	682,724	-	-	-	-	-	-	-	-	-
Contributed Tangible Capital Assets	-	-	-	-	-	-	-	-	-	-	-
Closing Balance at End of Year	351,184	11,125,744	4,569,374	1,021,750	452,213	1,161,995	291,613	-	6,099	19,079,972	17,793,365
Tangible Capital Assets - Amortization:											
Operating Balance at Start of Year	-	6,830,073	4,404,156	1,005,503	417,080	490,484	291,613	-	-	13,447,909	13,064,824
Amortization for the Period	-	172,373	136,746	4,578	29,617	134,060	-	-	-	477,375	402,138
Disposal	-	-	-	-	-	-	-	-	-	-	(19,054)
Closing Balance at End of Year	-	7,011,446	4,540,902	1,010,081	446,697	624,544	291,613	-	-	13,925,284	13,447,909
Net Book Value:											
Operating Balance at Start of Year	351,184	3,603,947	233,024	11,259	35,133	10,601	-	100,308	-	4,345,456	4,645,388
Closing Balance at End of Year	351,184	4,114,298	128,472	11,669	5,516	537,451	-	-	6,099	5,154,688	4,345,456
Change in Net Book Value	\$ -	\$ 510,351	\$ (104,552)	\$ 410	\$ (29,617)	\$ 526,850	\$ -	\$ (100,308)	\$ 6,099	\$ 809,232	\$ (299,932)

12. PREPAID EXPENSES

	June 30 2024	June 30 2023
Prepaid expenses	\$ 132,026	\$ 92,411
Prepaid insurance	200,095	191,513
Prepaid expenses	\$ 332,121	\$ 283,924

13. EMPLOYEE PENSION PLANS

Multi-Employer Defined Contribution Plans

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

- i) Saskatchewan Teachers' Retirement Plan (STRP) or Saskatchewan Teachers' Superannuation Plan (STSP)

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

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

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

	2024			2023
	STRP	STSP	Total	Total
Number of active College members	20	0	20	28
Member contribution rate (percentage of salary)	11.70%	6.05%	11.70%/6.05%	11.70%/6.05%
Member contributions for the year	\$ 145,926	\$ -	\$ 145,926	\$ 207,233

13. EMPLOYEE PENSION PLANS *continued*

ii) Municipal Employees' Pension Plan (MEPP)

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

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

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

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

Details of the MEPP are as follows:

	2024	2023
Number of Active College members	110	114
Member contribution rate (percentage of salary)	9.00%	9.00%
College contribution rate (percentage of salary)	9.00%	9.00%
Member contributions for the year	528,336	514,625
College contributions for the year	528,336	514,625
Actuarial valuation (extrapolation) date	31-Dec-23	31-Dec-22
Plan Assets	3,602,822	3,275,495
Plan Liabilities	2,441,485	2,254,194
Plan Surplus	1,161,337	1,021,301

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. For other receivables, the College has adopted credit policies which include reviewing the outstanding accounts receivable for the College on a regular basis and denying further service until outstanding balances at year-end are paid. The College does not have a significant exposure to any individual customer. Management reviews accounts receivable on a case by case basis to determine if a valuation allowance is necessary to reflect impairment in collectability.

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

	June 30, 2024		June 30, 2023	
	Accounts Receivable	Allowance for Doubtful Accounts	Accounts Receivable	Allowance for Doubtful Accounts
Current	\$ 224,896		\$ 227,421	
0-30 days	-		10,979	
30-60 days	85,376		111,684	
60-90 days	94,649		38,409	
Over 90 days	314,216	134,086	150,248	45,008
Total	\$ 719,137	\$ 134,086	\$ 538,741	\$ 45,008
Net	\$ 585,051		\$ 493,733	

14. RISK MANAGEMENT *continued*

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 a reasonable amount of unappropriated surplus at approximately 3% of the Operating Grant as suggested by the Ministries.

The following table sets out the contractual maturities of the College's financial liabilities:

	June 30 2024		
	Within 6 months	6 months to 1 year	1 to 5 years
Accrued salaries and benefits	\$ 1,388,452	\$ -	\$ -
Accounts payable and accrued liabilities	993,644	-	-
Total	\$ 2,382,096	\$ -	\$ -

iii) Market Risk

The College is exposed to market risks with respect to interest 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 marketable securities which consists of a non-redeemable GIC and long-term debt. The College also has an authorized bank line of credit of \$500,000 with interest payable monthly at a rate of prime. Changes in the bank's prime rate can cause fluctuation in interest payments and cash flows. There was no balance outstanding on this credit facility as of June 30, 2024.

The College minimizes these risks by:

- holding cash in an account at a Canadian bank, denominated in Canadian currency
- managing cash flows to minimize utilization of its bank line of credit
- managing its interest rate risk on long-term debt through the exclusive use of fixed rate terms for its long-term debt

15. BUDGET FIGURES

Budget figures included in the financial statements were approved by the Board on April 19, 2023, and the Minister of Advanced Education on March 22, 2023.

16. RELATED PARTIES

These financial statements include transactions with related parties. The College is related to all Saskatchewan Crown Agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan, as well as its key management personnel and their close family members. Additionally, the College is related to organizations where they have key management personnel and/or their close family members in common.

(a) Related Party Transactions:

Transactions with these related parties are in the normal course of operations. Amounts due to or from and the recorded amounts of transactions resulting from these transactions are included in the financial statements. They are recorded at exchange amounts which approximate prevailing market rates charged by those organizations and are settled on normal trade terms.

In addition, the College pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all its taxable purchases and customer sales on items that are deemed taxable. Taxes paid are recorded as part of the cost of those purchases.

The College receives long distance telephone services between major centers from SaskTel, a related party, at reduced rates available to Government agencies.

The Ministry of SaskBuilds and Procurement contributed \$368,300 in 2024 (2023 - \$365,500) for the purpose of classroom and office space at the Mistasinihk Building in La Ronge.

17. 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 operations of the College and accumulated net re-measurement gains and losses.

Certain amounts of the accumulated operating surplus, as approved by the Board, have been designated for specific future purposes. These internally restricted amounts, or designated assets, are included in the accumulated surplus in the consolidated statement of financial position. Accumulated surplus from operations also includes externally restricted contributions for which the contributor has placed restrictions that the resources be held in perpetuity.

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

	June 30 2023	Additions during the year	Reductions during the year	June 30 2024
Invested in Tangible Capital Assets:				
Net Book Value of Tangible Capital Assets	\$ 4,345,456	\$ 1,286,607	\$ 477,375	\$ 5,154,688
Less: Debt owing on Tangible Capital Assets	\$ -	\$ -	\$ -	\$ -
	\$ 4,345,456	\$ 1,286,607	\$ 477,375	\$ 5,154,688
Designated assets:				
Capital Purchase	\$ 500,000	\$ -	\$ -	\$ 500,000
Building Capital	\$ 464,644	\$ -	\$ -	\$ 464,644
Building /Equipment Maintenance	\$ 5,864	\$ -	\$ -	\$ 5,864
Information Technology	\$ 322,808	\$ -	\$ -	\$ 322,808
ERP Appropriation	\$ 728,343	\$ -	\$ -	\$ 728,343
Critical Needs Bursaries	\$ 10,463	\$ -	\$ 1,580	\$ 8,883
Education Leave	\$ 201,947	\$ -	\$ -	\$ 201,947
Training and Education	\$ 19,659	\$ -	\$ -	\$ 19,659
	\$ 2,253,728	\$ -	\$ 1,580	\$ 2,252,148
Other restricted surplus:				
Various Other Appropriations from Ministries	\$ 815,930	\$ 1,003,106	\$ 166,374	\$ 1,652,662
Skill Training Allocation	\$ 2,374,871	\$ 3,191,568	\$ 2,256,436	\$ 3,310,003
Adult Basic Education	\$ 971,000	\$ 1,650,500	\$ 1,287,499	\$ 1,334,001
On-Reserve Training	\$ 517,766	\$ 391,500	\$ 436,577	\$ 472,689
Essential Skills for the Workplace	\$ 386,250	\$ 200,400	\$ 61,848	\$ 524,802
Northern Skills Training	\$ 2,265,616	\$ 875,084	\$ 854,473	\$ 2,286,227
Northern Health Strategy	\$ 632,181	\$ -	\$ 770,748	\$ (138,567)
University	\$ 1,045,217	\$ 3,210,458	\$ 3,466,139	\$ 789,536
	\$ 9,008,832	\$ 10,522,616	\$ 9,300,094	\$ 10,231,354
Unrestricted Operating Surplus	\$ 3,388,365	\$ 962,216	\$ 2,030,174	\$ 2,320,407
Total Accumulated Surplus from Operations	\$ 18,996,381	\$ 12,771,439	\$ 11,809,223	\$ 19,958,597
Accumulated Surplus - Northlands College Scholarship Foundation, Inc.				
Restricted surplus:				
Orano - Endowment trust reserve	\$ -	\$ 95,000	\$ -	\$ 95,000
Unrestricted Operating Surplus	\$ 53,559	\$ 76,048	\$ 37,005	\$ 92,602
	\$ 53,559	\$ 171,048	\$ 37,005	\$ 187,602
Total Accumulated Surplus from Operations	\$ 19,049,940	\$ 12,942,487	\$ 11,846,228	\$ 20,146,199

17. ACCUMULATED SURPLUS *continued*

The purpose and nature of each designated assets is as follows:

Capital Purchase Appropriation - \$500,000 – is intended for the purchase of any equipment or real property required for sustaining programming activity at the College. The balance of \$500,000 is intended to be used in preparation of the teaching space for the new dental program to begin in 2024/25.

Building Capital Appropriation - \$464,644 – is intended to purchase/renovate buildings to sustain programming at the College. There is currently \$289,644 committed against this appropriation for the purpose of repairing boilers and roofing at the La Ronge Program Centre in addition to grading the grounds and drive way for improved accessibility.

Building/Equipment Maintenance Appropriation - \$5,864 – is intended to maintain the aged buildings and equipment owned by the College. There are no outstanding commitments to this appropriation.

Information Technology Appropriation - \$322,808 – is to ensure the College can maintain an IT infrastructure that operates to effectively help students through their programs. The entire amount in this appropriation is to update the Concentra phone system to a digital Voice over Internet Protocol (VoIP) system.

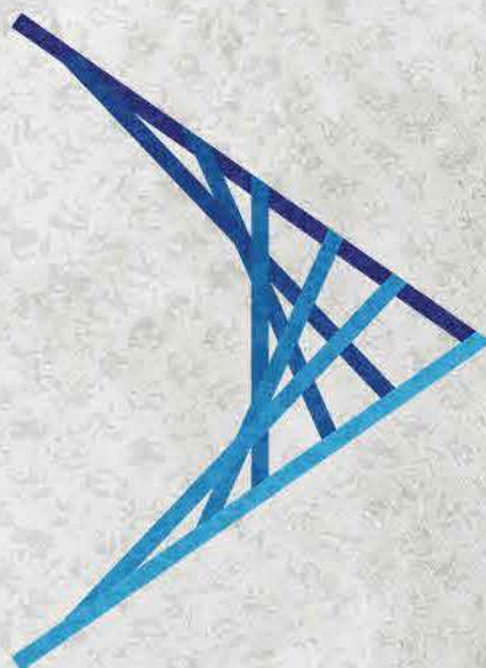
ERP Appropriation - \$728,343 – is set aside in anticipation of future costs associated with the new ERP system.

Critical Needs Bursary Appropriation - \$8,883 – is intended for students who have a gap in funding and/or other unforeseen financial difficulty that may render the student unable to attend school. This bursary is designed to be flexible to assist students in distress. An application process and proof of hardship is required. The amount will vary depending on the nature of the situation but will generally be for an amount of \$500 or less. An amount of \$1,580 was paid in 2023/24.

Education Leave Appropriation - \$201,947 – represents the amount the Board has committed to the purpose of supporting staff in future educational requirements. There is approximately \$70,942 in Education Leave commitments estimated for future years:

2025/26 – \$35,609
2026/27 – \$18,209
2027/28 – \$17,124

Training and Education Appropriation - \$19,659 – is intended for use toward specific programming initiatives with Board approval. There are no commitments outstanding against this appropriation.



17. ACCUMULATED SURPLUS continued

The purpose and nature of held endowment funds is as follows:

Orano Mining Futures Endowment Fund - \$95,000 – is intended for establishment of an endowment for the Orano Northern Futures Fund at Northlands College and a scholarship program at Northlands College.

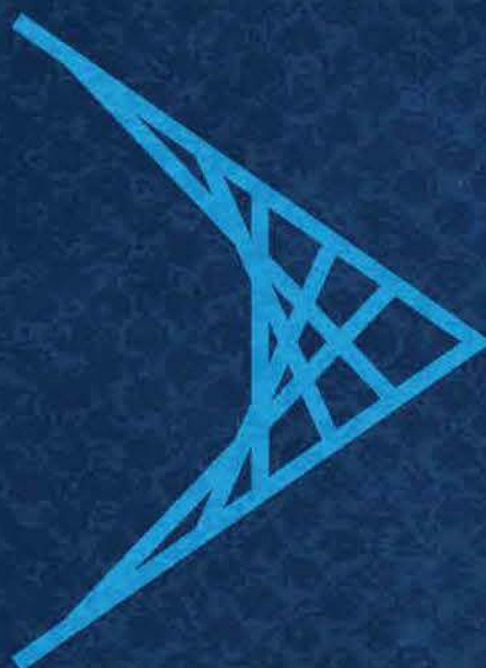
18. CONTRACTUAL OBLIGATIONS AND COMMITMENTS

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

	Operating Leases				Capital Leases	
	Classroom Rental	Equipment Leases	Housing Leases	Total Operating	Vehicles	Total Capital
Future Minimum Lease Payments						
2025	\$ 28,022	\$ 26,431	\$ 35,167	\$ 89,620	\$ -	\$ -
2026	-	\$ 2,100	-	2,100	-	-
Total Lease Obligations	\$ 28,022	\$ 28,531	\$ 35,167	\$ 91,720	\$ -	\$ -

19. STATEMENT OF REMEASUREMENT GAINS AND LOSSES

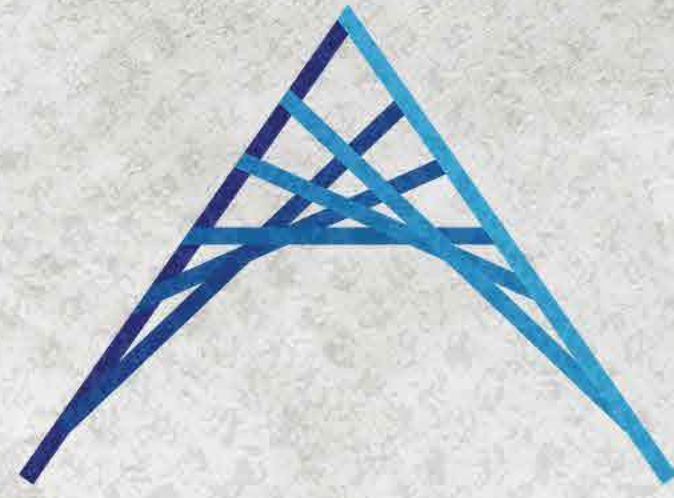
The consolidated financial statements do not include a Statement of Remeasurement Gains and Losses since there were no unrealized changes in fair value.



Northlands College Consolidated Schedule of Revenues and Expenses by Function for the year ended June 30, 2024												Schedule 1	
	General	2024		2024		2024		2024		2024		2023	
		Skills Training	Basic Education	Services	University	Scholarships	Student Housing	Actual	Budget	Actual			
		Credit	Non-credit	Learner Support	Counsel	Credit			(Note 15)				
Revenues (Schedule 2)													
Provincial government	\$ 7,982,430	\$ 3,190,550	\$ -	\$ 1,649,900	\$ 591,900	\$ -	\$ -	\$ 2,671,270	\$ -	\$ -	\$ 16,086,050	\$ 15,635,975	\$ 15,540,800
Federal government	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	2,320,433	1,183,482	20,714	-	-	15,756	-	362,071	171,048	136,315	4,209,789	5,024,403	3,062,513
Total Revenues	10,302,863	4,374,032	20,714	1,649,900	591,900	15,756	-	3,033,341	171,048	136,315	20,295,849	20,660,378	18,603,313
Expenses (Schedule 3)													
Agency contracts	132,141	999,670	327,245	352,854	195,364	-	-	235,650	-	162,274	2,405,198	1,956,380	2,021,446
Amortization	477,375	-	-	-	-	-	-	-	-	-	477,375	436,099	402,138
Equipment	160,972	10,456	-	1,888	-	-	-	809	-	2,113	176,238	415,250	168,132
Facilities	848,230	149,262	-	30,054	20,244	-	-	441,691	-	442,301	1,931,782	2,253,775	1,838,122
Information technology	189,519	1,206	-	67,243	8,070	-	-	33,680	-	-	299,718	521,535	172,105
Operating	1,917,214	344,805	3,606	68,741	29,958	6,975	7,221	365,649	40,330	38,790	2,820,299	3,364,097	2,516,192
Personal services	4,285,324	2,501,131	11,713	1,034,946	294,746	-	333,825	2,507,261	-	150,015	11,088,980	14,157,404	10,335,338
Total Expenses	8,010,775	4,096,530	342,564	1,555,728	515,391	6,975	341,046	3,584,760	40,330	795,493	19,199,590	23,104,540	17,453,473
Surplus (Deficit) for the year	\$ 2,292,088	\$ 367,482	\$ (321,850)	\$ 94,174	\$ 78,509	\$ 8,781	\$ (341,046)	\$ (551,419)	\$ 130,718	\$ (659,178)	\$ 1,096,259	\$ (2,444,162)	\$ 1,149,840

Northlands College											Schedule 2		
Consolidated Schedule of Revenues by Function													
for the year ended June 30, 2024													
General	2024 Revenues Actual								2024 Total Revenues Actual	2024 Total Revenues Budget (Note 15)	2023 Total Revenues Actual		
	Skills Training		Basic Education		Services		University	Scholarships				Student Housing	
	Credit	Non-credit	Credit	Non-credit	Learner Support	Counsel							
Provincial Government													
Advanced Education/ Immigration & Career Training													
Operating grants	\$ 6,725,130	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,725,130	\$ 6,690,675	\$ 6,908,800
Program grants	-	3,190,550	-	1,649,900	591,900	-	-	2,671,270	-	-	\$ 8,103,620	8,038,000	7,906,200
Capital grants	889,000	-	-	1,649,900	591,900	-	-	-	-	-	889,000	289,000	360,000
	7,614,130	3,190,550	-	1,649,900	591,900	-	-	2,671,270	-	-	15,717,750	15,017,675	15,175,000
Contracts	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	368,300	-	-	-	-	-	-	-	-	-	368,300	368,300	365,800
	7,982,430	3,190,550	-	1,649,900	591,900	-	-	2,671,270	-	-	16,086,050	15,385,975	15,540,800
Other provincial	-	-	-	-	-	-	-	-	-	-	-	250,000	-
Total Provincial	7,982,430	3,190,550	-	1,649,900	591,900	-	-	2,671,270	-	-	16,086,050	15,635,975	15,540,800
Other Revenue													
Admin recovery	404,277	-	-	-	-	-	-	-	-	-	404,277	517,018	410,019
Contracts	-	602,367	-	-	-	-	-	286,072	-	-	888,439	413,123	745,711
Interest	1,229,647	-	-	-	-	-	-	-	3,796	-	1,233,445	200,500	391,530
Rents	-	-	-	-	-	-	-	-	-	136,315	136,315	169,260	126,996
Resale items	4,856	145,375	-	-	-	15,756	-	44,615	-	-	210,602	402,822	203,860
Tuitions	-	435,720	20,714	-	-	-	-	31,384	-	-	487,818	2,719,680	607,034
Donations	-	-	-	-	-	-	-	-	167,250	-	167,250	50,000	7,731
Other	681,653	-	-	-	-	-	-	-	-	-	681,653	552,000	569,632
Total Other	2,320,433	1,183,462	20,714	-	-	15,756	-	362,071	171,048	136,315	4,209,799	5,024,403	3,062,513
Total Revenues	\$ 10,302,863	\$ 4,374,012	\$ 20,714	\$ 1,649,900	\$ 591,900	\$ 15,756	\$ -	\$ 3,033,341	\$ 171,048	\$ 136,315	\$ 20,295,849	\$ 20,660,378	\$ 18,603,313

Northlands College											Schedule 3		
Consolidated Schedule of Expenses by Function													
for the year ended June 30, 2024													
	2024 Expenses Actual								2024 Total Expenses Actual	2024 Total Expenses Budget (Note 15)	2023 Total Expenses Actual		
	General (Schedule 4)	Skills Training		Basic Education		Services		University				Scholarships	Student Housing
		Credit	Non-credit	Credit	Non-credit	Learner Support	Counsel						
Agency Contracts													
Contracts	\$ 132,141	\$ 986,274	\$ 327,245	\$ 352,854	\$ 195,364	\$ -	\$ -	\$ 235,650	\$ -	\$ 162,274	\$ 2,391,802	\$ 1,821,380	\$ 1,897,369
Instructors		13,396	-	-	-	-	-	-	-	-	13,396	135,000	124,077
	132,141	999,670	327,245	352,854	195,364	-	-	235,650	-	162,274	2,405,198	1,956,380	2,021,446
Amortization	477,375	-	-	-	-	-	-	-	-	-	477,375	436,099	402,138
Equipment													
Equipment (non-capital)	60,561	8,887	-	1,888	-	-	-	-	-	2,113	73,449	198,500	30,663
Rental	49,873	1,569	-	-	-	-	-	809	-	-	52,251	172,300	96,011
Repairs and maintenance	50,538	-	-	-	-	-	-	-	-	-	50,538	44,450	81,458
	160,972	10,456	-	1,888	-	-	-	809	-	2,113	176,238	415,250	168,132
Facilities													
Building supplies	17,580	-	-	-	-	-	-	-	-	2,094	19,674	17,250	15,728
Grounds	13,135	263	-	-	-	-	-	157	-	2,809	16,364	20,400	20,542
Janitorial	197,181	9,346	-	-	1,200	-	-	6,890	-	19,574	234,191	230,900	222,145
Rental	157,347	116,772	-	30,054	18,000	-	-	429,376	-	378,480	1,130,029	1,058,325	1,165,823
Repairs & maintenance buildings	218,721	6,728	-	-	-	-	-	266	-	8,097	233,812	623,700	111,490
Utilities	244,266	16,153	-	-	1,044	-	-	5,002	-	31,247	297,712	303,200	302,394
	848,230	149,262	-	30,054	20,244	-	-	441,691	-	442,301	1,931,782	2,253,775	1,838,122
Information Technology													
Computer services	19,770	-	-	-	-	-	-	-	-	-	19,770	49,370	17,078
Data communications	18,357	-	-	-	465	-	-	-	-	-	18,822	21,500	17,286
Equipment (non-capital)	82,301	-	-	64,243	7,605	-	-	33,680	-	-	187,829	82,600	77,948
Materials & supplies	2,183	-	-	-	-	-	-	-	-	-	2,183	4,600	1,558
Rental	-	-	-	-	-	-	-	-	-	-	-	-	-
Repairs & maintenance buildings	-	-	-	-	-	-	-	-	-	-	-	1,000	-
Software (non-capital)	66,908	1,206	-	3,000	-	-	-	-	-	-	71,114	362,465	58,235
	189,519	1,206	-	67,243	8,070	-	-	33,680	-	-	299,718	521,535	172,105
Operating													
Advertising	319,127	11,450	2,914	300	-	-	-	28,099	-	-	361,890	268,660	315,478
Association fees & dues	17,091	1,508	-	169	-	-	-	2,435	-	-	21,203	17,840	21,334
Bad debts	60,284	-	-	-	-	-	-	-	-	-	60,284	30,000	16,058
Financial services	6,463	-	-	-	-	-	-	-	-	-	6,463	9,045	10,933
In-service (includes PD)	56,013	-	-	-	-	-	-	9,476	-	-	65,489	180,601	45,482
Insurance	288,489	326	-	-	-	-	-	4,122	-	27,487	320,424	296,108	294,740
Materials & supplies	87,833	82,029	279	43,606	13,696	167	-	23,174	-	6,407	257,191	515,158	382,154
Postage, freight & courier	13,552	3,880	41	5,326	337	-	24	4,778	-	-	27,938	96,315	34,834
Printing & copying	67,838	30,364	-	10,290	2,043	-	4,019	35,387	-	-	149,941	213,990	166,990
Professional services	280,544	-	-	-	-	-	-	3,764	-	1,170	285,478	159,500	313,649
Resale items	34,119	129,425	-	400	308	6,808	-	67,746	-	-	238,806	462,822	231,051
Subscriptions	19,324	2,131	-	15	14	-	-	-	-	-	21,484	23,496	10,610
Telephone & fax	58,549	1,789	-	530	535	-	3,178	6,338	-	3,000	73,919	83,194	72,043
Travel	592,748	81,903	372	8,105	10,035	-	-	180,330	-	726	874,219	925,473	549,240
Other	15,240	-	-	-	-	-	-	-	40,330	-	55,570	82,895	51,596
	1,917,214	344,805	3,606	68,741	26,968	6,975	7,221	365,649	40,330	38,790	2,820,299	3,364,097	2,516,192
Personal Services													
Honoraria	32,900	-	-	-	-	-	-	-	-	-	32,900	43,500	55,670
Salaries	3,556,855	2,076,834	-	893,740	224,879	-	266,049	2,104,502	-	122,097	9,244,956	10,728,336	8,571,628
Other	-	4,898	9,409	1,726	2,176	-	-	32,635	-	-	50,844	1,338,877	79,845
Student Training Allowance	-	-	-	-	-	-	-	-	-	-	-	-	6,350
Employee benefits	695,569	419,399	2,304	139,480	37,690	-	67,776	370,144	-	27,918	1,760,280	2,046,690	1,621,845
	4,285,324	2,501,131	11,713	1,034,946	264,745	-	333,825	2,507,281	-	150,015	11,088,980	14,157,403	10,335,338
Total Expenses	\$ 8,010,775	\$ 4,006,530	\$ 342,564	\$ 1,555,726	\$ 515,391	\$ 6,975	\$ 341,046	\$ 3,584,760	\$ 40,330	\$ 795,493	\$ 19,199,590	\$ 23,104,539	\$ 17,453,473



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

Schedule 4

	2024 General Actual				2024	2024	2023
	Governance	Operating and Administration	Facilities and Equipment	Information Technology	Total General Actual	Total General Budget (Note 15)	Total General Actual
Agency Contracts							
Contracts	\$ -	\$ 94,813	\$ 37,328	\$ -	\$ 132,141	\$ 428,400	\$ 100,859
Amortization	-	-	443,179	34,196	477,375	436,099	402,138
Equipment							
Equipment (non-capital)	-	24,357	15,164	21,040	60,561	47,300	17,850
Rental	-	6,278	43,595	-	49,873	40,000	52,950
Repairs and maintenance	-	1,645	48,893	-	50,538	43,450	81,458
	-	32,280	107,652	21,040	160,972	130,750	152,258
Facilities							
Building supplies	-	3,038	14,542	-	17,580	9,000	14,564
Grounds	-	-	13,135	-	13,135	19,000	18,520
Janitorial	-	-	197,181	-	197,181	202,000	191,433
Rental	407	28,563	128,377	-	157,347	89,000	87,222
Repairs & maintenance buildings	-	397	218,324	-	218,721	495,500	102,010
Utilities	-	8,674	235,592	-	244,266	266,000	240,174
	407	40,672	807,151	-	848,230	1,080,500	653,923
Information Technology							
Computer services	-	14,757	-	5,013	19,770	44,370	17,078
Data communications	-	1,279	-	17,078	18,357	18,500	16,782
Equipment (non-capital)	-	715	-	81,586	82,301	62,600	30,608
Materials & supplies	-	-	-	2,183	2,183	4,600	1,558
Rental	-	-	-	-	-	-	-
Repairs & maintenance buildings	-	-	-	-	-	1,000	-
Software (non-capital)	-	36,077	-	30,831	66,908	321,000	57,613
	-	52,828	-	136,691	189,519	452,070	123,639
Operating							
Advertising	6,194	312,933	-	-	319,127	199,445	263,702
Association fees & dues	14,047	3,044	-	-	17,091	15,840	19,784
Bad debts	-	60,284	-	-	60,284	30,000	16,058
Financial services	-	6,451	12	-	6,463	8,045	10,933
In-service (includes PD)	6,908	45,877	1,239	1,989	56,013	143,701	30,762
Insurance	58,195	24,431	205,863	-	288,489	271,068	258,936
Materials & supplies	-	83,708	4,125	-	87,833	60,200	87,685
Postage, freight & courier	-	11,687	1,209	656	13,552	20,950	16,558
Printing & copying	-	67,323	499	16	67,838	72,600	58,432
Professional services	2,679	269,004	8,861	-	280,544	157,000	312,734
Resale items	-	34,119	-	-	34,119	20,000	34,026
Subscriptions	-	19,324	-	-	19,324	23,496	6,776
Telephone & fax	2,832	43,425	8,128	4,164	58,549	59,394	51,411
Travel	41,547	341,981	203,729	5,491	592,748	232,600	407,029
Other	-	-	15,240	-	15,240	7,895	7,896
	132,402	1,323,591	448,905	12,316	1,917,214	1,322,234	1,582,722
Personal Services							
Honoraria	32,900	-	-	-	32,900	43,500	55,670
Salaries	-	2,987,475	200,648	368,732	3,556,855	3,015,626	2,948,368
Other	-	-	-	-	-	17,000	-
Student Training Allowance	-	-	-	-	-	-	-
Employee benefits	1,616	561,101	45,651	87,201	695,569	601,677	683,959
	34,516	3,548,576	246,299	455,933	4,285,324	3,677,803	3,687,997
Total General Expenses	\$ 167,325	\$ 5,092,760	\$ 2,090,514	\$ 660,176	\$ 8,010,775	\$ 7,527,856	\$ 6,703,536

Personal Service Listing
For the year ended June 2024

Listed are individuals (including unionized employees) who received \$50,000 or more for Salaries, Wages, honorariums, and compensation for persopnal service.

This listing will include: Gross salary + gross bonus + honorariums + compensation for personal service = Personal Service.

(Not travel reimbursements, transfer or other expenditure will be included)

	Annual Gross Base Salary	Annual Gross Honararium	Total Personal Services
Berg, Waldo	98,989.72		98,989.72
Lisa Mcleod	95,926.08		95,926.08
Charles, Elizabeth	71,989.00		71,989.00
Marilyn Iwasyk	117,296.84		117,296.84
Pedersen, Janelle	58,051.57		58,051.57
Finlayson, Barbara	69,058.60		69,058.60
Courtoreille, Lisa Mae	90,650.58		90,650.58
Damian Boyle	104,229.88		104,229.88
Carlson, Donna	84,525.80		84,525.80
Jeffries, Cheryl	71,989.00		71,989.00
Hennie, Emily	72,844.60		72,844.60
Rawal, Indermohan	102,832.53		102,832.53
Bosiak, Charlene	96,998.14		96,998.14
Ross, Sharon	71,093.03		71,093.03
Stockdale, Aaron	63,506.56		63,506.56
Sanderson, Samantha	97,546.68		97,546.68
Mckenzie, Wendy	90,408.28		90,408.28
Hamm, Eric	110,368.55		110,368.55
Cardiff, Erik	76,691.26		76,691.26
Nagy, Laura	87,023.56		87,023.56
Paetkau, Tim	89,100.85		89,100.85
Cook, Julian	63,272.84		63,272.84
Rayner, Marcus	83,694.72		83,694.72
Rawal, Manjula	106,569.25		106,569.25
Sanderson, Pamela	97,766.92		97,766.92
Putz, Tamara	96,289.51		96,289.51
King, Stephen	69,357.32		69,357.32
Muirhead, Larissa	89,586.82		89,586.82
Soares, Michael	104,358.25		104,358.25
Bagwell, Stephen	107,305.03		107,305.03
Galloway, Camille	72,632.17		72,632.17
Stuckey, Carolyn	103,803.33		103,803.33
Daigneault, Valerie	53,967.64		53,967.64
Ratte, Susan	61,781.36		61,781.36
Beisel, Quinton	77,238.07		77,238.07
Nicholls, Marlene	98,927.12		98,927.12

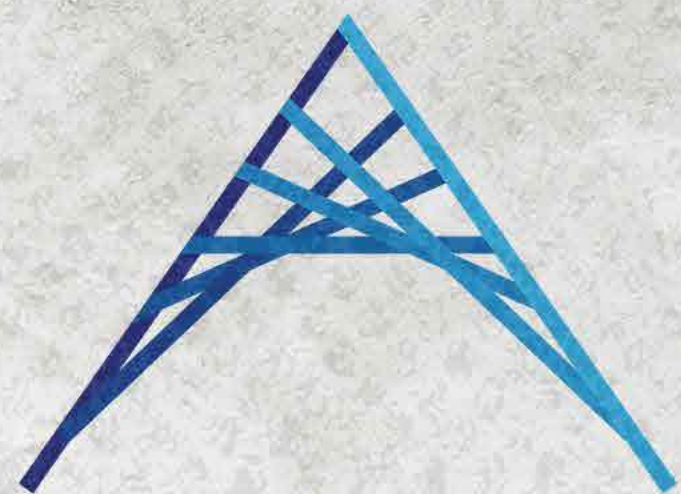
Wilson, Jody	108,474.81	108,474.81
McCann-Bird, Samara	77,987.51	77,987.51
Goulden, Sherry	73,190.00	73,190.00
Hamilton, Matthew	62,519.44	62,519.44
Russell, Kelly	84,762.70	84,762.70
Dingwall, John Reid	105,725.35	105,725.35
Eninew, Mary	57,090.66	57,090.66
Kenny, Lorraine	59,022.78	59,022.78
Ewing, Myrna	81,295.27	81,295.27
Markham, Sherry	80,287.76	80,287.76
Weinberger, Colin	91,141.34	91,141.34
Quinn, Trina	58,577.16	58,577.16
Daigneault, Mariah	91,917.40	91,917.40
Rooney, Karen L	112,667.77	112,667.77
Otter, Marian	67,871.62	67,871.62
Morin, Donna	61,560.89	61,560.89
Row, Guy	85,798.76	85,798.76
Baby, Silla	60,877.39	60,877.39
Laliberte, Amy	99,897.19	99,897.19
Lohmann, Christian	88,097.79	88,097.79
Candelora, Genevieve	84,468.56	84,468.56
Kennedy, Carla	91,406.18	91,406.18
Babcock, Timothy	76,363.83	76,363.83
Shah, Sonali	54,955.06	54,955.06
White, Brandon	60,864.01	60,864.01
Ghosh, Anirban	67,825.99	67,825.99
Karlewicz, Vince	97,640.59	97,640.59
Kory Morvik	117,622.23	117,622.23
Vandall, Jocelyn	242,708.98	242,708.98
Kyplain, Jennifer	107,096.08	107,096.08
Giesbrecht, Chris	114,094.40	114,094.40
Charles, Colleen	110,307.11	110,307.11
Galloway, Justin	196,134.18	196,134.18
Coulson, Patricia	125,940.40	125,940.40
Henriksen, Karsten	181,129.97	181,129.97
Shaikh, Abdul Wahid	69,701.24	69,701.24
Muriel Morin	81,695.43	81,695.43
Saifullah, Aamir	115,918.78	115,918.78
Tamber, Lovepreet	97,656.07	97,656.07
Sey, Benjamin	136,079.87	136,079.87
Tamber, Priyanka	91,438.93	91,438.93
Farden, Richard	77,220.17	77,220.17
Cody Cooper	101,689.45	101,689.45
Shah , Jaimin	72,067.61	72,067.61
Micormick,Michael	78,744.78	78,744.78

7,367,204.95	7,367,204.95
---------------------	---------------------

Nortlands College
Suppliers Listing
for the year ended June 30, 2024
"Unaudited"

Listed are payees who received \$50,000 or more for the provision of goods and services, including office supplies, communications, contracts and equipment

AMAZON.CA	75,076.24
Anax Designs LLC	74,597.25
ATLAS FLOORING LTD.	50,660.40
BEST WESTERN PREMIER	52,694.82
BLUE CROSS	401,518.65
CDW CANADA CORP.	52,842.77
CORNERSTONE INSURANCE	306,038.32
SASKATCHEWAN DISTANCE LEARNING CORPORATION	100,000.00
DUMONT TECHNICAL INSTITUTE	92,335.00
GRADEE PROPERTIES LTD.	66,778.80
ILE-A-LA-CROSSE SCHOOL DIV.112	52,500.00
HENRIKSEN, KARSTEN	64,576.18
KEEWATIN COMMUNITY DEVELOPMENT ASSOCIATION	69,177.89
LINKEDIN CORPORATION	61,882.50
LOCH BROTHER'S MECHANICAL	66,600.00
LOTUS LEARNING SOLUTIONS	109,945.61
LAC LA RONGE INDIAN BAND - POST	170,000.00
MANN-NORTHWAY AUTO SOURCE	332,419.44
MCLNTYRE MARGARET	52,216.00
MUNICIPAL EMPLOYEE'S PENSION PLAN	1,016,907.00
MINISTER OF FINANCE	287,049.50
MLT AIKINS	51,871.30
MEYERS NORRIS AND PENNY LLP	58,473.41
NORTHWAY JANITORIAL SERVICES LTD	204,419.69
NORTLANDS COLLEGE SCHOLARSHIP FOUNDATION INC.	63,800.00
NORTHWINDS BUS LINES LTD.	191,748.16
NORTH WOODS RENOVATIONS	62,979.81
PRACTICUM TRAINING INSTITUTE INC.	167,900.00
PTARMIGAN CONSULTING INC	446,655.00
RATTE, RONALD	54,754.94
RECEIVER GENERAL FOR CANADA	2,763,918.48
RELY-EX CONTRACTING	600,212.65
SAFRI MANAGEMENT CORP.	381,902.17
SASKATOON MITSUBISHI LTD.	350,644.37
SASK. GOVERNMENT EMPLOYEES UNION	198,690.90
SASKATCHEWAN POLYTECHNIC PRINCE ALBERT CAMPUS	237,163.92
SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES	121,014.00
SASKENERGY	58,657.25



SASK POWER	140,212.78
SASK. TEACHERS' FEDERATION	132,604.21
SASK TEL	87,088.48
SASK. WORKERS' COMPENSATION BOARD	135,387.64
Softchoice LLP	148,429.71
2MS SOLUTIONS LIMITED	56,989.78
	10,271,335.02





GLOSSARY OF TERMS





GLOSSARY OF TERMS

ABE: Adult Basic Education skills development that leads to grades 10 and 12 certification.

AE: Advanced Education.

Apprenticeship & Trade: Education and training certified through the Saskatchewan Apprenticeship and Trade Commission.

Casual Student (CAS): A person taking courses within a program group that collectively totals less than 30 hours of scheduled time.

Community/Individual Non-Credit: Education and training that leads to or enhances a person's employability or enhances community and/or social development but does not result in credentials or certification recognized by an industry, association, sector, regulatory body, or licensing agency.

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

Completed Successfully: A student who has successfully completed all requirements of a non-credit program.

Credit: Learning which is certified by a recognized body.

DTI: Dumont Technical Institute.

Employability/Life Skills: Scheduled program-based activities with an emphasis on the development of personal and life skills necessary for employment.

Full Load Equivalent (FLE): The total participant hours divided by the generally accepted full-load equivalent factor for a program group.

FTE: Full time equivalency for staff.

Full-Time Student (FT): A person 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:

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

GDI: Gabriel Dumont Institute of Native Studies and Applied Research.

GED: General Education Development is a series of exams that are written to determine grade 12 equivalency.

General Academic Studies: Academic skill development that prepares individuals to meet adult 10 pre-requisites.



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

ICT: Ministry of Immigration and Career Training (formerly Ministry of Economy).

Industry Credit: Education and training which leads to a credential that is recognized by an industry association, sector, regulatory body, or licensing agency.

Institute Credit: Education and training which leads to a credential (certificate, diploma, degree) from a recognized credit-granting agency.

LLRIB: Lac La Ronge Indian Band.

MLTC: Meadow Lake Tribal Council.

NCQ: Northern Career Quest.

Non-Credit: Learning which may include some form of evaluation but does not result in certification by a recognized body.

Participant Hours: The total time (in hours) that a student is actively involved in a program (course) session.

Part-Time Student (PT): A person taking courses of less than 12 weeks duration, even if they collectively require more than 18 hours of scheduled class time per week; or 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.

PBCN: Peter Ballantyne Cree Nation.

Program: A course of study based on a curriculum, plan, or system of academic and related activities that have a definite duration (hours/credit hours).

SIIT: Saskatchewan Indian Institute of Technologies.

U of R: University of Regina.

U of S: University of Saskatchewan.

CANOE CAMPUS

207 Boardman Street Box 509
La Ronge, SK
S0J 1L0

Phone: (306) 425-4353
Fax: (306) 425-2696

CREIGHTON CAMPUS

120 King Crescent Box 400
Creighton, SK
S0P 0A0

Phone: (306) 688-8838
Fax: (306) 688-7710

BUFFALO NARROWS CAMPUS

1815 Cummings Drive Box 190
Buffalo Narrows, SK
S0M 0J0

Phone: (306) 235-1765
Fax: (306) 235-4346

ROCK CAMPUS

1328 La Ronge Avenue Box 5000
La Ronge, SK
S0J 1L0

Phone: (306) 425-4354
Fax: (306) 425-4372

RIVER CAMPUS & MINE SCHOOL

Parcel M - Highway #2 North
Box 1000
Air Ronge, SK
S0J 3G0

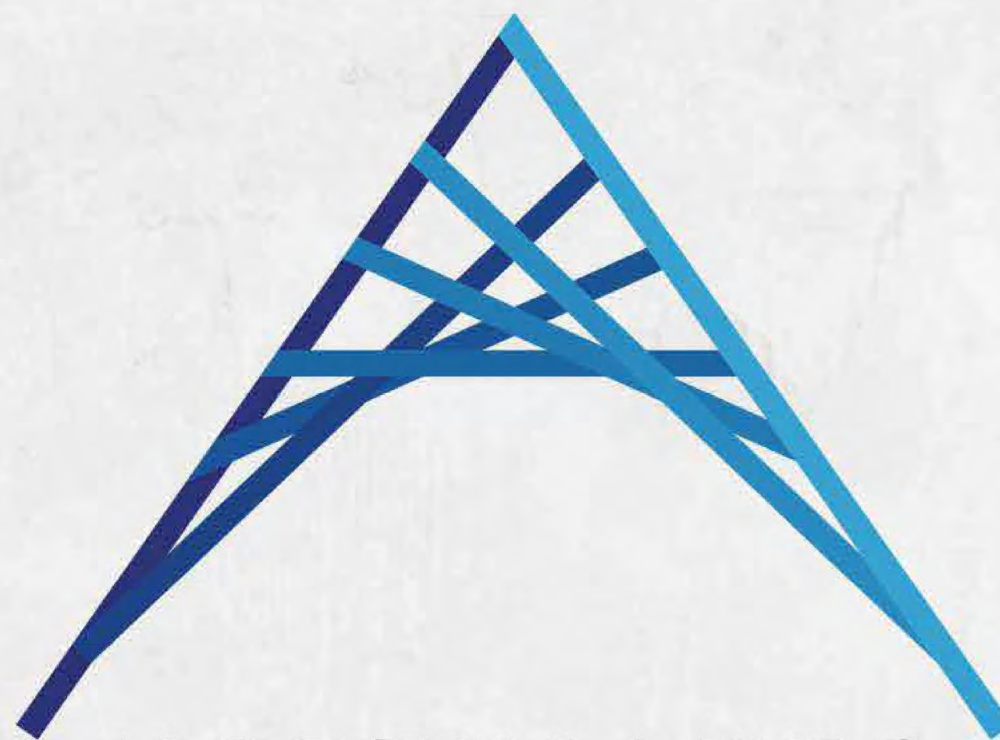
Phone: (306) 425-4483
Fax: (306) 425-4666

HEAD OFFICE

Parcel M - Highway #2 North Box
1000
Air Ronge, SK
S0J 3G0

Phone: (306) 425-4480
Fax: (306) 425-3002

#FINDYOURNORTH



NORTHLANDS
COLLEGE

