College of New Caledonia

Accountability Plan and Report

2009/10 Reporting Cycle

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College of New Caledonia
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July 15, 2010

Honourable Moira Stilwell
Minister of Advanced Education and Labour Market Development
c/o Accountability Branch, B.C. Ministry of Advanced Education & Labour Market Development

Dear Minister Stilwell,

We are pleased to provide the College of New Caledonia's 2009-2010 Accountability Report and Plan. This document outlines the College's mandate, strategic goals and directions and measurable outcomes, and the Ministry of Advanced Education's service planning measures.

The College continues to work with its community, industry and business partners throughout the region, identifying and meeting education, training, community and economic development goals. CNC is particularly pleased this year to move forward with the new Aviation Business Diploma (Commercial Aviation) at our Vanderhoof Campus, multiple new mining initiatives across the region, and horticulture training at our Quesnel Campus. The CNC Research Forest is established, the Medical Radiography Technology program was approved to begin in September 2011, we have an increased number of on-line courses available to the diploma level, and we will begin a full videoconference course schedule in September 2010.

Our extensive history successfully collaborating with Aboriginal communities, and the particular success of the past 2.5 years of the Aboriginal Service Plan, has led to an even stronger commitment to Aboriginal services and programs across the region. CNC has also received approval from the BC Human Rights Tribunal for an innovative Special Program, recognizing Aboriginal ancestry as a bona fide employment qualification for specific positions at the College.

Additionally we are extremely busy with capital projects this year: multi-million dollar trades and technology facilities in Prince George and Quesnel, renovations on the Prince George campus to accommodate Medical Radiography Technology, and upgrades to that campus' cafeteria and atrium areas.

As Board Chair and President we accept responsibility for the CNC report and plan, and look forward to reporting on its success.

Sincerely,

Ray Gerow
Chair, Board of Governors

John Bowman
President

Commitment

Community members clearly identify the College of New Caledonia as a cornerstone of their communities and an important stepping stone along their educational and personal journeys.
The College is committed to strengthening our commitment to learner success and increasing our responsiveness to the communities we serve.

Partnerships

CNC has a long history of partnerships, both regionally and provincially. We develop and maintain long-standing, productive relationships for the betterment of our region. A few of our current partnerships include:

- Regional Aboriginal Advisory Committees across the campuses, and a new Aboriginal Council of representatives from the regional Committees, to provide guidance and advice to President John Bowman;
- Northern Post-Secon

- Lunch and breakfast programming in conjunction with School District 91 and Cheslatta Carrier Nation was very successful for learning and retention of students in the Burns Lake and Southside foundational programs;
- CNC delivers the Northern Collaborative Information Technology program in partnership with Northern Lights College, Northwest Community College, and Yukon College;
- The Lakes District campus was able to secure $2.3 million for program and service activities in collaboration with the Ministry for Children and Family Development, School District 91, Northern Health, National Crime Prevention, and others. These partnerships are vital to maintaining community based education and training, as well as a hub model of support services;
- 16-97 Economic Alliance, a collaboration of economic development practitioners from the region, working towards improved regional planning through the identification and implementation of relevant industry clusters;
- School District 57 and CNC continue to offer the highly successful Career Technical Centre programs in Prince George, supporting high school students in their career choices and early start for post-secondary education;678( )-0.47lR53658(r)2.3678( )-0.479431(c)3prf2.sp4786e(p)-0..3l-17(47

- Health, education and government service regional infrastructure continues to be an essential stabilizing economy for the region.
- Unemployment rates in the region, although improving, remained among the highest in the province in early 2010.
- Employment in the region is concentrated mostly in the service-producing sector, although the goods-producing sectors account for roughly one-third of employment.
- Small business dominates in the region; the majority of firms have fewer than 20 employees.
- Employment is declining fastest in forestry and logging.

Educational Attainment

- Compared to the BC population as a whole, people 25-54 years of age within the CNC region are more likely to have not completed High School (18.2% vs. 11.1%) and to have not completed any Post-secondary Education (49.6% vs. 37.2%)
- People 20 years of age and older, in the CNC region are less likely than the BC population overall to have completed a university degree (13% vs. 24%)

K-12 School Enrolments and Secondary School Completion

- The three school districts within the CNC region have all experienced significant enrolment decreases over the past 5 years (in total -9.6%)
- Over the next five years, K-12 enrolments in the region are projected to decrease by a further -4.7%
- The BC Ministry of Education calculates a “six year completion rate” (students who graduate within six years of first enrolling in Grade 8). Overall average rates for the school districts in the college region (2007 to 2009): SD57 68%, SD28 74%, SD91 69%. This is compared to the provincial average of 79% during the same period.
- The 2009 rates for Aboriginal students are considerably lower: SD57 47%, SD28 55%, SD91 53t8 c17( )-0.47oDo T*15789( )-0.478208(B)5.7372gon) -4.28186( )-0.478208(M)-6679239(p)-0.9517(a)2.36(e)2.36

Health Education Needs and Developments

The demand for health education and training contin

Goals and Performance Measures

This plan outlines the College's goals and objectives for 2010 – 2013, pending completion of the updated CNC Strategic Plan, as linked to the Ministry of Advanced Education's identified performance measures.

Our Organizational Context

The College of New Caledonia has been serving the north-central region of British Columbia since 1969. One of 25 post-secondary institutions in the province, CNC's region spans 117,000 square kilometres with a population of approximately 142,000.

The past 40 years have seen the College grow from a fledgling institution housed in a portable building to large, modern facilities with campuses in Prince George, Burns Lake, Mackenzie, Quesnel, Vanderhoof and Fort St. James, as well as sub-campu

1.4.2. Develop dynamic Student Centres

2. Increase Access and Participation

2.1. Promote Learner Success

2.1.1. Increase opportunities for learners to enter programs
2.1.2. Improve pre-admissions assessment and selection processes
2.1.3. Expand Aboriginal access programs
2.1.4. Provide flexible delivery to accommodate diverse learner needs
2.1.5. Celebrate student achievement

2.2. Link, Ladder and Partner

2.2.1. Link learners to opportunities
2.2.2. Ladder to certificates, programs, diplomas, and degrees
2.2.3. Partner to expand options for learners

3. Respond to Communities and the Labour Market

3.1. Involve Stakeholders

3.1.1. Systematically listen to, incorporate, and evaluate community and regional needs
3.1.2. Involve community members in delivering quality programs and services
3.1.3. Extend CNC's programs to the global market
3.1.4. Explore opportunities for applied research
3.1.5. Report annually on strategic plan progress

3.2. Provide 'Right Programs, Right Place, Right Time'

3.2.1. Develop and deliver programs to meet labour market demands
3.2.2. Increase program offering to reduce wait lists
3.2.3. Expand programming throughout the region

3.3. Foster Community Leadership

3.3.1. Support active citizenship and development of community leaders
3.3.2. Extend CNC's active participation in the local, regional and global communities

4. Create a Dynamic Learning Organization

4.1. Ignite Passion

4.1.1. Engage individual employees in the overall mission of the college
4.1.2. Expand internal "college building" activities
4.1.3. Celebrate best practices, institutional, team and employee achievements

4.2. Extend Influence

4.2.1. Develop leadership capacity within the college
4.2.2. Establish and review plans and benchmarks, making proactive adjustments
4.2.3. Promote the achievement of individual goals and accountabilities

4.3. Improve core systems and processes

4.3.1. Develop shared understandings to build bet-0.956417(d)-0.9564176417(f6 3658115789(u)-0.956417

5. Strengthen Resources

5.1. Influence funding organizations

5.1.1.

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CNC o	**CNC n on c**	**M n y c**	**_ o nc M**	**A n And _ o nc o**			
				001/0 Actual	00 /10 Target	00 /10 Actual	00 /10 Performance Assessment and Context
Enrich the learning and teaching environment	Support excellence Provide quality services to learners Develop leaders Enrich student life	Quality	Former Diploma, Certificate, and Associate Degree student assessment of quality of instruction [1] (percentage who rated quality very good', good', or adequate')	1 . % (+/- .0%)	_ 0%	. % (+/- 1. %)	**Ac d** CNC continues to support excellence in the learning and teaching environment, and actively works towards continued improvement and success in this area.
				010/11 Target		_ 0%	
				011/1 Target			
				01 /1 Target			

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				001/0 Actual	00 /10 Target	00 /10 Actual	00 /10 Performance Assessment and Context
Increase access and participation	Promote learner success Link, ladder and partner	Capacity	Total student spaces in public institutions (based on fiscal year, excludes Industry Training) FTE Full time equivalent student	, 0 FTE	,1 FTE	, FTE	**No Ac d** Although CNC did not achieve the FTE target, CNC achieved an increase of 1 0 FTE compared to 001/0 for ALMD funded programs, and an increase of 1 FTE when ITA programs are included.
				010/11 Target		,11 FTE	

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				001/0 Actual	00 /10 Target	00 /10 Actual	00 /10 Performance Assessment
Increase access and participation (continued)	Promote learner success Link, ladder and partner	Access	Student spaces in public institutions student spaces in developmental programs (based on fiscal year) FTE Full time equivalent student				

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CNC o	**CNC n on c**	**M n y c**	**_ o nc M**	**A n And _ o nc o**			
				001/0 Actual	00 /10 Target	00 /10 Actual	00 /10 Performance Assessment and Context
Respond to communities and the labour market (continued)	Involve Stakeholders Provide right programs, right place, right time' Foster community leadership	Capacity	Student spaces in public institutions Student spaces in nursing and other allied health programs (based on fiscal year) FTE Full time equivalent student	10 FTE	1 FTE	FTE	**Ac d** CNC continues to develop partnerships for new program offerings such as Sterile Processing Technician & Primary Care Paramedic certificate programs. This

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CNC o	**CNC n on c**	**M n y c**	**_ o nc M**	**A n , And _ o nc , o , 2**
Respond to communities and the labour market (continued)	Involve Stakeholders	Capacity	CNC institutional goal Student spaces in ITA funded	
	Provide right programs, right place, right time'			
	Foster community leadership			

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CNC o	**CNC n on c**	**M n y c**	**_ o nc M**	**A n , And _ o nc , o ,**			
				001/0 Actual	00 /10 Target	00 /10 Actual	00 /10 Performance Assessment and Context
Respond to communities and the labour market	Involve Stakeholders Provide right programs, right place, right time' Foster community leadership	Relevance	Former Diploma, Certificate, and Associate Degree student outcomes unemployment rate [1]	11. % (+/- .1%)	- 1 %	1 . % (+/- %)	**Ac d** CNC continues to play an important role in the economic diversification of the region, as well as prepare underrepresented groups for participation in the labour force. Providing training in the North for people in the North helps address labour market shortages in CNC's region.
				010/11 Target		Maintain unemployment rate of former CNC students below rate for individuals with high school credentials or less	
				011/1 Target			
				01 /1 Target			

[1] Results from the 001/0 reporting year are based on 001 survey data results from the 00 /10 reporting year are based on 00 survey data. For all survey results, if the result plus or minus the margin of error includes the target, the measure is assessed as achieved. In all cases, the survey result and the margin of

Summary Financial Outlook

For the most recent financial information, please see the Audited Financial Statements for the College of New Caledonia available at:

http://www.aved.gov.bc.ca/gre/financial.htm