



2015-16 Annual Report

SASKATCHEWAN INDIAN
INSTITUTE OF TECHNOLOGIES



SIIT celebrated its 40th anniversary in April with a gala that brought together more than 450 community partners, First Nations dignitaries, students, and faculty/staff members to recognize the Institute's accomplishments, partnerships, and student successes. It was also an opportunity to honour four of the founding Board of Governors whose vision continues to ensure that First Nations learners have access to post-secondary and adult basic education programs.

SIIT has come a long way since 1976. Its original mandate was to provide all Indian Bands in Saskatchewan with the opportunity to establish a community education program based on the social and economic needs of their Band members.

It then became the primary delivery agent for all adult-level courses in First Nations communities. Since 2000, when it became an accredited post-secondary institution, SIIT has offered classes and training programs across Saskatchewan and in every province and territory of Canada

This year, close to 1,500 students completed their programming at SIIT's province-wide system of three main campuses, eight career centres, and numerous extension program locations.



LIFE-LONG LEARNING AT SIIT:

Seventy-two-year-old Cora Keshane received her certificate in Community Services – Addictions at the 2016 Convocation. She encouraged other Elders to consider going back to school, noting "If I can do it, they can, too."

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BOARD AND SENIOR EXECUTIVE

CHAIR OF THE BOARD

Chief Darcy Bear

MEMBERS OF THE BOARD

AGENCY CHIEFS TRIBAL COUNCIL

Steven Jim

BATTLEFORD AGENCY TRIBAL CHIEFS

Chief Bradley Swiftwolfe

BATTLEFORDS TRIBAL COUNCIL

Chief Richard Okemow

FEDERATION OF SOVEREIGN
INDIGENOUS NATIONS

Chief Bobby Cameron

FSIN SENATE

Senator Ted Quewezance
Senator George PeeAce

FILE HILLS QU'APPELLE TRIBAL COUNCIL

Chief Rodger Redman
Chief Michael Starr

INDEPENDENT FIRST NATIONS

Chief Delbert Wapass
Vacant

MEADOW LAKE TRIBAL COUNCIL

Chief Carol Bernard

PRINCE ALBERT GRAND COUNCIL

Chief Carlton Bear
Chief Peter A. Beatty
Chief Leo Omani

SASKATOON TRIBAL COUNCIL

Chief Darcy Bear

SOUTHEAST TREATY 4 TRIBAL COUNCIL

Petra Belanger

TOUCHWOOD AGENCY TRIBAL COUNCIL

Chief Reginald Bellerose

YORKTON TRIBAL COUNCIL

Chief Norman Whitehawk

SENIOR EXECUTIVE TEAM

PRESIDENT & CEO

Riel Bellegarde

VP FINANCE

Terry McAdam

VP EMPLOYMENT DEVELOPMENT
& CAREER SERVICES

Lisa Shingoose

VP ACADEMICS & STUDENT SERVICES

Kim Fraser-Saddleback

VP HUMAN RESOURCES

Andrea Lafond

OUR VISION

Through student-focused, market-relevant programs and services in a First Nations learning environment, we create work-ready achievers and role models who appreciate the value of learning now and in the future. Our community includes:

- **Learners**
- **Training partners**
- **Job seekers**
- **Employer stakeholders**
- **Graduates**
- **Elders**
- **Instructors**
- **First Nations leaders and communities**
- **Educators**
- **SIIT staff, management, and Board of Governors**

STATEMENT OF PRINCIPLE

SIIT is committed to maintaining a First Nations focus in all we do to fulfill our vision.

SIIT is dedicated to ongoing collaboration with First Nations stakeholders and communities to implement learner-focused strategies that will:

- **Increase and strengthen our knowledge and understanding of First Nations adult learners and their learning needs.**
- **Include distinctive First Nations elements in programs and services.**
- **Foster the talents and entrepreneurial spirit of students, faculty, and staff by embracing innovation and creativity.**
- **Ensure First Nations representation throughout our faculty and staff.**
- **Build awareness of SIIT, our work, and the value we provide to the province.**



MESSAGE FROM THE BOARD CHAIR AND PRESIDENT/CEO

On March 1, 1976, a vibrant educational institution was born when the Saskatchewan Indian Community College (SICC) was established under *The Community Colleges Act*. On July 1, 2000, SIIT was recognized as a post-secondary institution through the passing of *The Saskatchewan Indian Institute of Technologies Act*. Over the past 40 years, more than 55,000 students have enrolled in post-secondary and adult basic education programs, making SIIT and its graduates an important segment of Saskatchewan's economy and labour force.

This year, our Institute entered into the second year of its strategic plan. Most notably we have aggressively deployed learner-focused strategies and projects, one of which is the implementation of our learning services model. This wraparound support provides learners with the support to reduce internal and external barriers, ensure successful retention and completion of studies, while providing employment support after graduation. In 2015-16, some 2,250 students registered, close to 1,500 learners graduated, and 86% of them moved on to further education or employment.

SIIT additionally invested 3.5 million dollars province-wide into upgrading our technology infrastructure through a learner-focused technology refresh plan. The enhanced technology has leveraged and augmented our communication and learning environments.

Thank you to all of our stakeholders, communities, Board of Governors, funders, partners, staff and, most importantly, our learners for making SIIT's 40th year a special one. We look forward to continued success for our Institute and learners.

Chief Darcy Bear,
Chair of the Board

Riel Bellegarde,
President & CEO



STRATEGIC PLAN 2014-2019

Highlights and Accomplishments – Year Two

The SIIT Strategic Plan provides direction, coherency, and consistency to all aspects of the Institute's work. In 2015-16, the Institute continued to move forward on initiating responses to the key objectives identified under the plan's three key goals. Many of the activities relate to one or more of the goals. The following are some of the highlights and accomplishments of this year's undertakings.

Goal 1 Champion Student Successes

A return to First Nations culture and culture-based activities was requested in the 2015-16 academic year by both the students and the SIIT Elders Committee. Each campus has its own spiritual dynamic, with one or two Elders in residence who provide guidance and support to students and staff. Elder Harold Lavallee undertook campus cleansings at the three main campuses and Elders sessions took place at most of the SIIT Career Centres across the province. Seasonal feasts took place during the fall, winter and spring for students and staff at the main campuses.

In May, the Saskatoon campus offered a five-day itinerary of cultural events at noon for staff that featured First Nations games, spiritual teachings, traditional medicine, music, and dance. It was coordinated through the Saskatchewan Indigenous Cultural Centre and Wanuskewin Heritage Park.

The Learning Services Department undertook a continuous improvement process to reduce applicant wait time for acceptance notification. The new procedures ensure that all applicants are supported as they move towards being accepted into their program of choice. Improving this process supports the work being done by post-secondary counsellors and Tribal Council Labour Force Development officers, the SIIT community stakeholders responsible for supporting their community members while they are enrolled.

More than a half dozen new scholarships became a reality in 2015-16, with the scholarship program benefitting from the generosity of sponsors that believe in the value of a well-trained First Nations workforce, now and into the future. The program saw some expanded opportunities in categories, including scholarship opportunities opening up for students in Adult Basic Education programs for the first time. The scholarship process has also provided sponsors with an opportunity to get to know scholarship applicants which has translated into summer and graduate job opportunities for SIIT learners.

Apprenticeship

Instructor mentoring played a large role in the success of Apprentice Stewart Simpson who, for the second year in a row, took gold at the provincial Skills Canada competition and bronze at the national level competition. According to Paul Cook, Simpson's delegate and coach, Stewart has proven to him that "champions and heroes are around us in our daily lives."



The SIIT Annual Scholarship Golf Tournament receives tremendous support from corporate and business partners who come out each year for the event. This year, 38 teams participated and raised some \$14,000 in support of SIIT students.

The success of the scholarship program is due in part to the Saskatchewan Innovation and Opportunity Scholarship program that matches funds raised by post-secondary institutions through private sector and community-based partners.



Goal 2 Enhance Institutional Strength

SIIT conducted its second annual Employee Survey for 2016 with a 72% participation rate. The survey is an opportunity to analyze feedback and results against established baseline data from 2015 with a focus on enhancing employee satisfaction as well as the strength of our Institute.

Data collected from the 2016 survey provided an understanding of employee concerns, how well we did in reaching strategies set in 2015, and also identified the need to continue working towards initiatives implemented in 2015-16. This second survey shows a reduction in concerns with an increase to overall employee satisfaction.

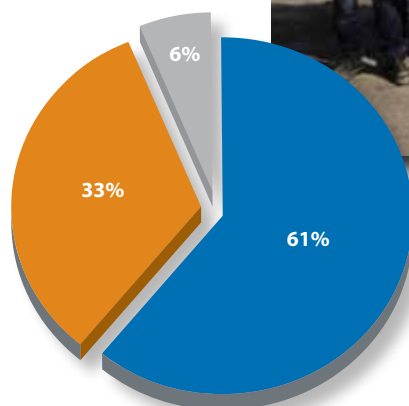
SIIT developed and implemented a number of policies over 2015-16 that are directing the Institute's procedures and processes. These include policies on sexual violence and privacy, as well as revised policies pertaining to the student learning and success experience. In total, SIIT amended 13 policies and developed five new policies throughout 2015-16.

The Institute closed out the year with the establishment of a Governance Committee of the Board to provide support and direction on SIIT's student-centred policy framework.

SIIT announced in June 2016 the receipt of a US \$500,000 investment from Boeing, under Canada's Industrial and Technological Benefits framework. The donation supports the Institute's mandate to provide skills development training to the next generation of the Aboriginal workforce. Boeing's investment is directed towards SIIT's three-year information technology infrastructure improvements.

SIIT's technology project has introduced 600 new desk and lap tops, updated telephone systems, and consolidated managed print systems province wide.

Boeing has made significant investments over the years to SIIT programming and training tools, as well as being an initial contributor to the Saskatchewan Aviation Learning Centre (SALC) in Saskatoon.



SIIT STAFFING COMPOSITION

(222 Staff) June 30, 2016

- STATUS - 136
- NON-ABORIGINAL - 74
- METIS - 12



The Government of Saskatchewan announced funding support of \$967,000 to SIIT's Construction Careers Regina (CCR) program in June 2016. It is part of the Province's investment in training to enhance the availability of skilled workers to Saskatchewan's labour market. CCR provides the skills training, certifications, and experience needed to gain employment in the construction and industrial sectors. CCR has been providing skill development and employment readiness programs to First Nations job seekers for 18 years.



Social Media

SIIT, with the support of Indigenous and Northern Affairs Canada, moved forward on a social media strategy that reaches out to new, returning, and potential learners. An analysis of the results of the strategy has given the Institute valuable information on how to maintain the interest of our audiences in these three sectors.



Indigenous and
Northern Affairs Canada

Affaires autochtones
et du Nord Canada

Job Connections

In April 2016, the Job Connections mobile bus program moved forward with the development of new promotional materials in support of its deliverables. JobConnections works directly with First Nations to complement and enhance their employment development and career services. Employing an intake, assessment, and pre-employment workshop model, JobConnections customizes services for any community. It also rolled out an employer engagement phase that took employers out to First Nations communities to meet directly with job seekers interested in learning more about career options.



Goal 3 Foster Strategic Stakeholder Relations

Industry Stakeholders: Negotiations for the acquisition of a Sikorsky S-76A™ Helicopter Maintenance Trainer from Lockheed Martin for the Saskatchewan Aviation Learning Centre were undertaken over 2015-16. Valued at CAD 1.3 million (USD 945,000) dollars, the non-flying, twin-engine helicopter with associated equipment and documentation will provide an important learning tool for students in the Aviation Maintenance Engineer Program. A strong corporate partner, Lockheed Martin is committed to fostering labour-market development in the aviation sector, as well as the economic development of First Nations. Please note the donation was finalized after June 2016 and will appear in the 2016-17 Financial Statements.



Government Stakeholders: The Workforce Development Unit (WDU) has delivered professional development training to First Nations communities for more than 25 years. Training has included professional development to the First Nations Mental Health and Wellness workforce, Resolution Health Support Workers, and Maternal Child Health workforce. The WDU completed its latest contract with the Atlantic Region – First Nations and Inuit Health Branch of Health Canada in Nova Scotia with the graduation of seven students from the Applied Certificate in Home Visiting Program on Maternal Child Health. The program allowed the health care workers to further their training in

competencies, resilience, and strength-based practices to increase their skills as Home Visitors. The program, made possible through an agreement between SIIT and Health Canada Atlantic Region, took place in Halifax, Nova Scotia and ran for 3.5 days each month from September to March. It was delivered to students from First Nation communities across the region in a variety of formats, including independent and web-based study, as well as group/media interaction.

Government Stakeholders: SIIT collaborated with the Ministries of Parks, Culture, and Sport, the Economy, Agriculture, and Tourism Saskatchewan to help produce a segment for The Saskatchewaner, a video blogger who travels the province showcasing its distinctiveness. The segment entitled, *Keeping Saskatchewan's Aerial Firefighters Flying*, focuses on the province's air-bombers that handle forest fires in the north and those engineers who keep the aircraft flying. Utilizing the backdrop of the intense forest fires of 2015, the video featured two women, Kristin McAdams, an apprentice grad of SIIT's Aircraft Maintenance Engineer program, and Zoey Petit who is apprenticing in the AME program. The segment garnered more than 22,000 views.

Media Stakeholders: SIIT's engagement with the media strengthened its profile as a post-secondary institution across the province. Through the support of Indigenous and Northern Affairs Canada, SIIT produced a set of four powerful recruitment commercials, entitled *It's Time*, which established a credible media presence for SIIT that reached both potential students, as well as the general public. The ads were delivered to specific target audiences across Saskatchewan's television broadcasting networks from January through March 2016.

SIIT received excellent media coverage of its 40th Anniversary and Convocation celebrations. Bell Media, Eagle Feather News, and Rawlco Radio were media partners to the 40th Anniversary gala, while the Saskatoon Star Phoenix featured SIIT's June Convocation on its front page.



Community Stakeholders: SIIT was honoured to undertake more than 20 Calls to Action in support of the Reconciliation Saskatoon campaign. The initiative engaged more than 30 community groups and ultimately set the groundwork for other Reconciliation activities by provincial organizations such as the Office of the Treaty Commissioner and the Aboriginal Friendship Centres of Saskatchewan.

SIIT Saskatoon students and staff were on hand for the raising of the Reconciliation flag in Saskatoon's Civic Square on June 1, 2016 and also attended the Rock Your Roots Walk for Reconciliation on June 22. Thanks to Construction Careers Regina for donating the 10 information sandwich boards that reminded participants about the meaning of reconciliation.

Apprenticeship in Action

Education Stakeholders:

SIIT collaborated with the Saskatchewan Apprenticeship and Trades Certification Commission (SATCC) on its latest apprenticeship and video campaign which featured SIIT Job Coach Matt Stoval, a Red Seal Endorsed carpenter. An overview of Matt's journey is also featured in the SATCC's external newsletter, "Apprenticeship in Action."



Continued Academic Success

ENROLLMENT SUMMARY 2015-16

During the 2015-16 academic year, SIIT offered 44 programs at 43 locations.

SIIT received a total of 3,894 applications in 2015-16, with 2,254 learners registering for a program.

The year saw 1,480 or 66% of students complete their programs, while a further 204, or 9%, remained at SIIT as continuing “in progress” students. The resulting 75% success rate is consistent with the past two fiscal and academic years.

	APPLIED	REGISTERED	COMPLETED	IN PROGRESS
ADULT BASIC EDUCATION				
Adult Pre-10	116	60	14	0
Adult 10	504	261	122	0
Adult 12	775	205	98	0
Total	1395	526	234	-
BUSINESS ADMINISTRATION & INFORMATION TECHNOLOGY				
Business - Year 1	406	47	0	27
Business Diploma with Specialization	89	89	56	1
Information Technologies Diploma	6	6	3	0
Total	500	142	59	28
HEALTH AND COMMUNITY STUDIES				
Community Services - Addictions I	97	21	0	14
Community Services - Addictions II	54	41	41	0
Educational Assistant Certificate	35	14	14	0
Health Care Aide	89	10	8	0
Total	275	86	63	14
TRADES AND INDUSTRIAL				
4th Class Boiler Lab	31	31	31	0
Aircraft Maintenance Engineer - Year 1	52	12	0	11
Aircraft Maintenance Engineer Diploma	5	5	3	0
Auto Body Preparation	20	20	16	0
Automotive Service Preparation	49	49	37	0
Carpentry Level I	34	34	28	0
Carpentry Level II	25	25	23	0
Carpentry Level III	9	9	9	0
Concrete Forming	30	30	20	0
Construction Readiness	15	15	14	0
Construction Worker Preparation Applied Certificate	117	117	99	0
Heavy Equipment Operator Applied Certificate	45	45	45	0

	APPLIED	REGISTERED	COMPLETED	IN PROGRESS
Industrial Mechanics	12	12	7	0
Industrial Safety & Employability Training	336	336	320	0
Introduction to Ironworker (Reinforcing)	12	12	8	0
Introduction to Scaffolding	58	58	47	0
Mining Industry Pre-Employment Applied Certificate	32	32	22	0
Pipeline 101	117	117	97	0
Power Engineering - 4th Class	61	17	14	0
Process Operation Technician - Year 1	56	20	0	18
Process Operation Technician Certificate	18	18	13	0
Residential Framing	9	9	7	0
Residential Renovation and Construction Applied Certificate	150	150	110	0
Skill Enhancement Industrial Safety Training	21	21	21	0
Steel Stud & Drywall	20	20	17	0
Welding - Certificate	89	22	13	0
Welding Applied Certificate	86	49	37	0
Welding Training to Employment	23	23	20	0
Women in Trades Applied Certificate	13	13	12	0
Total	1545	1321	1090	29
WORKFORCE DEVELOPMENT				
Addictions/Mental Health Applied Certificate	144	144	3	133
Grief Edu-Therapy	15	15	15	0
Home Visiting Applied Certificate	20	20	16	0
Total	179	179	34	133
GRAND TOTALS	3894	2254	1480	204

Continued Fiscal Stability

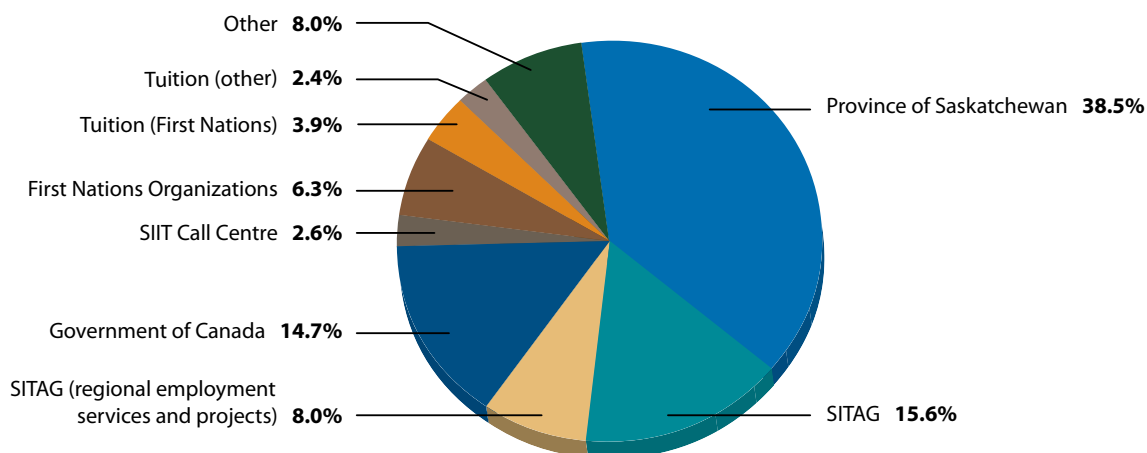
STRATEGIC INVESTMENTS

In 2015-16, SIIT continued to direct resources to strategic priorities including investments in technology (WIFI, printing, tech refresh, telephone systems and information system upgrades, and software deployment), equipment, and learning facilities. Despite operational funding challenges, targeted cost cutting and support from stakeholders allowed SIIT to end the year with a relatively small deficit, strong cash balance, and the long-term portion of debt repaid. Fiscal challenges remain, however, as unrestricted net assets have been reduced to \$262,450.

SIIT received an unqualified audit opinion and no internal control issues were identified.

2015-16 REVENUE

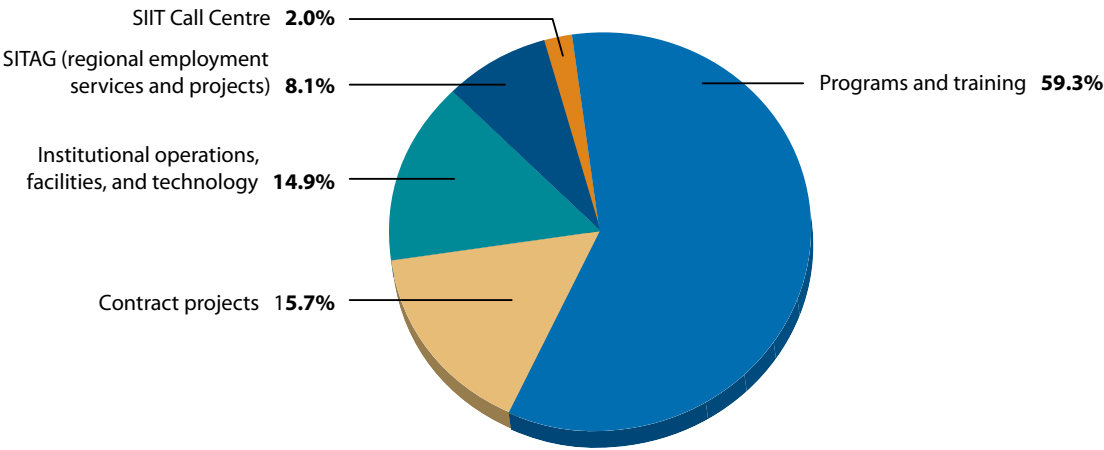
Province of Saskatchewan	\$ 11,204,840	38.5%
SITAG (Saskatchewan Indian Training Assessment Group Inc.)	\$ 4,524,718	15.6%
SITAG (regional employment services and projects)	\$ 2,332,429	8.0%
Government of Canada	\$ 4,266,580	14.7%
SIIT Call Centre	\$ 751,271	2.6%
First Nations Organizations	\$ 1,821,688	6.3%
Tuition (First Nations)	\$ 1,135,714	3.9%
Tuition (other)	\$ 710,891	2.4%
Other	\$ 2,336,920	8.0%
TOTAL	\$ 29,085,051	100.0%





2015-16 EXPENSES

Programs and training	\$ 17,291,774	59.3%
Contract projects	\$ 4,571,973	15.7%
Institutional operations, facilities, and technology	\$ 4,328,381	14.9%
SITAG (regional employment services and projects)	\$ 2,371,899	8.1%
SIIT Call Centre	\$ 576,906	2.0%
TOTAL	\$ 29,140,933	100.0%





CONSOLIDATED FINANCIAL STATEMENTS

SASKATCHEWAN INDIAN
INSTITUTE OF TECHNOLOGIES
YEAR ENDED JUNE 30, 2016



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INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Saskatchewan Indian Institute of Technologies

We have audited the accompanying consolidated financial statements of Saskatchewan Indian Institute of Technologies, which comprise the consolidated statement of financial position as at June 30, 2016, the consolidated statements of operations, changes in net assets and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations, 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform an audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of Saskatchewan Indian Institute of Technologies as at June 30, 2016, and its consolidated results of its operations and its consolidated cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Chartered Professional Accountants

November 1, 2016
Saskatoon, Canada

KPMG LLP is a Canadian limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. KPMG Canada provides services to KPMG LLP.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Consolidated Statement of Financial Position

June 30, 2016, with comparative information for 2015

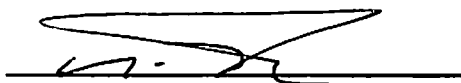
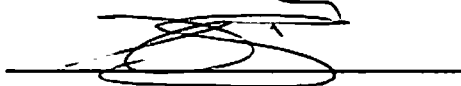
	2016	2015
Assets		
Current assets:		
Cash	\$ 3,996,880	\$ 4,374,397
Accounts receivable (note 3)	2,806,602	3,000,730
Inventories	279,849	25,643
Prepays	39,627	237,066
	<u>7,122,958</u>	<u>7,637,836</u>
Investments (note 4)	265,887	261,250
Property and equipment (note 5)	8,812,259	9,179,870
	<u>\$ 16,201,104</u>	<u>\$ 17,078,956</u>

Liabilities and Net Assets

Current liabilities:		
Accounts payable (note 6)	\$ 2,353,431	\$ 2,790,962
Deferred revenue (note 7)	4,772,964	4,209,582
Current portion of long-term debt (note 8)	108,195	316,589
	<u>7,234,590</u>	<u>7,317,133</u>
Long-term debt (note 8)	-	108,195
Deferred contributions (note 9)	5,910,843	6,542,075
Net assets	3,055,671	3,111,553
Commitments (note 11)		
Economic dependence (note 15)		
	<u>\$ 16,201,104</u>	<u>\$ 17,078,956</u>

See accompanying notes to consolidated financial statements.

On behalf of the Board:

Director

Director

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Consolidated Statement of Operations

Year ended June 30, 2016, with comparative information for 2015

	2016	2015
Revenue (schedule 1):		
Province of Saskatchewan	\$ 11,204,840	\$ 10,756,304
Saskatchewan Indian Training Assessment Group	6,857,147	7,076,896
Saskatchewan First Nations and Tribal Councils	2,907,402	3,260,581
Indigenous and Northern Affairs Canada	2,838,723	2,823,052
Other program and project revenue	4,907,653	5,477,617
Ancillary	369,286	214,430
	29,085,051	29,608,880
Expenses (schedule 2):		
Programs and training	17,291,774	18,152,011
Contract projects	7,520,778	7,465,939
Institutional operations	2,875,930	2,658,240
Facilities and technology	1,273,373	1,223,229
Ancillary	179,078	46,316
	29,140,933	29,545,735
Excess (deficiency) of revenue over expenses	\$ (55,882)	\$ 63,145

See accompanying notes to consolidated financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Consolidated Statement of Changes in Net Assets

Year ended June 30, 2016, with comparative information for 2015

	Invested in property and equipment (note 12)	Unrestricted	2016 Total	2015 Total
Balance, beginning of year	\$ 2,213,011	\$ 898,542	\$ 3,111,553	\$ 3,048,408
Excess (deficiency) of revenue over expenses	(640,854)	584,972	(55,882)	63,145
Investment in property and equipment	1,221,064	(1,221,064)	-	-
Balance, end of year	\$ 2,793,221	\$ 262,450	\$ 3,055,671	\$ 3,111,553

See accompanying notes to consolidated financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Consolidated Statement of Cash Flows

Year ended June 30, 2016, with comparative information for 2015

	2016	2015
Cash flows from (used in):		
Operations:		
Excess (deficiency) of revenue over expenses	\$ (55,882)	\$ 63,145
Items not involving cash:		
Amortization	1,582,628	1,678,463
Unrealized investment gain	(4,637)	(15,537)
Amortization of deferred contributions	(941,774)	(1,223,347)
Loss on disposal of property and equipment	31,086	49,468
Change in non-cash operating working capital:		
Accounts receivable	194,128	423,240
Inventories and prepaid expenses	(56,767)	(2,427)
Accounts payable	(437,531)	556,924
Deferred revenue	563,382	1,564,649
	874,633	3,094,578
Financing:		
Additions to deferred contributions	310,542	1,284,541
Repayment of long-term debt	(316,589)	(305,363)
	(6,047)	979,178
Investing:		
Proceeds from sale of property and equipment	21,538	-
Purchase of property and equipment	(1,267,641)	(1,804,900)
	(1,246,103)	(1,804,900)
Increase (decrease) in cash	(377,517)	2,268,856
Cash position, beginning of year	4,374,397	2,105,541
Cash position, end of year	\$ 3,996,880	\$ 4,374,397
Cash position consists of:		
Saskatchewan Indian Institute of Technologies	\$ 3,976,470	\$ 4,351,878
Saskatchewan Indian Institute of Technologies Foundation Inc.	20,410	22,519
Cash position, end of year	\$ 3,996,880	\$ 4,374,397
Supplemental cash flow disclosure:		
Interest paid on long-term debt	\$ 9,217	\$ 20,443

See accompanying notes to consolidated financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements

Year ended June 30, 2016

Purpose of the organization:

The Saskatchewan Indian Institute of Technologies (the "Institute"), provides academic and career education and training to First Nations adults in Saskatchewan. It is governed by the *Saskatchewan Indian Institute of Technologies Act* of the Federation of Sovereign Indigenous Nations Legislative Assembly and the *Saskatchewan Indian Institute of Technologies Act* of the Province of Saskatchewan.

1. Accounting principles and policies:

These financial statements have been prepared in accordance with Canadian Accounting Standards for Not-For-Profit entities in Part III of the CPA Canada Handbook and reflect the following significant accounting policies:

(a) Consolidation:

These consolidated financial statements include the accounts of the Institute and The Saskatchewan Indian Institute of Technologies Foundation Inc. (the "Foundation"), for which the Institute is the sole member. The Foundation was incorporated under the Saskatchewan Non-Profit Corporations Act and is a registered charity under the Income Tax Act. The mandate of the Foundation is to raise funds to gift the Institute for capital projects, new programming, technology, scholarships and student services.

All intercompany transactions and balances have been eliminated upon consolidation.

(b) Use of estimates:

Canadian accounting standards for not-for-profit entities require management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from these estimates.

(c) Cash:

Cash consists of balances with financial institutions which have an initial term to maturity of three months or less.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

1. Accounting principles and policies (continued):

(d) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Equity instruments that are quoted in an active market are subsequently measured at fair value. Unrealized gains (losses) on equity instruments are recognized in the statement of operations. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Institute has not elected to carry any such instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred.

All other financial instruments are adjusted by financing costs and transaction costs incurred on acquisition, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year. If there is an indicator of impairment, the Institute determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Institute expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the original carrying value.

(e) Revenue recognition:

The Institute follows the deferral method of accounting for revenue. Funding for operational and program expenses of future periods are deferred and recognized as revenue in the year in which the related expense is incurred. Funding designated for property and equipment is deferred and recognized as revenue on the same basis as the related property and equipment are amortized.

Revenue from contractual training and projects is recognized as the service is delivered.

Revenue from tuition and fees is recognized as the course instruction is delivered.

The estimated value of contributed products and services is recognized in revenue and expenses or capital assets at the estimated value of such products and services when the value can be reasonably measured and supported. In-kind contributions were \$nil in 2016 (2015 - \$nil).

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

1. Accounting principles and policies (continued):

(f) Property and equipment:

Property and equipment for which the Institute holds title are recorded at cost. The net assets invested in property and equipment represent the cumulative cost of assets, less accumulated amortization and financing (note 12).

Amortization is provided to charge the cost of property and equipment to operations over their estimated useful lives and is calculated using the following methods and rates:

Assets	Method	Rate
Buildings	Straight-line	20 years
Course equipment	Declining balance	20%
Leasehold improvements	Declining balance	20%
Automotive equipment	Declining balance	30%
Office furniture and equipment	Declining balance	20%
Computer hardware	Straight-line	2 years
Computer software	Straight-line	2 years

(g) Allocation of expenses:

The Institute engages in the delivery of programs, contract projects and contract training. Each of these segments include the costs of personnel, premises and other expenses that are directly related to providing the deliveries. The Institute also incurs a number of general support expenses that are common to the administration of the organization and each of its segments.

The Institute allocates certain of its general support expenses to programs and projects that are funded in whole or in part by a negotiated written contract, on the following basis (see note 10):

Administration costs - proportionately on the basis of the total costs estimated for the particular program or project.

Other management costs - as estimated on the basis of time incurred directly to manage a particular program or project.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

2. Related party transactions:

The Institute is related to the Federation of Sovereign Indigenous Nations ("FSIN") and to FSIN member First Nations and organizations including:

- Saskatchewan Indian Training Assessment Group Inc. ("SITAG")
- Saskatchewan Indian Gaming Authority ("SIGA")
- First Nations University of Canada ("FNUC")
- Saskatchewan Indigenous Cultural Centre ("SICC")
- Indigenous Gaming Regulators Inc. ("IGR")
- Other First Nations controlled entities

Amounts payable to, or receivable from, related parties are separately disclosed in the notes to the financial statements.

Significant payments to related parties during the year were primarily for program expenses and facility rental with total expensed amounts as follows:

	2016	2015
First Nations organizations	\$ 892,739	\$ 943,158
FSIN	7,525	3,833
FNUC	2,350	-
SICC	-	2,500

Revenues received from related parties were primarily for program purchases and tuition with total revenue as follows:

	2016	2015
SITAG	\$ 6,857,147	\$ 7,076,896
First Nations organizations	2,904,844	3,255,805
SIGA	68,452	58,452
FNUC	40,210	16,200
SICC	2,189	952
IGR	2,152	952
FSIN	1,200	-

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

3. Accounts receivable:

	2016	2015
External	\$ 1,409,900	\$ 1,244,854
Related parties:		
SITAG	742,411	1,228,291
First Nations organizations	653,031	527,585
SIGA	1,260	-
	\$ 2,806,602	\$ 3,000,730

4. Investments:

The Institute carries its investment in Sun Life Financial at fair value. For the year ended June 30, 2016, the fair value of the Sun Life shares has increased and resulted in the recognition of an unrealized gain of \$4,637. In 2015, an unrealized gain of \$15,537 was recognized. The cumulative unrealized gain reported at June 30, 2016 is \$167,355 (2015 - \$162,718).

The Investment in Sun Life Financial is based on quoted market values for the securities on the Toronto Stock Exchange.

	Cost	2016 Fair value	2015 Fair value
Investment in Sun Life Financial	\$ 98,532	\$ 265,887	\$ 261,250

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

5. Property and equipment:

June 30, 2016	Cost	Accumulated amortization	Net book value
Saskatoon Campus Building	\$ 8,543,778	\$ 4,907,414	\$ 3,636,364
Saskatchewan Aviation Learning Centre	3,418,107	1,116,867	2,301,240
Course equipment	3,939,729	3,162,575	777,154
Leasehold improvements	1,775,767	1,175,862	599,905
Computer software	786,351	190,031	596,320
Land	550,000	-	550,000
Computer hardware	1,383,928	1,174,940	208,988
Office furniture	534,033	460,848	73,185
Office equipment	525,884	485,726	40,158
Automotive equipment	518,531	489,586	28,945
	\$ 21,976,108	\$ 13,163,849	\$ 8,812,259

June 30, 2015	Cost	Accumulated amortization	Net book value
Saskatoon Campus Building	\$ 8,405,902	\$ 4,480,226	\$ 3,925,676
Saskatchewan Aviation Learning Centre	3,402,137	945,961	2,456,176
Course equipment	3,907,497	2,966,332	941,165
Land	550,000	-	550,000
Leasehold improvements	1,927,831	1,529,535	398,296
Computer hardware	1,428,201	1,065,118	363,083
Computer software	562,968	205,446	357,522
Office furniture	534,033	442,552	91,481
Office equipment	568,696	513,576	55,120
Automobile equipment	518,531	477,180	41,351
	\$ 21,805,796	\$ 12,625,926	\$ 9,179,870

The amortization expense for the current year is 1,582,628 (2015 - \$1,678,463).

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

6. Accounts payable:

	2016	2015
External	\$ 2,199,977	\$ 2,649,696
Related parties:		
First Nations organizations	153,454	141,266
	\$ 2,353,431	\$ 2,790,962

Included in accounts payable are government remittances payable of \$3,686 (2015 - \$16,570), which includes amounts payable for payroll related withholdings.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

7. Deferred revenue:

The following program revenues are to be applied against program expenses to be made subsequent to June 30:

	2016	2015
Province of Saskatchewan:		
Skills Training Allocation	\$ 1,651,331	\$ 959,647
Adult Basic Education Grant	734,176	833,101
Other Programs and Projects	273,614	344,926
SaskPower	698,489	785,668
Indigenous and Northern Affairs Canada:		
Firefighter Training	246,042	304,599
Post-Secondary Partnerships Program	172,203	-
Recovery Park	-	95,135
The Boeing Company	338,788	489,037
Health Canada - First Nations and Inuit Health		
First Nations Inuit Mental Wellness	221,177	-
Indian Residential Schools	21,409	-
Healthy Child Development	49,312	-
Saskatchewan First Nations and Tribal Councils:		
Programs and Projects	165,128	117,060
National Indian Brotherhood Trust Fund	33,787	-
Other Programs and Projects	10,443	10,715
City of Saskatoon	6,825	6,825
BHP Billiton	-	59,528
Tuition	-	2,269
Scholarship Funding	150,240	201,072
	\$ 4,772,964	\$ 4,209,582

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

8. Long-term debt:

	2016	2015
Peace Hills Trust:		
Mortgage, repayable in monthly installments of \$27,151 including interest at 3.65%, secured by land and building at Saskatoon Campus, 229 4th Avenue South, Saskatoon, maturing October 2016.	\$ 108,195	\$ 424,784
Current portion of long-term debt	(108,195)	(316,589)
	\$ -	\$ 108,195

Expected annual repayments on long-term debt are as follows:

Year ended June 30:	
2017	\$ 108,195
	\$ 108,195

The Institute has an operating line of credit available with Peace Hills Trust for \$500,000 bearing interest at bank prime plus 1%. At June 30, 2016, the amounts outstanding were \$nil (2015 - \$nil).

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

9. Deferred contributions:

Deferred contributions represent amounts received relating to various property and equipment acquisitions. These amounts are being recognized as revenue on the same basis as the related assets are being amortized.

	2016	2015
Balance, beginning of year	\$ 6,542,075	\$ 6,480,881
Additions - Computer equipment, infrastructure and software		
SITAG	254,572	274,166
Dakota Dunes Community Development Corporation	40,000	-
Western Economic Diversification	-	607,775
Indigenous and Northern Affairs Canada	-	77,283
SaskPower	-	73,671
The Boeing Company	-	62,276
Additions - Aircraft maintenance engineer equipment		
The Boeing Company	15,970	164,814
Western Economic Diversification	-	1,277
Additions - Other course equipment		
Province of Saskatchewan	-	23,279
Amortization	(941,774)	(1,223,347)
Balance, end of year	\$ 5,910,843	\$ 6,542,075

10. Allocation of expenses:

Administration and management general support expenses of \$1,427,798 (2015 - \$1,189,429) have been allocated as follows:

	2016	2015
Contract projects	\$ 643,587	\$ 589,321
Programs and training	684,693	526,626
Facilities and technology	99,518	73,482
	\$ 1,427,798	\$ 1,189,429

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

11. Commitments:

The Institute rents premises and equipment under operating leases over the next five years as follows:

2017	\$ 1,692,718
2018	1,392,794
2019	1,118,841
2020	1,094,667
2021	556,863
	\$ 5,855,883

At June 30, 2016, the Institute has commitments to invest in property and equipment of \$nil (2015 - \$467,633).

12. Net assets invested in property and equipment:

Net assets invested in property and equipment are comprised of:

	2016	2015
Net book value of property and equipment	\$ 8,812,259	\$ 9,179,870
Purchase of property and equipment financed by:		
Long-term debt	(108,195)	(424,784)
Deferred contributions	(5,910,843)	(6,542,075)
Net assets invested in property and equipment	\$ 2,793,221	\$ 2,213,011

13. Pension plan:

The Institute has a defined contribution pension plan for the benefit of its employees. Membership in the plan is mandatory for eligible employees and employee contributions are matched equally by the Institute up to 7.5% of salary. The Institute's contribution to the plan was \$738,021 in 2016 (2015 - \$810,726). Annual contributions by the Institute are recorded as expenses in the statement of operations.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Consolidated Financial Statements (continued)

Year ended June 30, 2016

14. Financial instruments and risk management:

The Institute, through its financial assets and liabilities, has exposure to the following risks from its use of financial instruments: credit risk and market risk (interest rate risk and other price risks).

Fair values:

The fair value of cash, accounts receivable and accounts payable approximate their carrying value due to their short-term period to maturity. Fair value of investments was determined by reference to various market data, as appropriate. Long-term debt bears interest at current market rates and accordingly the carrying value approximates fair value.

Credit risk:

The Institute's principal financial assets are cash and accounts receivable which are all subject to credit risk. The carrying amounts of these financial assets on the statement of financial position represents the Institute's maximum credit exposure at June 30, 2016.

The Institute's credit risk is primarily attributable to its accounts receivable. Credit risk related to accounts receivable is minimized as these receivables are largely from government organizations. The amounts disclosed in the statement of financial position are net of allowance for doubtful accounts, estimated by management of the Institute based on previous experience and assessment of the current economic environment. The credit risk on cash is limited because the counterparties are chartered banks with high credit ratings assigned by national credit-rating agencies.

Market risk:

The Institute is exposed to interest rate risk on its credit facility as interest rates fluctuate based on changes in prime rates. The interest rate risk is minimized as there are currently no amounts drawn on the facility. The Institute is exposed to interest rate risk on its long-term debt, however risk is minimized as rates are fixed until the term of maturity in October 2016. The Institute is exposed to market risk as a result of its equity instruments. Fluctuations in the market price of the securities will impact the Institute's carrying value of investments.

15. Economic dependence:

The Institute is economically dependent on government funding.

16. Comparative figures:

Certain prior year's numbers have been reclassified to conform to the current year's financial statement presentation.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Consolidated Revenue

Year ended June 30, 2016, with comparative information for 2015

	2016	2015
Province of Saskatchewan:		
Programs and projects	\$ 5,742,011	\$ 5,472,246
Career Centres	2,980,619	2,999,795
Operating grant	2,201,400	1,986,900
Scholarships	159,450	172,450
Amortization of deferred capital contributions	121,360	124,913
	\$ 11,204,840	\$ 10,756,304
SITAG:		
Programs and projects	\$ 3,931,863	\$ 4,400,406
Career Centres	510,465	248,930
Amortization of deferred capital contributions	82,390	39,253
	4,524,718	4,688,589
SITAG regional employment services and projects	2,332,429	2,388,307
	\$ 6,857,147	\$ 7,076,896
Saskatchewan First Nations and Tribal Councils:		
Programs and projects	\$ 1,751,688	\$ 1,932,327
Tuition and fees	1,135,714	1,328,254
Amortization of deferred capital contributions	20,000	-
	\$ 2,907,402	\$ 3,260,581
Indigenous and Northern Affairs Canada :		
Post-Secondary Partnerships Program	\$ 2,246,186	\$ 2,375,420
Other programs and projects	502,694	349,983
Amortization of deferred capital contributions	89,843	97,649
	\$ 2,838,723	\$ 2,823,052

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Consolidated Revenue (continued)

Year ended June 30, 2016, with comparative information for 2015

	2016	2015
Other program and project revenue:		
Health Canada - First Nations and Inuit Health Branch	\$ 1,048,776	\$ 953,012
Enbridge	948,358	20,000
SIIT Call Centre	751,271	1,670,248
Tuition and fees (other than First Nation organizations)	710,891	794,403
Amortization of deferred capital contributions	628,181	961,532
Other	168,720	187,462
The Boeing Company	135,279	52,450
Regional Colleges	114,199	94,664
SaskPower	87,179	79,834
Crown Investment Corporation	85,000	90,000
BHP Billiton Canada Inc.	59,528	44,874
North West School Division	51,696	54,615
SIGA	50,000	50,000
National Indian Brotherhood Trust Fund	41,233	-
Northern Career Quest	22,342	119,518
Saskatchewan Government Insurance	5,000	84,782
Western Economic Diversification	-	133,749
City of Saskatoon	-	86,474
	\$ 4,907,653	\$ 5,477,617
Ancillary:		
Donations and miscellaneous	\$ 260,159	\$ 111,453
Interest and dividends	104,490	87,440
Unrealized investment gain	4,637	15,537
	\$ 369,286	\$ 214,430
Total revenues	\$ 29,085,051	\$ 29,608,880

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Consolidated Expenses by Function

Year ended June 30, 2016, with comparative information for 2015

	2016	2015
Programs and training:		
Trades and industrial	\$ 7,500,471	\$ 6,401,819
Academic preparation	2,938,029	3,162,832
Business	2,536,936	3,236,093
Student services and supports	1,068,380	1,087,631
Workforce development	1,044,589	982,095
Health and community	957,515	1,628,506
Academic management	893,730	824,080
Scholarships	372,150	423,400
Amortization of property and equipment	282,952	388,771
Learning technology innovation centre	111,627	389,832
Cost recoveries - internal	(414,605)	(373,048)
	\$ 17,291,774	\$ 18,152,011
Contract projects:		
Career Centres	\$ 3,726,242	\$ 3,423,215
SITAG regional employment services and projects	2,371,899	2,393,741
Employment projects	796,405	605,324
SIIT Call Centre	576,906	1,046,913
Indigenous and Northern Affairs Canada	110,912	107,253
Other	91,130	95,927
Amortization of property and equipment	90,061	-
Cost recoveries - internal	(242,777)	(206,434)
	\$ 7,520,778	\$ 7,465,939
Institutional operations:		
Institutional support	\$ 4,152,011	\$ 3,612,518
Board and governance	106,153	100,469
Amortization of property and equipment	26,307	30,340
Cost recoveries - internal	(1,408,541)	(1,085,087)
	\$ 2,875,930	\$ 2,658,240

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Consolidated Expenses by Function (continued)

Year ended June 30, 2016, with comparative information for 2015

	2016	2015
Facilities and technology:		
Operating costs	\$ 2,839,974	\$ 2,915,453
Amortization of property and equipment	1,183,308	1,163,425
Loss on disposal of property and equipment	31,086	49,468
Loan interest	9,217	20,443
Cost recoveries - internal	(2,790,212)	(2,925,560)
	\$ 1,273,373	\$ 1,223,229
Ancillary:		
Operating costs	\$ 206,291	\$ 83,077
Cost recoveries - internal	(27,213)	(36,761)
	\$ 179,078	\$ 46,316
Total expenses	\$ 29,140,933	\$ 29,545,735

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Consolidated Expenses by Object

Year ended June 30, 2016, with comparative information for 2015

	2016	2015
Salaries and benefits	\$ 15,033,990	\$ 16,169,439
Contractual services	2,154,286	1,775,264
Facilities rent	1,501,048	1,714,260
Program broker fees and student training	1,353,058	1,205,751
Travel and sustenance	1,162,993	1,076,639
Trainee income support	872,919	642,180
Supplies	866,384	891,060
Equipment, furniture and major tools	600,540	319,825
Telephone and internet	525,131	501,008
Trainee travel and sustenance	407,927	449,414
Reference materials	403,802	475,153
Vehicle and equipment rentals	382,295	343,551
Scholarships	372,150	423,400
Janitorial	342,180	341,511
Utilities	329,042	355,089
Advertising	155,224	167,107
Maintenance	143,758	148,209
Board expenses	110,158	101,900
Audit and accounting fees	92,500	66,230
Insurance	83,964	78,650
Photocopying, printing and binding	83,486	68,481
Resource persons	81,765	48,818
Courier, freight and storage	80,885	50,916
Graduation	67,254	71,956
Legal fees	59,415	60,659
Purchases	57,116	68,608
Miscellaneous	53,782	30,159
Professional development	45,616	49,838
Memberships and licenses	42,143	47,559
Bank charges and interest	26,756	38,286
Postage	17,081	18,906
Subscriptions	11,823	12,214
Indenturing fees	4,800	3,750
Administration charges	1,848	1,914
Property taxes	100	100
Total expenses before amortization	27,527,219	27,817,804
Amortization of property and equipment	1,582,628	1,678,463
Loss on disposal of property and equipment	31,086	49,468
Total expenses	\$ 29,140,933	\$ 29,545,735

Our Partners

COMMUNITY PARTNERS

Federation of Sovereign
Indigenous Nations
National Indian Brotherhood
Trust Fund
Tribal Councils of Saskatchewan

CORPORATE PARTNERS

Advanced Data Systems
Affinity Credit Union
Boeing Aerospace
Cameco
Canadian Shield Insurance
Cornerstone Photography
Crown Investments Corporation
Dakota Dunes Community
Development Corporation
Enbridge
Farm Credit Canada
ISC
Lockheed Martin
MNP
Potash Corp
Rockwell Collins
Saskatoon Airport Authority
SaskEnergy
SaskPower
SaskTel
Scotiabank
SIGA
Sikorsky Aircraft Corporation
West Wind Aviation
Whitecap Development
Corporation

GOVERNMENT PARTNERS

Government of Canada

- Employment and Social
Development Canada
- Health Canada – First Nations
and Inuit Health
- Indigenous and Northern Affairs
Canada
- Innovation, Science and
Economic Development Canada
- Western Economic
Diversification Canada

Government of Saskatchewan

- Saskatchewan Ministry of Advanced
Education
- Saskatchewan Ministry of Government
Relations and First Nations, Métis and
Northern Affairs
- Saskatchewan Ministry of the Economy
- Tourism Saskatchewan

EDUCATION PARTNERS

First Nations University of Canada
Gabriel Dumont Institute
Oskayak High School
University of Lethbridge
University of Saskatchewan
Northlands College
North West Regional College
Parkland College
Saskatchewan Apprenticeship and Trade
Certification Commission
Saskatchewan Polytechnic

MEDIA PARTNERS

Saskatoon Media Group
CTV Saskatoon
Eagle Feather News
First Nations Drum
Missinipi Broadcasting Corp.

CAREER CENTRE PARTNERS

A2Z Safety and Training
Battlefords Urban Training and
Employment
Canadian Home Builders' Association
Coram Construction Management Inc.
Empire Welding
G & C Asphalt Services
Graham Construction
Kitsaki Management Limited
Partnership
Logan Stevens Construction
Northern Career Quest
PCL Construction Management Inc.
Points Athabasca Contracting Limited
Partnership
Prince Albert Construction Association
Quorox Construction
Regina and Region Home Builders
Association

Regina Construction Association
Regina Treaty/Status Indian Services Inc.
Riverbank Development Corp.
Saskatchewan Construction Association
Saskatoon and Region Home Builders
Association

APPRENTICESHIP PARTNERS

Epic Construction
Wright Construction
Montreal Lake Industrial Construction
Westridge Construction
Reilly's Renovation
Saskatoon Metal Manufacturing
Jastek
Tron Construction and Mining
Ochapawace Housing
Beg 4 Macs Decorating
R. Millers Plumbing and Heating
McDonald Home Repair
Advance Engineered Products Group
ACE Manufacturing Inc.
CCM Construction Ltd.
Points Athabasca
Westcan Bulk Transport
HRD Framing
Con-Tech General Contractors Ltd.
Grass Roots Labour Services Inc.
C.P. Services
Krall Construction Ltd.
ATCO Structures & Logistics
QSI Interiors Ltd.
RTF Holdings-Fedler Electric
Neufeld Contracting
Classic Design Carpentry Inc.
Jacobs Industrial Services Ltd.
Allan Construction
Westridge Construction Ltd.
Dene Gold Ventures Ltd.
Laron Builders Ltd.
Mitsubishi Hitachi Power Systems
Canada Ltd.
Apex Construction Ltd.
Banff Constructors
Etera Group of Companies
Carmont Construction Ltd.



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