



**2017-18
ANNUAL REPORT**

In 1976, SIIT was established by First Nation leaders to carry out the vision and respond to the needs of our communities and citizens. That vision remains strong and dedicated. Today, as an Indigenous institution governed by First Nation leaders, our vibrant learning community is made up of more than 90% Indigenous students and nearly 70% Indigenous staff. With a province wide footprint of campuses, trade and Career Centres, mobile training units, and many community program sites, SIIT programs are accessible. We consider ourselves fortunate to be able to attract student talent from every community and First Nation in Saskatchewan - welcoming many from beyond provincial borders.

Our goal is to be responsive to the needs of our learners and provide programs that reflect current labour market needs and standards. Recently, the institute launched a curriculum renewal project that supports innovation in all of our program areas. Through this initiative, we have recommended and implemented several new programs. More than ever, our graduates are positioned for success and equipped for a highly competitive job market.

Continuous improvement to Academic, Student and Learning Services, and Employment Development and Career Services ensures that our students have all the supports they might need: from initial contact through to their successful entry into the workforce. Our dedicated, professional staff and faculty support SIIT students and job seekers on every step of their journey. We are proud to be a leader when it comes to post-secondary retention rates and employment outcomes.

Significant federal, provincial, and community investments increase our ability to reach Indigenous learners and job seekers. In 2017-18, SIIT provided educational programming to over 2,400 students and provided employment services and wrap around supports to more than 6,600 clients. Collaboration with community, corporate and educational partners has strengthened our advisory groups, work integrated learning and credit transfer strategies, and provided scholarships and community supports. We look forward to growing our network of partners for the benefit of our learning community.

When individuals join the SIIT family, they join an accomplished group of more than 55,000 alumni creating change and prosperity in First Nation communities. On behalf of SIIT's staff, faculty and Board of Governors, we look forward to another successful year.



A stylized, handwritten signature in black ink, consisting of a large, sweeping 'R' followed by a few horizontal strokes.

RIEL BELLEGARDE

President & CEO



A stylized, handwritten signature in black ink, featuring a large, circular loop at the beginning and a long, sweeping tail.

CHIEF DARCY BEAR

Chair of the Board



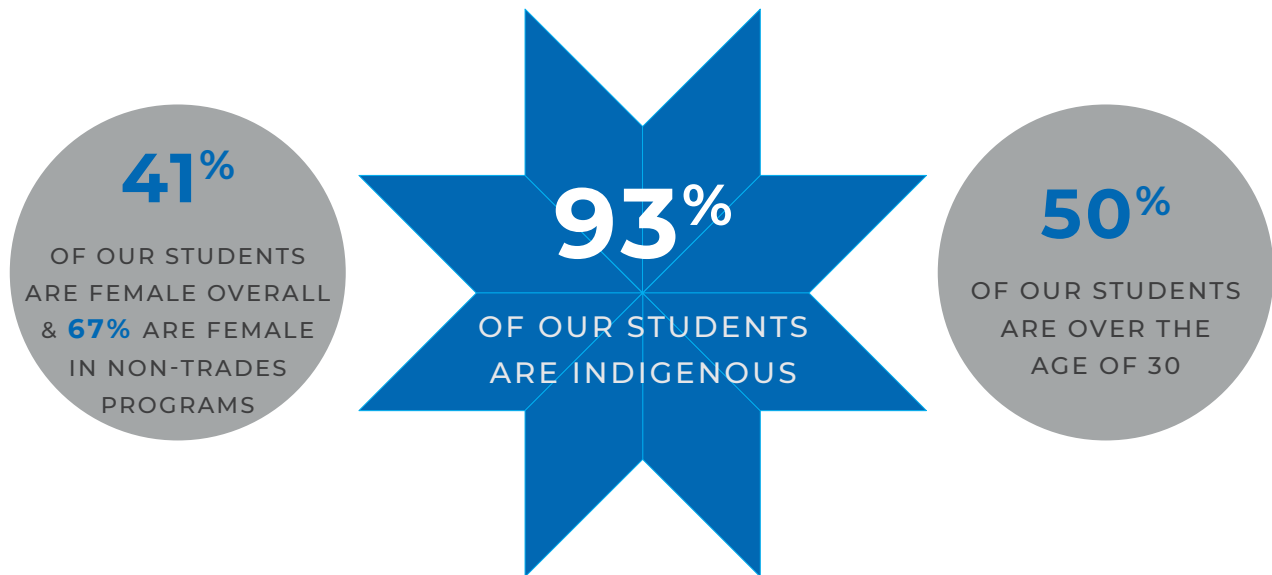
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OUR STUDENTS

SIIT students are part of a family: an Indigenous learning community representing First Nations, Metis, Inuit and non-Indigenous learners. In 2017-18, all 74 Saskatchewan First Nations were represented in the SIIT student body.



OUR STORIES

These stories - as told by faculty, job coaches, and students, reflect the journeys of our learners.

ROBERTA, ABE 12 / REGINA: "Roberta is a student who shows **leadership** qualities such as arranging lunches to helping her classmates. I have had the pleasure of working with her for the past two years. Roberta takes her academics and attendance very seriously, and on top of her work, she also provides information for the benefit of the ABE programs. She organized countless lunches over the past two years in order to provide a welcoming atmosphere in our program. She plans on finding an employer that will take her on as an apprentice in the field of commercial cooking."

VICTOR, ABE 12 / KEESEKOOSE: "Before Victor attended the program, he had an unforeseen tragic experience that forced him to relocate back to his community. At the beginning of the program, he had a lot of anxiety, and he saw a community psychologist once or twice a week. It helped him to overcome his anxiety by giving him opportunities to work in the quiet room, journal writing, positive thinking skills, quotes, reflecting on community role models - life experiences (presentations), encouragement, talking with me, giving him examples of my life experiences and many more self-help techniques. There were many times he wanted to quit the program, but every little milestone, such as completing a novel by himself, completing a final exam, completing a departmental, approving his attendance, and just smiling every day was a great accomplishment for Victor. It helped him to keep going within the program.

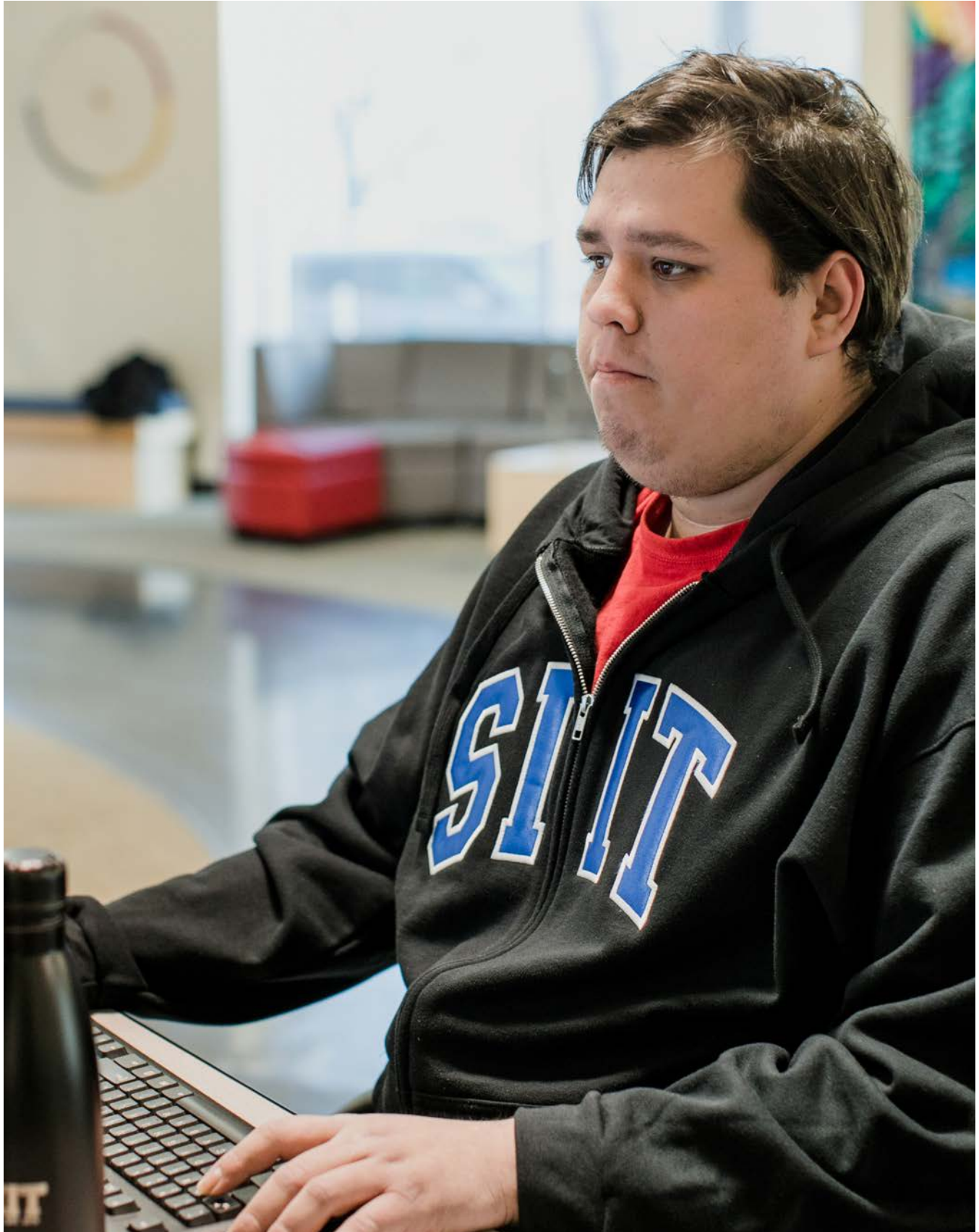
As the classroom became a family-like atmosphere, he started to open up to his classmates, and he started to encourage others to keep going within the program and gave a lot of his personal experiences and friendship to them. This helped others to open up with each other, then with myself. Towards the end of the program, he was indecisive to what he wanted to attend in terms of education. He wanted to get into graphic design or become a teacher. Victor and I looked into the teaching aspect of education and where the best place was that was closest to his home community. He made an appointment at the college in Yorkton, and he decided he is going for his Bachelor of Education so he can help others achieve their education. Overall, he grew a lot in the program: overcoming his anxiety, **challenging himself, positive thinking, helping others** and completing the Adult Basic Education grade 12 Program."

SHANE, ELECTRICAL APPLIED CERTIFICATE / SASKATOON: "Shane Arcand (from Big River First Nation) enrolled in SIIT's brand new Electrical program in January 2018. After working for Boart Longyear as an Underground Diamond Driller Helper, he saw that electricians were a crucial part of the mining industry. This experience prompted his decision to apply and enroll in the Electrical program. He graduated from the Saskatoon program in June 2018 with an Electrical Applied Certificate under the training of his Instructor Craig Michelin.

This training and certification granted him credit for his Level 1 Apprenticeship Training as well as 300 hours in trade time experience. To become a Red-seal Journeyman Electrician, an individual must complete four levels of Apprenticeship Training and earn 7200 hours of Trade Time experience. Shane is well on his way to becoming a Journeyman Electrician.

With the 2nd highest academic average in his class, he was able to **utilize his training right away during his one-week work practicum** that is an integral part of the 22 week SIIT program. After this Work Placement with Dynamo Electric, Shane was immediately **hired and is still working with the company** as an important part of the team. His employer **speaks highly of his employee and the training he received.**

As SIIT aims to deliver the 2nd Level of Electrical Apprenticeship training in the fall of 2020, Shane and his employer hope that he is able to return and continue his training.





DESTINY-LEIGH, JOBSERIES CLIENT / KEESECKOOS: "In the 21 week program delivered on Keeseckoose First Nation in partnership between SIIT and the Yorkton Tribal Council, Destiny had a 90% attendance by arriving on time and ready for the learning opportunities ahead. The program had a positive effect not only on herself but in turn, strengthened the relationship with her partner. The program helped her "choose a better way of thinking; to be more accepting, polite, respectful and **confident** in [herself], and to be an encouraging person." The programs' topics served to be important life lessons for Destiny-Leigh, for example, 'problem solving helped me in knowing when to respond rather than react. It's [about] knowing when to be calm, nurturing, and having respect at all times rather than critical. It's about understanding so that you can find a solution, so everyone is happy in the end.' Destiny was able to learn budgeting skills, save money and put it towards registering a vehicle for daily transportation to and from the program. Destiny learnt how to manage her money and become more cautious about spending while saving for a meaningful sum in the future.

Career planning, goal setting, researching different careers, tuition costs, living expenses and the skill training are all topics that assisted in Destiny's career path. While participating in the JobSeries Program, Destiny was able to improve her resume while focusing on the good things about herself and staying away from challenges. By the end of the program, she was able to take everything she learnt into practice by showing future employers that she was '**approachable, reliable, and qualified.**' The program also offered safety tickets, which Destiny 'thought it was a great advantage...they will all help me with building my resume even higher.'

Destiny-Leigh said: "This program is letting me be able to conquer new things for the betterment of myself, my relationship, and my future so that I can have a **safe, healthy lifestyle**. Learning about [myself] gives me an insight into what my career might be. The setting of the classroom is a feeling of comfort and home with all the posters, teachings, and projects us as a class have done. As Mahatma Gandhi once said, 'The future depends on what you do today.' and that is why with this program I will be able to make the **choices** I need to have a **successful future.**"

Destiny is currently employed and working at the Keeseckoose Daycare as an infant caregiver for babies between 18-24 months. This September her and her partner, Harold are expecting their first baby."

EILEEN, ABE 10 / BIG ISLAND LAKE: "She attended one day in November and was too scared to come back until January. Once she returned, she became the best attender. She is an older student, and every day was a fight against her fears and the negative things she had learned to believe about herself. She would work all afternoon on something only to erase it all or crumple it and throw it away because she was convinced it was all wrong. Eventually, she started gaining confidence and ended up being in the running for the highest academic award. She **has an excellent work ethic** and a **mature attitude**. The biggest success is that she dreamed of being a computer technician and now believes she just might be able to do it. She has begun planning for that day when she must move to an urban center to continue her dreams. I have been coaching her on what to expect and how to handle it. The idea scares her, but she understands this is the reality for Native people, and she plays a role in changing that reality. She is learning what **courage** really is. This student is particularly exciting to watch because of her age, the area she is going into and the **effect she will have on the whole community** when she returns with a diploma or degree in computer sciences."

NICK, JOBCONNECTIONS CLIENT / BUFFALO NARROWS: “Nick is a Non-Indigenous participant from Buffalo Narrows who registered for our JobConnections employment and career services workshops. The workshops he attended were employability skills, interview preparation and job search. During the workshops, we assisted Nick with creating a more marketable resume and uploading it to the SaskJobs website. Since participating in our program, Nick has secured a part-time position with Canada Post and is taking an online library clerk course with SaskPolytechnic. Nick was very appreciative of the services he received and thanked the JobConnections team for assisting him with his career path.”

LOUISE, MENTAL HEALTH & WELLNESS / YORKTON: “Before I committed to taking the two-year Mental Health and Wellness program with SIIT, I was working with the Yorkton Tribal Council education department. My position was Community Liaison, and the purpose of my position was to help increase attendance and graduation rates with our First Nation students. I found this very challenging as not only are our students parenting themselves and struggling to make school a place of success, but our parents and grandparents were also suffering the effects of inter-generational trauma from experiences that came from attending residential schools. I felt that my own personal knowledge and prior training was not enough to help our First Nation families, so I made the decision to attend the course.

During my two years, I have learned so much in terms of our history with colonization and residential school and the inter-generational trauma and how it still affects our people. Learning to use the holistic approach to help **start the process of healing** for our First Nations has been so profound while applying our **traditional knowledge**. This program has given me great insight and tools to continue in the human services field, and it certainly has opened my own understanding to the plight of our people over the years, and it has also brought healing to myself.

I did my third practicum with the Yorkton Regional High School, and the Assistant CEO/Director of the GSSD asked me how to engage the Indigenous population in the school. I shared some of my knowledge with her that I gained while in the Mental Health and Wellness program and made some suggestions that could be utilized with the Indigenous students in the school. She was so pleased with our meeting that she came to sit and talk with me a second time to ask my opinion on some ideas she wanted to use that I had given her. During our conversation, she told me that she was talking with her colleagues and said she would like to hire me and that the knowledge that I shared with her really impacted her. She also asked me how she can **bridge the gap** with the First Nation communities that help to make up part of the Good Spirit School Division. I was able to give her some advice and help to set up a meeting with the Chief and Council from my own First Nation. I am now on my fourth practicum in the same place, and I was approached by her once again to forward my resume to her as she is trying to locate funds within her budget to hire me to begin some groundwork immediately after my practicum is done.

I truly believe that this **opportunity is a result of the knowledge that I have gained** in the Mental Health & Wellness course.”





OUR STAFF AND FACULTY

244

SIIT STAFF

68%

OF OUR STAFF ARE
INDIGENOUS

"I love working at SIIT because the institute values diversity, challenges employees to do their best, and offers First Nations professionals an opportunity to co-develop strategies with First Nations communities around the province to create a better quality of life for our people through education, training and employment opportunities."

WARREN ISBISTER-BEAR

Planning & Development Analyst

"Working at SIIT is more than just a job...it is like being part of a big family."

SHANNON PETTAM

Business Program Instructor

"It's easy to love working at SIIT because of the impact our team is making within our communities. Across the province, our graduates are learning new skills and getting employed. Changing lives for the better is a great feeling. The student's confidence boost is noticeable in between day one, graduation and beyond."

JUSTIN LASNIER

Program Coordinator

"I love working at SIIT because it gives me the opportunity to pay back my community for the investment of time and love they gave to me when I was struggling on my journey with finding who I am. I want to help empower our Indigenous people to become the people they are meant to be by sharing my experience, strength and give hope for the future."

TRINA KAAL

Career Development Coach

"I love working at SIIT because of the work-life balance!"

BRONSON LINKLATER

Accounts Payable Officer

"I love working at SIIT because of the opportunities it has provided me to be immersed in and learn about Indigenous culture, while enjoying many professional and personal growth opportunities."

ALEX HUTCHINSON

Adult Basic Education Instructor

WE GROW

Continuous opportunities for development help our staff and faculty grow professionally, providing exceptional student and client services.

- Violence and Threat Risk Assessment
- Truth and Reconciliation Commission Workshop
- LGBTQ+ Training
- Staff and Faculty PD Week- Academics
- In House PD- Smartboard Basics
- Great West Life Pension Education
- Online Training - HR Downloads
- New HR recruitment software
- Blue Cross Insurance Session
- Think Indigenous Education Conference
- Marco Poco Marketing and Communications Conference
- Supercluster Learning Event- Western Economic Diversification
- IMII Work Integrated Learning Event
- CIPS Networking Events
- Saskatoon Industry Education Council Contact Conference for Career Practitioners
- Administrative Staff Training
- Project Management Certification
- Congress 2018
- U of S Gwenna Moss Teaching and Learning Conference
- JobSeries T.E.A.M Facilitator training
- Trades and Industrial/ Career Centre Retreat in Waskesiu

WE CONTRIBUTE

SIIT staff and faculty maintain a wide range of professional memberships and contribute to various committees and working groups that contribute to a stronger post secondary sector.

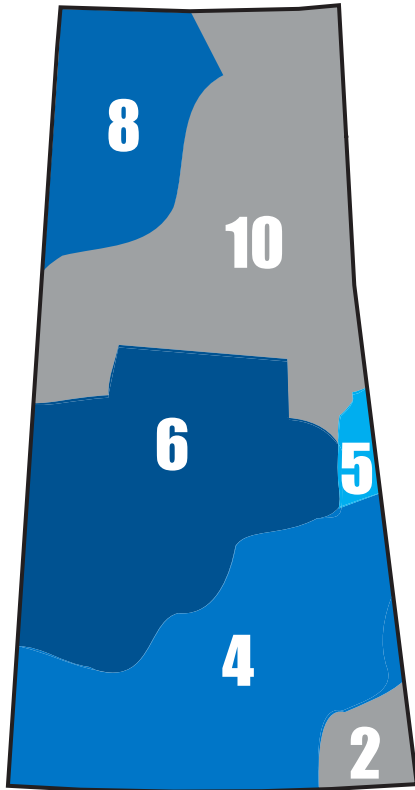
- Saskatchewan Marketing Association
- Saskatchewan Chamber of Commerce
- Aboriginal Financial Officers Association
- Chartered Professionals in Human Resources
- Ministry of Advanced Education: PPRA - Working Group
- Ministry of Advanced Education - FNMI Major Initiatives/ Best Practices- Contributor
- Ministry of Advanced Education- Transfer Credit and Gap Analysis Working Group
- Statistics Canada- Aboriginal E Network- Working Group
- College and Institutes Canada
- Northern Labour Market Committee
- Multi Industry Career Centre Advisory Committees- Regina, Yorkton, Saskatoon, North Battleford, Prince Albert, Meadow Lake, La Ronge, and Creighton
- Saskatoon Skill and Trade Centre Board of Directors
- Saskatchewan Labour Market Council
- National Council of Deans of Apprenticeship, Trades, and Technology
- Ministry of Immigration and Career Training- ABE Reference Group
- Ministry of Immigration and Career Training- Essential Skills Review Committee
- Saskatchewan Aerospace and Defense Summits and ITB Meetings and Tours



COMMUNITY ENGAGEMENT

Opportunities to engage and volunteer with various organizations occur throughout the year - providing SIIT staff, faculty, and students a chance to contribute to the strength of our community network.

Examples include:



National

- Smart Cities Roundtable

Provincial

- Restorative Action Program
- Metis Addictions Council of Sask (MACSI)
- United Way
- SaskTel Youth Awards
- First Nation Spelling Bee
- FSIN Pow Wow
- FSIN Youth Assembly
- Habitat for Humanity

Treaty 4

- Stepping Stones Career Fair
- Job Series Community Projects
- Whitespruce Correctional Facility - Habitat for Humanity
- Residential Renovation and Construction Program Community Projects
- Thomas' Circle of Care
- Come and Learn Aboriginal Head Start Program
- North Central Family Centre
- Carry the Kettle First Nation Nakota Oyade Education Centre (Pre-K class)
- Orange Tree Village
- YMCA (West side)
- Balour Childcare Centre
- YWCA
- Kitchener School
- SCEP
- Circle Project Yr 1
- Street Culture Kidz
- Fort Qu'Appelle Elementary School
- Balcarres Community School
- Standing Buffalo First Nation School
- Peepeekisis
- Pesakastew School
- Piapot First Nations School
- Okanese Headstart Program
- Yorkton Tribal Council, Health Department
- Yorkton Tribal Council, Justice Department
- File Hills Tribal Police
- Okanese First Nation
- Yorkton Friendship Center
- Keeseekoose First Nation, NNADAP
- Key First Nation, NNADAP
- New Beginnings, Kamsack, Sask.
- Yorkton Transitional Home
- Cowessess First Nation
- Saulteaux Healing & Wellness
- White Raven Healing Centre, Fort Qu'Appelle, SK

Treaty 5

- Red Earth Community School (Elementary & High School)

Treaty 6

- Saskatoon Pride Parade
- Orange Shirt Day
- Saskatoon Indian and Metis Friendship Centre
- Childrens Hospital Foundation Dragon Boat Races
- SIGA/ CHEP Good Food Run
- Future is Yours Career Fair (STC)
- CTASP/ Saskatoon
- SIMFC Grad Gala
- SIGA Pancake Breakfast
- Dakota Language Conference
- Rock your Roots
- Many Voices Event/ Saskatoon Community Foundation
- Women Leading the Way Luncheon - United Way
- Job Series Community Projects
- Computers for Kids Canada
- Residential Renovation and Construction Program Community Projects
- Saskatoon Public School Division
- Saskatoon Catholic School Division
- Prince Albert Food Bank
- Saskatoon Food Bank
- Spadina Early Learning & Child Care Cooperative
- Maggie's Early Learning Centre Inc.
- First Nations Child Development Centre
- STC clinic
- Saskatoon Health Authority – Dube Centre
- CUMFI Wellness
- FSIN – Health
- Elizabeth Fry Society
- Core Neighbourhood Youth Co-op
- Dress for Success
- Saskatoon Community Foundation
- White Buffalo Youth Lodge
- Oskayak High School
- Saskatoon Public Library
- Crocus Co-op
- The Princess Shop
- Ministikwan Health Centre
- White Buffalo Youth Lodge
- CPCA – private counseling – Dennis Page
- King George Community School
- Big Brothers Big Sisters – Saskatoon
- Concern for Youth, North Battleford, SK
- Confederation Park School
- Central Urban Metis Federated Inc. - Supportive Living
- Saskatoon Public Library
- Red Echo Trainers, Poundmaker Cree Nation
- Saskatoon Indian and Metis Friendship Centre
- Interval House

- Concern for Youth, North Battleford, SK
- Confederation Park School
- Calder Centre, Saskatoon Saskatchewan Health Authority
- AIDS Saskatoon
- Smart Families Food Co-op
- White Buffalo Youth Lodge

Treaty 8

- Job Series Community Projects

Treaty 10

- Job Series Community Projects
- Residential Renovation and Construction Program Community Projects
- PAGC Winter Games and Spring Gathering
- Sturgeon Lake Central School
- Muskoday FN Community School
- Little Red River School
- Reindeer Lake School
- Cold Lake First Nation Health and Wellness Centre
- La Ronge Prevention and Recovery
- Onion Lake First Nation Health and Wellness
- Valley Hill Youth Treatment Centre, Prince Albert, SK
- Prince Albert Grand Council Holistic Wellness Centre

OUR LEADERSHIP

SENIOR EXECUTIVE TEAM

As of June 30, 2018

President & CEO	Riel Bellegarde
Vice President Academics.....	Tavia Laliberte
Vice President Employee & Student Services.....	Tresa Reinhardt
Vice President Employment Development & Career Services	Lisa Shingoose
Vice President Finance	Terry McAdam

STUDENT LEADERSHIP COUNCILS

As of October 1, 2017

PRINCE ALBERT CAMPUS

Dillon Waditaka
President
Business
Wahpeton Dakota First Nation

James Crowe
Vice-President
Business
Wahpeton Dakota First Nation

Cassandra Clarke
Treasurer
Business
Lac La Ronge Indian Band

Michael Hancheroff
Secretary
ABE 10
Lac La Ronge Indian Band

REGINA CAMPUS

Deanna Gordon
President
ABE 12
George Gordon First Nation

Phyllis McNabb
Vice-President
Business
Peepeekisis First Nation

Elias Still
Treasurer
Adult 10
Ochapowace First Nation

Sheyenne Williams
Secretary
ABE 10
Sioux Valley, MB

SASKATOON CAMPUS

Violet Swan
President
Business
La Ronge, SK

Barbara Kay
Vice-President
Business
Kawacatoose First Nation

Stephanie Cook
Treasurer
Business
Saskatoon, SK

Jaden Paquachan
Secretary
ABE 12
Muskowekwan First Nation

ELDERS & KNOWLEDGE KEEPERS

As of June 30, 2018

PRINCE ALBERT CAMPUS

Rose Daniels
Russell (Sam) Badger

REGINA CAMPUS

Connie Wajunta
Gary Gott

SASKATOON CAMPUS

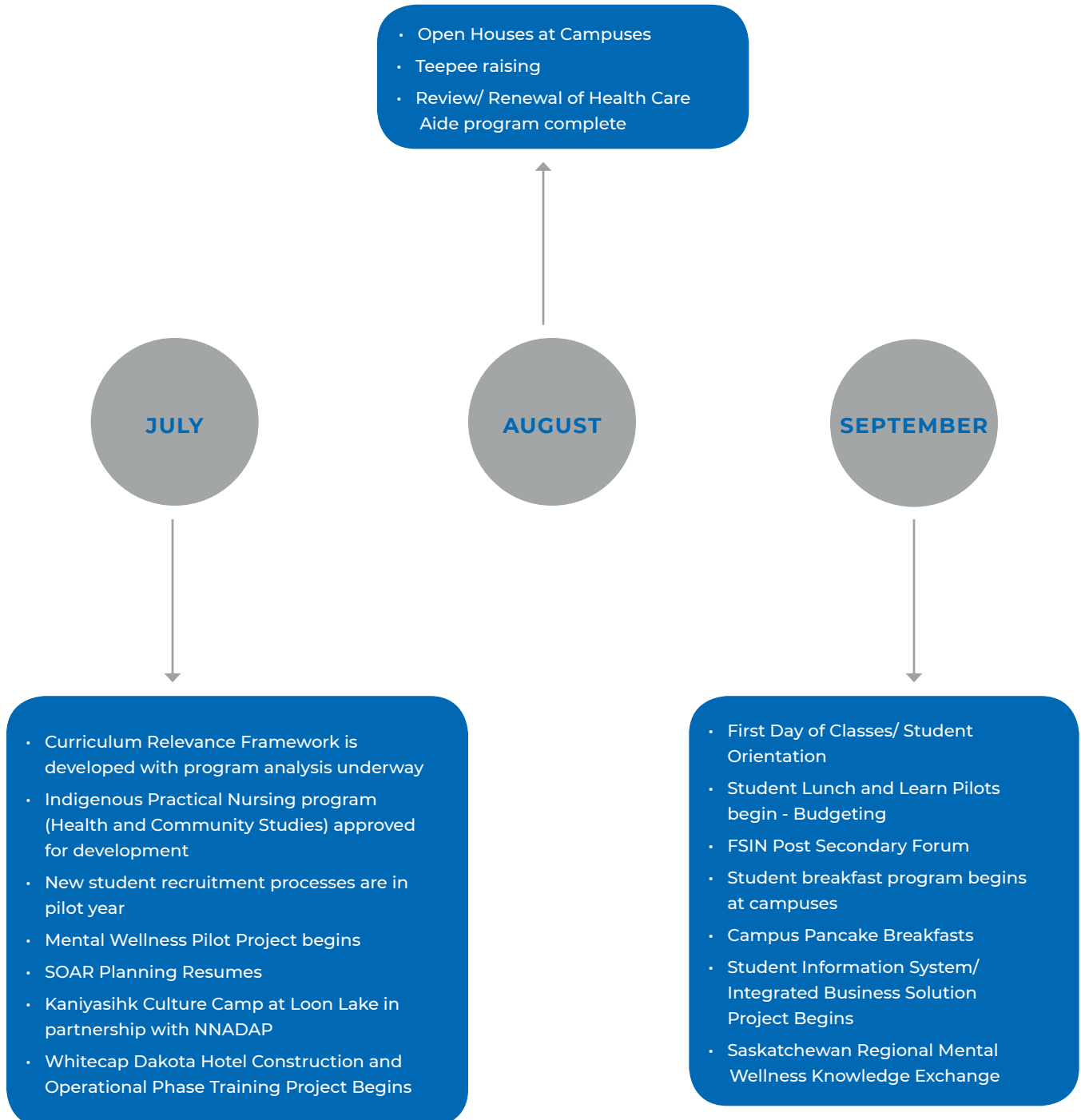
Maria Linklater
Frank Badger
Ross Gardypie

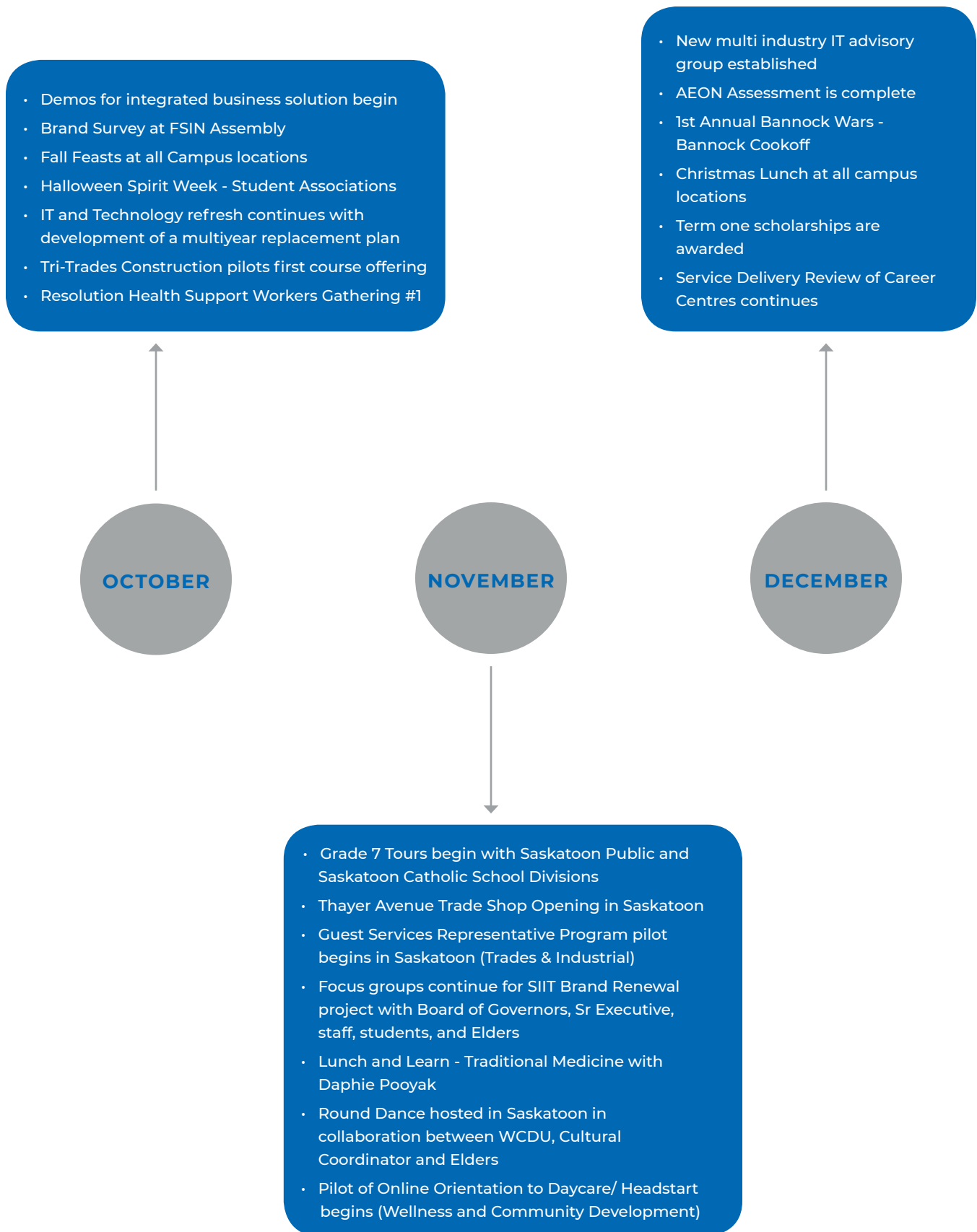
MEMBERS OF THE BOARD

As of June 30, 2018

Agency Chiefs Tribal Council	Chief Anne Thomas
Battlefords Agency Tribal Chiefs	
<i>c/o Moosomin First Nation</i>	Chief Bradley Swiftwolfe
Battlefords Tribal Council	Chief Crystal Okemow
Federation of Sovereign Indigenous Nations.....	Chief Bobby Cameron
FSIN Senate	Senator Chuck Thomas
.....	Senator George PeeAce
File Hills Qu'Appelle Tribal Council	
<i>c/o Standing Buffalo Dakota Nation</i>	Chief Rodger Redman
<i>c/o Star Blanket Cree Nation</i>	Chief Michael Starr
Independent	
<i>c/o Thunderchild First Nation</i>	Chief Delbert Wapass
.....	Vacant
Meadow Lake Tribal Council	
<i>c/o Makwa Sahgaiehcan First Nation</i>	Chief Richard Ben (Vice-Chair)
Prince Albert Grand Council	
<i>c/o Peter Ballentyne First Nation</i>	Chief Peter A. Beatty
<i>c/o Shoal Lake Cree Nation</i>	Chief Carlton Bear
<i>c/o Sturgeon Lake First Nation</i>	Chief Greg Ermine
Saskatoon Tribal Council	
<i>c/o Whitecap Dakota First Nation</i>	Chief Darcy Bear (Chair)
Southeast Treaty 4 Tribal Council	
<i>c/o Ochapowace First Nation</i>	Councillor Petra Belanger
Touchwood Agency Tribal Council	
<i>c/o Mukowekwan First Nation</i>	Chief Reginald Bellerose
Yorkton Tribal Council	
<i>c/o Keeseekoose First Nation</i>	Chief Calvin Straightnose

2017





2018

- Future is Yours Career Fair
- City of Saskatoon Summer Student Hiring Events
- MNP Compensation Reviews
- Resolution Health Support Workers Gathering #2
- Introduction to Machining (Machining Tool Operator) program approved for development (Trades & Industrial)
- Home Builder program approved for development (Trades & Industrial)
- Smart Cities Preliminary Proposal Submission

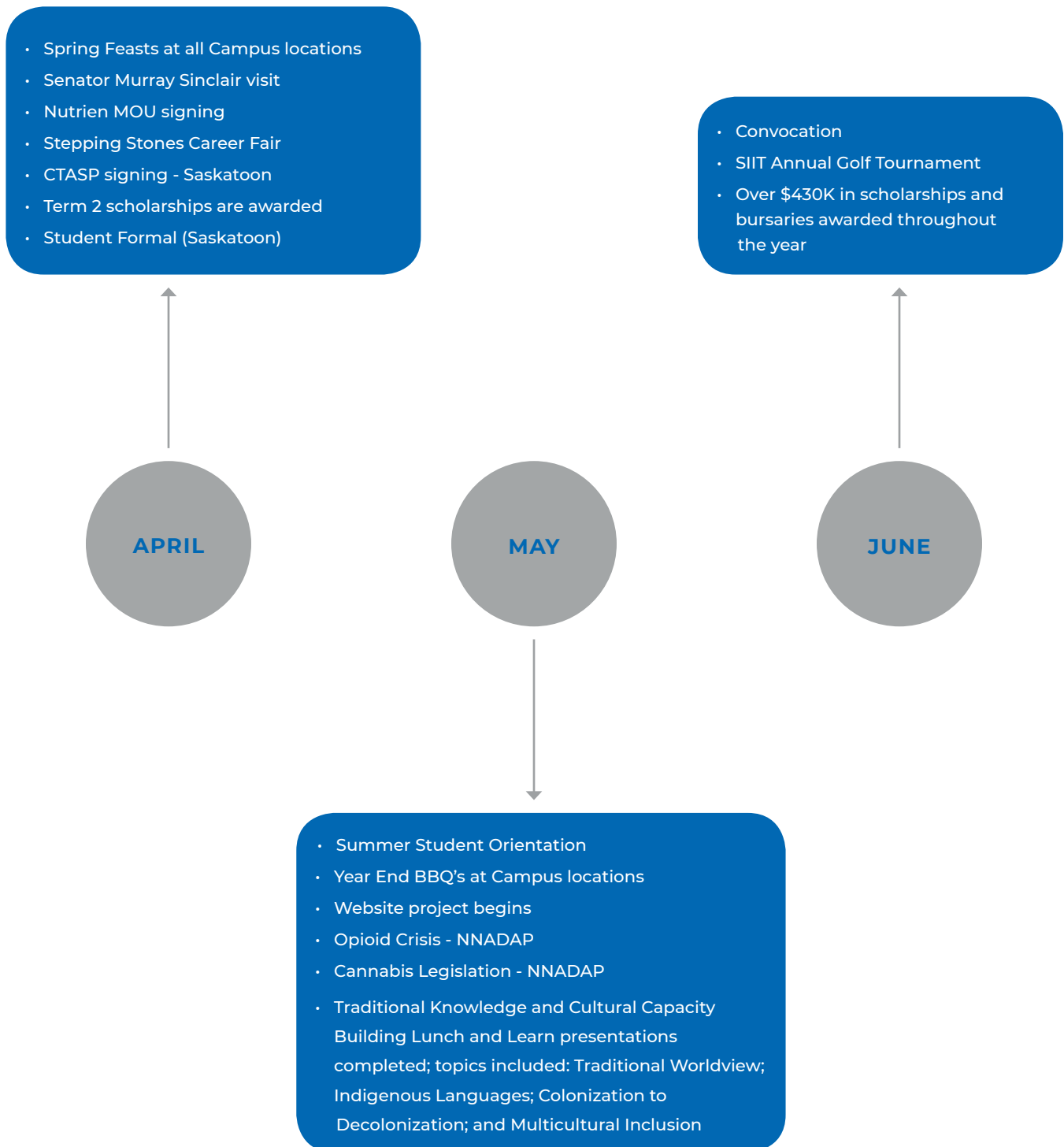
JANUARY

FEBRUARY

MARCH

- SOAR Program Pilot begins
- Pride Centre Committee Convenes
- BComm120 capstone projects with Marketing and Communications begin
- Student Talent Contest
- IT Support Specialist certificate program (Business and IT) approved for development
- Electrical Program starts first pilot offering

- Lunch and Learn: Treaty Education - Eric Tootoosis
- Summer student interviews
- FSIN Youth Advisory
- SOAR Forum
- MOU signing - City of Saskatoon



FIRST NATION PARTNERS

- Federation of Sovereign Indigenous Nations
- First Nations and Tribal Councils of Saskatchewan
- Saskatchewan Indigenous Cultural Centre
- SITAG

EDUCATION PARTNERS

- BCIT
- First Nations University of Canada
- Gabriel Dumont Institute
- Greater Saskatoon Catholic Schools
- North West Regional College
- Northlands College of Canada
- Oskayak High School
- Parkland College
- Saskatchewan Polytechnic
- Saskatoon Industry
- Education Council
- Saskatoon Public Schools
- Sunwest Distance Learning Centre
- University of Lethbridge
- University of Saskatchewan



GOVERNMENT PARTNERS

Government of Canada:

- Canada Mortgage and Housing Corporation
- Canada Revenue Agency
- Correctional Service 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
- Skills Canada
- Western Economic Diversification Canada

Government of Saskatchewan:

- Ministry of Education
- Ministry of Advanced Education
- Ministry of Government Relations and First Nations, Métis and Northern Affairs
- Ministry of Immigration and Career Training
- Ministry of Justice
- Saskatchewan Apprenticeship and Trade Certification Commission
- Saskatchewan Health Authority
- Saskatchewan Innovation and Opportunity Scholarship Fund
- Tourism Saskatchewan

Municipal Government:

- City of Saskatoon



CORPORATE PARTNERS

- Acklands-Grainger
- Affinity Credit Union
- Albert Bellegarde Memorial Fund
- Atlific Hotels
- Board Dynamics
- Breck Construction
- CAE Inc.
- Canadian Shield Insurance
- Certified Human Resource Professionals
- Cornerstone Photography
- Crown Investments Corporation
- Dakota Dunes Community Development Corporation
- Dasro Consulting
- Enbridge
- Farm Credit Canada
- Great West Life
- ISC
- Kent Sutherland Architecture
- Knight Archer Insurance
- Lockheed Martin
- MNP
- Nutrien
- PotashCorp
- Rockwell Collins
- Sandvik
- Sarens Canada
- Saskatchewan Aviation Council
- Saskatchewan Government
- Insurance
- Saskatoon Airport Authority
- SaskEnergy
- SaskGaming
- SaskPower
- Sasktech
- SaskTel
- Scotiabank
- SIGA
- Stantec
- Vendasta
- Westwood Electric
- Whitecap Development Corporation
- ZU



APPRENTICESHIP PARTNERS

- BFI Constructors Ltd.
- BL&Sons Construction
- Brandt Agricultural Products
- Brandt Industries (Regina)
- Brock Canada
- Carmont Construction Ltd.
- CCM Construction Ltd.
- Century West Construction
- Con-Tech General Contractors Ltd.
- Coram Construction
- Cormode & Dickson Construction
- Curtis Construction
- FWS Industrial Projects Canada
- Graham
- Laron Builders Ltd.
- Lite-Way Electric Ltd.
- Logan Stevens Construction
- Longview Constructors
- Prairie Arctic Regional Council
- Pro Metal Industries
- Silver Sage Housing Corp.
- Sinewy Construction Ltd.
- Tron Construction and Mining
- VCM Construction Ltd.
- Westridge Construction Ltd.
- Wright Construction

CAREER CENTRE PARTNERS

- A2Z Safety and Training
- Battlefords Urban Training and Employment
- Breck Construction
- 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
- Quorex 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

OUR IMPACT

SIIT continues to expand its provincial impact and now encompasses a network of three principal campus sites, eight strategically located career and trades training centres, two mobile job connection units, and over 35 community learning sites. SIIT is a critical entry point for Indigenous adult learners re-entering the education system. Increasingly, learners are accessing SIIT as the solution to economic disparity.

SIIT maintains focus on advancement of post-secondary education, adult education and skill development for all First Nation peoples through multiple pathways that support student success. One of SIIT's key strategies is to enter into partnerships to ensure growth and innovation. Programs are planned and delivered based on labour demands and community needs. Industry partnerships are cultivated to provide critical connections to work experience opportunities and relevant, meaningful employment.

SIIT is viewed as an entry point, a place of discovery, a place to build a strong foundation for future success, and for engagement in emerging economies. The development of programs that train Indigenous people to participate in future industry is viewed as critical to the future sustainability of the institute.

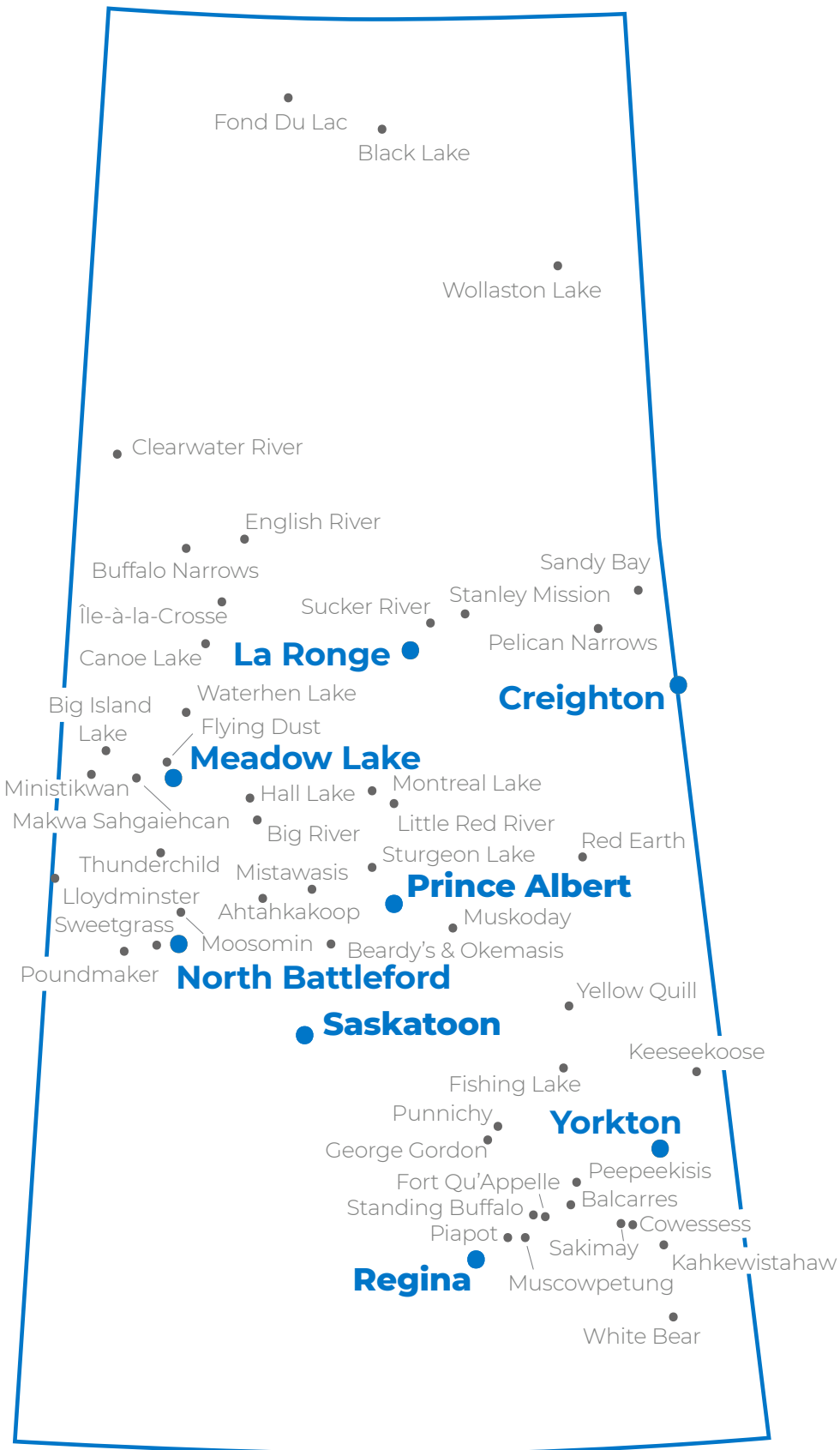
SIIT DELIVERED
PROGRAMS IN

58

COMMUNITIES IN
2017-18



2017-18 SIIT PROGRAMS WERE DELIVERED AT OUR **3 MAIN CAMPUSES** (SASKATOON, REGINA & PRINCE ALBERT), OUR **8 CAREER CENTRES** (DENOTED IN BLUE), VARIOUS OFF-CAMPUS COMMUNITY SITES, JOB CONNECTIONS AND JOBSERIES LOCATIONS



ACADEMICS

In order to fulfil its mandate, SIIT provides accessible post-secondary education to First Nations adults in Saskatchewan by delivering a broad range of programs and services in both urban and on-reserve locations. SIIT maintains focus on advancement of post-secondary education, adult education and skill development for all First Nation peoples through multiple pathways that support student success.

Tavia Laliberte

Vice President Academics

2%

INCREASE IN
ENROLLMENT
FROM 2016-17

1774

TOTAL STUDENTS
COMPLETED &
CONTINUING
STUDENTS

437

GRADUATES IN
CERTIFICATE &
DIPLOMA
PROGRAMS

43%

OF PROGRAMS
DELIVERED AT
CAMPUS
LOCATIONS

57%

OF PROGRAMS
DELIVERED AT
COMMUNITY
SITES

88%

RETENTION RATE



141
PROGRAMS
DELIVERED

2,445
REGISTERED
STUDENTS

STUDENTS
FROM ALL
74
FIRST NATIONS
ATTENDED SIIT

PROGRAMS & LOCATIONS

4th Class Boiler Lab	Meadow Lake	13
Addictions/MH (Applied Certificate)	Saskatoon, Ministikwan Lake Cree Nation	180
Adult 10	Saskatoon, Prince Albert, Regina, La Ronge, Balcarres, Red Earth First Nation, Canoe Lake First Nation, Big Island Lake Cree Nation, Wollaston Lake, Fond du Lac	216
Adult 12	Saskatoon, Regina, La Ronge, Prince Albert, Big River First Nation, Saskatoon Site B, Keeseekoosie, Whitebear First Nation, Ministikwan Lake Cree Nation	237
Aircraft Maintenance Engineer I	Saskatoon	16
Aircraft Maintenance Engineer II	Saskatoon	11
Auto Body Preparation	Regina, Prince Albert	21
Automotive Service Preparation	Montreal Lake Cree Nation, Saskatoon, Regina, Big River First Nation, Yorkton, Mistawasis First Nation	72
Business I	Saskatoon, Prince Albert, Regina, Cowessess, Big River First Nation	130
Business II	Saskatoon, Prince Albert, Regina, Cowessess	49
Canadian Welding Bureau Test Prep.	Regina	10
Carpentry - Level 1	Keeseekoosie, Saskatoon, Regina	32
Carpentry - Level 2	Saskatoon, Regina	18
Carpentry - Level 3	Saskatoon, Regina	23
Carpentry - Level 4	Saskatoon, Regina	20
Computer Network Technology II	Saskatoon	5
Concrete Forming	Yorkton, Regina, Meadow Lake, Saskatoon	51
Construction Worker Prep.	Punnichy	15
Construction Worker Prep. (10 weeks)	La Ronge, Regina, North Battleford, Whitespruce (PTC), Poundmaker Cree Nation, Prince Albert (PCC), Willow Cree Healing Lodge	127
Educational Assistant	Red Earth, Fort Qu'Appelle, Sturgeon Lake	46
Electrical Program (NEW)	Regina, Saskatoon	29
Firefighter Level One	Yellow Quill, Flying Dust First Nation, Pelican Narrows, Ahtahkakoop First Nation, Thunderchild First Nation, Clearwater River Dene, English River First Nation, Big Island Lake Cree Nation	103
Firefighter Level Two	Clearwater River Dene, Big Island Cree Nation	13
Firefighter Pump A	Muskoday First Nation, English River First Nation	13

First Nations Child Care 2	Regina, Saskatoon	13
FN Orient. to DayCare & Headstart (NEW)	Online	31
Guest Services Representative (NEW)	Saskatoon	27
Health Care Aide	Prince Albert	14
Heavy Equipment Operator	Saskatoon, Prince Albert, Makwa Sahgaiehan First Nation, Flying Dust First Nation, Mistawasis First Nation, Big River First Nation, Meadow Lake	89
Home Visiting	Saskatoon	16
Industrial Safety and Employability Training	Saskatoon, Regina, Prince Albert, La Ronge, Meadow Lake, Waterhen Lake First Nation, North Battleford, Yorkton, Creighton	262
Introduction to Scaffolding	Regina, Saskatoon, Mistawasis First Nation	44
Introduction to Welding	Prince Albert - Riverbend	7
Mental Health & Wellness I	Saskatoon, Yorkton	45
Mental Health & Wellness II	Saskatoon	19
Mining Industry Pre-Employment	Regina, Saskatoon, Yorkton	32
Outdoor Power Equipment Repair	Meadow Lake, La Ronge, North Battleford, Yorkton, Mistawasis First Nation	57
Power Engineering - 3rd Class	Regina	12
Power Engineering - 4th Class	Regina, Saskatoon	33
Process Operation Technician	Meadow Lake	22
Residential Renovation Construction	Pelican Narrows, Sandy Bay, Red Earth First Nation, Creighton, Mistawasis First Nation, Balcarres, Little Red River Reserve, Beardy's & Okemasis Cree Nation, Standing Buffalo Dakota Nation	137
Steel Stud and Drywall	Saskatoon	24
Tri-Trades Construction (NEW)	Big River First Nation, Regina, Prince Albert	36
Welder - Level 2	Regina	10
Welding - Certificate	Saskatoon	16
Welding (Applied Certificate)	Regina	20
Women in Trades (Const. Worker Prep.)	Saskatoon	15
Women in Trades (Resid. Reno. Constr.)	Mistawasis First Nation	14

REGISTERED STUDENTS

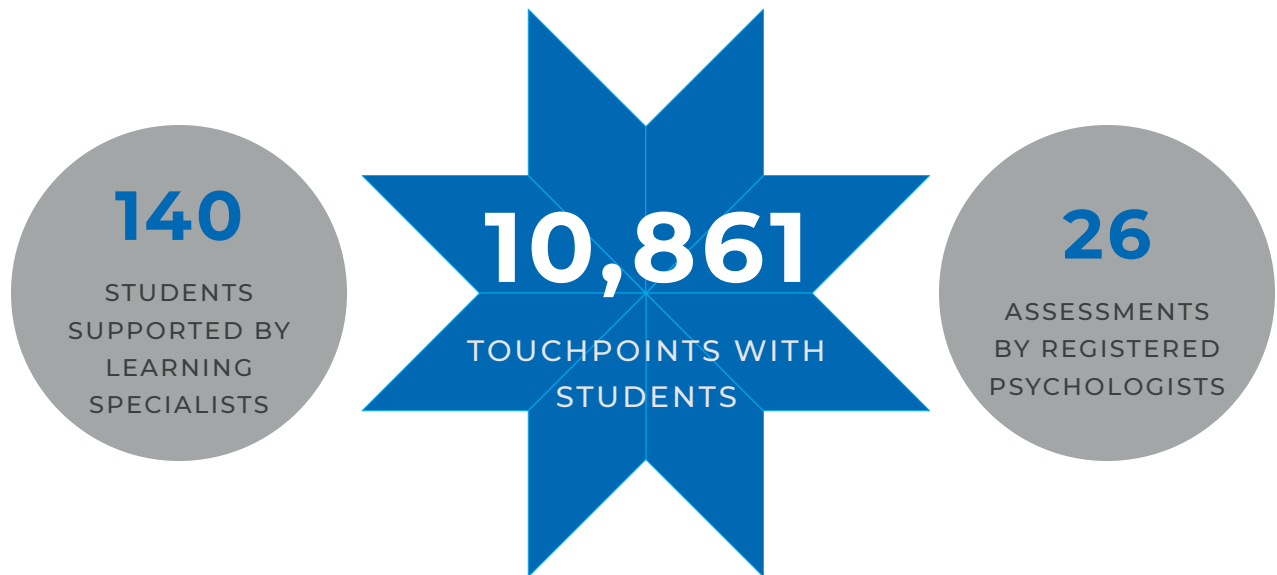
2445

STUDENT & LEARNING SERVICES

Following a gap analysis of student touchpoints in 2017, a Wrap Around Student Support Model was created to support students through the many transitions and barriers faced throughout the academic lifecycle. This model focuses on wrap-around services and case management to enhance student retention, and success continues.

Tresa Reinhardt

Vice President Employee & Student Services



CULTURAL FOCUS

In August of 2017, SIIT added a Cultural Coordinator to the Student and Learning Services department bringing knowledge and tradition to curriculum development and campus events; providing cultural support to students, staff, faculty and leadership. Fall and Spring Feasts and a variety of Lunch and Learn Sessions were hosted at each campus location. Male and female Elder & Knowledge Keepers were recommended to support each campus location. The Annual Elders Advisory Committee continues to provide a forum for our elders to share their collective wisdom, reinforcing the vision and goals of SIIT in response to a variety of internal and external issues. Ongoing support is provided to staff and faculty, as well as to students in a variety of wellness circles.



EMPLOYMENT DEVELOPMENT & CAREER SERVICES

In 2016-2017, management responsibility for the eight SIIT Career Centres was transferred to SIIT's Employment Development & Career Services (EDCS) department from the Trades & Industrial academic unit. The EDCS group is also responsible for managing the Aboriginal Skills and Employment Training Strategy (ASETS) delivery network, the mobile JobConnections unit, and JobSeries programming. The collaboration has created a more streamlined path to employment for a common client base as well as an employer service focus.

Lisa Shingoose

Vice President Employment Development & Career Services

CAREER CENTRES

SIIT's Career Centres - strategically located in Saskatoon, Regina, Prince Albert, Meadow Lake, La Ronge, Creighton, Yorkton, and North Battleford—provide employment services aligned with local industry needs.

Job coaching is at the centre of the work of the Career Centres. Job Coaches work with clients to provide employability skill development, career counselling, assistance in overcoming barriers while clients are active in employment and training, arranging and supporting work placements. They establish and maintain mutually beneficial linkages to industry by matching labour demand with supply, sustain relationships with local employers to forecast demand, and support employment retention by acting as liaison between employers and clients. Job Coaches also gather intelligence from employer partners and report back to SIIT and the Career Centres' industry-driven advisory committees to inform of community-based training needs.

6618

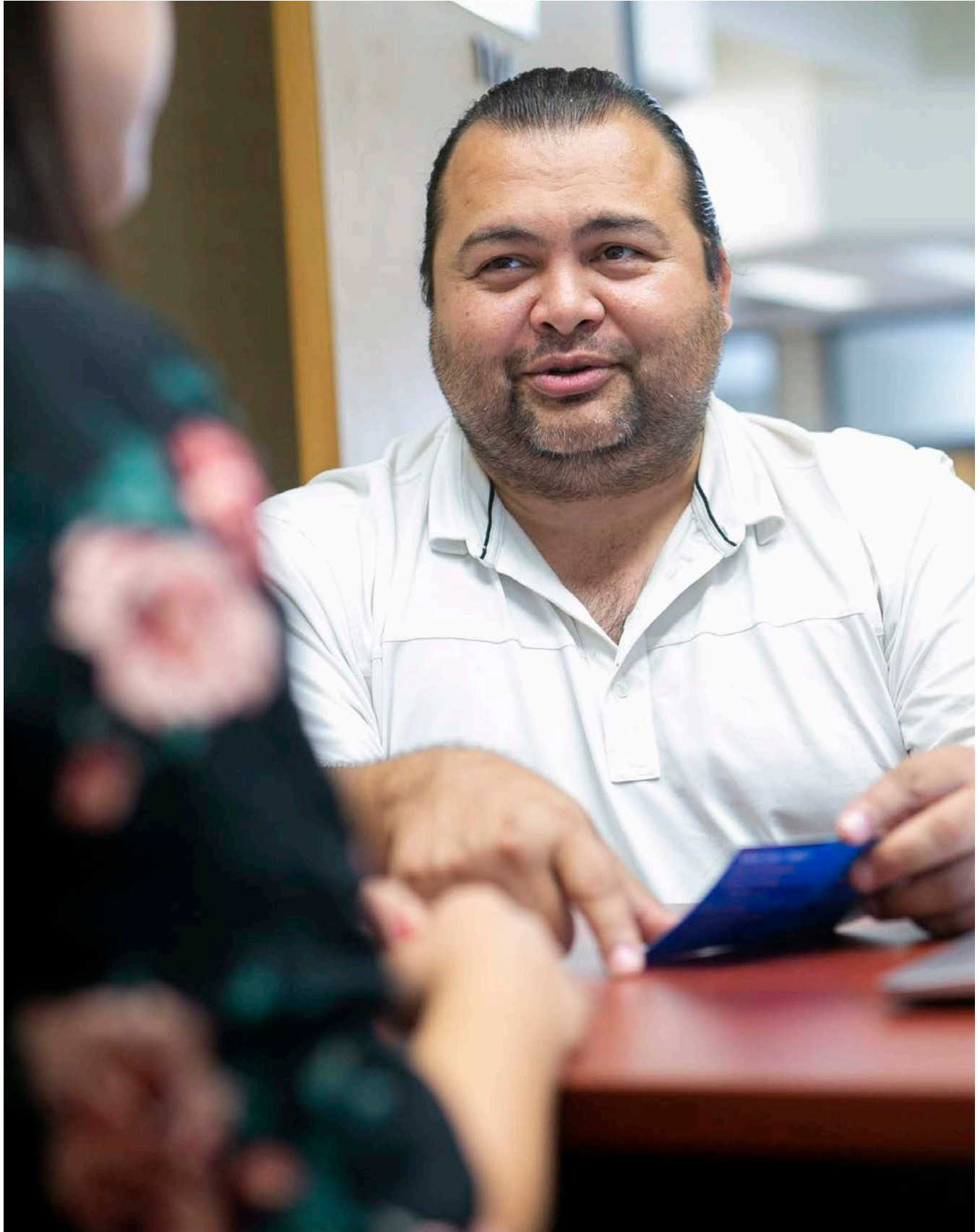
REGISTERED
CLIENTS

2741

EMPLOYMENT
RESULTS

21

TRADE
INDENTURES



JOBCONNECTIONS

238

SERVICES
PROVIDED TO
CLIENTS

26

COMMUNITIES
VISITED

Two mobile units, each equipped with career coaching staff, internet technology and print functionality, deliver employment readiness workshops and information sessions to primarily First Nations clients typically lacking employment services. JobConnections focuses on providing to underserved centres in the province, such as Ile-a-la Crosse, Buffalo Narrows, Melfort, and Fort Qu'Appelle, where provincial employer offices do not exist. These units acquaint clients with the resources available through SaskCareers, and serve as a liaison between employers and potential employees, assisting prospective employers with the job profiling process within their local catchment area.

JOB SERIES

234

JOB SERIES
PROGRAM
PARTICIPANTS

16

PROGRAMS
DELIVERED IN 13
COMMUNITIES

The connections of academic and employment units of SIIT to communities often begin with the delivery of foundational, in-community programming. JobSeries comprises the following pre-training and pre-employment initiatives to assist learners at all stages of readiness and prepare them for job training and work.

- JobFocus - Pre-employment and pre-training development for people with multiple obstacles to overcome prior to implementing a personal career plan.
- JobSkills - Pre-training development for people who need to strengthen basic learning skills in order to undergo future career training.
- JobFind - Pre-employment development and active job search assistance.



PROGRESS ON STRATEGIC INITIATIVES

At SIIT all departments work together. Programs and services complement each other and are designed to support the individual from initial interest in employment or education and into the career pathway-providing students with wrap around support. SIIT has identified several key strategic initiatives designed to build on the success of student support and wellness models, develop innovative academic programs, and expand the scope of employment and career development services provided to learners and clients.

SOAR Pilot

SIIT provided financial supports for urgent basic needs - transportation, childcare, food, and shelter – to 416 students from 36 academic programs through the Student Opportunity Achievement and Retention (SOAR) pilot program. Made possible with federal funding, SOAR has also helped to advance the relationship, communication and collaboration between SIIT and First Nation support networks. Of SOAR assisted students, 95% continued their studies or graduated.

Mental Wellness Focus

Three learning specialists and two registered psychologists were employed under the Mental Wellness Project funded by Saskatchewan Indian Training Assessment Group (SITAG). The project, managed through SIIT's Student Services unit, is directly benefitting SIIT students and SITAG clients experiencing academic difficulty and wellness struggles across the province.

Integrated Education Business Solution

In 2017-2018 SIIT engaged an IT consultant, put out a call for proposals, viewed product demos, analyzed the gap/fit, and performed cost comparisons for an integrated business information system. A potential vendor has been identified and the project team is now analyzing the feasibility, accountability, data integrity, and investment/financing considerations.

Program Planning and Curriculum Relevance

The focus for curriculum relevance activities in 2017-2018 was to provide context for data-driven decision-making around new programming. Each academic department established program analysis and review priorities with consideration given to low and high investment categories; six new programs were recommended for implementation and five were suspended on evaluation of labour market, training duplication, and applicant factors. Program pilot deliveries completed in 2017-2018 included Mental Health & Wellness (Year 2), Carpentry (Level 4), Electrical Applied Certificate, Guest Services Representative, Tri-Trades Construction, and Welding (Level 2).

Experiential Learning

New experiential learning opportunities for SIIT students in 2017-2018 included the addition of a co-op work term in the Business program and customer service work-placements in the tourism / accommodation industry as part of a new Guest Services Representative program. Several SIIT administrative departments also collaborated directly with academic units and students on projects designed to engage students in real-world business challenges.

Footprint Investment

Several significant capital investments were made to improve SIIT's existing owned and leased spaces:

- Building envelope upgrade and mechanical system renewal projects at the Saskatoon Campus (\$1.7M),
- Ventilation and equipment upgrades at the Saskatoon and Regina welding shops (\$220k),
- Shop space setup at the Saskatoon trade centre sites (\$160k), and;
- Boiler lab upgrade at the Meadow Lake lab (\$100k).

Truth and Reconciliation Commission's Calls to Action

SIIT hosted workshops for more than 120 participants, playing a role in uniting citizens through a common and shared understanding of the history and legacy of the residential school system. Attendees have come from various sectors, including: education, post-secondary, health, government, law enforcement, and the private sector.

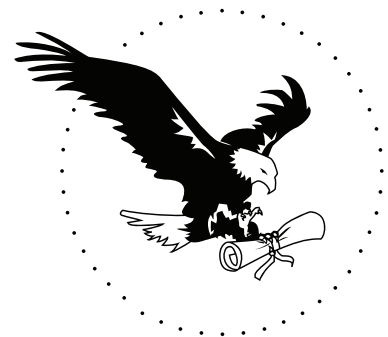
SIIT's response to the Calls to Action also includes the revamped Mental Health and Wellness program (first cohort graduating in June 2018) and the Indigenous Practical Nursing Program (in development). Each of these programs is designed to specifically address Indigenous patients' unique physical, mental, emotional, and spiritual needs through Indigenous healing practices.

Sector Collaboration

Several programs and initiatives are co-located with other institutions, including First Nations University of Canada, Saskatchewan Polytechnic, Gabriel Dumont Institute, and North West College.

With a focus on maintaining safe and secure environments, the VTRA (Violence and Threat Risk Assessment) training organized for SIIT staff was also shared with other post-secondary providers.

In spring 2017, staff at Saskatoon's Westmount Community School approached SIIT with a request to engage and tour Grade 7 students to introduce them to post-secondary opportunities. This served as a pilot to expand and formalize elementary school visits to include 10 visits in 2017-2018 with the support of New Paths funding from Indigenous Services Canada (ISC).





FINANCIAL SUMMARY

The 2017-18 fiscal year was one of significant growth, reflecting increased levels of programming and enhanced student services and supports.

Overall revenues increased by 19% to \$35.9M. Major contributors to revenue growth included a combined increase of \$3.8M in funding for programs and projects by First Nations, Tribal Councils and SITAG, along with \$1.5M from the “Inspiring Achievement” core funding commitment by Indigenous Services Canada.

Expenses also increased by 19% (\$5.5M) for the year. Trades and industrial program expenditures were up by \$2.3M, and student services and supports increased by \$1.9M including the Mental Health and Wellness and SOAR initiatives.

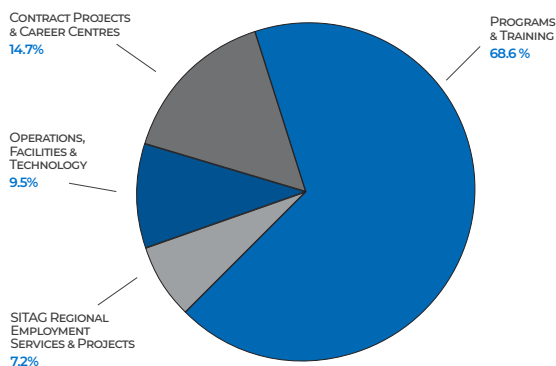
The 2017-18 excess of revenues over expenses was \$475K. Unrestricted net assets increased from \$990k to \$1.6M (4.5% of total revenue). This will strengthen SIIT’s financial stability for the future. Liquidity and cash flow remained strong with excess cash of \$3.5M invested in term deposits.

SIIT continues to work closely with Federal, Provincial and First Nation partners to ensure that relevant programs and services will be provided for our students. Continuation of core institutional funding will be key in the future to sustain the levels of programming and services that have been built and that play an important role in closing the gap for Indigenous learners.

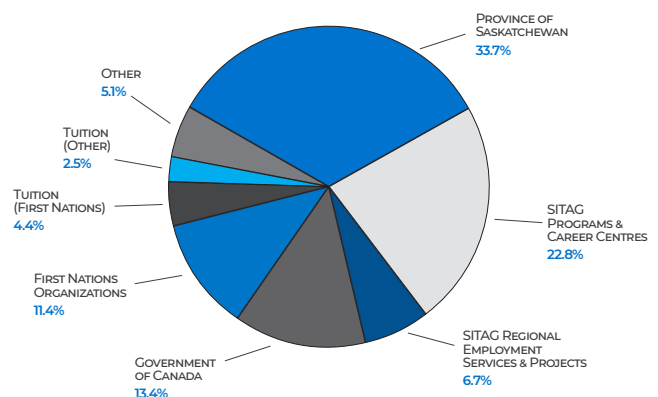
Terry McAdam

Vice-President, Finance

Expenses



Revenue





Financial Statements of

**SASKATCHEWAN INDIAN
INSTITUTE OF TECHNOLOGIES**

Year ended June 30, 2018



INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Saskatchewan Indian Institute of Technologies

We have audited the accompanying financial statements of Saskatchewan Indian Institute of Technologies, which comprise the statement of financial position as at June 30, 2018, the statements of operations, changes in net assets and cash flows for the year then ended, and notes and schedules comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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 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 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 financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the 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 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 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 financial statements present fairly, in all material respects, the financial position of Saskatchewan Indian Institute of Technologies as at June 30, 2018, and its results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Chartered Professional Accountants

October 30, 2018
Saskatoon, Canada

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Financial Position

June 30, 2018, with comparative information for 2017

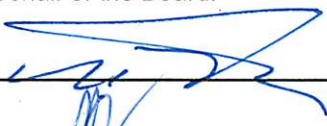

	2018	2017
Assets		
Current assets:		
Cash	\$ 1,066,163	\$ 4,552,502
Accounts receivable (note 3)	3,913,561	2,539,798
Inventories	50,712	186,068
Prepays	48,696	99,304
	5,079,132	7,377,672
Investments (note 4)	3,830,980	290,445
Property and equipment (note 5)	8,237,849	7,651,204
	\$ 17,147,961	\$ 15,319,321

Liabilities and Net Assets

Current liabilities:		
Accounts payable (note 6)	\$ 2,465,540	\$ 2,501,382
Deferred revenue (note 7)	4,834,170	4,176,233
	7,299,710	6,677,615
Deferred contributions (note 9)	6,059,011	5,327,797
Net assets	3,789,240	3,313,909
Commitments (note 11)		
Economic dependence (note 15)		
	\$ 17,147,961	\$ 15,319,321

See accompanying notes to financial statements.

On behalf of the Board:


 _____ Director

 _____ Director

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Operations

Year ended June 30, 2018, with comparative information for 2017

	2018	2017
Revenue (schedule 1):		
Province of Saskatchewan	\$ 12,107,395	\$ 11,672,189
Saskatchewan Indian Training Assessment Group	10,572,207	8,497,192
Saskatchewan First Nations and Tribal Councils	5,620,021	3,931,930
Indigenous Services Canada	3,624,912	1,924,714
Other program and project revenue	3,678,733	3,866,698
Ancillary	306,534	265,121
	35,909,802	30,157,844
Expenses (schedule 2 and schedule 3):		
Programs and training	24,305,703	19,353,375
Contract projects	7,746,128	7,615,008
Institutional operations	2,451,592	1,732,923
Facilities and technology	875,899	1,157,298
Ancillary	55,149	41,002
	35,434,471	29,899,606
Excess of revenue over expenses	\$ 475,331	\$ 258,238

See accompanying notes to financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Changes in Net Assets

Year ended June 30, 2018, with comparative information for 2017

	Invested in property and equipment (note 12)	Unrestricted	2018 Total	2017 Total
Balance, beginning of year	\$ 2,323,407	\$ 990,502	\$ 3,313,909	\$ 3,055,671
Excess (deficiency) of revenue over expenses	(521,023)	996,354	475,331	258,238
Investment in property and equipment	376,454	(376,454)	-	-
Balance, end of year	\$ 2,178,838	\$ 1,610,402	\$ 3,789,240	\$ 3,313,909

See accompanying notes to financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Cash Flows

Year ended June 30, 2018, with comparative information for 2017

	2018	2017
Cash flows from (used in):		
Operations:		
Excess of revenue over expenses	\$ 475,331	\$ 258,238
Items not involving cash:		
Amortization (note 5)	1,398,214	1,498,423
Unrealized investment gain (note 4)	(40,535)	(24,558)
Amortization of deferred contributions (note 9)	(877,191)	(894,059)
Loss on disposal of property and equipment	346	56,690
Change in non-cash operating working capital:		
Accounts receivable	(1,373,763)	266,804
Inventories and prepaid expenses	185,964	34,104
Accounts payable	(35,842)	147,951
Deferred revenue	657,937	(596,731)
	390,461	746,862
Financing:		
Additions to deferred contributions (note 9)	1,608,405	311,013
Repayment of long-term debt	-	(108,195)
	1,608,405	202,818
Investing:		
Purchase of property and equipment	(1,985,205)	(394,058)
Purchase of investments (note 4)	(3,500,000)	-
	(5,485,205)	(394,058)
(Decrease) increase in cash	(3,486,339)	555,622
Cash position, beginning of year	4,552,502	3,996,880
Cash position, end of year	\$ 1,066,163	\$ 4,552,502
Cash position consists of:		
Saskatchewan Indian Institute of Technologies	\$ 1,066,163	\$ 4,546,008
Saskatchewan Indian Institute of Technologies Foundation Inc.	-	6,494
Cash position, end of year	\$ 1,066,163	\$ 4,552,502

See accompanying notes to financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements

Year ended June 30, 2018

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) Basis of presentation:

In the prior year, the Institute's financial statements included the accounts of Saskatchewan Indian Institute of Technologies Foundation Inc. (the "Foundation"). During 2018, the Foundation was wound up and its assets were distributed to the Institute. This wind-up had no impact on the 2018 and prior year financial statements.

(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. Significant items subject to such estimates and assumptions include estimated useful life of property and equipment, which impacts their amortization and the amortization of any related deferred contributions, the collectibility of accounts receivable, and estimates of deferred revenue. 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 Financial Statements (continued)

Year ended June 30, 2018

1. Accounting principles and policies (continued):

(d) Financial instruments:

Financial assets and liabilities originated and issued in transactions with related parties, except those with management, are initially measured at their carrying or exchange amount in accordance with CPA Canada 3840 Related Party Transactions (refer to note 2). Financial instruments originating and issued in all other transactions, including transactions with management, are initially recorded at their fair value.

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 the Institute 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.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2018

1. Accounting principles and policies (continued):

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 \$12,435 in 2018 (2017 - \$nil).

(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

Gains or losses on the disposal of individual assets are recognized in income in the year of disposal. Contributions for assets purchased are deferred and amortized on the same basis as the assets to which they relate.

The carrying amount of an item of property and equipment is tested for recoverability whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognized when the asset's carrying amount is not recoverable and exceeds its fair value.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2018

1. Accounting principles and policies (continued):

(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 (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.

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 notes 3 and 6 to the financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2018

2. Related party transactions (continued):

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

	2018	2017
First Nations organizations	\$ 946,252	\$ 641,041
FSIN	5,632	10,595
SIGA	1,000	376
IGR	300	300
SICC	-	8,465

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

	2018	2017
SITAG	\$ 10,572,207	\$ 8,497,192
First Nations organizations	5,569,907	3,963,389
FNUC	185,542	110,600
SIGA	48,548	46,048
FSIN	1,348	2,500
IGR	1,048	1,048
SICC	1,048	-

3. Accounts receivable:

	2018	2017
External	\$ 1,380,961	\$ 1,556,111
Related parties:		
SITAG	2,408,935	939,434
First Nations organizations	323,541	705,638
FNUC	48,822	-
Allowance for doubtful accounts	(248,698)	(661,385)
	\$ 3,913,561	\$ 2,539,798

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2018

4. Investments:

	Cost	2018 Fair value	2017 Fair value
Term deposits	\$ 3,500,000	\$ 3,500,000	\$ -
Investment in Sun Life Financial	98,532	330,980	290,445
	\$ 3,598,532	\$ 3,830,980	\$ 290,445

During the year the Institute invested excess cash into term deposits. The term deposits earn interest at rates ranging from 2.60% to 2.75% and mature in April of 2021.

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

The Institute carries its investment in Sun Life Financial at fair value. For the year ended June 30, 2018, the fair value of the Sun Life shares has increased and resulted in the recognition of an unrealized gain of \$40,535 (2017 - \$24,558). The cumulative unrealized gain reported at June 30, 2018 is \$232,448 (2017 - \$191,913).

5. Property and equipment:

June 30, 2018	Cost	Accumulated amortization	Net book value
Saskatoon Campus Building	\$ 10,264,131	\$ 5,856,243	\$ 4,407,888
Saskatchewan Aviation Learning Centre	3,429,832	1,459,454	1,970,378
Leasehold improvements	2,098,019	1,459,867	638,152
Course equipment	2,298,255	1,717,229	581,026
Land	550,000	-	550,000
Office furniture	165,605	124,962	40,643
Office equipment	107,741	86,295	21,446
Computer hardware	1,562,056	1,547,681	14,375
Automotive equipment	493,531	479,590	13,941
Computer software	786,351	786,351	-
	\$ 21,755,521	\$ 13,517,672	\$ 8,237,849

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2018

5. Property and equipment (continued):

June 30, 2017	Cost	Accumulated amortization	Net book value
Saskatoon Campus Building	\$ 8,712,438	\$ 5,343,036	\$ 3,369,402
Saskatchewan Aviation Learning Centre	3,421,919	1,287,963	2,133,956
Course equipment	2,201,227	1,571,972	629,255
Land	550,000	-	550,000
Leasehold improvement	1,798,197	1,300,329	497,868
Computer software	786,351	488,191	298,160
Computer hardware	1,533,307	1,458,618	74,689
Office furniture	165,605	114,801	50,804
Office equipment	107,741	80,933	26,808
Automobile equipment	518,531	498,269	20,262
	\$ 19,795,316	\$ 12,144,112	\$ 7,651,204

The amortization expense for the current year is \$1,398,214 (2017 - \$1,498,423).

6. Accounts payable:

	2018	2017
External	\$ 2,270,635	\$ 2,348,822
Related parties:		
First Nations organizations	194,905	152,423
FSIN	-	137
	\$ 2,465,540	\$ 2,501,382

Included in accounts payable are government remittances payable of \$3,505 (2017 - \$5,685), which includes amounts payable for payroll related withholdings.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2018

7. Deferred revenue:

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

	2018	2017
Province of Saskatchewan:		
Skills Training Allocation	\$ 472,496	\$ 1,124,324
Adult Basic Education Grant	666,000	799,663
Other Programs and Projects	174,737	239,128
Scholarships	93,850	107,500
Indigenous Services Canada:		
Learning Technology	1,206,168	-
Inspiring Achievement	999,980	-
Post-Secondary Partnerships Program	215,824	407,711
Firefighter Training	109,424	211,793
Other	8,305	-
SaskPower	-	482,830
The Boeing Company	247,021	358,395
Saskatchewan First Nations and Tribal Councils: Programs and Projects	311,310	152,359
Scholarship Funding	98,575	109,309
Health Canada - First Nations and Inuit Health:		
First Nations Inuit Mental Wellness	147,068	92,223
Healthy Child Development	45,276	35,854
Acklands Grainger	28,526	35,184
Other programs and projects	9,610	19,960
	\$ 4,834,170	\$ 4,176,233

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2018

8. Operating line of credit:

The Institute has an operating line of credit available with Peace Hills Trust for \$500,000 bearing interest at bank prime plus 1% and secured by a general security agreement with a specific charge on accounts receivable. At June 30, 2018, the amount outstanding was \$nil (2017 - \$nil).

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.

	2018	2017
Balance, beginning of year	\$ 5,327,797	\$ 5,910,843
Additions - Saskatoon Campus building: Strategic Investment Fund	1,470,983	156,125
Additions - Computer equipment, infrastructure and software:		
SaskPower	123,258	-
Acklands Grainger	6,250	-
The Boeing Company	-	133,302
Additions - Aircraft maintenance engineer equipment: The Boeing Company	7,914	21,586
Amortization	(877,191)	(894,059)
Balance, end of year	\$ 6,059,011	\$ 5,327,797

10. Allocation of expenses:

Administration and management general support expenses of \$2,779,260 (2017 - \$2,531,335) have been allocated as follows:

	2018	2017
Programs and training	\$ 2,046,054	\$ 1,828,868
Contract projects	567,753	520,704
Facilities and technology	103,558	132,660
Institutional operations and ancillary	61,895	49,103
	\$ 2,779,260	\$ 2,531,335

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2018

11. Commitments:

At June 30, 2018, the Institute has commitments to invest in property and equipment of \$110,134 (2017 - \$1,466,877). Funding approval for these commitments has been obtained under the Strategic Innovation Fund. Funding will be received when all the program requirements are met.

The Institute is committed to the rental of premises and equipment under operating leases over the next five years as follows:

2019	\$ 1,962,252
2020	1,835,513
2021	1,129,758
2022	427,019
2023	55,700
	<u>\$ 5,410,242</u>

12. Net assets invested in property and equipment:

Net assets invested in property and equipment are comprised of:

	2018	2017
Net book value of property and equipment	\$ 8,237,849	\$ 7,651,204
Purchase of property and equipment financed by deferred contributions	(6,059,011)	(5,327,797)
Net assets invested in property and equipment	<u>\$ 2,178,838</u>	<u>\$ 2,323,407</u>

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 \$858,261 in 2018 (2017 - \$757,813). Annual contributions by the Institute are recorded as expenses in the statement of operations.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2018

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).

a) 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.

b) 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, 2018.

The Institute's credit risk is primarily attributable to its accounts receivable. Credit risk related to accounts receivable is minimized as a significant portion of these receivables are from government organizations or from related parties funded by 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.

c) 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 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. Funding is provided by annual grants under contracts expiring on various dates.

16. Comparative figures:

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year excess of revenues over expenses.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Revenue

Year ended June 30, 2018, with comparative information for 2017

	2018	2017
Province of Saskatchewan:		
Programs and projects	\$ 6,734,818	\$ 6,210,627
Career Centres	2,987,582	3,002,444
Operating grant	2,105,300	2,164,900
Scholarships	163,450	175,700
Amortization of deferred capital contributions	116,245	118,518
	\$ 12,107,395	\$ 11,672,189
SITAG:		
Programs and projects	\$ 7,358,758	\$ 5,397,189
Career Centres	549,519	510,884
Amortization of deferred capital contributions	260,156	304,224
	8,168,433	6,212,297
SITAG regional employment services and projects	2,403,774	2,284,895
	\$ 10,572,207	\$ 8,497,192
Saskatchewan First Nations and Tribal Councils:		
Programs and projects	\$ 4,050,269	\$ 2,682,202
Tuition and fees	1,569,752	1,229,728
Amortization of deferred capital contributions	-	20,000
	\$ 5,620,021	\$ 3,931,930
Indigenous Services Canada:		
Inspiring Achievement	\$ 1,500,000	\$ -
Post-Secondary Partnerships Program	1,155,961	1,497,159
Other programs and projects	950,787	378,139
Amortization of deferred capital contributions	18,164	49,416
	\$ 3,624,912	\$ 1,924,714

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Revenue (continued)

Year ended June 30, 2018, with comparative information for 2017

	2018	2017
Other program and project revenue:		
Health Canada - First Nations and Inuit Health Branch	\$ 979,708	\$ 1,045,007
Tuition and fees (other than First Nation organizations)	894,378	885,660
Amortization of deferred capital contributions	482,626	401,900
SIIT Call Centre	377,496	326,468
SaskPower	374,573	230,659
Other	177,157	154,143
The Boeing Company	127,741	329,453
Crown Investment Corporation	97,500	97,500
Acklands Grainger	50,407	14,816
SIGA	45,000	45,000
Nutrien	45,000	20,000
Regional Colleges	27,147	91,982
BHP Billiton Canada Inc.	-	85,103
National Indian Brotherhood Trust Fund	-	80,109
North West School Division	-	56,398
FSIN	-	2,500
	\$ 3,678,733	\$ 3,866,698
Ancillary:		
Donations and miscellaneous	\$ 196,814	\$ 171,558
Interest and dividends	69,185	69,005
Unrealized investment gain (note 4)	40,535	24,558
	\$ 306,534	\$ 265,121
Total revenues	\$ 35,909,802	\$ 30,157,844

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Expenses by Function

Year ended June 30, 2018, with comparative information for 2017

	2018	2017
Programs and training:		
Trades and industrial	\$ 11,644,633	\$ 9,311,184
Business	3,163,557	3,213,417
Academic preparation	3,134,063	2,823,237
Student services and supports	3,097,306	1,167,575
Health and community	2,099,664	1,874,552
Workforce development	1,046,642	1,042,613
Academic management	928,229	1,023,691
Scholarships	429,650	421,950
Amortization of property and equipment	239,725	224,990
Cost recoveries - internal	(1,477,766)	(1,749,834)
	\$ 24,305,703	\$ 19,353,375
Contract projects:		
Career Centres	\$ 3,890,051	\$ 3,793,959
SITAG regional employment services and projects	2,553,150	2,403,787
Employment projects	1,191,263	1,234,673
SIIT Call Centre	244,138	223,959
Amortization of property and equipment	163,241	164,739
Indigenous Services Canada	2,827	32,681
Other	2,710	80,287
Cost recoveries - internal	(301,252)	(319,077)
	\$ 7,746,128	\$ 7,615,008
Institutional operations:		
Institutional support	\$ 5,015,837	\$ 4,131,556
Board and governance	196,302	110,810
Amortization of property and equipment	18,713	21,892
Cost recoveries - internal	(2,779,260)	(2,531,335)
	\$ 2,451,592	\$ 1,732,923

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Expenses by Function (continued)

Year ended June 30, 2018, with comparative information for 2017

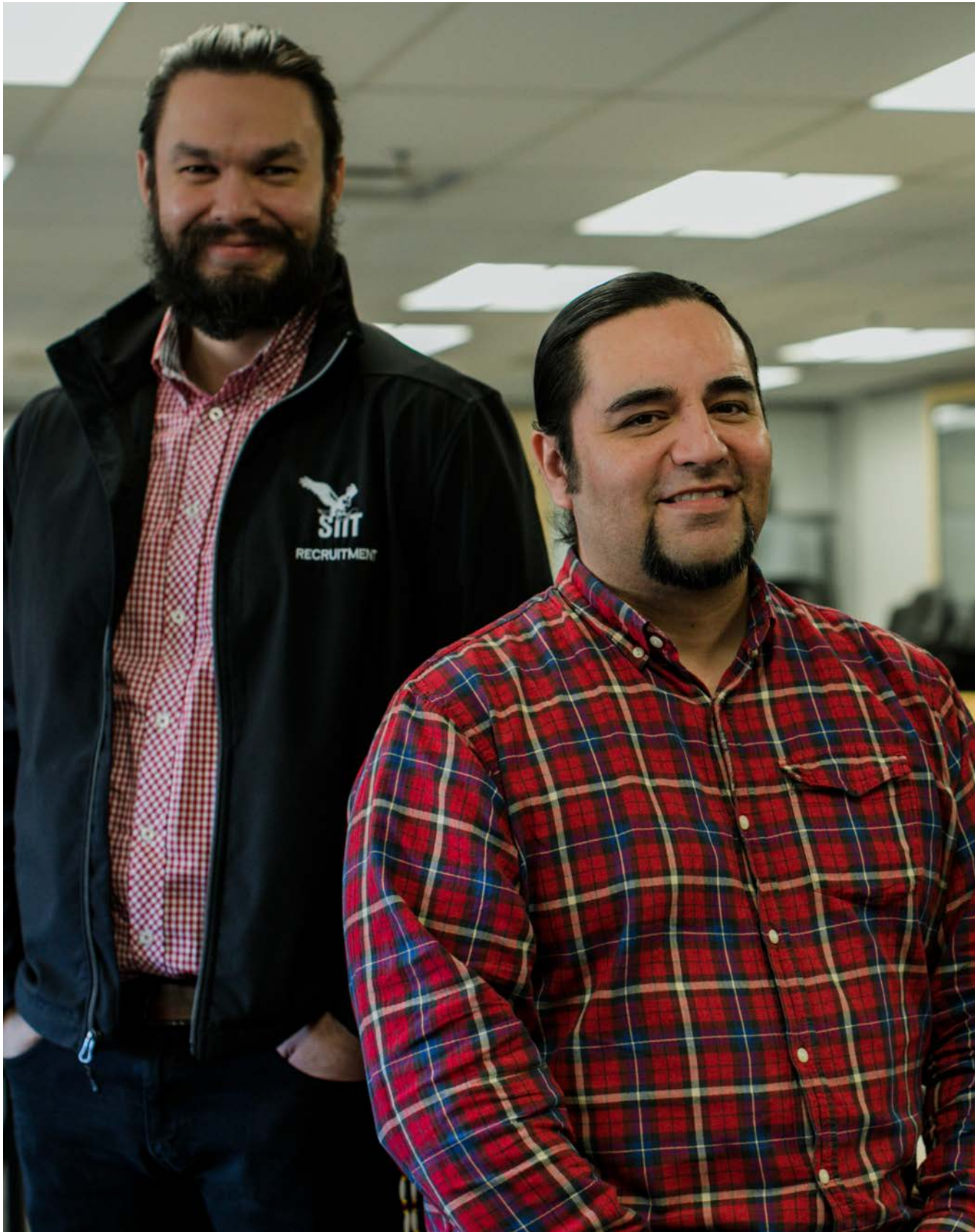
	2018	2017
Facilities and technology:		
Operating costs	\$ 2,947,485	\$ 3,134,951
Amortization of property and equipment	976,535	1,086,801
Loss on disposal of property and equipment	346	56,690
Cost recoveries - internal	(3,048,467)	(3,121,144)
	\$ 875,899	\$ 1,157,298
Ancillary:		
Operating costs	\$ 118,760	\$ 76,239
Cost recoveries - internal	(63,611)	(35,237)
	\$ 55,149	\$ 41,002
Total expenses	\$ 35,434,471	\$ 29,899,606

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Expenses by Object

Year ended June 30, 2018, with comparative information for 2017

	2018	2017
Salaries and benefits	\$ 18,819,591	\$ 15,985,762
Travel and sustenance	2,050,600	1,575,687
Trainee income and other supports	2,047,993	744,011
Contractual services	1,558,859	1,344,903
Facilities rent	1,555,101	1,500,422
Supplies	1,191,128	1,002,039
Program broker fees and student training	1,093,052	1,465,841
Equipment and vehicle rentals	769,207	253,935
Equipment, furniture and major tools	655,719	662,676
Reference materials	620,033	484,896
Telephone and internet	521,814	504,570
Trainee, travel, and sustenance	481,218	403,193
Scholarships	429,650	421,950
Janitorial	350,113	343,173
Utilities	343,683	322,969
Advertising	230,495	268,283
Board expenses	217,767	116,120
Maintenance	190,997	148,727
Purchases	122,189	69,151
Professional development	101,604	50,610
Photocopying, printing, and binding	99,127	83,853
Courier, freight, and storage	93,468	55,505
Graduation	91,451	92,549
Insurance	79,560	67,303
Audit and accounting fees	65,700	85,010
Miscellaneous	55,810	47,514
Legal fees	49,291	46,643
Memberships and licenses	48,662	38,419
Resource persons	46,926	113,224
Bank charges and interest	21,099	17,906
Postage	13,040	17,199
Indenturing fees	10,450	4,100
Subscriptions	8,483	4,392
Administration charges	1,981	1,858
Property taxes	50	100
Total expenses before amortization	34,035,911	28,344,493
Amortization of property and equipment	1,398,214	1,498,423
Loss on disposal of property and equipment	346	56,690
Total expenses	\$ 35,434,471	\$ 29,899,606



ABOUT SIIT

Saskatchewan Indian Institute of Technologies (SIIT) is a First Nations-governed educational institution, one of only four credit-granting post-secondary institutions in the province- and the only accredited Indigenous institution. SIIT provides adult learners with academic, vocational and technical training as well as services and supports for employment and career growth. Indigenous learners are at the core of SIIT, representing over 90% of the student body.

OUR HISTORY

Established in 1976 as the Saskatchewan Indian Community College, SIIT was created in response to the need for quality post-secondary education for Indigenous people in an environment that promotes traditional ways and supports success. SIIT originally delivered adult academic upgrading and later branched into post-secondary programs.

With increases in funding, SIIT expanded its base of satellite colleges and added fully certified occupational courses and curriculum to its program offerings. In 1985, the Federation of Sovereign Indigenous Nations (FSIN) passed an Act respecting the Saskatchewan Indian Institute of Technologies. In 2000, the Province of Saskatchewan conferred SIIT the authority to grant certificates, diplomas and credits by passing the Saskatchewan Indian Institute of Technologies Act - making SIIT the only accredited Indigenous institution in the Province.

OUR VISION AND MANDATE

SIIT's Strategic Plan sets out a bold Vision: "Through student-focused, market-relevant programs and services in an Indigenous learning environment, we create work-ready achievers and role models who appreciate the value of learning now and in the future".

In all things, SIIT is committed to maintaining a First Nations focus and is dedicated to ongoing collaboration with First Nations stakeholders and communities to implement learner-focused strategies. SIIT recognizes a broad array of stakeholders that includes learners, job seekers, graduates, instructors, educators, training partners, employers, Elders, First Nations leaders and communities, SIIT staff, management and board.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

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