



# 2020 - 2021 ANNUAL REPORT



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## **A MESSAGE FROM OUR PRESIDENT & BOARD CHAIR**

In 1976, First Nations leaders had a groundbreaking idea and vision to ensure Indigenous peoples had access to quality post-secondary education and training, in a space where traditional knowledge could be shared, and language and culture would be encouraged.

Forty-five years later, the Saskatchewan Indian Institute of Technologies (SIIT) is one of four accrediting post-secondary institutions in the province, and remains a proud Indigenous institution governed by First Nations leaders. With a province-wide footprint of 3 principal campuses, 9 Career Centres, 2 mobile job connection and training units, and over 35 community learning sites, SIIT continues to innovate in our approach to programming, meeting industry standards of curriculum development, while ensuring an environment rooted in Indigenous ways of knowing and learning.

Our vibrant learning community is made up of 94% Indigenous learners and 66% Indigenous staff – who bring energy, life, culture and kinship to the institution at each campus, Career Centre, and community location across the province. 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.

In 2020-2021, SIIT provided educational programming to 1,345 students and provided employment services and wraparound supports to more than 3,100 clients. These numbers are to be celebrated, as they speak to the continued drive of Indigenous peoples across the province to seek opportunities to further their education and training, and to gain employment, despite the ongoing COVID-19 pandemic.

As Saskatchewan battled the second and third waves of COVID-19 throughout late 2020 and early 2021, SIIT remained steadfastly committed to the continued safety of our learners and staff. We found creative ways to still ensure a strong sense of kinship and connection among our learners and staff, as we shifted many programs and services to virtual and remote delivery. We identified an opportunity to innovate, to re-evaluate existing programs and services, and to shift to a technology and innovation agenda.

Choosing SIIT means choosing to join an accomplished group of over 60,000 alumni who continue to innovate and contribute in meaningful ways to economic prosperity in First Nations communities, both locally and globally. We take pride in the collective accomplishments of the entire SIIT family, and share our enthusiasm for the future.

On behalf of all staff, faculty and the Board of Governors of the Saskatchewan Indian Institute of Technologies, we are pleased to present this Annual Report documenting the outstanding work of our learning community in 2020/21.

**Riel Bellegarde**  
**President & CEO**

**Chief Darcy Bear**  
**Chair of the Board**



# OUR LEADERSHIP

## Board of Governors

### AGENCY CHIEFS TRIBAL COUNCIL

Witchekan First Nation ..... Chief Anne Thomas

### BATTLEFORDS AGENCY TRIBAL CHIEFS

Moosomin First Nation ..... Chief Bradley Swiftwolfe

BATTLEFORDS TRIBAL COUNCIL ..... Chief Crystal Okemow

FEDERATION OF SASK. INDIAN NATIONS ..... Chief Bobby Cameron

FSIN SENATE ..... Senator Chuck Thomas

..... Senator George PeeAce

### FILE HILLS QU'APPELLE TRIBAL COUNCIL

Piapot First Nation ..... Chief Mark Fox

Star Blanket Cree Nation ..... Chief Ira McArthur

### INDEPENDENT

Pheasant Rump Nakota Nation ..... Chief Ira McArthur

MEADOW LAKE TRIBAL COUNCIL ..... Tribal Chief Richard Ben (Vice-Chair)

### PRINCE ALBERT GRAND COUNCIL

Sturgeon Lake First Nation ..... Chief Greg Ermine

Shoal Lake First Nation ..... Chief Marcel Head

Peter Ballantyne First Nation ..... Chief Peter A. Beatty

### SASKATOON TRIBAL COUNCIL

Whitecap Dakota First Nation ..... Chief Darcy Bear (Chair)

### SOUTHEAST TREATY 4 TRIBAL COUNCIL

Ochapowace First Nation ..... Head Woman Petra Belanger

### TOUCHWOOD AGENCY TRIBAL COUNCIL

Muskowekwan First Nation ..... Chief Reginald Bellerose

### YORKTON TRIBAL COUNCIL

..... Vacant



## Senior Executive



***President  
& CEO***  
Riel Bellegarde



***Secretary  
to the President***  
Sherry Krentz



***Vice President,  
Finance & Information Technology***  
CeCe Baptiste



***Vice President,  
Academics***  
Tavia Laliberte



***Vice President,  
Student & Employee Services***  
Tresa Reinhardt



***Vice President,  
Employment Development  
& Career Services***  
Lisa Shingoose



## STRATEGIC INITIATIVES

### LAUNCH OF THE INDIGENOUS INNOVATION & ENTREPRENEURSHIP ACCELERATOR

In May of 2021, SIIT received \$3M in matching funding from Sustainable Development Technology Canada (SDTC) to launch the first Indigenous-led innovation and entrepreneurship accelerator in Canada. Dedicated to creating an ecosystem to support grassroots Indigenous entrepreneurship, while creating a space that emphasizes culture, language and kinship.

### DIGITAL RECRUITMENT CAMPAIGN

As a result of the COVID-19 pandemic and the resulting cancellation of most in-person student recruitment events throughout the 2020-2021 academic year, SIIT had to re-envision how to reach prospective students and clients.

In March and April 2021, twelve videos were produced, by the newly formed Advancement department highlighting a variety of post-secondary and trades and industrial programs, as well as key support services for students. The videos allowed SIIT to reach a larger demographic and audience province-wide, and especially in areas where in-person recruitment events were not available or held as frequently in previous years. Designed as accessible content these videos provided visual orientations and familiarity of learning spaces, program staff, as well as the opportunity to hear testimonials from fellow students and SIIT alumni. This proved to be both beneficial and helpful in alleviating uncertainty and anxiety that new students experienced prior to arriving at campus in the Fall.

### DEVELOPMENT OF THE SIIT STUDENT SUPPORT HUB

The COVID-19 pandemic saw the shifting of many SIIT programs to blended delivery. Students who studied in a blended environment experienced an increased need for learning resources and services to achieve their academic goals at a distance.

In September 2020, a new digital resource was launched, to bring together faculty, support staff, and students, and provide them with access to information and services easily with just a click.

Providing access to campus news, learning resources, handouts, online articles, scholarship and bursary information, virtual Lunch and Learn sessions, information about employment opportunities, community support information, as well as the ability to book one-on-one appointments with SIIT support staff, the SIIT Student Support Hub prioritizes providing services that help learners:

- engage with SIIT
- succeed in their studies
- connect with each other
- make a successful transition to the workplace

Mirroring SIIT's robust wraparound student support services model, the online SIIT Student Support Hub offers engagement and the facilitation of support resources for students in real-time – 24 hours a day, 7 days a week.



## INDIGENOUS PRACTICAL NURSING PROGRAM - INAUGURAL GRADUATING CLASS

In June 2021, SIIT proudly celebrated the inaugural graduating class of the Indigenous Practical Nursing program. All students who successfully completed the program went on to write their Canadian Practical Nursing Registration Exams, in order to gain licensure with the Saskatchewan Association of License Practical Nurses (SALPN).

Launched in September 2019, the Indigenous Practical Nursing program is the first of its kind in Canada. Rooted in Indigenous worldviews and ways of knowing, the program marries innovative technologies and traditional cultural practices, and supports the Truth and Reconciliation Calls to Action regarding Indigenous health outcomes, self-determination, and ensuring the provision of culturally responsive care.

## PROGRAM LAUNCH - INDIGENOUS FOUNDATIONS TO BUSINESS

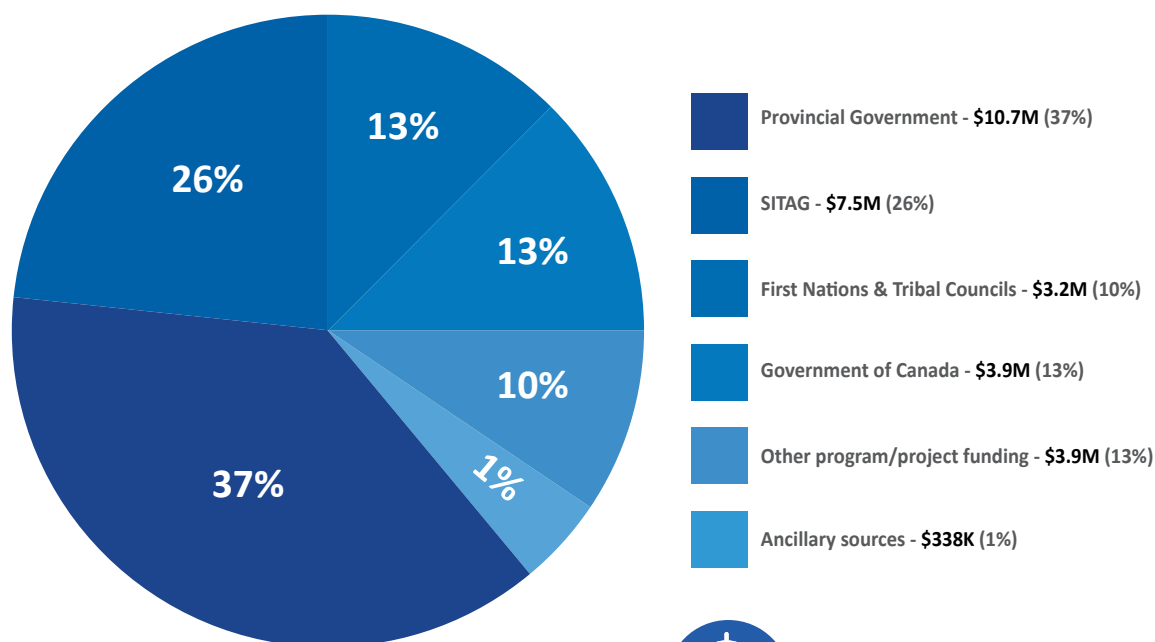
Designed to address the demand for professional development opportunities for those currently employed or entering employment in general business occupations in First Nations communities, the Indigenous Foundations to Business program was developed and delivered in various community-based locations throughout 2020-2021. The program bridges traditional and western worldviews of business, and incorporates traditional Indigenous practices of ceremony and connection with Elders into program curriculum.



## COMMUNITY PARTNERSHIPS

- **Federation of Sovereign Indigenous Nations** - Student recruitment
- **Sustainable Development Technology Canada** - Indigenous innovation accelerator project
- **CICan** - Outbound Mobility Program
- **Indigenous Services Canada** - COVID response
- **SaskPower** - Lab upgrades and curriculum development
- **TCEnergy** - DigiTeam program
- **Carnegie Foundation** - Community engagement initiative
- **Northlands College & Gabriel Dumont Institute** - Adult Basic Education and GED testing

## FINANCIAL DASHBOARD



**29.6 MILLION  
REVENUE**

## CAPITAL PROJECTS

- **\$180,000 SASKATOON CAMPUS UPGRADES** (2nd Floor renovations to accommodate Learning Services Department and creation of Human Resources Department office which was relocated from leased space and produced savings of approximately \$46,000 in annual rental cost)
- **\$10,000 PRINCE ALBERT CAMPUS UPGRADES** (improvements to accommodate the Prince Albert Career Centre relocating from leased space and produced savings of approximately \$24,000 in annual rental cost)
- **UPGRADES TO BOILER LAB IN MEADOW LAKE** (in 2021, SIIT completed the installation of a brand new water-tubed boiler for the lab in Meadow Lake. Adding this second boiler allows students to learn the hands on skills of being a power engineer by simulating on the job experience within the safety of our own facility)





## INNOVATORS & LEADERS OF CHANGE

Indigenous peoples have always embodied innovation and tradition. As communities continue to adapt and respond to new challenges in today's rapidly changing economy, a new generation of Indigenous changemakers look to combine local traditional knowledge with new ideas, to forge a new path for their peoples and communities.

Acknowledging that significant opportunities exist for Indigenous communities across Saskatchewan to fully engage in this technology-based ecosystem, SIIT launched an Indigenous innovation accelerator in the spring of 2021, dedicated to creating programs and services to support grassroots Indigenous entrepreneurship.

The accelerator is unique in that it directly answers two articles of the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP), by empowering Indigenous people to strengthen their distinct economies, while benefitting from training in a culturally relevant environment (Articles 5 and 15).

The focus of the accelerator will be to support, educate, and mentor Indigenous peoples, while providing the space, research and development resources, access to cutting-edge technologies, and training necessary to support the creation of successful start-ups and social innovations.

Building on existing networks and capacity, the innovation accelerator will provide skills-building, experiential and land-based learning, and mentorship opportunities for innovators of all ages, who will have their dreams supported, while engaging in a space that emphasizes culture, language, and kinship by providing access to traditional knowledge keepers and Elders.



*“No ecosystem in Canada is complete without meaningful and impactful inclusion and participation. SIIT is excited to be paving the way in creating opportunities for this next generation of Indigenous entrepreneurs to contribute in a major way to the innovation landscape in Canada.”*

**Riel Bellegarde,**  
President & CEO of SIIT





## OUR YEAR

### AUG 2020

- Faculty Professional Development and Gathering
- Launch of SIIT Student Support Hub - web and mobile application

### SEP 2020

- First Day of Blended Delivery Classes
- Orange Shirt Day
- Program Launch - Indigenous Foundations to Business
  - Renovation construction started at both Saskatoon and Prince Albert Campuses

### OCT 2020

- Prince Albert Campus renovations were completed

### NOV 2020

- SIIT student participation in national Co-operation
- Resolution Health Support Worker Virtual Gathering

### DEC 2020

- Term 1 Awards Disbursement
  - SIIT/ Labour Force Development Virtual Forums
- Renovations completed on the Saskatoon Campus





**JAN 2021**

- Bell Let's Talk Day
- SIIT HR Summer Student Recruitment
- Virtual Lunch and Learns

**FEB 2021**

- Pink Shirt Day

**MAR 2021**

- Launch of Digital Recruitment campaign - Production of program and support service videos
- SIIT/Labour Force Development Virtual Forums

**APR 2021**

- Term 2 Awards Disbursement
- Leadership Excellence Award for Managerial Staff (CICan): Bronze Recipient - Barb Sankey

**MAY 2021**

- Launch of the first Indigenous Innovation Accelerator
- SIIT IPN Students met with Minister Miller - Nursing Week
- All SIIT Staff Bingo

**JUN 2021**

- 2nd Annual Land Based Virtual Convocation
- Inaugural Graduating Class of Indigenous Practical Nursing Program
- Innovation Accelerator - MakerLodge Pilot sessions
- SIIT Faculty Appreciation Events



## ONGOING EVENTS AT CAMPUSES, COMMUNITY SITES & CAREER CENTRES

- Breakfast Programs
- Post-Secondary Pathways Virtual Presentations - Various Institutions
- Career Centre Virtual Presentations to Academic and ABE programs
- Virtual Lunch and Learn Sessions - Campus, Career and Trades Centres
- Academic Success Toolkit Topics:
  - ADHD
  - Exam Preparation
  - Learning Disabilities
  - Learning Styles
  - Apps, Programs and Websites
  - Exam Anxiety and Study Preparation
  - Goal Setting and Motivation
- Healthy Minds Topics:
  - Managing Anxiety & Stress
  - Managing Mood
  - Self-Care
  - Relationship Between Physical and Mental Health
  - Stigma and Discrimination
  - Managing Change
  - Healing and Resiliency
  - Motivation
  - Assertive Communication
  - Acceptance and Judgement



### Success Story

*"I saw people going back to school and get their degree and I thought, why can't I do that? COVID happened and I needed to do something. I decided, that now is the time. I need to make myself valuable in the work field and, due to that, I needed to go to school and better myself. My next goal is to continue until I have my master certificate in Business Administration. I would like to thank God for opening the door for me to come back to school. Also, thanks to my family's and community's support. I also know I wouldn't have succeeded without the help of SIIT staff and fellow classmates."*

**Misty Walker – Muscowpetung**

Saulteaux First Nation  
Business Certificate – Regina Campus



## OUR LEARNERS

### Student Demographics

5% are under age 20 (down 1%)

47% are ages 20 to 29 (up 2%)

32% are ages 30 to 39 (up 3%)

11% are ages 40 to 50 (down 2%)

5% are over age 50 (down 2%)

45% of our students are female (down 4%)

- 21% female representation in trades programs (down 1%)

55% of our students are male (up 4%)

- 29% male representation in non-trades programs (down 1%)



**94% INDIGENOUS**  
89% First Nations, 5% Métis

## SUCCESS STORY

*“ My daughter, Elders and community inspired me to attend SIIT. I wanted a better life for my daughter. I wanted security for us and a rewarding career. I want us to be proud and to be a caring role model. I want to help my community and Elders. My goal after graduation is to find a long-term care home to start my career, to care for my Elders. I would like to thank GDI, Radius, The Princess Shop and SIIT for supporting me along my education journey. Thank you to the staff and students who helped me along my path for showing me that I can make a goal and accomplish it. They gave me the confidence that I needed to push myself beyond my limits to succeed. ”*

**Megan Witchehan – One Arrow First Nation**  
Indigenous Practical Nursing – Saskatoon Campus





## IMPACTS – STUDENT AND EMPLOYEE SERVICES

Through a robust wraparound Student Support Services model, SIIT is able to provide academic, non-academic, and cultural supports to students at all campus and community-based locations across the province.

Recognizing that many students juggle multiple roles and responsibilities in their lives beyond that of being a student – SIIT meets students where they are at on their journeys, and supports them in the ways they need to be successful and reach their educational goals.

SIIT supports student wellness in a variety of ways, including:

- Mental & Emotional Wellbeing – Student Counsellors
- Academic Supports – Learning Specialists and Academic Coaches
- Transportation – Bus Passes
- Financial Security – Student Awards Program
- Food Security - Breakfast and Lunch Programs
- Cultural Supports



Learning specialists supported **326** students;  
**2721** one-to-one meetings with students

- Student success presentations delivered to over **610** students
- **18** assessments by Registered Psychologists
- **3600+** bagged breakfasts were distributed across three campuses
- **1600** Lunch gift cards were distributed across the province for lunch and learn participation
- **16** Virtual cultural presentations
- Elder supports available virtually or at all campuses

*“ Student Supports creates opportunities and space for reciprocal learning. Our students embody an insurmountable level of courage and tenacity towards the pursuit of their own definition of success. It is a privilege of ours to learn alongside our students and the teachings they offer that become engrained in shaping Student Supports today. We hope to continue to equip our students with the necessary tools and resources aimed to support their educational journey. ”*

*Ranabelle Stroh  
Associate Director, Student Supports*

## CULTURAL SUPPORTS

Nurturing and supporting staff and students from a spiritual standpoint and through traditional cultural teachings are key elements of SIIT's robust wraparound support model.

Many cultural support services are available at campus and community-based locations across the province – including connecting with Elders and knowledge keepers in-person or virtually for guidance, encouragement and mentorship, or spending time in the cultural room reflecting, praying, or smudging.

Traditional feasts are also held at SIIT locations across the province throughout the year to promote a strengthened sense of identity, spiritual wellbeing and pride.



### Campus Elders

#### **PRINCE ALBERT**

Russell (Sam) Badger  
Priscilla Joseph

#### **REGINA**

Connie Wajunta  
Joe Fourhorns

#### **SASKATOON**

Frank Badger  
Kathy Wahpepah  
Tim Eashappie



## IMPACT – ACADEMICS

Each year SIIT delivers numerous programs across Saskatchewan and includes a targeted program mix (Non-Credit, Certificate, Diploma, Applied Certificate, Apprenticeship), in a variety of disciplines (Business, Information Technology, Community, Health, Trades, Adult Basic Education) and locations (On-Campus, In Community).

From July 1, 2020 - June 30, 2021, SIIT delivered the following:

Credential Type	On Campus	In Community
Statement of Completion (non-credit)		8
Certificate of Achievement/ Recognition of Achievement		10
Apprenticeship Level Program	1	20
Applied Certificate	2	27
Certificate	8	4
Diploma	12	9
<b>TOTAL</b>	<b>23</b>	<b>78</b>

On Campus refers to programs delivered in any of the three main campuses in Saskatoon (4th Ave.), Regina (Albert St.), and Prince Albert (15th Ave.). In Community refers to all other locations including Career Centres, urban off-campus sites and community.

### Completion Data for ALL Programs (2019/20 against 2020/21)

	2019/2020			2020/2021		
	Registered	Completion	%	Registered	Completion	%
<b>Overall</b>	<b>1657</b>	<b>1038</b>	<b>63%</b>	<b>1345</b>	<b>887</b>	<b>65%</b>

Total # Enrolled/Registered - 1345  
Total # of Programs Delivered - 100

Total # of Completing or Continuing - 877 or 65%  
Total # of Indigenous Registered - 1265 or 94%



## STUDENT AWARDS PROGRAM

SIIT is grateful for the financial contributions of many private sector and community-based partners who contributed to the SIIT Student Awards program and supported our students in pursuing their educational goals.

### HIGHLIGHTS

- \$316,000 in scholarships and bursaries awarded
- 105 awards
- Award values ranged from \$500 - \$5,000
- Donations were matched by Government of Saskatchewan through the Saskatchewan Innovation and Opportunity Scholarship (SIOS) program, administered by the Ministry of Advanced Education.

### PROGRAMS SUPPORTED

- Aircraft Maintenance Engineering
- Business
- Carpentry
- Educational Assistant
- Electrical Applied Certificate
- First Nations Child Care
- Health Care Aide
- Indigenous Practical Nursing
- IT Support Specialist
- Mental Health & Wellness
- Power Engineering
- Process Operation Technicians
- Welding

*“ I am grateful for the financial relief this award provides, so I can focus on two of the most important aspects of my life – my family and my education – and I thank you very much. With this award, I have the peace of mind of being able to get ahead on my household bills while being able to focus on my studies as a full-time student, without the pressures of being a part-time employee. An award of this caliber has strengthened my motivation and indicated to me that I made the right decision to focus on my education. ”*

*Nowell McNab, Student (Business Certificate)*



## PRESIDENT'S AWARD FOR LEADERSHIP

The President's Award for Leadership is made possible through corporate and community support and is co-funded by the Government of Saskatchewan's Innovation and Opportunity Scholarship Program.

The four winners are selected from nominations provided by our staff and faculty. The recipients must exemplify: commitment to education; enhancement of the student experience, and demonstration of SIIT values.

### 2021 PRESIDENT'S AWARD RECIPIENTS



**Dandra Keenatch**  
*Adult Basic Education 12 - Big River FN*



**Samantha Kinequon**  
*Adult Basic Education 12 - Regina*



**Dani-Anne Lefevre**  
*Mental Health & Wellness - Saskatoon*



**Ambrose Hardlotte**  
*Adult Basic Education 10 - Prince Albert*



## COVID-19 RESPONSE

Throughout late 2020 and early 2021, as Saskatchewan battled the second and third waves of the COVID-19 pandemic, SIIT remained steadfastly committed to the safety of our learners and staff. Vaccine clinics were offered, and contact tracing, physical distancing and masking were mandated at all campus and Career Centre locations across the province, in an effort to reduce transmission.

Several academic programs continued as blended delivery, with SIIT staff providing additional support so that all students had the tools and supports to succeed, and could be assisted with navigating challenges relating to remote learning. Google Chromebook laptops were provided to students who needed them, in order to continue studying and learning remotely. Student Services and Student Supports provided virtual services as required – from student counselling to academic supports, to connection with Elders and cultural support services. SIIT staff who continued to work from home were supported through frequent check-ins, remote IT support, as well as with funds to outfit home office spaces.

Many students continued to experience significant financial pressures and uncertainty due to the pandemic. Thankfully, the SIIT community, corporate partners, and educational partners as well as the Ministry of Advanced Education, responded to this need in the 2020-2021 academic year. Over \$80,000 in COVID-19 emergency funding provided 285 students with much needed financial aid that supported students with food security, their living expenses, as well as transportation and childcare costs.

- **\$84K** in Emergency COVID-19 Funding
- **285** students assisted by the Empowerment Bursary (Financial Support/Utilities Support)
- **\$75K** investment in health and safety practices



# EMPLOYMENT DEVELOPMENT & CAREER SERVICES

## CAREER CENTRES

The Saskatchewan Indian Institute of Technologies (SIIT) Career Centres provide employment and training services to individuals seeking to upgrade their skills or to find work.

With nine locations strategically located across the province, the employment services provided align with local industry needs. Industry-led steering committees comprised of employers, SITAG network agencies, community, and other employment-related organizations informs each Career Centre location on regional training needs and labour opportunities, enabling the creation of local level partnerships to broaden client services and enhance employment results.

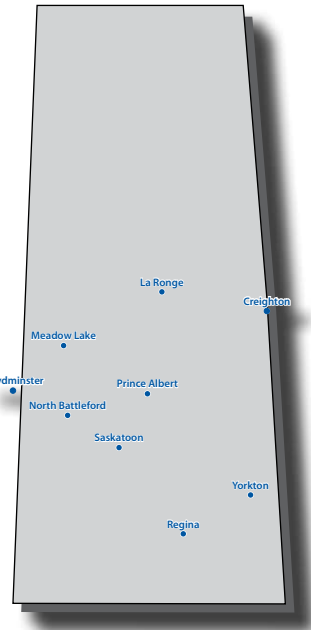
Job Coaches at each of the Career Centre locations work with clients to provide employability skill development, career counselling, assistance in overcoming barriers while clients are active in training and employment, arranging and supporting work placements, as well supporting employment retention by acting as a liaison between employer partners and clients. In March 2021, a new case management process was launched province-wide to ensure consistency in service delivery to clients, regardless of Career Centre location.

With the Career Centres being closed to the public for much of the 2020-2021 year due to the continuing COVID-19 pandemic, new client registrations and employment results were impacted significantly. Shifting to online and remote service delivery was essential, in order to work around persistent travel restrictions, community lockdowns, and business closures. SIIT Career Centre teams across the province were able to pivot quickly and as needed, to make necessary program additions and revisions based on fluctuating regional demand and expressed community needs.

*“ When I first came to the SIIT [Career Centre] I did not know what to expect. I was welcomed and treated with understanding and kindness toward my situation, and having no employment and not qualifying for jobs that I applied for due to lack of certificates for the positions. I met with Rob Kakakaway [Job Coach, Saskatoon Career Centre]. I have never had anyone in my life try so hard to help me achieve employment and better my life and the lives of my daughters. Thank you SIIT. For existing, for all your help, and having the technology to help move forward in life. And a big thank you to my job coach Rob Kakakaway who went above and beyond for me and never gave up on me. Thank you. ”*

SIIT Career Centre Client

- 3,103 registered clients – 83% of those self-identified as First Nations
- 1,424 clients gained employment – 82% of those self-identified as First Nations
- SIIT Career Centres collectively engaged with 618 employer partners



## JOBCONNECTIONS

JobConnections provides a mobile career service to regions that are demographically underserved by provincial employment service offices. Career Coaching staff typically travel to First Nations communities in mobile units that are equipped with internet technology and print functionality, and assist job seekers, as well as local employers with the job profiling process within their local catchment area.

In the pandemic environment, with many communities remaining on lockdown through the 2020-2021 year, JobConnections worked to establish connections and supplement community-based supports remotely by providing quarterly Virtual Career Fairs featuring employers from a range of sectors – health, trades, government, finance, and education – and were accessible by job seekers province-wide.



- 368 clients registered with JobConnections
- 68 of those clients found employment in 2020-2021

## JOB SERIES

The JobSeries programs are pre-employment and pre-training learning opportunities for people who require personal skills development, need assistance in developing career plans, are seeking employment or further education, or need to enhance work skills to maintain employment.

The series consists of five programs – each developed from specific identified needs:

- JobFocus
- JobQuest
- JobSkills
- DigiTeam
- JobFind

JobSeries programming moved primarily to online delivery due to the continuing COVID-19 pandemic. Some programs – based on community feedback that many clients were not prepared to move to training that was delivered solely in an online format – were delivered in a hybrid format instead. In these cases, the JobSeries team coordinated directly with communities to leverage existing supports and services to coach participants onsite. The DigiTeam and JobQuest programs were also newly developed in 2020-2021, in response to community feedback around the opportunity to increase client comfort levels with technology, and develop self-awareness and job skills through a youth-friendly gaming platform.

***“The Brock Group’s relationship with SIIT began in 2017. Since that time, we have worked in collaboration with SIIT to identify resource requirements and specific training needs for our work in the province. SIIT has been responsive and adaptable (specific training) to linking qualified candidates with our requirements as an employer. SIIT has created a Steering Committee that invites employers to meet on a regular basis to discuss upcoming labour requirements. Not only is this a great networking opportunity, but it highlights SIIT’s proactive approach to ensuring their candidates are best suited for the current market needs. We look forward to working closely with SIIT throughout the years ahead”***

*SIIT Career Centre Employer Partner*

- 21 programs delivered
- 219 program participants from First Nations and Urban communities across Saskatchewan

- 68% said they feel “better prepared to take further training or school”, with another 30% noting that they feel “better prepared for work”
- 92% said their overall program experience was “About the same, if not better” when comparing online to in-person delivery
- 89% said that they felt more comfortable using technology after completing the program

## STUDENT & EMPLOYEE SERVICES / HUMAN RESOURCES

At the heart of SIIT are the Staff and Faculty – a dedicated, educated, talented group of Indigenous experts that connect SIIT to every community in the province.

Capacity development is important to SIIT and through continuous professional development opportunities, our staff and faculty grow professionally, helping to provide exceptional student and client services.

### Staff Satisfaction Survey Highlights

- **88%** of employees felt SIIT's actions during the pandemic supported employees' health & well-being, and that SIIT's approach to COVID-19 has been accommodating
- **93%** of employees said they are proud to work for SIIT
- **98%** of employees take pride in the work they do
- **96%** of employees felt they are contributing to SIIT's mission



**241 FULL-TIME STAFF**

*66% Indigenous representation*



### Summer Student Program

Through the Canada Student Work program, SIIT was able to hire a total of 31 students between July 1, 2020 - June 30, 2021. These students supported a variety of departments including but not limited to: Employment Development & Career Services, Trades & Industrial, Student Supports and Admissions.

Financial Statements of

**SASKATCHEWAN INDIAN  
INSTITUTE OF TECHNOLOGIES**

And Independent Auditors' Report thereon

Year ended June 30, 2021







## INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Saskatchewan Indian Institute of Technologies

### ***Opinion***

We have audited the financial statements of Saskatchewan Indian Institute of Technologies (the Entity), which comprise:

- the statement of financial position as at June 30, 2021
- the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the “financial statements”).

In our opinion, the accompanying financial statements, present fairly, in all material respects, the financial position of the Entity as at June 30, 2021, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### ***Basis for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the “***Auditors’ Responsibilities for the Audit of the Financial Statements***” section of our auditors’ report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

### ***Responsibilities of Management and Those Charged with Governance for the Financial Statements***

Management is responsible for the preparation and fair presentation of the 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.

In preparing the financial statements, management is responsible for assessing the Entity’s ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity’s financial reporting process.



**Auditors' Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Chartered Professional Accountants

Saskatoon, Canada  
November 5, 2021



**SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES**

## Statement of Financial Position

June 30, 2021, with comparative information for 2020


	2021	2020
<b>Assets</b>		
Current assets:		
Cash	\$ 8,179,443	\$ 6,355,006
Accounts receivable (note 3)	3,259,402	1,105,626
Short term investments (note 4)	-	2,000,000
Inventories	41,578	53,995
Prepays	87,087	177,897
	11,567,510	9,692,524
Investments (note 4)	2,400,459	312,561
Property and equipment (note 5)	6,985,165	7,600,906
	<u>\$ 20,953,134</u>	<u>\$ 17,605,991</u>


**Liabilities and Net Assets**

Current liabilities:		
Accounts payable (note 6)	\$ 2,128,054	\$ 2,107,564
Deferred revenue (note 7)	9,108,756	6,126,653
	11,236,810	8,234,217
Deferred contributions (note 9)	5,066,151	5,515,359
Net assets	4,650,173	3,856,415
Commitments (note 11)		
Economic dependence (note 15)		
	<u>\$ 20,953,134</u>	<u>\$ 17,605,991</u>

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, 2021, with comparative information for 2020

	2021	2020
Revenue (schedule 1):		
Province of Saskatchewan	\$ 10,716,038	\$ 10,519,466
Saskatchewan Indian Training Assessment Group	7,494,597	6,725,946
Saskatchewan First Nations and Tribal Councils	3,237,864	3,528,369
Other program and project revenue	3,939,265	3,908,514
Indigenous Services Canada	3,900,000	2,587,931
Ancillary	338,562	282,977
	29,626,326	27,553,203
Expenses (schedule 2 and schedule 3):		
Programs and training	17,924,203	17,716,391
Contract projects	7,061,404	6,595,245
Institutional operations	2,036,647	1,756,604
Facilities and technology	1,776,717	1,374,515
Ancillary	33,597	43,276
	28,832,568	27,486,031
Excess of revenue over expenses	\$ 793,758	\$ 67,172

See accompanying notes to financial statements.

## SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

### Statement of Changes in Net Assets

Year ended June 30, 2021, with comparative information for 2020

	Invested in property and equipment (note 12)	Restricted	Unrestricted	2021 Total	2020 Total
Balance, beginning of year	\$ 2,085,547	\$ -	\$ 1,770,868	\$ 3,856,415	\$ 3,789,240
Excess (deficiency) of revenue over expenses	(451,775)	-	1,245,533	793,758	67,172
Investment in property and equipment	285,242	-	(285,242)	-	-
Transfer to restricted net assets (note 1h)	-	300,000	(300,000)	-	-
Balance, end of year	\$ 1,919,014	\$ 300,000	\$ 2,431,159	\$ 4,650,173	\$ 3,856,412

See accompanying notes to financial statements.





# SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

## Statement of Cash Flows

Year ended June 30, 2021, with comparative information for 2020

	2021	2020
Cash flows from (used in):		
Operations:		
Excess of revenue over expenses	\$ 793,758	\$ 67,175
Items not involving cash:		
Amortization (note 5)	1,252,150	1,226,379
Unrealized investment loss (gain) (note 4)	(87,898)	27,190
Amortization of deferred contributions (note 9)	(800,375)	(712,865)
Loss on disposal of property and equipment	36,560	-
Change in non-cash operating working capital:		
Accounts receivable	(2,153,776)	1,508,895
Inventories and prepaid expenses	103,227	(128,095)
Accounts payable	20,490	(232,460)
Deferred revenue	2,982,103	1,770,403
	2,146,239	3,526,622
Financing:		
Additions to deferred contributions (note 9)	351,167	138,830
	351,167	138,830
Investing:		
Purchase of property and equipment (note 5)	(672,969)	(499,497)
Proceeds on redemption of investments (note 4)	2,000,000	1,500,000
Purchase of investments (note 4)	(2,000,000)	-
	(672,969)	1,000,503
Increase in cash	1,824,437	4,665,955
Cash position, beginning of year	6,355,006	1,689,051
Cash position, end of year	\$ 8,179,443	\$ 6,355,006

See accompanying notes to financial statements.

# SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements

Year ended June 30, 2021

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## 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:

### (a) Basis of presentation:

These financial statements have been prepared by management in accordance with Canadian Accounting Standards for Not-For-Profit organizations in Part III of the CPA Canada Handbook. The significant accounting policies used in the preparation of these financial statements are summarized below.

### (b) Use of estimates:

Canadian accounting standards for not-for-profit organizations 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 related deferred contributions; the collectibility of accounts receivable; and estimates of deferred revenue. Actual amounts 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.

### (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 and 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.



# SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2021

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## 1. Accounting principles and policies (continued):

### (d) Financial instruments (continued):

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.

# SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2021

## 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.

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
Building	Straight-line	20 years
Course equipment	Declining balance	20%
Leasehold improvements	Declining balance or straight-line	20% or 1-3 years
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, 2021

---

### 1. Accounting principles and policies (continued):

#### (g) Allocation of expenses:

The Institute engages in the delivery of programs and contract projects. 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 Institute 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.

#### (h) Restriction on net assets:

Restricted net assets represent funds that the Board of Directors has internally restricted to be used by SIIT for future strategic initiatives to carry out its general mandate of providing academic and career education. These amounts are not available for other purposes without the approval of the Board.



# SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2021

## 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 receivable from, or payable to, related parties are separately disclosed in notes 3 and 6 to the financial statements.

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

	2021	2020
First Nations organizations	\$ 581,882	\$ 450,351
FSIN	3,400	1,700
IGR	1,600	300
SIGA	-	1,000
SICC	-	32

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

	2021	2020
SITAG	\$ 7,494,597	\$ 6,725,946
First Nations organizations	3,275,726	3,528,369
FSIN	350,000	350,000
SIGA	5,000	5,000
FNUC	-	1,750
SICC	-	-



# SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2021

## 3. Accounts receivable:

	2021	2020
External	\$ 1,078,209	\$ 1,043,355
Related parties:		
SITAG	1,990,542	86,228
First Nations organizations	602,505	415,386
FSIN	2,500	-
SIGA	-	1,250
Allowance for doubtful accounts	(414,354)	(440,593)
	\$ 3,259,402	\$ 1,105,626

## 4. Investments:

	Cost	2021 Fair value	2020 Fair value
Term deposits	\$ 2,000,000	\$ 2,000,000	\$ 2,000,000
Investment in Sun Life Financial	98,532	400,459	312,561
	\$ 2,098,532	\$ 2,400,459	\$ 2,312,561

The Institute has excess cash invested in term deposits of \$2,000,000. During the year, the term deposit matured and re-invested in May 2021. The term deposit earns interest at a rate of 2.75% and matures in May of 2024.

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, 2021, the fair value of the Sun Life shares has increased and resulted in the recognition of an unrealized gain of \$87,898 (2020 - loss of \$27,190). The cumulative unrealized gain reported at June 30, 2021 is \$301,927 (2020 - \$214,029).



**SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES**

Notes to Financial Statements (continued)

Year ended June 30, 2021

**5. Property and equipment:**

June 30, 2021	Cost	Accumulated amortization	Net book value
Saskatoon Campus Building	\$ 11,162,518	\$ 7,487,574	\$ 3,674,944
Saskatchewan Aviation Learning Centre	3,444,868	1,975,058	1,469,810
Leasehold improvements	2,232,328	1,869,174	363,154
Course equipment	2,702,682	2,066,282	636,400
Land	550,000	-	550,000
Office furniture	93,315	77,716	15,599
Office equipment	34,566	30,640	3,926
Computer hardware	1,842,322	1,738,820	103,502
Automotive equipment	722,584	554,754	167,830
Computer software	852,193	852,193	-
	<b>\$ 23,637,376</b>	<b>\$ 16,652,211</b>	<b>\$ 6,985,165</b>

June 30, 2020	Cost	Accumulated amortization	Net book value
Saskatoon Campus Building	\$ 10,928,112	\$ 6,929,448	\$ 3,998,664
Saskatchewan Aviation Learning Centre	3,429,832	1,802,814	1,627,018
Leasehold improvements	2,287,960	1,769,195	518,765
Course equipment	2,646,523	2,046,373	600,150
Land	550,000	-	550,000
Office furniture	165,605	139,593	26,012
Office equipment	70,011	59,526	10,485
Computer hardware	1,635,314	1,616,853	18,461
Automotive equipment	716,911	482,827	234,084
Computer software	852,193	834,926	17,267
	<b>\$ 23,282,461</b>	<b>\$ 15,681,555</b>	<b>\$ 7,600,906</b>

The amortization expense for the current year is \$1,252,150 (2020 - \$1,226,379).



**SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES**

Notes to Financial Statements (continued)

Year ended June 30, 2021

**6. Accounts payable:**

	2021	2020
External	\$ 1,948,206	\$ 1,772,782
Related parties:		
First Nations organizations	178,795	68,012
SITAG	1,053	266,770
SIGA	-	-
SICC	-	-
	<b>\$ 2,128,054</b>	<b>\$ 2,107,564</b>

Included in accounts payable are government remittances payable of \$13,569 (2020 - \$nil), which includes amounts payable for payroll related withholdings.

# SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2021

## 7. Deferred revenue:

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

	2021	2020
Province of Saskatchewan:		
Adult Basic Education Grant	\$ 1,692,507	\$ 1,171,376
Skills Training Allocation	1,075,153	656,852
Other Programs and Projects	244,000	126,000
Scholarships	41,840	90,500
Indigenous Services Canada:		
Post-Secondary Partnerships Program	1,329,350	685,561
COVID Post-Secondary Partnerships Program	1,242,247	-
Public Works Certificate Development	391,480	479,389
COVID Other projects	313,703	-
Firefighter Training	267,100	66,046
First Nations and Inuit Youth Employment Strategy	198,446	62,412
Case Management to Employment	141,786	-
Learning Technology	-	673,632
Professional & Institutional Development	-	48,253
Business Incubator	-	23,332
First Nations and Inuit Health Branch/Indigenous Services Canada:		
First Nations Inuit Mental Wellness	1,215,319	994,493
International Indigenous Research and Training Centre	186,916	-
Healthy Child Development	-	11,504
Sask Power - lab and program development	264,215	250,000
Mastercard Foundation	15,557	221,734
Saskatchewan First Nations and Tribal Councils:		
Programs and Projects	214,254	222,392
The Boeing Company	99,153	128,539
Scholarship Funding	71,581	127,589
Other programs and projects	104,149	87,049
	<b>\$ 9,108,756</b>	<b>\$ 6,126,653</b>





## SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2021

### 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% secured by a general security agreement with specific charge on accounts receivable. At June 30, 2021, the amount outstanding was \$nil (2020 - \$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.

	2021	2020
Balance, beginning of year	\$ 5,515,359	\$ 6,089,394
Additions - Program equipment and infrastructure:		
Indigenous Services Canada	301,402	56,930
Sask Power - Boiler Lab Meadow Lake	49,765	-
Employment & Skills Development Canada	-	81,900
Amortization	(800,375)	(712,865)
Balance, end of year	\$ 5,066,151	\$ 5,515,359

# SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2021

## 10. Allocation of expenses:

Administration and management general support expenses of \$3,023,925 (2020 - \$2,093,274) have been allocated as follows:

	2021	2020
Programs and training	\$ 2,404,749	\$ 1,526,624
Contract projects	486,639	455,336
Facilities and technology	77,336	77,939
Institutional operations and ancillary	55,201	33,375
	<b>\$ 3,023,925</b>	<b>\$ 2,093,274</b>

## 11. Commitments:

At June 30, 2021, the Institute has commitments to invest in property and equipment of \$247,490 (2020 - \$55,868). Funding support of \$200,235 has been received for these commitments.

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

2022	\$ 1,779,139
2023	965,168
2024	406,062
2025	154,211
2026	139,932
	<b>\$ 3,444,512</b>

## 12. Net assets invested in property and equipment:

Net assets invested in property and equipment are comprised of:

	2021	2020
Net book value of property and equipment	\$ 6,985,165	\$ 7,600,906
Purchase of property and equipment financed by deferred contributions	(5,066,151)	(5,515,359)
Net assets invested in property and equipment	<b>\$ 1,919,014</b>	<b>\$ 2,085,547</b>



## SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2021

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### 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 \$752,647 in 2021 (2020 - \$788,192). Annual contributions by the Institute are recorded as expenses in the statement of operations.

### 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 subject to credit risk are cash and accounts receivable. The carrying amounts of these financial assets on the statement of financial position represents the Institute's maximum credit exposure at June 30, 2021.

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 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.

## SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2021

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### 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.

### 17. COVID-19:

On March 12, 2020, COVID-19 was declared a pandemic by the World Health Organization. This has resulted in significant economic uncertainty and financial markets have experienced significant volatility in response to the developing COVID-19 pandemic. During the year, the Institute signed COVID-19 emergency relief funding with Indigenous Services Canada for total non-recurring funding of \$2.5 million with \$802,000 of non-recurring revenue recognized in the period. The magnitude and duration of the impact of COVID-19 is uncertain, and accordingly, it is difficult to measure the potential future impact on the Institute's financial position and operations.

## Schedule 1

**SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES**

## Schedule of Revenue

Year ended June 30, 2021, with comparative information for 2020

	2021	2020
Province of Saskatchewan:		
Programs and projects	\$ 5,542,907	\$ 5,098,881
Career Centres	2,832,564	3,062,214
Operating grant	2,137,500	2,124,300
Scholarships	91,260	121,100
Amortization of deferred capital contributions	111,807	112,971
	<b>\$ 10,716,038</b>	<b>\$ 10,519,466</b>
SITAG:		
Programs and projects	\$ 5,017,689	\$ 4,650,412
Career Centres	403,394	327,633
Amortization of deferred capital contributions	71,117	84,891
	<b>5,492,200</b>	<b>5,062,936</b>
SITAG regional employment services and projects	2,002,397	1,663,010
	<b>\$ 7,494,597</b>	<b>\$ 6,725,946</b>
Saskatchewan First Nations and Tribal Councils:		
Programs and projects	\$ 2,101,329	\$ 1,774,960
Tuition and fees	1,136,535	1,753,409
	<b>\$ 3,237,864</b>	<b>\$ 3,528,369</b>
Indigenous Services Canada:		
Post-Secondary Partnerships Program	\$ 1,545,446	\$ 639,653
COVID programs	802,448	-
Learning Technology	535,318	447,957
Case Management to Employment/Apprenticeship	325,418	500,000
First Nations and Youth Employment Strategy	256,422	79,893
Other programs and projects	228,441	412,500
Inspiring Achievement	-	417,779
Amortization of deferred capital contributions	206,507	90,149
	<b>\$ 3,900,000</b>	<b>\$ 2,587,931</b>



## Schedule 1

**SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES**

Schedule of Revenue (continued)

Year ended June 30, 2021, with comparative information for 2020

	2021	2020
Other program and project revenue:		
First Nations and Inuit Health Branch	\$ 843,057	\$ 1,405,212
Tuition and fees (other than First Nation organizations)	763,383	923,996
Amortization of deferred capital contributions	410,944	424,854
FSIN	350,000	350,000
Other	277,752	219,886
Western Diversification	250,000	-
Northern Career Quest	217,514	-
Mastercard Foundation	195,427	29,013
McConnell Foundation	125,000	26,000
Cando	120,631	117,303
Crown Investment Corporation	100,000	100,000
Sustainable Development Technology Canada	97,507	-
St. Paul's Roman Catholic Separate School Division No 20	65,030	92,280
Regional Colleges	52,614	113,534
SaskPower	36,020	-
The Boeing Company	29,386	79,268
SIGA	5,000	5,000
Gabriel Dumont Institute	-	20,418
FNUC	-	1,750
	<b>\$ 3,939,265</b>	<b>\$ 3,908,514</b>
Ancillary:		
Interest and dividends	\$ 148,572	\$ 147,122
Donations and miscellaneous	102,092	163,045
Unrealized investment (loss) gain	87,898	(27,190)
	<b>\$ 338,562</b>	<b>\$ 282,977</b>
<b>Total revenues</b>	<b>\$ 29,626,326</b>	<b>\$ 27,553,203</b>

## Schedule 2

**SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES**

## Schedule of Expenses by Function

Year ended June 30, 2021, with comparative information for 2020

	2021	2020
Programs and training:		
Trades and industrial	\$ 8,209,538	\$ 6,786,026
Post-secondary	4,457,097	4,934,401
Academic preparation	2,630,351	2,947,870
Student services and supports	2,029,300	1,888,388
Academic management	760,089	701,081
Workforce development	754,032	1,226,647
Scholarships	346,606	367,850
Amortization of property and equipment	264,183	270,775
Cost recoveries-internal	(1,526,993)	(1,406,647)
	<b>\$ 17,924,203</b>	<b>\$ 17,716,391</b>
Contract projects:		
Career Centres	\$ 3,441,845	\$ 3,571,977
SITAG regional employment services and projects	2,074,082	1,837,441
Employment projects	1,520,770	1,257,771
Other	157,667	5,899
Amortization of property and equipment	71,927	119,871
Cost recoveries - internal	(204,887)	(197,714)
	<b>\$ 7,061,404</b>	<b>\$ 6,595,245</b>
Institutional operations:		
Institutional support	\$ 4,228,263	\$ 3,376,191
Board and governance	139,322	113,802
Amortization of property and equipment	4,881	11,917
Cost recoveries - internal	(2,335,819)	(1,745,306)
	<b>\$ 2,036,647</b>	<b>\$ 1,756,604</b>

## Schedule 2

**SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES**

## Schedule of Expenses by Function (continued)

Year ended June 30, 2021, with comparative information for 2020

	2021	2020
Facilities and technology:		
Operating costs	\$ 4,118,547	\$ 3,877,982
Amortization of property and equipment	911,159	823,816
Loss on disposal of property and equipment	36,560	-
Cost recoveries - internal	(3,289,549)	(3,327,283)
	\$ 1,776,717	\$ 1,374,515
Ancillary:		
Operating costs	\$ 97,388	\$ 89,750
Cost recoveries - internal	(63,791)	(46,474)
	\$ 33,597	\$ 43,276
Total expenses	\$ 28,832,568	\$ 27,486,031

## Schedule 3

**SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES**

## Schedule of Expenses by Object

Year ended June 30, 2021, with comparative information for 2020

	2021	2020
Salaries and benefits	\$ 16,335,546	\$ 16,303,897
Contractual services	1,530,598	892,069
Equipment, furniture and major tools	1,487,808	514,904
Facilities rent	1,423,889	1,584,334
Supplies	952,074	775,943
Program broker fees and student training	799,997	318,921
Travel and sustenance	696,881	1,137,772
Trainee income and other supports	599,758	514,252
Telephone and internet	464,348	508,514
Equipment and vehicle rentals	385,378	249,652
Scholarships	343,338	367,850
Janitorial	332,316	259,321
Reference materials	321,362	495,238
Utilities	307,802	319,112
Advertising and promotion	281,026	154,520
Board expenses	198,128	194,709
Trainee, travel, and sustenance	172,724	629,515
Maintenance and repairs	169,036	239,439
Purchases	158,006	182,661
Insurance	134,440	110,475
Professional development	88,450	87,397
Courier, freight, and storage	73,674	60,838
Legal and audit fees	65,727	72,207
Photocopying, printing and binding	50,818	88,640
Memberships and licenses	36,516	54,085
Miscellaneous	33,534	22,652
Graduation and awards	28,378	50,898
Subscriptions	28,253	11,258
Bank charges and interest	19,152	18,724
Elders and resource persons	12,300	23,120
Indenturing fees	7,600	11,000
Postage	5,000	5,735
Total expenses before amortization	27,543,857	26,259,652
Amortization of property and equipment	1,252,150	1,226,379
Loss on disposal of property and equipment	36,561	-
Total expenses	\$ 28,832,568	\$ 27,486,031

**SASKATCHEWAN INDIAN INSTITUTE  
OF TECHNOLOGIES**

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