



SIIT
SASKATCHEWAN
INDIAN
INSTITUTE OF
TECHNOLOGIES

2022-2023

ANNUAL REPORT

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A MESSAGE FROM OUR PRESIDENT & BOARD CHAIR

Established in 1976 by First Nations Chiefs, the Saskatchewan Indian Institute of Technologies (SIIT) was founded with a vision to offer high-quality post-secondary education grounded in an Indigenous perspective. The goal was to create a space where traditional knowledge could be exchanged and language and culture could thrive.

Now, nearly five decades later, SIIT stands as a proud Indigenous institution governed by our communities. The learning environment is vibrant, consisting of 95% Indigenous learners and 63% Indigenous staff and faculty who infuse the institution with life, energy, culture, and kinship. SIIT is privileged to attract talented students from every community and First Nation in Saskatchewan, warmly welcoming those beyond provincial borders.

As one of the four accredited post-secondary institutions in Saskatchewan and the sole accredited Indigenous institution, SIIT takes pride in offering diverse, innovative and market-relevant post-secondary, trades, industrial, and adult basic education programs across the province. Operating with a province-wide presence through three principle campuses, nine Career Centres, two mobile job connection and training units, and over 35 community learning sites, SIIT continues to innovate in programming while upholding industry standards in curriculum development, all within an environment rooted in Indigenous knowledge systems.

Throughout the 2022-2023 Fiscal Year, SIIT actively engaged with community and industry partners and recommitted to be the Leaders of Change with a new Strategic Plan. Throughout the year, SIIT delivered educational programming to 2,549 students and provided employment services and wraparound support to more than 4,184 clients. These numbers underscore the ongoing commitment of First Nation peoples in the province to pursue educational and training opportunities, aiming to secure employment in their chosen fields.

Choosing to study at SIIT is a commitment to joining a distinguished community of over 60,000 alumni who continue to make meaningful contributions to economic prosperity in First Nations communities, both locally and globally. We take pride in the collective achievements of the entire SIIT family and eagerly anticipate a promising future.

On behalf of the entire SIIT community, including staff, faculty, and the Board of Governors, we extend our best wishes to all.

Riel Bellegarde
President & CEO

Chief Darcy Bear
Chair of the Board



Senior Executive



**President
& CEO**
Riel Bellegarde



**Secretary
to the President**
Sherry Krentz



**Vice President,
Finance**
CeCe Baptiste



**Vice President,
Academics**
Tavia Laliberte



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



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



**Associate Vice President -
Operations & Advancement**
Dr. Vickie Drover



OUR LEADERSHIP

BOARD OF GOVERNORS

AGENCY CHIEFS TRIBAL COUNCIL

c/o Witchehan Lake First Nation..... Chief Anne Thomas

BATTLEFORDS AGENCY TRIBAL CHIEFS

c/o Sweetgrass First Nation Chief Lorie Whitecalf

BATTLEFORDS TRIBAL COUNCIL

c/o Lucky Man First Nation..... Chief Crystal Okemow

FEDERATION OF SOVEREIGN INDIGENOUS NATIONSChief Bobby Cameron

FSIN SENATESenator George PeeAce

..... Senator Roland Crowe

FILE HILLS QU'APPELLE TRIBAL COUNCIL

c/o Star Blanket Cree Nation Chief Michael Starr

c/o Piapot First Nation.....Chief Mark Fox

INDEPENDENT

c/o Pheasant Rump Nakota NationChief Ira McArthur

c/o Big River First Nation Chief Jack Rayne

MEADOW LAKE TRIBAL COUNCIL Chief Richard Ben

PRINCE ALBERT GRAND COUNCIL

c/o Shoal Lake First Nation Chief Marcel Head

c/o Peter Ballantyne First Nation..... Chief Karen Bird

c/o Sturgeon Lake First Nation..... Chief Christine Longjohn

SASKATOON TRIBAL COUNCIL

c/o Whitecap Dakota First Nation Chief Darcy Bear

SOUTHEAST TREATY 4 TRIBAL COUNCIL

c/o Ochapowace First NationHeadwoman Petra Belanger

TOUCHWOOD AGENCY TRIBAL COUNCIL Chief Reginald Bellerose

YORKTON TRIBAL COUNCIL

c/o Cote First Nation..... Chief George Cote



LEADERS OF

STRATEGY MAP

MISSION

Founded by the Chiefs of Saskatchewan, rooted in community, we create and nurture a culturally grounded space with market-relevant programs and higher education opportunities to develop a strong and resilient First Nation workforce.

VISION

LEADERS OF CHANGE

VALUES

BALANCE

Promoting wellbeing and harmony – spiritually, emotionally, mentally, and physically

HONOUR

Acting and leading with humility, honesty, and integrity

KINSHIP

Strengthening relationships with each other, communities, partners, the land, the people, and creation

VISION

Leading change through courage, innovation, and creativity



CHANGE

STRATEGIC GOALS

GOAL 1 - **ADVANCE** an innovation agenda for learners

- 1.1 Evaluate, renew, and expand programming responsive to market and employment needs
- 1.2 Foster and enhance lifelong learner success
- 1.3 Develop innovation in strategic areas

GOAL 2 - **ELEVATE** relationships with communities and partners

- 2.1 Enhance First Nation community engagement and cultural identity
- 2.2 Cultivate industry partnerships to grow economic alliances within the Indigenous ecosystem
- 2.3 Lead First Nation post-secondary education in Saskatchewan and Canada

GOAL 3 - **NURTURE** safe, inclusive and balanced environments

- 3.1 Advance leadership development and succession
- 3.2 Broaden staff and faculty capacity
- 3.3 Support employee holistic wellness

GOAL 4 - **SECURE** our future

- 4.1 Create risk aware culture
- 4.2 Secure sustainable long-term funding
- 4.3 Improve systems and data driven decision-making



FEATURED INITIATIVES

MYCREDS™

In April 2023, SIIT joined MyCreds™, the National Network and virtual credential wallet of the Association of Registrars of the University and Colleges of Canada (ARUCC). Through the MyCreds™ platform, students, and alumni of SIIT will be able to manage, view, and share their official educational documents digitally.

Starting with the issuing of educational transcripts and the awarding of digital badges for a handful of its programs and related micro credentials, SIIT will eventually move towards digital parchments for certificates and diplomas, and other academic documents as the rollout of the MyCreds™ platform takes place.

INDIGENOUS EARLY CHILDHOOD EDUCATION EXPANDED PROGRAM DELIVERY

To support the training and growth of the Early Childhood Education workforce across Saskatchewan, SIIT delivered the Essential Skills of Indigenous Early Childhood Education, and Indigenous Early Childhood Education – Level 1 and Level 2 (Online) during the 2022/2023 academic year. SIIT is in the development process of offering Indigenous Early Childhood Education – Level 3 and Advanced Certificate for the 2023/2024 academic year.

THE SASKATOON URGENT CARE CENTRE – MENTAL HEALTH & WELLNESS

Soon to be the first of its kind in Canada, the Saskatoon Urgent Care Centre will provide an alternative to Emergency Departments for an illness or injury that is non-life threatening but cannot wait until the next day – including mental health and addiction support.

In partnership with Ahtahkakoop Cree Nation, SIIT will be the leading training partner for Mental Health and Wellness and future diagnostic training.



BEYOND THE HARVEST – INDIGENOUS FOOD SECURITY SUMMIT

In October 2022, SIIT partnered with Agriculture and Agri-Food Canada to host the Beyond the Harvest – Indigenous Food Security Summit presented by Nutrien in Saskatoon.

The Summit brought together Indigenous and Non-Indigenous leaders in the agri-business sector to generate collaboration and inclusion and discussed opportunities to support Indigenous participation in the sector. The event included 11 Indigenous businesses and organizations, 18 First Nations and Tribal Councils from across Canada, and created a dialogue between the 40% of Indigenous and 60% Non-Indigenous participants.

SASKATOON AVIATION LEARNING CENTRE EXPANSION

As the sole provider of Aircraft Maintenance Engineers (AME) in Saskatchewan, SIIT is responding to industry demand and undertaking a capital campaign to expand the Saskatoon Aviation Learning Centre and expand programming.

In 2022, SIIT received \$1.25M from Prairies Economic Development Canada to support a needs assessment and curated design, including site preparation, architectural design, engineering, classroom renovations, and launch a capital campaign to leverage Industrial and Technological Benefits through industry partners to support expanded programming, including developing and offering SIIT's first Aircraft Maintenance Engineering Preparation program.



COMMUNITY PARTNERSHIPS

Partnership is at the heart of SIIT.

We deeply appreciate the support of our diverse range of corporate and community partners. Thanks to your valuable support, SIIT is able to grow and innovate while providing an extensive array of programs, services, and wraparound support to our students, staff and the numerous communities across Saskatchewan that we are dedicated to serve.

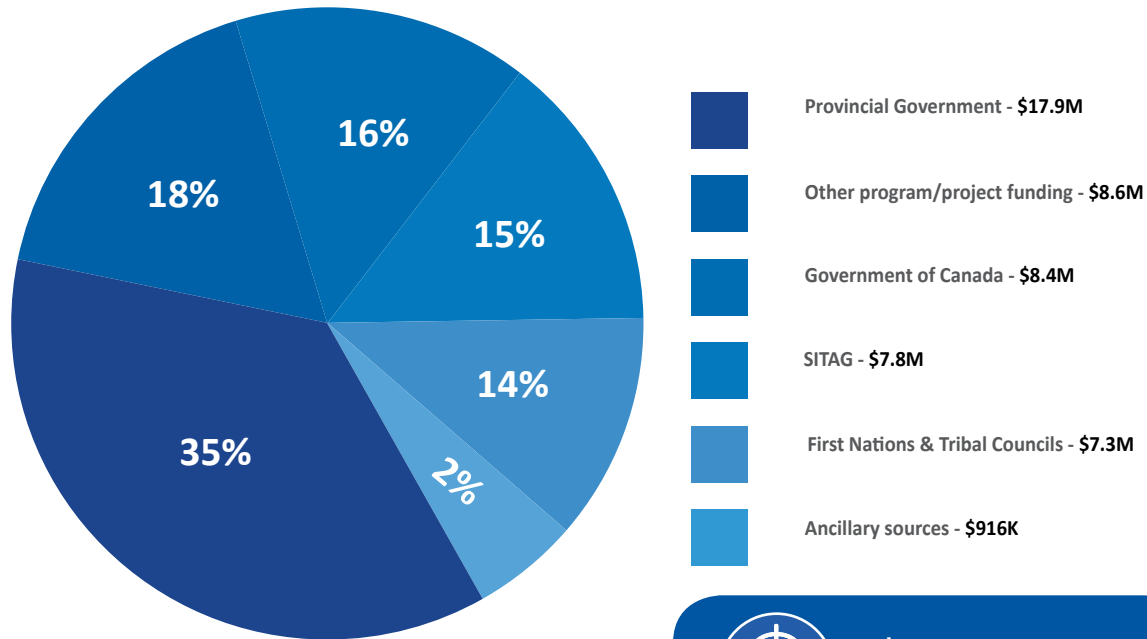
- **Agriculture and Agri-Food Canada** - *Beyond the Harvest Indigenous Food Security Summit*
- **Canadian Tire Corporate** – *pawâcikêwikamik: The Innovation Collective*
- **CEWIL Canada** – *Student Bursaries & Microgrants*
- **CiCan** - *Go Where Eagles Dare Outbound Mobility Program*
- **Crown Investment Corporation** - *Mobile MakerLodge*
- **Federation of Sovereign Indigenous Nations** - *Student Recruitment*
- **General Electric** – *Student Awards*
- **Greg Yuel & PIC Investment Group Inc.**- *pawâcikêwikamik: The Innovation Collective*
- **Government of Saskatchewan** – *Health Care program, Indigenous Early Childhood Education (INECE) program & Saskatoon Urgent Care Centre*
- **Indigenous Services Canada** – *Curriculum Development and Capacity Building*
- **L3 Harris** - *Dreamers and Doers Indigenous Innovation Camps*
- **Mastercard Foundation** - *Oyateki Partnership*
- **Nutrien** - *Saskatoon MakerLodge*
- **Prairies Economic Development Canada** – *pawâcikêwikamik: The Innovation Collective & Saskatoon Aviation Learning Centre (SALC) Hangar Expansion Project*
- **Protein Industries Canada** - *Curriculum Development*
- **SaskEnergy** - *Mobile MakerLodge, Student Awards and others*
- **SaskTel** - *Mobile MakerLodge, Student Awards and others*
- **SaskPower** - *Curriculum Development & Mobile MakerLodge*
- **Sustainable Development Technology Canada** – *pawâcikêwikamik: The Innovation Collective*
- **Saskatchewan Indian Training Assessment Group Inc. (SITAG)** – *Career Development and Trades Training*
- **Virtual Health Hub (VHH)** – *Health Care programming*

* These are just a few of SIIT's over 1,000 employers/partners and award donors. Thank you to all partners for supporting our programs, services, and students.

Ribbon cutting at the launch of
pawâcikêwikamik: The Innovation Collective



FINANCIAL DASHBOARD



\$51 MILLION REVENUE

CAPITAL PROJECTS

- \$1.8 M - FIRST FLOOR RENOVATION OF THE SASKATOON CAMPUS**
 Renovations included the pawâcîkêwikamik: The Innovation Collective MakerLodge, Saskatoon Career Centre, and other community-facing services.
- \$1.7 M - HEAD OFFICE RELOCATION AND RENOVATION**
 The renovations and transition of staff to the new office building were completed in spring 2023.
- \$2.7 M - SASKATOON CAMPUS UPGRADES ELECTRICAL, POWER & SAFETY**
 Funding was secured for the electrical, power, and safety upgrades for the Saskatoon Campus in the 2022-2023 Fiscal Year. Upgrades to be completed in the 2023-2024 and 2024-2025 Fiscal Years.



LAUNCH OF PAWÂCIKÊWIKAMIK: THE INNOVATION COLLECTIVE

On June 27th, 2023, SIIT launched pawâcikêwikamik: The Innovation Collective's new space at SIIT's Saskatoon Campus.

A Plains Cree word meaning “a lodge supporting those who dream,” pawâcikêwikamik is dedicated to empowering grassroots Indigenous entrepreneurship and innovation throughout Saskatchewan. The pawâcikêwikamik: The Innovation Collective is building an ecosystem of innovation grounded in Indigenous worldviews. The collective is about supporting, educating, and mentoring Indigenous peoples through a variety of community-based initiatives while providing access to cutting-edge technologies and training in a space that emphasizes culture, language, kinship, and connection.

With the generous support of Nutrien's donation of \$900,000 towards SIIT's Saskatoon Campus Main Floor, SIIT celebrated the new MakerLodge space.

“Nutrien has a longstanding and admirable relationship with SIIT and meaningful work they do and supporting the MakerLodge allows for innovation and technology to continue to shine bright, right here in Saskatchewan.”

– Chris Reynolds,
EVP & President, Potash at Nutrien

Initiatives:

- MakerLodge – 800+ Individuals Engaged
- Mobile MakerLodge – Distributed to 17 First Nation Communities
- L3 Harris Indigenous Dreamers & Doers' Innovation Camps – 11 Camps Completed
- MicroGrants – 11 MicroGrants Awarded
- Wraparound Support - \$120K Distributed to 28 Entrepreneurs
- Miyoskamin: Innovation & Entrepreneurship – 10 Graduates
 - Auntie in Residence - Sheila Kennedy
 - Innovator in Residence - Dawn Pratt & Jordan Wapass



L3 HARRIS INDIGENOUS DREAMERS AND DOERS' INNOVATION CAMPS

Throughout the year, the pawâcîkêwîkamîk: The Innovation Collective's MakerLodge team and SIIT's Academics Departments organized and held a series of Science, Technology, Engineering, Arts, Mathematics (STEAM), Innovation, and Entrepreneurship-based summer and winter camps for Indigenous youth.

In partnership with L3 Harris, 11 camps were offered in various communities across the province, and over 140 Indigenous youth participated from the ages of 5 to 16.

Activities throughout the camps ranged from hand drum making, drones, tipi teachings, 3D printing and more.



Locations:

- Île-à-la-Crosse
- One Arrow First Nation
- Piapot First Nation
- Okanese First Nation
- Saskatoon
- Star Blanket Cree Nation
- Big River First Nation
- Meadow Lake



OUR YEAR



JULY 2022

- Launch of the Indigenous Public Works and Housing Management Program

AUGUST 2022

- SIIT Academic Faculty Professional Development Event

SEPTEMBER 2022

- National Day for Truth and Reconciliation
- Launch of the new Educational Assistant program with new curriculum
- First Nations University of Canada partnership agreement with SIIT's Indigenous Early Childhood Education programs
- Mental Health and Wellness Knowledge Exchange – hosted by The Wellness Community Development Unit

OCTOBER 2022

- Beyond the Harvest – Indigenous Food Security Summit
- Agri-Food Processing Program – Pilot Delivery
- \$1.25M secured for Saskatoon Aviation Learning Centre expansion and SIIT's Aircraft Maintenance Engineering Preparation program
- Launch of pawâcikêwikamik: the Innovation Collective's Mobile MakerLodge

NOVEMBER 2022

- Saskatchewan National Native Alcohol and Drug Abuse Program (NNADAP) Symposium – hosted by The Wellness Community Development Unit
- JobSeries program transitioned to under Career Centres

DECEMBER 2022

- Miyoskamin students attended and presented at the CIGAN Student Showcase in Ottawa, Ontario
- SIIT Instructional Skills Program (SISP) graduates first cohort

JANUARY 2023

- Aircraft Maintenance Engineering Preparation Program – Pilot Delivery
- Indigenous Early Childhood Education Level 2 (Online) – Pilot Delivery

FEBRUARY 2023

- Try-a-Trade and Post Secondary Day hosted by various departments for SIIT's Adult Basic Education students
- Information Technology Support Specialist (ITSS) Program's classroom and lab upgrades completed
- Resolution Health Support Workers (RHSW) Gathering – hosted by The Wellness Community Development Unit



IN REVIEW

MARCH 2023

- Go Where Eagles Dare completed an International Trip to New Mexico
- SGI and SIIT's Adult Basic Education department collaborated to offer Class 7 Learners License to Adult 10 students
- SIIT's Head Office moved to a new location on the Asimakaniseekan Askiy Reserve

APRIL 2023

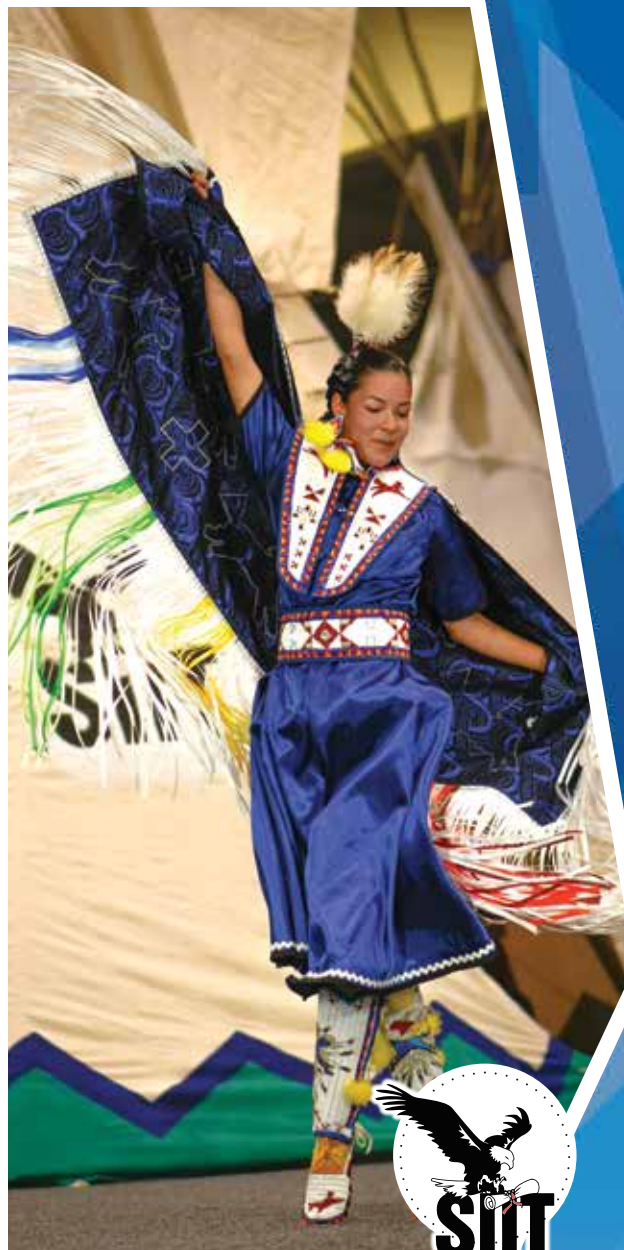
- SIIT participated in the Canadian Carnegie Elective Classification for Community Engagement (CCE2)
- Launch of Adult Basic Education's Adult 10 – Entrepreneurship's Mahihkan's Trading Post. Over \$1,600 was raised and will be used to create an Entrepreneurship Start Up Grant for 2023-2024 Adult 10 – Entrepreneurship students
- Guardians of the Spirits (Land Protectors Program) – Pilot Delivery Launch of Academic Documents digitally with the MyCreds Virtual Wallet

MAY 2023

- pawâcikêwikamik: the Innovation Collective hosts SIIT's first Indigenous Game Design Challenge
- Go Where Eagles Dare hosts a showcase for student's digital storytelling capstone projects
- Electrician Level 3 – Pilot Delivery
- Power Line Technician Preparation Program – Pilot Delivery

JUNE 2023

- Convocation for 2023 - held in person at Prairieland Park
- SIIT representative attended the C2U Expo to present on creating the Canadian Carnegie Elective Classification for Community Engagement (CCE2) Framework
- Launch of SIIT's pawâcikêwikamik: The Innovation Collective's new space at Saskatoon Campus
- Pride Event – held Pride-themed event featuring beading kit and tutorial
- Launch of the Green Trades Pathways Project; focus on retrofitting homes in First Nation Communities to mitigate problems ranging from mold to energy efficiency using green building best practices and materials
- Launch of Towards Net Zero Project; removing barriers to net-zero building for First Nation Communities through education



ONGOING EVENTS AT CAMPUSES, COMMUNITY SITES & CAREER CENTRES

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

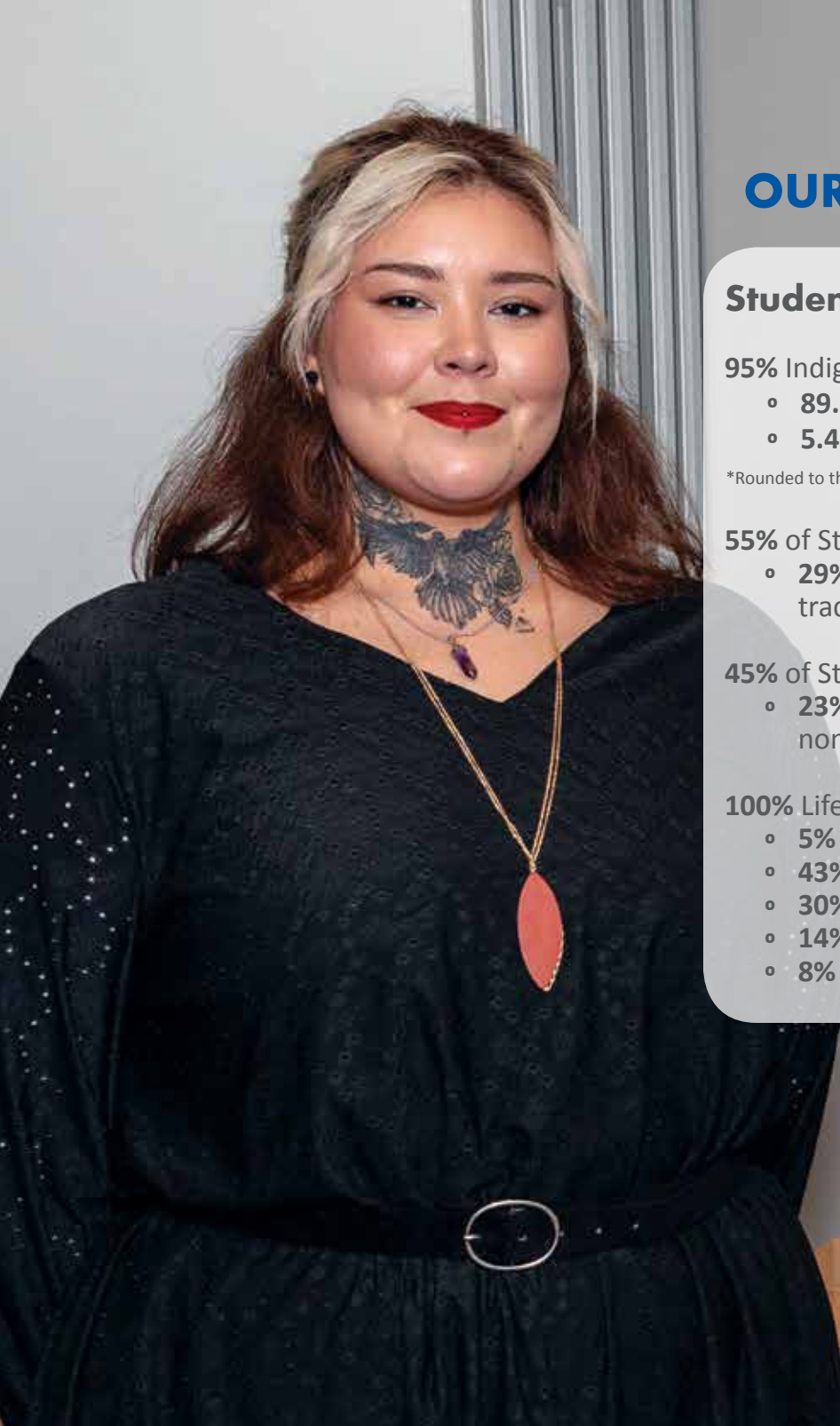


Success Story

“The support I receive from SIIT is so encouraging, I am so appreciative of the opportunities at SIIT. I am encouraged to continue to be successful and look forward to achieving my goals for school and work.”

*– Tasmin Petrowsky,
Graduate
Business Diploma
Program*





OUR LEARNERS

Student Demographics

95% Indigenous*

- 89.1% First Nation
- 5.4% Métis

*Rounded to the nearest whole number

55% of Students Identified as Female

- 29% female representation in trades programs

45% of Students Identified as Male

- 23% male representation in non-trades programs

100% Life-long Learners

- 5% are under age 20
- 43% are ages 20-29
- 30% are ages 30-39
- 14% are ages 40-50
- 8% are over age 50



SUCCESS STORY

“SIIT has shown me self-dedication, hard work, and perseverance is definitely noticed and appreciated. I have never felt so welcomed, inspired, and motivated to keep going with my ideas about improving everyday life for everyone than I have with SIIT.”

– Trinity Desjarlais, MicroGrant Recipient & Miyoskamin: Innovation & Entrepreneurship Student Graduate.



STUDENT SUPPORT SERVICES

By utilizing SIIT's comprehensive Student Support Services model, SIIT delivers academic, non-academic, and cultural support to students at all campuses and community-based learning locations across the province.

Acknowledging that SIIT students navigate multiple roles and responsibilities in their academic pursuits, SIIT tailors its support to meet the students wherever they are at in their lives. Ensuring that the students receive the necessary guidance to achieve success and reach their educational goals.

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

- Academic Supports – Educational Psychologists, Learning Specialists & Student Support Coaches
- Cultural Supports
- Financial Security – Student Awards Program & Empowerment Bursary
- Food Security – Food Hampers, Breakfast & Lunch Programs
- Mental Health & Emotional Wellbeing – Student Counsellors
- Transportation – Bus Passes



- **483** students assisted by Empowerment Bursaries
- SIIT's Student Wellness Supports team engaged with a total of **644** students
 - **4045** wellness check-ins
 - **5620** one-on-one academic supports meetings
- Student Success Presentations delivered to over **749** students
- **27** assessments by Registered Psychologists
- **\$60,350** worth of lunch gift cards were distributed across the province to **2,414** Lunch-N-Learn participants
- Elder supports available virtually and in person at all campuses

CULTURAL SUPPORTS

Fostering and uplifting both staff and students from a spiritual perspective, coupled with teachings rooted in traditional Indigenous culture, constitute essential components of SIIT's robust wraparound Student Support Services model.

Numerous cultural support services are accessible on campus and within communities throughout the province. This includes the opportunity to engage with Elders and Knowledge Keepers either in-person or virtually, seeking their

guidance, encouragement, and mentorship.

Additionally, individuals can utilize cultural rooms for moments of reflection, prayer, or smudging.

Throughout the year, SIIT hosts traditional feasts at its locations across the province, aiming to support and promote a strengthened sense of identity, spiritual well-being, and pride.



Campus Elders

PRINCE ALBERT

Russell (Sam) Badger
Priscilla Joseph

REGINA

Connie Wajunta

SASKATOON

Frank Badger
Kathy-Wahpepah-Eashappie
Tim Eashappie
Stewart Greyeyes



STUDENT AWARDS PROGRAM

Annually, the SIIT Student Awards Program provides financial assistance to students, enabling them to pursue their educational aspirations and progress along their academic paths. Our ability to assist students in this meaningful way is made possible through the kind and substantial contributions of government agencies, private sector entities, and community partners.

HIGHLIGHTS FROM THE 2022-2023 ACADEMIC YEAR

- \$315,000 in scholarships and bursaries awarded
- Total of 150 awards disbursed
- Award values ranged from \$500 to \$5,000
- The Government of Saskatchewan matched private sector donations through the Saskatchewan Innovation and Opportunity (SIOS) program, administered by the Ministry of Advanced Education.

PROGRAMS SUPPORTED

- Adult Basic Education
- Aircraft Maintenance Engineering
- Business
- Carpentry
- Early Childhood Education
- Electrical
- Health Care Aide
- Indigenous Practical Nursing
- Information Technology Support Specialist
- Mental Health & Wellness
- Power Engineering
- Welding



“I am grateful for this opportunity that will help me achieve stability as my education journey faces significant challenges. The support of awards and scholarships minimizes the stress while I balance my life as a student and a father, and I am thankful for this. As a father and a student, this award will help my children and me mentally, physically, emotionally, and financially.”

— Perry Clarke, Peter Ballantyne Cree Nation
(Recipient, SIIT Student Awards Program)



PRESIDENT'S AWARD FOR LEADERSHIP

Created to honour exceptional SIIT students across Saskatchewan, the President's Awards for Leadership recognizes the students' commitment to their education, enhances the student experience, and demonstrates SIIT values.

Each year, four winners are selected from nominations provided by our staff and faculty across the province.

2023 PRESIDENT'S AWARD RECIPIENTS WERE:



Veronica Josdal

Standing Buffalo First Nation

- Business Administration - Regina Campus



Carla Seesequasis

Beardy's Okemasis Cree Nation

- Business Administration - Prince Albert Campus



Mercedes McNab

George Gordon First Nation

- Indigenous Practical Nursing - Saskatoon Campus



Sasja Johansson

Sweetgrass First Nation

- Mental Health & Wellness - Community Campus: Mosquito Grizzly Bear's Head Lean Man First Nation



IMPACT – ACADEMICS

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

From July 1, 2022 – June 30, 2023, SIIT delivered the following:

Credential Type	On Campus	In Community
Statement of Completion (non-credit)		11
Certificate of Achievement/ Recognition of Achievement	8	27*
Apprenticeship Level Program		9
Applied Certificate	12	40
Certificate Level	7	4
Diploma Level	16	13
TOTAL	43	104

*Includes online and Extension programs where students are registered from across Saskatchewan

Note: For the purpose of demonstrating the scope of SIIT's academic programming, a program that fits into more than one credential type has been counted once. On Campus refers to programs delivered in any of the three main campuses in Saskatoon, Regina, and Prince Albert. In Community refers to all other locations, including Career Centres, urban off-Campus sites, and community.

Completion Data for ALL Programs (2021-2022 against 2022-2023)

	2021-2022			2022-2023		
	Registered	Completion	%	Registered	Completion	%
Overall	2044	1328	65%	2148	1431	67%

Completion: Total # of Students that successfully completed or continuing a program for institutional credit or completed training for industry credit during the academic year.

For 2022-23, registered and completion totals do not include stand-alone PD sessions offered through extensions or academic and skills training programs in progress as of June 30th, 2023.



NATIONAL DAY FOR TRUTH & RECONCILIATION

As part of SIIT's commitment to the 94 Calls to Action, SIIT recognizes and honours the continued strength and spirit of Residential School and Day School Survivors and their families. SIIT continues to demonstrate through words and actions that Every Child Matters by encouraging staff and students across the province to wear orange on the last Friday of each month in recognition.

On September 30th, 2022, SIIT observed the second National Day for Truth and Reconciliation. Leading up to the day, SIIT organized a variety of activities and initiatives in which students and staff could participate and mark the National Day for Truth & Reconciliation in the way most meaningful to them. Including presentations from Elders and Knowledge Keepers, Orange T-shirt Beading Kits and Tutorial, as well as distribution of SIIT's 2022 Orange T-shirts.

A previous SIIT student of the IT Support Specialist Program, Dion Bear, created the logo for SIIT's 2022 Orange T-shirts. Working closely with SIIT's MakerLodge, a group of SIIT staff and students printed over 500 t-shirts with Dion's design, which were available for purchase. All proceeds raised from the sales (\$5,300.00) were donated to three local organizations supporting Residential School Survivors – the Saskatoon Residential School Survivors Circle, Prince Albert Indian & Métis Friendship Centre, and Regina Treaty Status Indian Services (RT/SIS).

“The tipi is home, our people. The people inside the tipi are those who survived, lived on. The stars represent the missing children, the ones who never made it home. They are looking down watching over us, protecting us. They are protecting our generation and each time they sparkle, they are smiling at us.”

– Dion Bear,
Big Island Lake Cree Nation



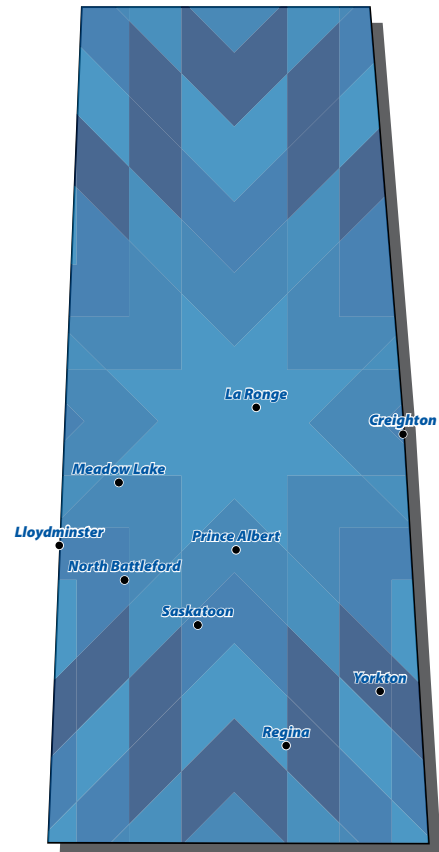
EMPLOYMENT DEVELOPMENT & CAREER SERVICES

SIIT's Career Centres are an employment and training service for individuals seeking to upgrade their skills and/or find work.

The nine Career Centres are in strategic locations across Saskatchewan with regional centres in Regina, Saskatoon, Prince Albert, North Battleford, and Meadow Lake providing management to the local centres located in Yorkton, Lloydminster, LaRonge, and Creighton.

At each of SIIT's Career Centre locations, Job Coaches are available to work with clients and support employment retention. Job Coaches provide employability, skill development, career counselling, assistance in overcoming barriers while clients are in active training and employment, arranging and supporting work placements. As well as supporting employment retention by acting as a liaison between employer partners and clients. With the focus of the delivery of services being on First Nation people, the programs can also support Indigenous and non-Indigenous jobseekers.

During the 2022-2023 Fiscal Year, SIIT's Career Centres embraced the "Circle of Courage" model developed by Dr. Brokenleg. From this model, the Career Centres formed the "Journey to Employment" Case Management Process. The Journey to Employment is the foundation when case managing Career Centre clients and employer engagements, a collaboration effort between the Job Coach and the Client/Student. With the Journey to Employment model, SIIT's Career Centres supported 4,184 jobseeker registrations throughout the province, including 469 SIIT Academic students from Trades and Industrial, Adult Basic Education, and Health and Community Studies Programs and offered twenty-four training opportunities. Throughout the province, Career Centres engaged with 1,004 employers, top employers included My Workforce Solutions, JCL Industrial Constructors, Norsask Forest Products, and Flying Dust First Nation.



- **4,184 Registered Clients**
 - 469 SIIT students,
 - 168 students directly served in First Nation Communities
- **2,294 Employment Results**
 - Client Base: 83% First Nation, 8% Metis, 9% Non-Indigenous
- **Engagement with 1,004 employers** province wide.

JOB CONNECTIONS & JOBSERIES

JobConnections

A mobile career service, SIIT's JobConnections is aimed to support job seekers and employers in remote communities. The support is delivered through a mobile bus that supports individuals in becoming employable or finding jobs. JobConnections offers assessments, skills training, and connects clients with local employers. The mobile bus includes a classroom with laptops and on-site Career Development Coaches to guide jobseekers toward employment or further training.

During the 2022-2023 Fiscal Year, JobConnections aided 155 First Nation jobseekers across 15 First Nation Communities by providing services that encompass:

- *Confidence & Communication*
- *Resume Writing & Interviewing*
- *Predictive Index & Job Search support*

- **155 First Nation Jobseekers**
- **Served 15 First Nation Communities**

Through the support of the O'yateki Partnership, JobConnections provides awareness about post-secondary programming and personalized pathways tailored to Indigenous youths. Primarily focused on the Northwest Region of Saskatchewan, JobConnections engages with youth within their home communities to build a consistent support link as students transition into higher education opportunities.

- **Connected with 11 First Nation Youths**

JobSeries

The JobSeries programs serve as preparatory learning initiatives designed for individuals in need of personal skill development, career planning guidance, employment search, educational advancement, and improved work skills for job retention. JobSeries programs are available through SIIT's Career Centres, Labour Force Development Agencies, Social Development Programs, or employers aiming to cultivate a potential talent pool for their future workforce.

Throughout the 2022-2023 Fiscal Year, 188 clients were positively impacted throughout 24 programs with a 90% retention rate. The high success rate is attributed to the individualized approach of the Career Centres teams, incorporating one-on-one coaching into meticulously facilitated programming.

- **188 Clients completed a JobSeries Program**
- **236 Certifications Awarded**



EMPLOYEE SERVICES & HUMAN RESOURCES

The core of SIIT is its dedicated, educated, and highly skilled staff and faculty who serve as the vital connection between SIIT and every community in the province.

SIIT prioritized capacity development, and by offering ongoing professional development opportunities, our staff and faculty undergo continuous growth in their professional capacities. This growth, in turn, contributes to the delivery of outstanding student and client services.

Staff Satisfaction Survey Highlights

- 94% of employees take pride in their work.
- 89% of employees have overall satisfaction.
- 87% of employees have a satisfaction feeling of teamwork and cooperation.
- 86% of employees feel safe in the workplace.
- 87% of employees feel positive about opportunities to engage and connect culturally.



334 FULL-TIME STAFF

63% Indigenous representation



Summer Student Program

Through the First Nations and Inuit Youth Employment Strategy (FNIYES), SIIT was able to hire a total of 29 students between July 1, 2022 - June 30, 2023. These students supported a variety of departments, including but not limited to: Student Supports, Academics, and Employment Development & Career Services.



OYATEKI PARTNERSHIP

Supported by the Mastercard Foundation, the Oyateki Partnership is a unique collaboration designed to transform the education and employment systems in Saskatchewan in service of Indigenous young people.

Now into the second year of the five-year partnership with the Gabriel Dumont Institute, and the University of Saskatchewan, SIIT is making headway through its variety of initiatives including: the Go Where Eagles Dare – Outbound Mobility program; the pawâcikêwikamik: The Innovation Collective’s MicroGrants and Financial Wraparound Supports; JobConnections mobile services; as well as the Student Support Services Wraparound model – Kahkisiw Supports Model.



oyateki
PARTNERSHIP

A partnership between



Go Where Eagles Dare is a pilot outbound mobility program funded through the Oyateki Partnership, Colleges and Institutes Canada (CICan), and SIIT. Students enrolled in the program receive a Certificate of Achievement and gain diverse cross-cultural experiences and knowledge that increase awareness and preparedness for international work and study opportunities. In the 2022-2023 year, students travelled to New Mexico, United States of America.

"I am so glad to have been a part of this, I gained so much along the way. New friendships, new experiences and so many new places. My family kept telling me not to worry and to enjoy my once-in-a-lifetime opportunity and I did just that. I enjoyed every minute of it. There is still so much to learn and see around the world, this was my first experience leaving Canada. I will cherish these memories forever and I look forward to my future travels and experiences."

– Nicki Halkett,
Mental Health and Wellness
Student





Financial Statements of

**SASKATCHEWAN INDIAN
INSTITUTE OF TECHNOLOGIES**

And Independent Auditor's Report thereon

Year ended June 30, 2023



INDEPENDENT AUDITOR'S 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, 2023
- 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, 2023, 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 “**Auditor's Responsibilities for the Audit of the Financial Statements**” section of our auditor's 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.



Auditor's 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 auditor's report that includes our opinion.

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

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

KPMG LLP

Saskatoon, Canada
October 24, 2023



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Financial Position

June 30, 2023, with comparative information for 2022

	2023	2022
Assets		
Current assets:		
Cash	\$ 15,476,966	\$ 16,355,983
Accounts receivable (note 3)	3,706,184	3,928,216
Short term investments (note 4)	13,723,438	-
Inventories	74,305	53,544
Prepays	110,772	159,406
	<u>33,091,665</u>	<u>20,497,149</u>
Investments (note 4)	432,661	2,369,510
Property and equipment (note 5)	9,422,149	7,322,705
Intangibles assets (note 5)	297,921	-
	<u>\$ 43,244,396</u>	<u>\$ 30,189,364</u>

Liabilities and Net Assets

Current liabilities:		
Accounts payable (note 6)	\$ 5,198,667	\$ 3,883,189
Deferred revenue (note 7)	24,995,374	15,087,475
	<u>30,194,041</u>	<u>18,970,664</u>
Deferred contributions (note 8)	6,439,613	5,573,466
Net assets	6,610,742	5,645,234
Commitments (note 11)		
Economic dependence (note 14)		
	<u>\$ 43,244,396</u>	<u>\$ 30,189,364</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, 2023, with comparative information for 2022

	2023	2022
Revenue (schedule 1):		
Province of Saskatchewan	\$ 17,895,004	\$ 15,292,150
Indigenous Services Canada	8,420,342	6,295,261
Saskatchewan Indian Training Assessment Group	7,839,628	7,452,488
Saskatchewan First Nations and Tribal Councils	7,338,069	5,401,737
Other program and project revenue	8,637,017	4,969,018
Ancillary	916,505	314,818
	<u>51,046,565</u>	<u>39,725,472</u>
Expenses (schedule 2 and schedule 3):		
Programs and training	29,741,409	24,457,797
Contract projects	14,575,982	9,852,914
Institutional operations	3,318,505	2,946,659
Facilities and technology	2,229,466	1,267,203
Ancillary	215,695	205,838
	<u>50,081,057</u>	<u>38,730,411</u>
Excess of revenue over expenses	<u>\$ 965,508</u>	<u>\$ 995,061</u>

See accompanying notes to financial statements.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Changes in Net Assets

Year ended June 30, 2023, with comparative information for 2022

	Invested in long lived assets (note 10)	Restricted	Unrestricted	2023 Total	2022 Total
Balance, beginning of year	\$ 1,749,239	\$ 1,000,000	\$ 2,895,995	\$ 5,645,234	\$ 4,650,173
Excess of revenue over expenses	(696,934)	-	1,662,442	965,508	995,061
Investment in long lived assets	2,228,152	-	(2,228,152)	-	-
Balance, end of year	\$ 3,280,457	\$ 1,000,000	\$ 2,330,285	\$ 6,610,742	\$ 5,645,234

See accompanying notes to financial statements.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Cash Flows

Year ended June 30, 2023, with comparative information for 2022

	2023	2022
Cash flows from (used in):		
Operations:		
Excess of revenue over expenses	\$ 965,508	\$ 995,061
Items not involving cash:		
Amortization (note 5)	1,848,033	1,476,623
Interest earned receivable on term deposits (note 4)	(155,679)	-
Unrealized investment loss (gain) (note 4)	(63,151)	30,949
Amortization of deferred contributions (note 8)	(1,151,099)	(1,045,483)
(Gain) Loss on disposal of property and equipment	-	(52,499)
Change in non-cash operating working capital:		
Accounts receivable	222,032	(668,814)
Inventories and prepaid expenses	27,873	(84,285)
Accounts payable	1,315,478	1,755,135
Deferred revenue	9,907,899	5,978,719
	<u>12,916,894</u>	<u>8,385,406</u>
Financing:		
Additions to deferred contributions (note 8)	2,017,246	1,552,798
	<u>2,017,246</u>	<u>1,552,798</u>
Investing:		
Purchase of long lived assets (note 5)	(4,245,398)	(1,817,663)
Proceed on disposal of long lived assets	-	55,999
Purchase of investments (note 4)	(11,567,759)	-
	<u>(15,813,157)</u>	<u>(1,761,664)</u>
(Decrease) increase in cash	(879,017)	8,176,540
Cash position, beginning of year	16,355,983	8,179,443
Cash position, end of year	<u>\$ 15,476,966</u>	<u>\$ 16,355,983</u>

See accompanying notes to financial statements.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements

Year ended June 30, 2023

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 long lived assets, 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, 2023

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, 2023

1. Accounting principles and policies (continued):

(f) Long lived assets:

Long lived assets consist with property and equipment as well as intangible assets.

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 long lived assets 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%
Computer hardware	Straight-line	2 years
Leasehold improvements	Declining balance or straight-line	20% or 1-10 years
Automotive equipment	Declining balance	30%
Office furniture and equipment	Declining balance	20%
Computer software	Straight-line	2 years
Intangible assets - SaaS Implementation	Straight-line	Access period

AcG-20 Customer's accounting for cloud computing arrangements applies to annual financial statements for periods beginning on or after January 1, 2024. However, early application is permitted. In the current year, SIIT elected to early adopt AcG-20 and under the guideline elected to not apply the simplification approach. Rather, implementation activities directly attributable to preparing the software under software as a service (SaaS) contracts were capitalized in accordance with the guideline.

Where an entity does not apply the simplification approach, the guidelines requires retrospective application in accordance with the requirements in the guideline. As SIIT did not incur costs that would be in the scope of the guideline in the comparative period there were no transitional provision required to the comparative period or opening balances.

Amortization will be calculated using the straight-line method through the contracted access period.

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.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2023

1. Accounting principles and policies (continued):

The carrying amount of an item of long lived assets 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.

(g) Allocation of expenses:

The Institute engages in the delivery of programs, training 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 9):

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, 2023

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.

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

	2023	2022
First Nations organizations	\$ 1,755,482	\$ 960,200
FSIN	7,800	-
SIGA	7,529	1,010
SICC	2,823	7,042

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

	2023	2022
SITAG	\$ 7,839,628	\$ 7,452,488
First Nations organizations	7,338,069	5,469,822
FSIN	416,357	350,238
SIGA	8,929	13,429
SICC	1,429	2,619
IGR	1,428	2,857



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2023

3. Accounts receivable:

	2023	2022
External	\$ 2,158,322	\$ 3,182,295
Related parties:		
SITAG	1,385,852	214,219
First Nations organizations	496,277	956,688
FSIN	5,000	-
Allowance for doubtful accounts	(339,267)	(424,986)
	<u>\$ 3,706,184</u>	<u>\$ 3,928,216</u>

4. Investments:

	2023	2023	2022
	Cost	Carrying value	Carrying value
Term deposits carried at amortized cost - short term	\$ 13,567,759	\$ 13,723,438	\$ 2,000,000
Investment in Sun Life Financial carried at fair value	98,532	432,661	369,510
	<u>\$ 13,666,291</u>	<u>\$ 14,156,099</u>	<u>\$ 2,369,510</u>

The Institute has excess cash invested in term deposits of \$13,567,759 (2022 - \$2,000,000). The term deposits earn interest as follows:

<u>Issue amount</u>	<u>Interest Rate</u>	<u>Maturity</u>
\$ 6,067,759	5.11%	Sept 2023
\$ 3,500,000	5.46%	Dec 2023
\$ 2,000,000	3.50%	Nov 2023
\$ 2,000,000	0.80%	May 2024

For the year ended June 30, 2023, accrued interest income recognized from term deposits is \$155,679.

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, 2023, the fair value of the Sun Life shares has increased and resulted in the recognition of an unrealized gain of \$63,151 (2022 - loss of \$30,949). The cumulative unrealized gain reported at June 30, 2023 is \$334,129 (2022 - \$270,978).



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2023

5. Long lived assets:

June 30, 2023	Cost	Accumulated amortization	Net book value
Property and equipment:			
Saskatoon Campus Building	\$ 13,273,151	\$ 8,711,411	\$ 4,561,740
Saskatchewan Aviation Learning Centre	3,444,868	2,319,544	1,125,324
Course equipment	3,701,582	2,621,833	1,079,749
Land	550,000	-	550,000
Computer hardware	2,568,472	2,327,021	241,451
Leasehold improvements	3,772,058	2,207,556	1,564,502
Automotive equipment	685,100	491,451	193,649
Office furniture	145,650	93,799	51,851
Office equipment	34,566	32,054	2,512
Computer software	954,936	903,565	51,371
	29,130,383	19,708,234	9,422,149
Intangible assets	323,606	25,685	297,921
	\$ 29,453,989	\$ 19,733,919	\$ 9,720,070



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2023

5. Long lived assets (continued):

June 30, 2022	Cost	Accumulated amortization	Net book value
Saskatoon Campus Building	\$ 11,353,320	\$ 8,047,753	\$ 3,305,567
Saskatchewan Aviation Learning Centre	3,444,868	2,147,301	1,297,567
Course equipment	3,493,959	2,351,852	1,142,107
Land	550,000	-	550,000
Computer hardware	2,453,816	1,963,946	489,870
Leasehold improvements	2,246,233	2,002,119	244,114
Automotive equipment	633,983	408,458	225,525
Office furniture	145,651	80,836	64,815
Office equipment	34,566	31,426	3,140
Computer software	852,193	852,193	-
	\$ 25,208,589	\$ 17,885,884	\$ 7,322,705

The amortization expense of long lived assets for the current year is \$1,848,033 (2022 - \$1,476,623). The amount capitalized for directly attributable expenditures on implementation activities under SaaS contracts is \$323,606 (2022 - \$nil) and the amortization expense for the current year is \$25,685 (2022 - \$nil).

6. Accounts payable:

	2023	2022
External	\$ 4,842,555	\$ 3,566,065
Related parties:		
First Nations organizations	356,112	285,226
SITAG	-	31,898
	\$ 5,198,667	\$ 3,883,189

Included in accounts payable are government remittances payable of \$6,090 (2022 - nil), which includes amounts payable for payroll related withholdings.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2023

7. Deferred revenue:

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

	2023	2022
Province of Saskatchewan:		
Adult Basic Education Grant	\$ 2,018,963	\$ 2,067,936
Skills Training Allocation	1,066,441	850,008
Early Childhood Education Bursaries	900,000	-
Other Programs and Projects	703,911	489,703
Indigenous Services Canada:		
Post-Secondary Partnerships Program	934,726	1,023,043
First Nations and Inuit Youth Employment Strategy/Skills Link	351,701	553,730
Firefighter Training	167,707	413,045
COVID Other projects	159,666	200,128
Public Works Certificate Development	141,136	366,209
COVID Post-Secondary Partnerships Program	-	1,749,710
Joint Trades Committee/Apprenticeship	-	250,000
First Nations and Inuit Health Branch-Indigenous Services Canada:		
Virtual Health Hub Development	11,261,311	-
Indigenous Practical Nursing	1,544,813	2,199,740
First Nations Inuit Mental Wellness	1,514,334	1,306,773
Sustainable Development Technology Canada	418,841	333,746
Mastercard Foundation	1,644,227	908,478
Nutrien	242,852	895,295
L3 Harris	221,394	343,627
Saskatchewan First Nations and Tribal Councils: Programs and Projects	1,208,302	678,776
Other programs and projects	253,554	322,715
Scholarship Funding	241,495	134,813
	\$ 24,995,374	\$ 15,087,475



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2023

8. 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.

	2023	2022
Balance, beginning of year	\$ 5,573,466	\$ 5,066,151
Additions - Program equipment and infrastructure:		
Nutrien	895,295	4,705
SITAG	506,077	65,949
Canadian Tire	250,000	-
Indigenous Services Canada	239,512	198,383
Western Diversification	47,673	1,041,695
Mastercard Foundation	34,664	41,831
Province of Saskatchewan	23,517	-
SaskTel	20,508	-
Sask Power - Boiler Lab Meadow Lake	-	200,235
Amortization	(1,151,099)	(1,045,483)
Balance, end of year	\$ 6,439,613	\$ 5,573,466



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2023

9. Allocation of expenses:

Administration and management general support expenses of \$6,167,305 (2022 - \$3,806,940) have been allocated as follows:

	2023	2022
Programs and training	\$ 3,824,469	\$ 2,728,521
Contract projects	1,990,886	985,720
Institutional operations and ancillary	346,750	85,899
Facilities and technology	5,200	6,800
	<u>\$ 6,167,305</u>	<u>\$ 3,806,940</u>

10. Net assets invested in long lived assets:

Net assets invested in long lived assets are comprised of:

	2023	2022
Net book value of property and equipment	\$ 9,422,149	\$ 7,322,705
Net book value of intangible assets	297,921	-
Purchase of long lived assets financed by deferred contributions	(6,439,613)	(5,573,466)
	<u>\$ 3,280,457</u>	<u>\$ 1,749,239</u>



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2023

11. Commitments:

At June 30, 2023, the Institute has commitments to invest in property and equipment of \$360,000 (2022 - \$1,682,216). Funding support of \$360,000 (2022 - \$895,295) has been received for these commitments.

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

	Premises	Equipment	IT/SaaS	Total
2024	\$ 1,595,180	\$ 86,524	\$ 922,039	\$ 2,603,743
2025	568,490	81,812	839,433	1,489,735
2026	429,650	81,384	847,235	1,358,269
2027	344,933	6,782	858,015	1,209,730
2028	286,614	-	233,585	520,199
Thereafter	1,374,750	-	-	1,374,750
	\$ 4,599,617	\$ 256,502	\$ 3,700,307	\$ 8,556,426

12. 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. In 2023, the Institute's contribution to the plan was \$1,041,297 (2022 - \$844,323). Annual contributions by the Institute are recorded as expenses in the statement of operations.

13. 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, 2023.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2023

13. Financial instruments and risk management (continued):

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.

14. Economic dependence:

The Institute is economically dependent on government funding. Funding is provided by annual grants under contracts expiring on various dates.

15. 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, 2023, with comparative information for 2022

	2023	2022
Province of Saskatchewan:		
Programs and projects	\$ 11,052,127	\$ 8,358,821
Operating grant	3,249,500	3,249,500
Career Centres	3,193,744	2,991,004
Training Voucher Program	199,599	494,910
Scholarships	85,200	87,040
Amortization of deferred capital contributions	114,834	110,875
	\$ 17,895,004	\$ 15,292,150
SITAG:		
Programs and projects	\$ 4,551,940	\$ 4,939,794
Career Centres	488,714	556,792
Amortization of deferred capital contributions	82,321	79,442
	5,122,975	5,576,028
SITAG regional employment services and projects	2,716,653	1,876,460
	\$ 7,839,628	\$ 7,452,488
Saskatchewan First Nations and Tribal Councils:		
Programs and projects	\$ 5,584,540	\$ 3,851,242
Tuition and fees	1,753,529	1,550,495
	\$ 7,338,069	\$ 5,401,737
Indigenous Services Canada:		
First Nations and Inuit Health Branch programs and projects	\$ 2,446,200	\$ 1,076,819
Post-Secondary Partnerships Program (PSPP)	2,321,483	2,538,807
COVID programs	1,895,873	1,593,779
Innovation Capacity Building	417,500	-
Volunteer fire Fight Program	381,996	79,325
Other Programs and Projects	340,073	-
Case Management to Employment/Apprenticeship	250,000	391,786
First Nations and Youth Employment Strategy/Skills Link	202,029	325,373
Amortization of deferred capital contributions	165,188	289,372
	\$ 8,420,342	\$ 6,295,261



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Revenue (continued)

Year ended June 30, 2023, with comparative information for 2022

	2023	2022
Other program and project revenue:		
Mastercard Foundation	\$ 3,763,838	\$ 1,338,803
Sustainable Development Technology Canada (SDTC)	1,005,546	737,680
Tuition and fees (other than First Nation organizations)	677,184	380,339
Other	486,835	349,368
FSIN	416,357	350,238
Protein Industries Canada	402,693	38,034
Nutrien	343,080	26,771
Crown Corporations	339,762	231,366
Regional Colleges	212,642	214,343
L3 Harris	122,233	19,145
Western Diversification	57,465	480,332
SIGA	8,929	13,429
St. Paul's Roman Catholic Separate School Division No 20	8,840	92,900
SICC	1,429	2,619
IGR	1,428	2,857
McConnell Foundation	-	125,000
Amortization of deferred capital contributions	788,756	565,794
	\$ 8,637,017	\$ 4,969,018
Ancillary:		
Donations and miscellaneous	\$ 319,940	\$ 216,467
Interest and dividends	527,414	76,801
Gain on disposal of property and equipment	6,000	52,499
Unrealized investment gain (loss)	63,151	(30,949)
	\$ 916,505	\$ 314,818
Total revenues	\$ 51,046,565	\$ 39,725,472



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Expenses by Function

Year ended June 30, 2023, with comparative information for 2022

	2023	2022
Programs and training:		
Trades and industrial	\$ 14,208,647	\$ 11,338,059
Post-secondary	9,737,467	6,850,751
Academic preparation	4,474,217	4,335,188
Student services and supports	2,717,261	2,990,691
Academic management	2,341,530	1,641,167
Workforce development	893,519	944,220
Scholarships	349,430	315,456
Amortization of long lived assets	388,097	416,933
Cost recoveries-internal	(5,368,759)	(4,374,668)
	\$ 29,741,409	\$ 24,457,797
Contract projects:		
Career Centres	\$ 3,897,248	\$ 3,721,242
Oyateki Project	3,368,777	1,075,594
Employment projects	2,540,734	1,211,595
Indigenous Innovation Accelerator Project	2,336,948	1,996,668
SITAG regional employment services and projects	2,284,345	1,950,358
Amortization of long lived assets	447,715	159,796
Cost recoveries - internal	(299,785)	(262,339)
	\$ 14,575,982	\$ 9,852,914
Institutional operations:		
Institutional support	\$ 7,049,396	\$ 5,815,434
Board and governance	222,452	199,628
Amortization of long lived assets	3,237	4,047
Cost recoveries - internal	(3,956,580)	(3,072,450)
	\$ 3,318,505	\$ 2,946,659



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Expenses by Function (continued)

Year ended June 30, 2023, with comparative information for 2022

	2023	2022
Facilities and technology:		
Operating costs	\$ 4,886,536	\$ 4,035,932
Amortization of long lived assets	1,008,983	895,847
Cost recoveries - internal	(3,666,053)	(3,664,576)
	\$ 2,229,466	\$ 1,267,203
Ancillary:		
Operating costs	\$ 420,368	\$ 365,963
Cost recoveries - internal	(204,673)	(160,125)
	\$ 215,695	\$ 205,838
Total expenses	\$ 50,081,057	\$ 38,730,411



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Expenses by Object

Year ended June 30, 2023, with comparative information for 2022

	2023	2022
Salaries and benefits	\$ 25,158,236	\$ 20,420,469
Contractual services	4,449,436	2,635,425
Travel and sustenance	3,233,413	1,831,140
Equipment, furniture and major tools	2,610,253	1,789,389
Facilities rent	1,964,341	1,916,463
Supplies	1,732,175	1,333,611
Contractual instruction and training	1,717,874	1,028,755
Equipment and vehicle rentals	828,082	736,540
Trainee income and other supports	790,258	682,275
Learning materials and subscriptions	714,412	581,555
Scholarships and bursaries	551,051	620,256
Telephone and internet	494,503	462,334
Utilities	430,873	356,215
Janitorial	426,243	457,377
Advertising and promotion	424,845	382,247
Trainee travel and sustenance	368,930	253,778
Purchases	353,054	281,729
Maintenance and repairs	326,590	244,447
Board expenses	283,480	236,093
Insurance	204,896	141,576
Postage, shipping and storage	192,456	159,203
Memberships and licenses	182,630	61,167
Professional development	174,086	105,906
Awards and incentives	157,931	183,402
Legal and audit fees	140,290	145,719
Elders and resource persons	127,273	82,266
Photocopying and printing	108,703	49,548
Miscellaneous	66,668	49,303
Bank charges and interest	19,142	18,200
Indenturing fees	900	7,400
Total expenses before amortization	48,233,024	37,253,788
Amortization of long lived assets	1,848,033	1,476,623
Total expenses	\$ 50,081,057	\$ 38,730,411





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