

ANNUAL REPORT

2023-2024



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A MESSAGE FROM OUR PRESIDENT & BOARD CHAIR

Founded in 1976 by First Nations Chiefs, the Saskatchewan Indian Institute of Technologies (SIIT) was envisioned as a place where Indigenous knowledge, language, and culture could be honoured and shared. It was created to offer high-quality post-secondary education that reflects the values, teachings, and traditions of our people.

Nearly fifty years later, SIIT stands proudly as an Indigenous institution governed by our communities. Our learning environment is rich with culture, with over 90% our students and 62% of our staff and faculty identifying as Indigenous. Together, we bring life, energy, and kinship into our classrooms and programs. SIIT is a place where students from every First Nation and community in Saskatchewan, and even beyond our provincial borders, are welcomed with open arms.

As the only accredited Indigenous post-secondary institution in Saskatchewan and one of four accredited schools in the province, SIIT offers a wide range of programs grounded in Indigenous ways of knowing. From post-secondary to trades and industrial and adult basic education, we deliver programs that meet the needs of our people and the broader workforce. With three campuses, ten career centres, two mobile job connection and training units, and over 35 community learning sites, SIIT is committed to providing education rooted in our traditions, while maintaining the highest industry standards.

In 2023-2024, SIIT remained closely connected to our communities and industry partners, delivering programming that uplifts our students and supports their future success. This year, we educated 2,566 students and provided employment services and wraparound support to more than 4,084 clients. These numbers reflect the continued dedication of Indigenous people in Saskatchewan to advancing their education and building meaningful careers.

Choosing SIIT means joining a movement—a community of over 60,000 alumni who are actively contributing to the prosperity of First Nations communities and shaping the future. Our Leaders of Change are building strong futures for themselves and their nations, locally and globally. We take great pride in the collective achievements of the SIIT family and look forward to continuing this journey together.

On behalf of our staff, faculty, and the Board of Governors, we extend our warmest wishes and invite you to join us as we continue to lead the way for future generations.

Riel Bellegarde
President & CEO

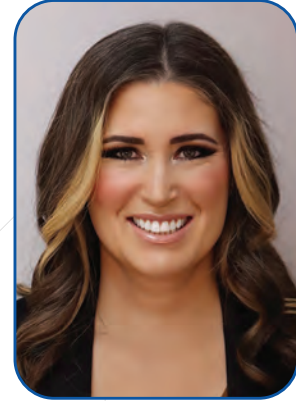
Chief Darcy Bear
Chair of the Board



SENIOR EXECUTIVE



**President
& CEO**
Riel Bellegarde



**Vice President,
Academics**
Tavia Laliberte



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



**Vice President,
Finance**
CeCe Baptiste



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



**Vice President,
Operations & Advancement**
Dr. Vickie Drover



**Secretary
to the President**
Sherry Krentz



OUR LEADERSHIP

BOARD OF GOVERNORS

AGENCY CHIEFS TRIBAL COUNCIL

c/o Witchehan Lake First Nation Chief Ramon Harris

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 NATIONS Vice Chief Craig McCallum

FSIN SENATE Senator Roland Crowe

..... Vacant

FILE HILLS QU'APPELLE TRIBAL COUNCIL

c/o Piapot First Nation Chief Mark Fox

c/o Star Blanket Cree Nation Chief Michael Starr

INDEPENDENT

c/o Pheasant Rump Nakota Nation Chief Ira McArthur

c/o Big River First Nation Vacant

MEADOW LAKE TRIBAL COUNCIL Vice Chief Richard Derocher

PRINCE ALBERT GRAND COUNCIL

c/o Shoal Lake First Nation Chief Marcel Head

c/o Sturgeon Lake First Nation Chief Christine Longjohn

c/o Peter Ballantyne First Nation Vacant

SASKATOON TRIBAL COUNCIL

c/o Whitecap Dakota First Nation Chief Darcy Bear

SOUTHEAST TREATY 4 TRIBAL COUNCIL

c/o Ochapowace First Nation Headwoman Petra Belanger

TOUCHWOOD AGENCY TRIBAL COUNCIL Tribal Rep. 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

CLEAN ENERGY IN TRADES

SIIT is committed to advancing clean energy practices in our initiatives, specifically within Trades & Industrial programs. The transition to clean energy is vital for a sustainable future, particularly for Indigenous communities, whose worldviews emphasize a deep connection to the land and environmental guardianship.

At SIIT, we are developing various initiatives and programs that support the clean energy sector, including Removing Barriers to Net-Zero Building and Sustainable Renovation & Retrofit for Homes.

GO WHERE EAGLES DARE

Go Where Eagles Dare is an outbound mobility program funded through the Colleges and Institutes Canada (CICan), Global Skills Opportunity (GSO) and SIIT. In 2023-2024, students had the opportunity to travel to New Zealand where they gained a diverse cross-cultural experience, enhancing their awareness and preparedness for international work and study opportunities.

GREG YUEL FELLOWSHIP

SIIT received support from PIC Investment Group, led by CEO & President Greg Yuel, to launch the inaugural Greg Yuel Fellowship program, dedicated to advancing and scaling Indigenous entrepreneurship in Saskatchewan. This program provides Indigenous entrepreneurs with essential resources, skill-building, and mentorship to help them expand their businesses.

The first cohort of fellows successfully graduated in June 2024.

INDIGENOUS EARLY CHILDHOOD EDUCATION – EXPANDED PROGRAM DELIVERY

SIIT is enhancing Indigenous Early Childhood Education throughout the province. Following the successful deliveries of the Essential Skills of Indigenous Early Childhood Education and Indigenous Early Childhood Education – Level 1 and Level 2 (online), SIIT developed Level 3 and an Advanced Certificate to further expand program delivery.

In addition, SIIT also developed four free micro-credentials for childcare professionals dedicated to highlighting the importance of culture, connection, and land.



INITIATIVES

POP-UP CAREER CENTRE

In January 2024, SIIT opened its doors to its 10th Career Centre! This landmark event underscores SIIT's unwavering commitment to fostering economic empowerment and professional growth for First Nation communities throughout the province.

Strategically situated in La Loche, this innovative pop-up concept has been designed to cater to regions of the province experiencing a demand in the labour market. The new Pop-up Career Centre serves as a hub for Indigenous individuals and communities seeking comprehensive employment and training services tailored to their unique needs.

SASKATCHEWAN AVIATION LEARNING CENTRE EXPANSION

As Saskatchewan's only provider of Aircraft Maintenance Engineering (AME) training, SIIT is addressing industry demand by expanding the Saskatchewan Aviation Learning Centre (SALC).

As a result of the Industrial and Technological Benefits program, in April 2024, SIIT was awarded \$17,000,000 CAD from Boeing to support this expansion effort. This support allows SIIT to expand AME programming, as well as double the SALC facility.

VIRTUAL HEALTH HUB

SIIT is a partner in the Indigenous-led Virtual Health Hub (VHH), which aims to improve healthcare access in northern and rural Saskatchewan through advanced virtual care, AI, and robotic systems.

The VHH, set for completion in 2025 following its groundbreaking at Whitecap Dakota First Nation, will position Indigenous Health Care Workers at the forefront of AI-driven healthcare. In tandem, SIIT is launching the Virtual Health Hub Assistant applied certificate program in September 2024 to train professionals in virtual care.



COMMUNITY PARTNERSHIPS

At SIIT, partnership is rooted in kinship and guided by our shared vision.

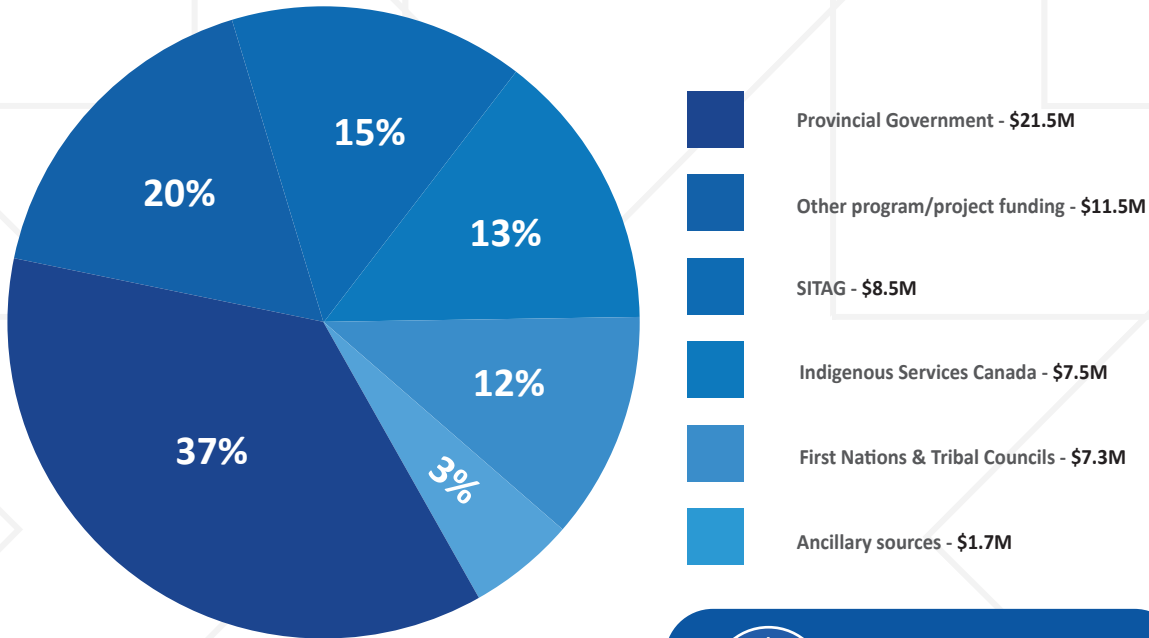
We are incredibly grateful for the support of our diverse corporate and community partners. Your contributions enable SIIT to expand and innovate, allowing us to offer a wide range of programs, services, and comprehensive support for our students, staff, and the many communities across Saskatchewan that we proudly serve. Thank you for being an integral part of our journey!

- **Boeing Canada** – Saskatchewan Aviation Learning Centre (SALC) Hangar Expansion Project
- **Canadian Tire Corporate** – Career Centres, Student-Led Project
- **CiCan** - Go Where Eagles Dare Outbound Mobility Program
- **Crown Investment Corporation** - Mobile MakerLodge
- **Federation of Sovereign Indigenous Nations** - Youth Outreach & Engagement (Student Recruitment)
- **General Electric** – Student Awards
- **Greg Yuel & PIC Investment Group Inc.** - pawâcikêwikamik: The Innovation Collective
- **Government of Saskatchewan** – Core Operating, Programs and JobConnections
- **Indigenous Services Canada** – Programs, Curriculum Development, Capacity Building, and Virtual Health Hub
- **L3Harris** - Dreamers and Doers Indigenous Innovation Camps
- **Mastercard Foundation** - Ojateki Partnership
- **Mining Industry Human Resources Council (MiHR)** – Student Awards
- **Natural Resources Canada** - Curriculum Development and Program Support
- **Nutrien** - Saskatoon MakerLodge
- **Prairies Economic Development Canada** – pawâcikêwikamik: The Innovation Collective & Saskatchewan Aviation Learning Centre (SALC) Hangar Expansion Project
- **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
- **SITAG** – Career Development and Post-Secondary and Trades Training Programs
- **Virtual Health Hub (VHH)** – Health Care Programming

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



FINANCIAL DASHBOARD



*Rounded to the nearest whole percentage

\$58 MILLION REVENUE

CAPITAL PROJECTS

- \$250K+ - INFRASTRUCTURE PROJECTS**
Virtual Health Hub Office Relocation, Saskatoon Campus Main & 2nd Floor Restoration, and Creighton Career Centre Relocation & Renovation were all completed.
- \$2.7 M - SASKATOON CAMPUS UPGRADES ELECTRICAL, POWER & SAFETY**
Continuation of electrical, power, and safety upgrades for the Saskatoon Campus.
- \$7.3 M - SASKATCHEWAN AVIATION LEARNING CENTRE EXPANSION**
Expansion of the SALC Hangar to support additional programming.



BOEING'S INVESTMENT IN SASKATCHEWAN AVIATION LEARNING CENTRE

On April 24th, SIIT and Boeing announced a \$17,000,000 CAD investment from Boeing to advance Indigenous aerospace training and education in Saskatchewan.

The funds will support SIIT's programs, services and operations focusing on the expansion of the Saskatchewan Aviation Learning Centre (SALC) to increase training of aircraft maintenance engineers in the province.

With the expansion of this training facility and program offerings, SIIT is working to address the shortage of skilled labour in aerospace with talented Indigenous professionals.

"In 2010, SIIT laid the foundation for what has become a long-standing partnership with Boeing with their initial support of the SALC. Boeing has demonstrated time and again its commitment to workforce diversification and investment in Indigenous businesses and institutions. This contribution signifies more than just financial support; it represents a pathway to empowerment, employment and economic reconciliation."

– Riel Bellegarde,
President & CEO, SIIT



VIRTUAL HEALTH HUB: GROUNDBREAKING CEREMONY

At SIIT, we are proud to support the Virtual Health Hub (VHH), an Indigenous-led initiative dedicated to improving healthcare access in Saskatchewan’s northern and rural communities.

On May 23rd, VHH held a groundbreaking ceremony at Whitecap Dakota First Nation, and the project is scheduled for completion in 2025. Through a partnership with Whitecap Dakota First Nation and Dr. Ivar Mendez, this initiative positions Indigenous Health Care Workers at the leading edge of AI applications in healthcare and aims to foster employment within Indigenous communities, contributing to provincial economic and technological development.

The VHH employs advanced virtual care technologies, artificial intelligence, and robotic systems, allowing for real-time patient assessments and healthcare delivery within local communities, increasing efficiency and reducing costs. In alignment with the VHH, SIIT is launching the Virtual Health Hub Assistant applied certificate program, which will train both Indigenous and non-Indigenous healthcare professionals in virtual care. The program’s first cohort will begin in September 2024, furthering SIIT’s commitment to workforce readiness in the virtual healthcare sector.



ALUMNI AWARDS

In June 2024, SIIT proudly hosted its inaugural Alumni Awards, honouring the remarkable achievements of our 60,000+ alumni who embody SIIT's vision of being *Leaders of Change*. These awards celebrate the spirit of giving back, community engagement and visionary leadership that are at the core of SIIT's values.



Alumni of Distinction Award: Recognizes alumni for outstanding contributions and dedication to supporting SIIT, embodying the value of Honour through humility and integrity.

- Winner: **Rebecca Strong**, Black Lake Denesuline First Nation

Lifetime Achievement Award: Celebrates alumni who have made a lasting community impact through leadership and volunteerism, reflecting the value of Kinship.

- Winner: **Deanna Worth**, Muskoday First Nation



Visionary Award: Acknowledges recent graduates (within the past 15 years) for exceptional vision and innovation, inspiring current and future students while embodying the value of Vision.

- Winner: **Shylah Nokusis**, Peepeekisis Cree Nation



GREG YUEL FELLOWSHIP

On October 12th, the Greg Yuel Fellowship for Indigenous Entrepreneurs at SIIT launched its inaugural pilot cohort, supported by PIC Investment Group and led by CEO and President Greg Yuel.

This pilot program marked the beginning of a continuing initiative dedicated to fostering Indigenous entrepreneurship and economic self-sufficiency. Designed to equip Indigenous business owners with essential business knowledge, mentorship, and resources, the Fellowship is set to continue as a cornerstone program. Through industry expert-led masterclasses in business strategy, financial literacy, marketing, and operational management, Fellows received a strong foundation to navigate the entrepreneurial landscape.

This year's entrepreneurs showcase a wide range of industries and a vibrant entrepreneurship spirit within Indigenous communities. The 2023-2024 cohort included:

- Shylah Nokusis RSE - Osihcikewin Trades Training
- Stephanie Gamble - C.Lysias Designs by Stephanie Gamble
- Clarence Natomagan - Meth Busters
- Taylor Belanger - Lî Sol Harvesting Inc.
- Scott McIntyre - XUSI Clothing
- Kimowan Kisik Ahenakew - Iskotew Ochem Fire Kiss Lip Gloss
- Paige Armstrong - LUX 360 Photo Booth
- Andrew Natomagan - True-North Plumbing LTD
- Bradon Gardypie - Twin River North Construction
- Osawa Kiniw Kayseas, CEC - Buffalo Spirit Consulting
- Tim Hudy - Theo-Clean Janitorial Services Inc.
- Marlon Weekusk - Marmar Photography
- Ally Hrbachek - Ally's Creative Bakeshop
- Jess Bowler - JT Procurement Projects



OUR YEAR



JULY 2023

- SIIT's pawacikewikamik: Innovation Collective and other SIIT departments host multiple Indigenous Dreamers & Doers STEAM Camp throughout the province

AUGUST 2023

- SIIT Academic Faculty Professional Development Week
- APTN Crazy Like A Lynx airs featuring SIIT Innovation Collective drone program



SEPTEMBER 2023

- Indigenous Public Works and Housing Management – Pilot Delivery
- SIIT's pawacikewikamik: Innovation Collective and Adult 12 student, Jared Cappo, create 2023's Orange T-shirt design for National Day of Truth and Reconciliation
- Vice President, Finance – CeCe Baptiste receives Kent Smith-Windsor Leadership Award from Raj Manek Mentorship Program

OCTOBER 2023

- SIIT's pawacikewikamik: Innovation Collective launches first cohort of the Greg Yuel Fellowship
- Virtual Health Hub – Robotic Arm Open House
- SIIT Career Centres launch Women of Steel: Learn to Weld program

NOVEMBER 2023

- Indigenous Early Childhood Education (INECE) department hosts the first INECE Conference
- SIIT receives Impact Award at the Battlefords Business Excellence Awards Gala

DECEMBER 2023

- ABE 10 Entrepreneurship program partners with Honeycut Studios to film two commercials for local businesses



JANUARY 2024

- SIIT opens 10th Career Centre: Pop-Up Career Centre in La Loche
- Launch of Sustainable Home Renovation and Retrofit pilot program
- SIIT's pawacikewikamik: Innovation Collective ARHT Hologram Box installation and training sessions



IN REVIEW

FEBRUARY 2024

- SIIT's pawacikewikamik: Innovation Collective and the Information Technology Support Specialist (ITSS) program host Indigenous Dreamers & Doers STEAM Camp: IndgiGirls Technology Camp



MARCH 2024

- Aircraft Maintenance Engineer Preparation program graduates 2nd cohort
- Launch of Adult Basic Education's Adult 10 – Entrepreneurship's Maskwa Food & Goods
- Go Where Eagles Dare students complete an international trip to New Zealand

APRIL 2024

- Boeing invests over \$17,000,000 CAD to the Saskatchewan Aviation Learning Centre expansion
- Prime Minister of Canada visit to Saskatoon Campus
- SIGA Maintenance Repair Worker – Pilot Delivery



MAY 2024

- SIIT launches first Alumni Awards
- Go Where Eagles Dare hosts a showcase for student's digital storytelling capstone projects
- Launch of SIIT's Virtual World – in collaboration with Georgian College & BitSpaceXR
- SIIT Business Certificate students attended the Indigenous Business Gathering in Saskatoon supported by Ministry of Trade and Export Development



JUNE 2024

- Convocation for 2024 – held at Prairieland Park
- The Government of Saskatchewan announced investment in SIIT's Forestry Log Haul Step program and the purchase of two Simlog Simulators
- Go Where Eagles Dare completes second trip to New Zealand
- Wellness & Community Development offer multiple training opportunities, including From Truth to Reconciliation, NNADAP Treatment Centre, First Nations Mental Health First Aid, and Trauma Practice



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-N-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 and Motivation
 - Learning Disabilities
 - Learning Styles
- Healthy Mind Topics:
 - Acceptance and Judgement
 - Assertive Communication
 - Healing and Resiliency
 - Managing Anxiety and Stress
 - Managing Change
 - Managing Mood
 - Motivation
 - Relationship Between Physical and Mental Health
 - Self-Care
 - Stigma and Discrimination



Success Story

“I wanted to be part of this great opportunity (Indigenous Early Childhood Education program) because it was given freely & knowing I can use the knowledge to guide children in the right direction with an open heart. It is an honour, an accomplishment, and an opportunity to make a difference in children’s lives. Also, to be a positive role model for my grandchildren and I get to do what I love.”

– Bonnie Severight, Indigenous Early Childhood Education (Year 1), Fishing Lake First Nation



OUR LEARNERS

Student Demographics

91% Indigenous*

- 86% First Nation
- 5% Métis
- 1% Inuit

*Rounded to the nearest whole number

57% of Students Identified as Female

- 24% female representation in trades programs

43% of Students Identified as Male

- 24% male representation in non-trades programs

100% Life-long Learners

- 6% are under age 20
- 38% are ages 20-29
- 31% are ages 30-39
- 15% are ages 40-50
- 10% are over age 50



SUCCESS STORY

“I want to be very successful and be a shining light to others who have the same setbacks as I have had. I took the opportunity to jump into this program (Business Certificate) even though I knew that being a student would be a struggle. In the end, it will pay off. I have always wanted to get my business degree so that I can have my own business to empower and employ other Indigenous workers. The Creator always looks after you when you work hard at change and do your best with whatever you are given. ”

— Angela Fiddler, Business Certificate, Waterhen First Nation



STUDENT SUPPORT SERVICES

SIIT's Student Support Services model is grounded in Indigenous values and perspectives, offering a holistic approach to student success. Through this model, SIIT provides academic, cultural, and non-academic support to students across all campuses and community-based locations, creating a network of care that respects and integrates Indigenous knowledge and traditions.

Recognizing the diverse roles and responsibilities students carry beyond the classroom, SIIT meets students wherever they are in life, offering the resources and support needed to thrive academically and personally. Services are provided in culturally relevant ways that honour Indigenous identities and worldviews, fostering a sense of belonging and community.

Support offerings include:

- **Academic Support** – Education Psychologists, Learning Specialists, and Student Support Coaches
- **Cultural Support** – Traditional knowledge keepers and cultural events that celebrate Indigenous heritage and offer opportunities for ceremony and connection
- **Financial Security** – Student Awards Program and Empowerment Bursary, ensuring financial resources for students to focus on their studies
- **Food Security** – Programs like food hampers and meal programs to help students access nutritious food
- **Mental Health & Emotional Wellbeing** – Indigenous-informed counselling that respects cultural practices and traditions
- **Transportation** – Access to bus passes to reduce barriers to attendance
- Through these supports, SIIT empowers Indigenous students to pursue their educational and career goals while honouring their cultural roots and building strong foundations for their future.



- **483** students assisted by Empowerment Bursaries
- SIIT's Student Wellness Supports team engaged with a total of **727** students
 - **411** wellness check-ins
 - **1,094** one-on-one academic supports meetings
- Student Success Presentations delivered to over **749** students
- **63** assessments by Registered Psychologists
- **\$72,000** worth of lunch gift cards were distributed across the province to **2,517** lunch and learn participation
- **9** in-person and virtual cultural presentations
- Elder supports available virtually and in person at all campuses



CULTURAL SUPPORTS

At SIIT, fostering the spiritual well-being of staff and students through traditional Indigenous teachings is central to our comprehensive Student Support Services model. On campus and in communities across the province, a variety of cultural support services are available, including connecting with Elders and Knowledge Keepers both in-person and virtually for guidance, encouragement, and mentorship. Cultural rooms are also accessible for reflection, prayer, and smudging.

Throughout the year, SIIT holds traditional gatherings across its locations to nurture a deepened sense of identity, spiritual wellness, and cultural pride.



Campus Elders

SASKATOON

- Delores Kenny (Muskeg Lake Cree Nation)
- Stewart Greyeyes (Muskeg Lake Cree Nation)

PRINCE ALBERT

- Sam Badger (Mistawasis Nêhiyawak)
- Priscilla Joseph (Big River First Nation)

- 4 Feasts
- 3 Sweat Ceremonies
- 9 land-based learning sessions
- 16 Pipe Ceremonies and 73 Elder presences at departmental meetings
- 73 Elder presences at departmental meetings
- 12 campus/classroom cleansing sessions
- Bi-weekly talking circles with the Mental Health and Wellness program, fostering holistic mental health support for students

STUDENT AWARDS PROGRAM

Each year, the SIIT Student Awards Program offers vital financial support to students, empowering them to pursue their educational dreams and strengthen their journeys in learning. This impactful assistance is made possible through the generous contributions of government agencies, private sector organizations, and community partners who share our commitment to Indigenous student success and self-determination.

HIGHLIGHTS FROM THE 2023-2024 ACADEMIC YEAR

- \$683,000 in scholarships and bursaries awarded
- A total of 465 awards disbursed
- Award values ranged from \$500 - \$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
- Electrical
- Health Care Aide
- Indigenous Early Childhood Education
- Indigenous Practical Nursing
- Information Technology Support Specialist (ITSS)
- Miyoskamin: Innovation & Entrepreneurship
- Mental Health & Wellness
- Power Engineering
- Sustainable Renovation & Retrofit for Homes
- Welding

“ I am honoured to receive this award, and I am so very grateful for the opportunity it provides. It not only alleviates financial burdens but also validates my commitment to becoming an Indigenous Practical Nurse. This recognition motivates me to continue to strive for excellence in my academic pursuits. I am so incredibly grateful for the positive impact this will have on my educational journey.

This scholarship's financial support will allow me to focus more on my studies without the added stress of financial limitations. It will allow me to go into clinical without worrying about working two jobs on top of that. This scholarship is a crucial stepping stone for achieving my career goals by providing financial stability during my academic journey.”

*— Jessica Spracklin, Sapotaweyak Cree Nation
(Indigenous Practical Nursing)*



PRESIDENT'S AWARD



The President's Awards for Leadership celebrate exceptional SIIT students across Saskatchewan who exemplify a commitment to their education, enhance the student experience and demonstrate SIIT's values.

Each year, four students are selected from nominations by staff and faculty across the province, recognizing their achievements and contributions to the SIIT community.

2024 PRESIDENT'S AWARD RECIPIENTS WERE:

Angela Tremblay

Lac La Ronge Indian Band
Adult 12 - Prince Albert Campus

Diana McNab

Day Star First Nation
Mental Health & Wellness - Regina Campus

Trevor Fulton

Flying Dust First Nation
Sustainable Renovation &
Retrofit for Homes - Community Delivery

Kelly Prosper

Kawacatoose First Nation
Adult 10 - Saskatoon Campus



Kelly Prosper



Angela Tremblay



Diana McNab

**Trevor Fulton not pictured.*



IMPACT-ACADEMICS



Across Saskatchewan, SIIT offers a wide range of programs, including Non-Credit, Applied Certificate, Certificate, Diploma, and Apprenticeship pathways. Our targeted program mix spans diverse fields such as Business, Information Technology, Health & Community, Trades & Industrial, and Adult Basic Education, with courses available both on campus and within local communities.

SIIT delivered the following:

Urban and Rural ¹ Delivered Programs					
2022-23			2023-24		
Urban	Rural	Online	Urban	Rural	Online
65%	33%	2%	52%	41%	7%

¹Urban and Rural locations as defined by the Government of Saskatchewan. In 2023-24, all programs delivered in rural areas were in First Nations communities.

Programs Offered by Academic Level				
Academic Levels	2022-23		2023-24	
	SIIT Delivered	Brokered	SIIT Delivered	Brokered
Continuing Ed/Extension Initiatives	16		28	
Certificate of Achievement	30	1	42	
Recognition of Achievement	3		5	
Applied Certificate	42	1	60	2
Certificate*	14	2	26	
Diploma*	24	5	23	5

Completion Data for ALL Programs (2022-2023 against 2023-2024)

Overall ³	2022-23			2023-24		
	Registered	Completion	%	Registered	Completion	%
	2148	1431	67%	2566	1675	65%

³Totals do not include students who were enrolled in stand-alone continuing education courses and programs that were still in progress as of July 1, 2024, the start of the new academic year.



NATIONAL DAY FOR TRUTH & RECONCILIATION



As part of SIIT’s commitment to the 94 Calls to Action outlined in the Truth and Reconciliation Commission Report, we honour the resilience and spirit of Residential School and Day School Survivors and their families. SIIT takes a stand for Every Child Matters, encouraging staff and students across the province to wear orange on the last Friday of each month as a visible commitment to this cause.

On September 30, 2023, SIIT observed the third National Day for Truth and Reconciliation with a focus on meaningful engagement. In the lead-up to this important day, we organized impactful activities that empowered students and staff to participate in ways that resonated with them. This included presentations from Elders and Knowledge Keepers, hands-on Orange T-shirt Beading Kits and tutorials, and the distribution of SIIT’s 2023 Orange T-shirts, reinforcing our commitment to reconciliation and healing within our community.

SIIT Adult Basic Education – Adult 12 Student Jarrod Cappo created the design for SIIT’s 2023 Orange T-shirts. In partnership with local company Hardpressed Print Studio, the design was available for purchase across the province. All proceeds raised from the sales (\$13,400) 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 thoughts I had while making my orange shirt design were ones of togetherness and harmony. While the experiences the children we lost are traumatic and sad, we can feel some relief that they are at peace. The triangle that the two children are standing in is pointing up, meaning they are with the creator. They are standing in a teepee, meaning they are home and they are safe and loved. They have spirit animals of horses and eagles guiding them and keeping them from getting lost on their journey. The feathers are there to represent that they are healing and pursuing a spiritual path.”

– Jarrod Cappo,
Muscowpetung First Nation



EMPLOYMENT DEVELOPMENT

CAREER CENTRES

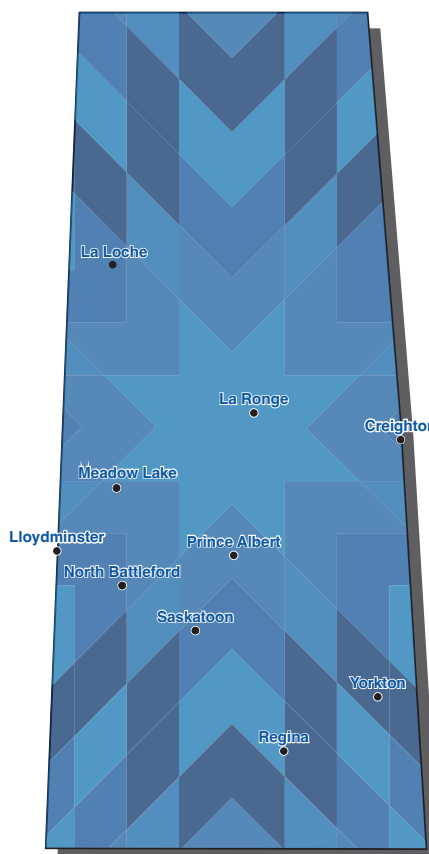
SIIT's Career Centres are an employment and training service for individuals seeking to upgrade their skills and/or find work.

The ten Career Centres are strategically located across Saskatchewan, with regional centres in Regina, Saskatoon, Prince Albert, North Battleford, and Meadow Lake managing local centres in Yorkton, Lloydminster, La Ronge, Creighton, and the newly established 10th Career Centre: a pop-up Career Centre located in La Loche.

At each of SIIT's Career Centre locations, Job Coaches are available to work with clients, supporting them through various stages of their career journey utilizing the "Circle of Courage" model developed by Dr. Brokenleg to guide the Journey to Employment case management process. The process includes:

- Employability and skill development
- Career counselling
- Overcoming barriers during active training and employment
- Arranging and supporting work placements
- Employment retention through collaboration with employer partners

With a focus on serving First Nation people, these programs also support Indigenous and non-Indigenous job seekers alike.



- **4,084** Registered Clients
- 573 SIIT students, 68% of students obtained employment
- **2,096** Employment Results
- Client Base: 82% Indigenous
- Engagement with **924** employers



AND CAREER SERVICES

JOB CONNECTIONS & JOBSERIES

JobConnections

SIIT's JobConnections is a mobile career service designed to support job seekers and employers in remote communities. Delivered through a mobile bus, this innovative service helps individuals enhance their employability or secure jobs.

Key features of JobConnections include:

- Assessments to identify skills and career readiness
- Skills training tailored to local job market needs
- Connections with local employers to facilitate job opportunities

The mobile bus is equipped with:

- A classroom featuring laptops for hands-on learning
- On-site Career Development Coaches who provide guidance toward employment or further training

• 184 First Nation Jobseekers and Served 22 First Nation Communities

By bringing resources directly to communities, JobConnections ensures access to career development and training for those in areas where such opportunities may be limited. During 2023-2024, JobConnections supported 183 First Nation job seekers across 22 First Nation Communities.

With the support of the Oyateki Partnership, JobConnections raises awareness about post-secondary programming and provides personalized pathways tailored to the unique needs of Indigenous youth.

Focusing primarily on the Northwest Region of Saskatchewan, JobConnections engages with youth in their home communities, fostering a consistent support network to guide and empower them as they transition into higher education opportunities. This approach ensures that Indigenous youth receive the resources and encouragement needed to achieve their educational and career goals.

• Connected with 7 First Nation Youth for post-secondary support and relocation

JobSeries

The JobSeries programs are preparatory learning initiatives designed to support individuals in:

- Personal skill development
- Career planning and guidance
- Job search strategies
- Educational advancement
- Enhancing work skills for job retention

These programs are available through SIIT's Career Centres, Labour Force Development Agencies, Social Development Programs, and employers seeking to build a talent pipeline for their future workforce. During 2023-2024, JobSeries obtained funding for a new program, KinQuest, to provide grants for youth to foster global citizenship, volunteerism, and a sense of community.

JobSeries empowers participants with the tools and knowledge to achieve their career and employment goals while addressing workforce needs in the community.

• 188 Clients completed a JobSeries Program and 236 Certifications Awarded



EMPLOYEE SERVICES & HUMAN RESOURCES

At the heart of SIIT are the staff and faculty—a dedicated, talented group whose expertise and commitment anchor SIIT’s connection to every community in the province. They not only serve as the vital link between SIIT and Saskatchewan’s communities but also embody the institution’s mission to develop the next generation of *Leaders of Change*.

By prioritizing capacity development and offering ongoing professional growth opportunities, SIIT empowers our team to expand their skills and strengthen their impact. This growth fuels the delivery of outstanding student and client services and fosters an environment where our staff, faculty, and students alike are inspired to drive meaningful change in their communities and beyond.

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.



341 FULL-TIME STAFF

62% Indigenous representation



Summer Student Program

Through the First Nations and Inuit Youth Employment Strategy, SIIT was able to hire a total of 26 students between July 1, 2023 - June 30, 2024. 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 collaboration focused on reshaping Saskatchewan’s education and employment systems to better serve Indigenous youth.

Now in its third year of a five-year partnership with the Gabriel Dumont Institute and the University of Saskatchewan, SIIT continues to make progress through various initiatives. These include the MicroGrants and Financial Wraparound Supports from pawâcîkêwikamik: The Innovation Collective, JobConnections mobile services, and the Kahkisiw Supports Model, a comprehensive Student Support Services Wraparound model.



A partnership between



“The MicroGrant from SIIT has helped my small business called Whittany’s Photography by giving me a chance to upgrade my equipment. I got a new Canon R6 Mark 2 camera with all the accessories needed like an extra battery and camera bag. It also let me upgrade my printer to an Epson Ecotank 8500 printer that prints 4x6s in 15 seconds. My old printer would print 4x6s in 45 seconds. It really gives a photographer the confidence they need to provide that better quality work for the people they capture and helps for a smoother running business. I’m grateful for the opportunity of being able to receive the help I was looking for through the MicroGrant. In the end it helps me provide for my family through the art of photography.”

– Whittany Delorme
Cowessess First Nation



GO WHERE EAGLES DARE



SIIT's outbound mobility program, Go Where Eagles Dare (GWED), is a pilot program funded by Colleges and Institutes Canada (CICan), Global Skills Opportunity (GSO), and SIIT. The Go Where Eagles Dare program provides SIIT students with the opportunity to participate in international study and travel experiences. The program targets Indigenous and low-income students enrolled full-time in post-secondary studies across a diverse range of SIIT campuses, including satellite, community, and main campuses.

For the 2023-2024 academic year, SIIT's Go Where Eagles Dare program partnered with the University of Waikato to provide Go Where Eagles Dare students with the opportunity to participate in their two-week short program, Te Ao Hurihuri, in New Zealand.

The Te Ao Hurihuri program offers a unique cultural experience centred on Māori worldview, traditions, and language. Students had the opportunity to live in traditional marae buildings, participate in Māori ceremonies and land-based activities, and engage with students, staff, and community experts and leaders in New Zealand. Through this partnership, successful students received an SIIT Certificate of Achievement and a University of Waikato Certificate of Completion.

Since 2020, the Go Where Eagles Dare program has supported 52 students with outbound mobility experiences, including 27 students enrolled in the 2023-2024 academic year, with an overall program success rate of 90%.

In 2023-2024:

- **78%** of students received their first Canadian passport through the Go Where Eagles Dare program.
- **93%** of students in Go Where Eagles Dare flew overseas for the first time.
- **100%** of students stated it is important to be culturally aware and appreciate differing and diverse worldviews.
- **100%** of the students from both cohorts reported a significant increase in their interest in studying, working, and travelling internationally.
- **100%** of students indicated that they feel more prepared to pursue international opportunities, including further study, employment, and travel, as a result of their participation in the program.



Financial Statements of

**SASKATCHEWAN INDIAN
INSTITUTE OF TECHNOLOGIES**

And Independent Auditor's Report thereon

Year ended June 30, 2024



KPMG LLP

500-475 2nd Avenue South
Saskatoon, SK S7K 1P4
Canada
Telephone 306-934-6200
Fax 306-934-6233

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, 2024
- 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, 2024, 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.

KPMG LLP, an Ontario limited liability partnership and member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. KPMG Canada provides services to KPMG LLP.



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.





Page 3

- 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

Chartered Professional Accountants

Saskatoon, Canada
October 25, 2024



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Financial Position

June 30, 2024, with comparative information for 2023


	2024	2023
Assets		
Current assets:		
Cash	\$ 31,598,282	\$ 15,476,966
Accounts receivable (note 3)	4,828,695	3,706,184
Short term investments (note 4)	4,641,531	13,723,438
Inventories	123,853	74,305
Prepays	371,461	110,772
	<u>41,563,822</u>	<u>33,091,665</u>
Investments (note 4)	420,256	432,661
Property and equipment (note 5)	9,120,661	9,422,149
Intangibles assets (note 5)	757,400	297,921
	<u>\$ 51,862,139</u>	<u>\$ 43,244,396</u>


Liabilities and Net Assets

Current liabilities:		
Accounts payable (note 6)	\$ 6,386,793	\$ 5,198,667
Deferred revenue (note 7)	31,325,280	24,995,374
	<u>37,712,073</u>	<u>30,194,041</u>
Deferred contributions (note 8)	6,555,642	6,439,613
Net assets	7,594,424	6,610,742
Commitments (note 11)		
Economic dependence (note 14)		
	<u>\$ 51,862,139</u>	<u>\$ 43,244,396</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, 2024, with comparative information for 2023

	2024	2023
Revenue (schedule 1):		
Province of Saskatchewan	\$ 21,455,199	\$ 17,895,004
Other program and project revenue	11,506,007	8,637,017
Saskatchewan Indian Training Assessment Group	8,526,958	7,839,628
Indigenous Services Canada	7,551,355	8,420,342
Saskatchewan First Nations and Tribal Councils	7,252,471	7,338,069
Ancillary	1,708,601	916,505
	<u>58,000,591</u>	<u>51,046,565</u>
Expenses (schedule 2 and schedule 3):		
Programs and training	35,826,586	29,741,409
Contract projects	16,897,149	14,575,982
Institutional operations	2,491,193	3,318,505
Facilities and technology	1,601,125	2,229,466
Ancillary	200,856	215,695
	<u>57,016,909</u>	<u>50,081,057</u>
Excess of revenue over expenses	<u>\$ 983,682</u>	<u>\$ 965,508</u>

See accompanying notes to financial statements.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Changes in Net Assets

Year ended June 30, 2024, with comparative information for 2023

	Invested in long lived assets (note 10)	Restricted	Unrestricted	2024 Total	2023 Total
Balance, beginning of year	\$ 3,280,457	\$ 1,000,000	\$ 2,330,285	\$ 6,610,742	\$ 5,645,234
Excess of revenue over expenses	(844,941)	-	1,828,623	983,682	965,508
Investment in long lived assets	886,903	-	(886,903)	-	-
Transfer to restricted net assets (note 1h)	-	500,000	(500,000)	-	-
Balance, end of year	\$ 3,322,419	\$ 1,500,000	\$ 2,772,005	\$ 7,594,424	\$ 6,610,742

See accompanying notes to financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Cash Flows

Year ended June 30, 2024, with comparative information for 2023

	2024	2023
Cash flows from (used in):		
Operations:		
Excess of revenue over expenses	\$ 983,682	\$ 965,508
Items not involving cash:		
Amortization (note 5)	1,911,177	1,848,033
Interest earned receivable on term deposits (note 4)	(141,531)	(155,679)
Unrealized investment loss (gain) (note 4)	12,405	(63,151)
Amortization of deferred contributions (note 8)	(1,081,340)	(1,151,099)
(Gain) Loss on disposal of property and equipment	15,104	-
Change in non-cash operating working capital:		
Accounts receivable	(1,122,511)	222,032
Inventories and prepaid expenses	(310,237)	27,873
Accounts payable	1,188,126	1,315,478
Deferred revenue	6,329,906	9,907,899
	<u>7,784,781</u>	<u>12,916,894</u>
Financing:		
Additions to deferred contributions (note 8)	1,197,369	2,017,246
	<u>1,197,369</u>	<u>2,017,246</u>
Investing:		
Purchase of long lived assets (note 5)	(2,084,272)	(4,245,398)
Proceeds on redemption of investments (note 4)	30,423,438	-
Purchase of investments (note 4)	(21,200,000)	(11,567,759)
	<u>7,139,166</u>	<u>(15,813,157)</u>
Increase (decrease) in cash	16,121,316	(879,017)
Cash position, beginning of year	15,476,966	16,355,983
Cash position, end of year	<u>\$ 31,598,282</u>	<u>\$ 15,476,966</u>

See accompanying notes to financial statements.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements

Year ended June 30, 2024

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, 2024

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, 2024

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.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2024

1. Accounting principles and policies (continued):

(f) Long lived assets (continued):

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 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, 2024

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:

	2024	2023
First Nations organizations	\$ 1,333,985	\$ 1,755,482
FSIN	-	7,800
SIGA	1,024	7,529
SICC	-	2,823

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

	2024	2023
SITAG	\$ 8,526,958	\$ 7,839,628
First Nations organizations	7,252,471	7,338,069
FSIN	350,000	416,357
SIGA	126,664	8,929
SICC	-	1,429
IGR	1,905	1,428



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2024

3. Accounts receivable:

	2024	2023
External	\$ 3,174,081	\$ 2,158,322
Related parties:		
SITAG	1,216,939	1,385,852
First Nations organizations	770,796	496,277
FNUC	1,000	-
FSIN	-	5,000
Allowance for doubtful accounts	(334,121)	(339,267)
	\$ 4,828,695	\$ 3,706,184

4. Investments:

	2024	2024	2023
	Cost	Carrying value	Carrying value
Term deposits carried at amortized cost - short term investments	\$ 4,500,000	\$ 4,641,531	\$ 13,723,438
Investment in Sun Life Financial carried at fair value	98,532	420,256	432,661
	\$ 4,598,532	\$ 5,061,787	\$ 14,156,099

The Institute has excess cash invested in term deposits of \$4,500,000 (2023 - \$13,567,759). The term deposits earn interest as follows:

Issue amount	Interest Rate	Maturity
\$ 3,500,000	5.41%	Dec 2024
\$ 1,000,000	4.50%	Sep 2024

As at June 30, 2024, accrued interest income recognized from term deposits is \$141,531 (2023 - \$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, 2024, the fair value of the Sun Life shares has decreased and resulted in the recognition of an unrealized loss of \$12,405 (2023 - gain of \$63,151). The cumulative unrealized gain reported at June 30, 2024 is \$321,724 (2023 - \$334,129).



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2024

5. Long lived assets:

June 30, 2024	Cost	Accumulated amortization	Net book value
Property and equipment:			
Saskatoon Campus Building	\$ 13,311,259	\$ 9,376,974	\$ 3,934,285
Saskatchewan Aviation Learning Centre	4,314,665	2,519,775	1,794,890
Course equipment	3,925,251	2,703,794	1,221,457
Land	550,000	-	550,000
Computer hardware	2,568,472	2,568,472	-
Leasehold improvements	3,706,104	2,321,075	1,385,029
Automotive equipment	721,670	546,525	175,145
Office furniture	116,924	76,494	40,430
Office equipment	8,537	7,392	1,145
Computer software	991,496	973,216	18,280
	30,214,378	21,093,717	9,120,661
Intangible assets	947,884	190,484	757,400
	\$ 31,162,262	\$ 21,284,201	\$ 9,878,061

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2024

5. Long lived assets (continued):

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

The amortization expense for the current year is \$1,911,177 (2023 - \$1,848,033). The amount capitalized for directly attributable expenditures on implementation activities under SaaS contracts is \$624,279 (2023 - \$323,606) and the amortization expense for the current year is \$164,799 (2023 - \$25,685).

6. Accounts payable:

	2024	2023
External	\$ 5,713,602	\$ 4,842,555
Related parties:		
First Nations organizations	654,191	356,112
SITAG	19,000	-
	\$ 6,386,793	\$ 5,198,667

Included in accounts payable are government remittances payable of \$2,577 (2023 - \$6,090), which includes amounts payable for payroll related withholdings.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2024

7. Deferred revenue:

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

	2024	2023
Province of Saskatchewan:		
Adult Basic Education Grant	\$ 1,329,321	\$ 2,018,963
Skills Training Allocation	2,465,290	1,066,441
Early Childhood Education Bursaries	639,295	900,000
Other Programs and Projects	608,950	703,911
Indigenous Services Canada:		
Post-Secondary Partnerships Program	1,349,823	934,726
Indigenous Community Infrastructure Fund	1,287,580	-
First Nations and Inuit Youth Employment Strategy/Skills Link	407,315	351,701
Firefighter Training	294,050	167,707
Indigenous Project Management Development	190,264	-
Post-Secondary Student Supports Program	150,745	-
COVID Other projects	-	159,666
Public Works Certificate Development	-	141,136
COVID Post-Secondary Partnerships Program	-	-
Joint Trades Committee/Apprenticeship	-	-
First Nations and Inuit Health Branch-Indigenous Services Canada:		
Virtual Health Hub Operations	9,870,035	9,307,694
Virtual Health Hub Infrastructure	6,632,632	1,953,617
Indigenous Practical Nursing	945,103	1,544,813
First Nations Inuit Mental Wellness	1,552,524	1,514,334
Sustainable Development Technology Canada	-	418,841
Mastercard Foundation	1,084,248	1,644,227
Nutrien	161,808	242,852
L3 Harris	221,394	221,394
Saskatchewan First Nations and Tribal Councils: Programs and Projects	992,835	1,208,302
Saskatchewan Indian Training Assessment Group	85,489	-
Saskatchewan Indian Gaming Authority	57,375	-
Other programs and projects	738,184	253,554
Scholarship Funding	261,020	241,495
	\$ 31,325,280	\$ 24,995,374



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2024

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.

	2024	2023
Balance, beginning of year	\$ 6,439,613	\$ 5,573,466
Additions - Program equipment and infrastructure:		
Nutrien	-	895,295
SITAG	-	506,077
Canadian Tire	-	250,000
Indigenous Services Canada	47,041	239,512
Western Diversification	658,118	47,673
Mastercard Foundation	-	34,664
Province of Saskatchewan	139,651	23,517
SaskTel	-	20,508
Other	352,559	-
Amortization	(1,081,340)	(1,151,099)
Balance, end of year	\$ 6,555,642	\$ 6,439,613



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2024

9. Allocation of expenses:

Administration and management general support expenses of \$7,070,547 (2023- \$6,167,305) have been allocated as follows:

	2024	2023
Programs and training	\$ 4,267,179	\$ 3,824,469
Contract projects	2,126,401	1,990,886
Institutional operations and ancillary	623,330	346,750
Facilities and technology	53,637	5,200
	<u>\$ 7,070,547</u>	<u>\$ 6,167,305</u>

10. Net assets invested in long lived assets:

Net assets invested in long lived assets are comprised of:

	2024	2023
Net book value of property and equipment	\$ 9,120,661	\$ 9,422,149
Net book value of intangible assets	757,400	297,921
Purchase of long lived assets financed by deferred contributions	(6,555,642)	(6,439,613)
	<u>3,322,419</u>	<u>\$ 3,280,457</u>



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2024

11. Commitments:

At June 30, 2024, the Institute has commitments to invest in property and equipment of \$8,913,005 (2023 - \$360,000). Funding support of \$8,913,005 (2023 - \$360,000) 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
2025	\$ 1,713,909	\$ 87,332	\$ 878,200	\$ 2,679,441
2026	1,459,921	87,332	854,988	2,402,241
2027	1,303,283	12,730	858,015	2,174,028
2028	1,033,004	5,948	233,585	1,272,537
2029	660,134	4,461	-	664,595
Thereafter	917,988	-	-	917,988
	\$ 7,088,239	\$ 197,803	\$ 2,824,788	\$ 10,110,830

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 2024, the Institute's contribution to the plan was \$1,192,081 (2023 - \$1,041,297). 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.



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2024

13. Financial instruments and risk management (continued):

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, 2024.

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, 2024, with comparative information for 2023

	2024	2023
Province of Saskatchewan:		
Programs and projects	\$ 8,388,113	\$ 6,700,608
Early Childhood Education	5,601,508	4,351,519
Operating grant	3,607,500	3,249,500
Career Centres	3,435,238	3,193,744
Training Voucher Program	196,413	199,599
Amortization of deferred capital contributions	141,227	114,834
Scholarships	85,200	85,200
	\$ 21,455,199	\$ 17,895,004
SITAG:		
Programs and projects	\$ 5,224,599	\$ 4,551,940
Career Centres	490,556	488,714
Amortization of deferred capital contributions	68,035	82,321
	5,783,190	5,122,975
Regional employment services and projects	2,743,768	2,716,653
	\$ 8,526,958	\$ 7,839,628
Saskatchewan First Nations and Tribal Councils:		
Programs and projects	\$ 5,596,522	\$ 5,584,540
Tuition and fees	1,655,949	1,753,529
	\$ 7,252,471	\$ 7,338,069
Indigenous Services Canada:		
Virtual Health Hub Operations	\$ 1,937,659	\$ 892,307
Post-Secondary Partnerships Program (PSPP)	1,822,407	2,321,483
First Nations and Inuit Health Branch programs and projects	1,544,256	1,445,011
Innovation Capacity Building	450,000	417,500
First Nations and Youth Employment Strategy/Skills Link	335,990	202,029
Volunteer fire Fight Program	273,657	381,996
Other Programs and Projects	266,138	340,073
Case Management to Employment/Apprenticeship	250,000	250,000
Virtual Health Hub Infrastructure	188,176	108,882
COVID programs	159,666	1,895,873
Indigenous Project Management program development	109,736	-
Amortization of deferred capital contributions	95,206	165,188
Indigenous Community Infrastructure Fund	85,464	-
Post-Secondary Student Supports Program (PSSSP)	33,000	-
	\$ 7,551,355	\$ 8,420,342



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Revenue (continued)

Year ended June 30, 2024, with comparative information for 2023

	2024	2023
Other program and project revenue:		
Mastercard Foundation	\$ 4,634,927	\$ 3,763,838
Other private sponsors	1,326,425	1,363,681
Sustainable Development Technology Canada (SDTC)	1,169,828	1,005,546
Tuition and fees (other than First Nation organizations)	1,098,712	677,184
Amortization of deferred capital contributions	776,872	788,756
Mohawk College	450,000	-
Crown Corporations	391,204	339,762
FSIN	350,000	416,357
Regional Colleges	309,923	212,642
Employment and Social Development Canada	297,006	-
Western Diversification	228,461	57,465
Saskatchewan Economic Development Alliance	177,750	-
Natural Resources Canada	163,856	-
SIGA	126,664	8,929
Farm Credit Canada	2,474	-
IGR	1,905	1,428
SICC	-	1,429
	\$ 11,506,007	\$ 8,637,017
Ancillary:		
Interest and dividends	\$ 1,526,062	\$ 527,414
Donations and miscellaneous	194,944	319,940
Gain on disposal of property and equipment	-	6,000
Unrealized investment gain (loss)	(12,405)	63,151
	\$ 1,708,601	\$ 916,505
Total revenues	\$ 58,000,591	\$ 51,046,565

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Expenses by Function

Year ended June 30, 2024, with comparative information for 2023

	2024	2023
Programs and training:		
Trades and industrial	\$ 14,897,761	\$ 14,208,647
Post-secondary	14,289,970	9,737,467
Academic preparation	5,196,039	4,474,217
Student services and supports	3,347,438	2,717,261
Academic management	2,507,361	2,341,530
Workforce development	1,113,782	893,519
Scholarships	517,953	349,430
Amortization of long lived assets	372,006	388,097
Cost recoveries-internal	(6,415,724)	(5,368,759)
	\$ 35,826,586	\$ 29,741,409
Contract projects:		
Oyateki Partnership Project	\$ 4,265,172	\$ 3,368,777
Career Centres	4,138,825	3,897,248
SITAG regional employment services and projects	2,801,027	2,284,345
Virtual Health Hub Operations	2,091,526	892,307
Indigenous Innovation Accelerator Project	2,095,810	2,336,948
Employment projects	1,320,197	1,539,545
Amortization of long lived assets	448,283	447,715
Virtual Health Hub Infrastructure	188,176	108,882
Other	74,631	-
Cost recoveries - internal	(526,498)	(299,785)
	\$ 16,897,149	\$ 14,575,982
Institutional operations:		
Institutional support	\$ 6,684,877	\$ 7,049,396
Board and governance	146,172	222,452
Amortization of long lived assets	856	3,237
Cost recoveries - internal	(4,340,712)	(3,956,580)
	\$ 2,491,193	\$ 3,318,505



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Expenses by Function (continued)

Year ended June 30, 2024, with comparative information for 2023

	2024	2023
Facilities and technology:		
Operating costs	\$ 5,395,473	\$ 4,886,536
Amortization of long lived assets	1,090,031	1,008,983
Loss on disposal of property and equipment	15,104	-
Cost recoveries - internal	(4,899,483)	(3,666,053)
	\$ 1,601,125	\$ 2,229,466
Ancillary:		
Operating costs	\$ 418,500	\$ 420,368
Cost recoveries - internal	(217,644)	(204,673)
	\$ 200,856	\$ 215,695
Total expenses	\$ 57,016,909	\$ 50,081,057



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Schedule of Expenses by Object

Year ended June 30, 2024, with comparative information for 2023

	2024	2023
Salaries and benefits	\$ 27,973,531	\$ 25,158,236
Contractual services	5,759,270	4,340,554
Travel and sustenance	3,495,590	3,233,413
Equipment, furniture and major tools	3,138,473	2,610,253
Facilities rent	2,349,202	1,964,341
Supplies	2,250,340	1,732,175
Contractual instruction and training	1,574,296	1,717,874
Trainee income and other supports	966,658	790,258
Scholarships and bursaries	934,853	352,400
Equipment and vehicle rentals	901,927	828,082
Learning materials and subscriptions	881,405	714,412
Trainee travel and sustenance	671,462	368,930
Telephone and internet	462,248	494,503
Utilities	416,786	430,873
Janitorial	405,382	426,243
Advertising and promotion	404,287	424,845
Merchandise	343,227	353,054
Maintenance and repairs	295,909	326,590
Insurance	236,535	204,896
Legal and audit fees	211,235	140,290
Awards and incentives	210,675	357,481
Postage, shipping and storage	210,428	192,456
Board expenses	210,378	283,480
Professional development	205,426	174,086
Contractual services - VHH Infrastructure	188,176	108,882
Elders and resource persons	112,542	127,273
Miscellaneous	93,903	66,668
Memberships and licenses	84,357	182,630
Photocopying and printing	79,266	108,703
Bank charges and interest	22,861	19,143
Total expenses before amortization	55,090,628	48,233,024
Amortization of long lived assets	1,911,177	1,848,033
Loss on disposal of property and equipment	15,104	-
Total expenses	\$ 57,016,909	\$ 50,081,057





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