



**SIIT**

**SASKATCHEWAN  
INDIAN  
INSTITUTE OF  
TECHNOLOGIES**



**ANNUAL  
REPORT  
2024 - 2025**

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# A MESSAGE FROM OUR PRESIDENT & BOARD CHAIR

Founded in 1976 by the Chiefs of Saskatchewan, the Saskatchewan Indian Institute of Technologies (SIIT) was created with a clear vision: to build a place where Indigenous knowledge, language, and culture are not only respected but lived every day. Nearly fifty years later, that vision continues to guide us.

Today, SIIT stands as a proud Indigenous-governed institution, rooted in community and driven by the collective strength of our people. Our classrooms, workshops, and campuses are filled with life and purpose — 90% of our students and over 60% of our staff identify as Indigenous, bringing their voices, experiences, and values into everything we do.

As one of Saskatchewan's four accredited post-secondary institutions — and the only one that is Indigenous — SIIT delivers education that bridges traditional knowledge with today's workforce needs. From post-secondary programs and trades training to adult basic education and workforce development, our goal remains the same: to empower learners and strengthen communities.

With three campuses, ten Job Connections locations, two mobile training and employment units, and more than 35 community learning sites across the province, SIIT continues to bring education and opportunity to where our people are. In 2024–2025, our programs reached thousands of learners — over 2,500 students enrolled in post-secondary and trades training, and more than 3,000 individuals accessed employment and wraparound supports. Each number represents a story of growth, resilience, and future success.

Choosing SIIT means joining a community of more than 60,000 alumni who are leading change — building businesses, advancing innovation, and strengthening Nations. Our graduates are proof that when Indigenous education leads the way, everyone benefits.

On behalf of our staff, faculty, and the Board of Governors, I want to thank our students, partners, and communities for their ongoing trust and collaboration. Together, we continue to build a stronger future for Indigenous people across Saskatchewan.

**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**  
Dennis Perillat

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

➤ **Vice President, Career & Community Initiatives**  
Lisa Shingoose

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

# OUR LEADERSHIP

## BOARD OF GOVERNORS

### AGENCY CHIEFS TRIBAL COUNCIL

c/o Witchehan Lake First Nation ..... **Chief Raymon Harris**

### BATTLEFORDS AGENCY TRIBAL CHIEFS

c/o Moosomin First Nation ..... **Chief Quenton Swiftwolfe**

### BATTLEFORDS TRIBAL COUNCIL

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

FEDERATION OF SOVEREIGN INDIGENOUS NATIONS ..... **Vice Chief Fabian Head**

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 ..... **Chief Jonathan Bear**

MEADOW LAKE TRIBAL COUNCIL ..... **Tribal Chief Jeremy Norman**

### 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

c/o Muskowekwan First Nation ..... **Chief Cynthia Desjarlais**

### YORKTON TRIBAL COUNCIL

c/o Keeseekoose First Nation ..... **Chief Alvin Musqua**

# 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

## **EXPANDING IT SUPPORT TO SOUTHERN SASKATCHEWAN**

SIIT received PrairiesCan support to expand IT programming. A new Regina based lab will host an additional IT Support Specialist Certificate program, launching in Fall 2026. This expansion will double ITSS graduates, helping address local industry and community IT staffing needs.

## **PREPARING INDIGENOUS STUDENTS FOR LEGAL SUPPORT ROLES**

SIIT laid the groundwork for a new Legal Paraprofessional Diploma Program in Saskatoon to address the growing demand for trained legal support professionals. Teams collaborated with experts to develop a practical, two-year curriculum aligned with current legal standards. The first cohort will begin in September 2025, marking a key step in expanding Indigenous education and workforce development in Saskatchewan's legal sector.

## **ADVANCING INDIGENOUS HEALTH EDUCATION**

SIIT modernized its health programs to better serve learners and communities. The Health Care Aide program was rebranded as the Indigenous Continuing Care Assistant (ICCA) program, aligning with provincial standards and clarifying roles for employers. A fully equipped mobile lab brings training closer to home, with opportunities to partner with Indigenous communities and regional colleges to expand access.

The Indigenous Practical Nursing program completed a 7-year regulatory renewal, with an updated curriculum launching in fall 2025. Simulation labs were upgraded with virtual reality and hospital-grade equipment, enabling interprofessional eHealth training. These enhancements equip Indigenous nurses with the skills and tools needed to succeed in Saskatchewan's healthcare system.

## **REDUCING BARRIERS IN ADULT BASIC EDUCATION**

To reduce barriers for Adult 10 and Adult 12 learners, SIIT partnered with SGI to create the Adult Learners License Program. Launched in 2022, the program recognizes adult learning needs and uses a condensed model of 18 in-class hours and 6 in-car training hours. After a successful pilot, ABE expanded delivery to La Ronge and Stanley Mission, where access to Class 7 training is limited. This year, 23 of 28 students earned their Class 7 learner's license (82%), and eight have already obtained their Class 5, supporting greater independence and readiness for further education.



# INITIATIVES

## **STRENGTHENING PARTNERSHIPS WITH NEW CAREER & COMMUNITY INITIATIVES DEPARTMENT**

In March 2025, SIIT launched the Career and Community Initiatives (CCI) Department, bringing together JobConnections, Extensions, Community Engagement and Strategy, and Strategic Initiatives. Aligned with SIIT's Strategic Plan, CCI works to strengthen relationships with First Nation communities and partners through collaborative program design and delivery.

Guided by the vision "Together with First Nation communities, we work toward a future where lifelong learning leads to opportunity, where services are guided by local priorities, and where every learner is supported on their path to success," CCI has focused on early grassroots engagement across the province. This foundational work is setting the direction for long-term, community-driven workforce development.

## **LAUNCH OF NEW STUDENT INFORMATION SYSTEM**

SIIT's multi-departmental team successfully launched a new Student Information System. Ongoing optimization will streamline recruitment, admissions, student accounts, and provide students and staff with real-time data access. This work was completed independently of the provincial system replacement project underway with the Regional Colleges, GDI, and the Ministry of Advanced Education.

## **EXPANDING INDIGENOUS TRADES TRAINING**

SIIT's Trades & Industrial programming delivered 92 programs this year, reaching learners in urban centres, rural regions, and First Nation communities across the province. Industry-backed training, from SaskPower's Power Line Technician Prep to Cameco's Women in Trades, created clear pathways into high-demand careers. Hands-on programs like Tiny Home Builder and community-based pre-employment training connected learning directly to community needs. Together, these initiatives strengthened Saskatchewan's skilled workforce and expanded opportunities for Indigenous learners.





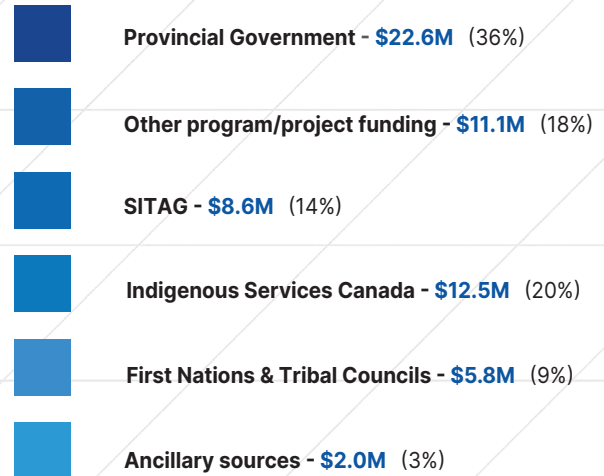
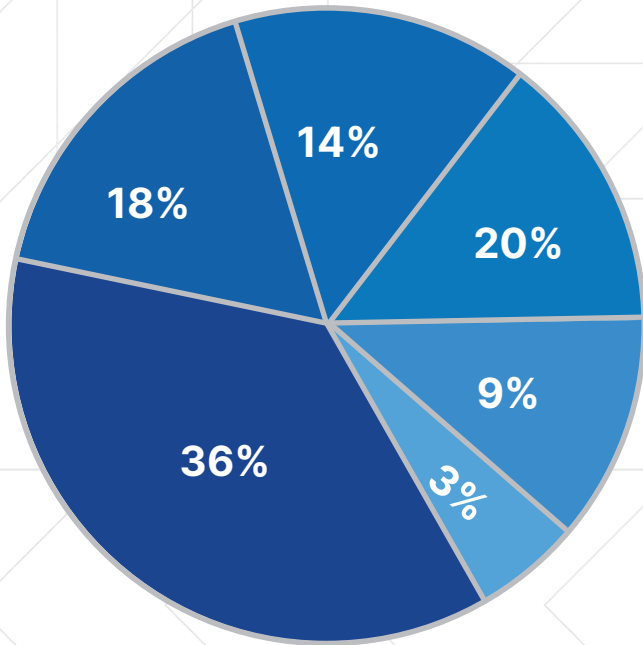
# COMMUNITY PARTNERSHIPS

Partnerships continue to play a central role in SIIT's growth. With the support of our corporate and community partners, we are able to innovate, expand programming, and strengthen opportunities for learners across Saskatchewan. These collaborations reflect our commitment to working with integrity, fostering strong relationships, and creating meaningful impact. We are grateful for your continued support.

- **Airbus** - Trades and Industrial Robot Donation
- **Bell Helicopters** - Trades and Industrial Helicopter Parts Donation
- **Boeing Canada** - Saskatchewan Aviation Learning Centre (SALC) Hangar Expansion Project and Aviation Avionics Program
- **BHP** - Student Wellness Supports
- **Cameco** - Trades and Industrial Programming
- **Crown Investment Corporation** - Mobile MakerLodge
- **Federation of Sovereign Indigenous Nations** - Youth Outreach and Engagement (Student Recruitment)
- **General Electric** - Student Awards
- **Greg Yuel and 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 and mâmawinitowin Community Initiatives
- **Mastercard Foundation** - Oyateki Partnership
- **Natural Resources Canada** - Curriculum Development and Program Support
- **Natural Sciences and Engineering Research Council** - pawâcikêwikamik: The Innovation Collective
- **Nutrien** - Saskatoon MakerLodge and Student Supports
- **Prairies Economic Development Canada** - ITSS Lab Expansion & Curriculum Development
- **SaskEnergy** - Mobile MakerLodge, Student Awards and others
- **SaskTel** - Mobile MakerLodge, Student Awards and others
- **SaskPower** - Trades and Industrial Programming and Mobile MakerLodge
- **SITAG** - Career Development and Post-Secondary and Trades Training Programs
- **Tigercat** - Trades and Industrial Simulator Donation
- **Virtual Health Hub** (VHH) - Health Care Programming

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

# FINANCIAL DASHBOARD



\*Rounded to the nearest whole percentage



**OVER \$62 MILLION  
IN REVENUE**

## CAPITAL PROJECTS



### **\$180 K+ - INFRASTRUCTURE PROJECTS**

- > Regina Campus ITSS Computer Lab/Classroom Renovation
- > Yorkton Mental Health & Wellness Classroom Renovation
- > Saskatoon Campus New Window Blind Installation



### **\$3 M - SASKATOON CAMPUS UPGRADES**

- > Continuation of Electrical, Power & Safety upgrades to the Saskatoon Campus, completion in June 2026.



### **\$7.6 M - SASKATCHEWAN AVIATION LEARNING CENTRE EXPANSION**

- > Continuation of the SALC expansion to support additional programming, completion in August 2026.

# GROUNDBREAKING CEREMONY FOR THE SASKATCHEWAN AVIATION LEARNING CENTRE


On April 4, 2025, SIIT, in partnership with Boeing and industry leaders, celebrated the groundbreaking of the expanded Saskatchewan Aviation Learning Centre (SALC) in Saskatoon. Supported by Boeing's \$17 million investment, the project will transform SALC into a province-wide hub for aviation training, increasing access for Indigenous learners pursuing careers in the aerospace sector.

The expanded facility will feature modern classrooms, a specialized avionics lab, and hands-on training spaces for Aircraft Maintenance Engineering. Building on a partnership that began in 2010, this initiative reflects SIIT's commitment to advancing workforce development, reconciliation, and economic growth through accessible, high-quality training throughout the province.



*The expansion of the Saskatchewan Aviation Learning Centre represents a major investment in workforce development and Indigenous representation in the aerospace industry," said Riel Bellegarde, President & CEO, SIIT. "With the support of Boeing, this facility will play a crucial role in addressing the skilled labour shortage in aerospace while empowering Indigenous professionals with high-demand career opportunities.*





# Design Legacies

## INDIGENOUS FASHION & TEXTILES SUMMIT

On **November 8–9, 2024**, SIIT hosted the Design Legacies: Indigenous Fashion & Textiles Summit in Saskatoon, bringing together First Nation communities, industry leaders, designers, educators, and entrepreneurs to explore opportunities for Indigenous participation in fashion, textiles, and design.

***The two-day event provided a platform to discuss sector challenges, emerging trends, and pathways for growth, while shaping SIIT's next steps by identifying gaps in training, fostering industry relationships, and informing future program development.***

The event was planned in collaboration with the Saskatchewan Fashion Association to align with Saskatchewan Fashion Week, providing guidance on structure and attendee engagement.

Generous support from NGEN, Oyateki, SITAG, and Saskatchewan Lotteries enabled the participation of community designers, entrepreneurs, and students, making this summit a pivotal step toward fostering Indigenous innovation and leadership in fashion and design.



# ALUMNI AWARDS

In June 2025, SIIT hosted the second annual Alumni Awards, celebrating the outstanding achievements of our 60,000+ alumni who continue to lead and inspire change in their communities and professions. The awards recognize excellence in leadership, community engagement, and contributions to innovation and reconciliation, highlighting the impact of SIIT graduates in shaping a stronger, more connected Saskatchewan.

## Alumni of Distinction Award:

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

➤ Winner: **Jessica Atcheynum**,  
Sweetgrass First Nation



## Lifetime Achievement Award:

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

➤ Winner: **Betty Prosper**,  
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: **Vice Chief David Pratt**  
Muscowpetung First Nation



*David Pratt not pictured, Joanne Mortenson (nominator) accepting on his behalf.*

# L3HARRIS MÂMAWINITOWIN COMMUNITY INITIATIVES

Following the success of the L3Harris Indigenous Dreamers and Doers STEAM Camps, SIIT and L3Harris Technologies have evolved the partnership into the L3Harris mâmawinitowin Community Initiatives — a next-generation approach to Indigenous-led innovation and education.

Meaning “**the importance of working together,**” **mâmawinitowin** replaces the camp model with a province-wide network of six community innovation labs that bring hands-on learning in VR/AR, 3D printing, aerospace, STEM, and entrepreneurship directly to Indigenous communities.



*These mobile innovation hubs provide ongoing mentorship, skills development, and access to emerging technologies, reflecting L3Harris' and SIIT's shared commitment to advancing innovation, education, and economic opportunity through Indigenous leadership.*



# OUR YEAR



## JULY 2024

- Indigenous Early Childhood Education Open Houses held in Regina and Saskatoon

## AUGUST 2024

- SIIT Academic Faculty Professional Development Week
- Yorkton Career Centre site transitions to a multi-use training and career services centre

## SEPTEMBER 2024

- Welcome Back Week
- Launch of the new Student Information System, Ellucian Colleague
- Power Line Technician Preparation Program (SaskPower) – Pilot Graduation
- Orange Shirt Day

## OCTOBER 2024

- Career Centres rebranded to JobConnections
- Greg Yuel Fellowship – Second Cohort Launch
- SIIT participates in the Canada–Mexico Binational Meeting on Indigenous Higher Education, Mexico City

## NOVEMBER 2024

- Design Legacies Summit
- Indigenous Early Childhood Education Land-Based Camp – From Truth to Reconciliation Workshop – Wanuskewin, SK

## DECEMBER 2024

- Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) Awards celebrating 9 journeypersons through SIIT's Joint Training Committee



# IN REVIEW

## JANUARY 2025

- Virtual Health Hub Assistant - Pilot Delivery Graduation
- Multi-Trades Program (Cameco) – Pilot Delivery
- From Truth to Reconciliation Workshop – Moose Jaw, SK

## FEBRUARY 2025

- Partnership announcement with the Saskatchewan Construction Safety Association
- Indigenous Early Childhood Education Land-Based Camp – Canoe Lake, SK

## MARCH 2025

- Go Where Eagles Dare completes its third international experience in New Zealand
- māmawihisicikewin: Community Innovation Challenge
- Application Drop-In Event
- INECE Land-Based Camp – Duck Lake Provincial Park, SK
- Indian Residential Schools Resolution Health Support Worker Knowledge Exchange
- ITSS Lab installation completed at Regina Campus

## APRIL 2025

- Saskatchewan Aviation Learning Centre – Groundbreaking Ceremony
- Business Fast-Track Bootcamp – Pilot Delivery
- SIIT students compete and place Gold, Silver, and Bronze at Skills Canada Saskatchewan
- Regina Campus Open House
- Indigenous Early Childhood Education Conference – Saskatoon, SK

## MAY 2025

- Established partnership with the Saskatchewan Research Council for the Indigenous Workforce Program
- Application Drop-In Event
- Saskatoon JobConnections Job Fair
- Indigenous Early Childhood Education Land-Based Camps – Waterhen Lake, SK and One Arrow First Nation, SK

## JUNE 2025

- 2025 Convocation held at Prairieland Park
- President's Cup Golf Tournament
- Alumni Awards Celebration
- From Truth to Reconciliation Workshop – Whitecap Dakota Nation





# STUDENT WELLNESS

SIIT's **Student Wellness Supports (SWS)** continues to strengthen student success through the implementation of the **Kahkisiw model**, an Indigenous, empowerment-based framework that guides all wellness, academic, and cultural supports across the Institute.

Rooted in Indigenous values and student-centered practice, the Kahkisiw model emphasizes:

- **Student empowerment**
- **Early and proactive support**
- **Inclusive and welcoming environments**
- **Equitable access to services**

## HOLISTIC SUPPORTS ACROSS SIIT

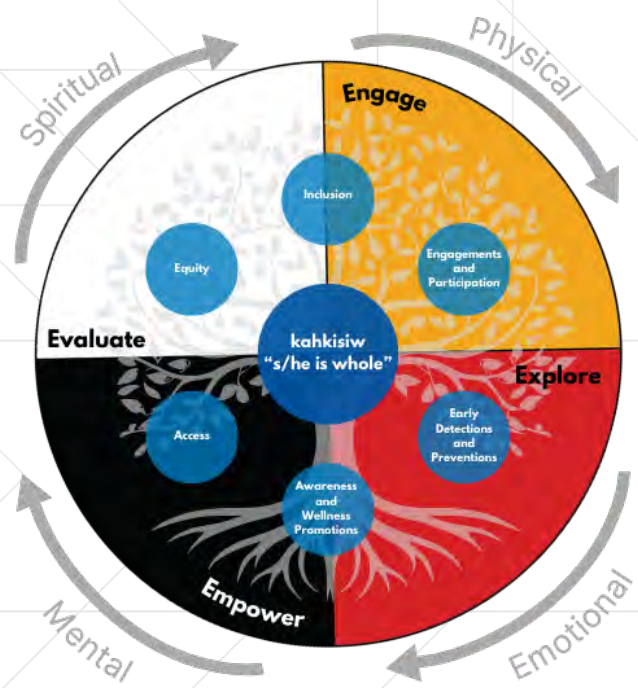
Throughout the year, SWS offered a wide range of holistic services across all SIIT locations. Supports were available in person and virtually, ensuring equitable access for learners in urban, rural, and remote communities. These services included counselling and mental-health supports, learning strategies and academic coaching, cultural programming with Elders and Knowledge Keepers, individualized wellness and academic planning and basic-needs supports and referrals. This flexible approach helps students receive the right support at the right time, aligned with their unique strengths and circumstances.

## PROGRAMMING THAT BUILDS COMMUNITY

Lunch and Learn sessions continued to be an important engagement tool, helping students build skills, community, and resilience. Sessions focused on:

- **Healthy Minds: mental-health education and coping strategies**
- **Academic Success Toolkits: learning supports and study skills**
- **Cultural Teachings: opportunities to connect with Indigenous culture and identity**
- **Campus Resources: partnerships with internal and external service providers**

These gatherings foster a sense of belonging and encourage students to reach out for support.





# SUPPORTS

## FOOD SECURITY

SWS strengthened its food-security and basic-needs initiatives to ensure students were able to focus on their studies. Supports included:

- **Food hampers**
- **Gift cards**
- **Rescued food distributions**
- **Emergency referrals and supports**

Removing these barriers plays a critical role in improving student stability and overall well-being.

## IMPACT ON STUDENT SUCCESS

The impact of the Kahkisiw model is reflected in meaningful student outcomes.

These outcomes include students who accessed multiple supports were far more likely to complete their programs, those who engaged with three or more supports achieved an 89% completion rate, and student feedback highlighted improved mental health, cultural healing, family wellness, and increased persistence in their studies.

These outcomes demonstrate the importance of accessible, wraparound support in advancing student success.

- **745** students supported
- **6,550** total support touchpoints
- **491** workshops, presentations, and Lunch & Learns
- **\$105,000** worth of lunch and learn gift cards were distributed across the province to **4,216** students
- Over **8,600 lbs** of rescued food redistributed
- **89% completion rate** for students accessing 3+ supports

*The Kahkisiw model continues to serve as a strong foundation for SIIT's student-success strategy by centering Indigenous ways of knowing, encouraging holistic wellness, supporting culturally grounded learning environments, empowering students to define success on their own terms. SWS remains committed to meeting learners where they are and walking alongside them as they work toward their academic, personal and cultural goals.*

# CULTURAL SUPPORTS

At SIIT, student success is rooted in holistic well-being—academic, emotional, physical, mental, and spiritual. Guided by Indigenous knowledge and values, the Kahkisiw Student Wellness Support Model ensures students are supported in every aspect of their journey.

Cultural support is central to this model, with access to Elders and Knowledge Keepers for guidance and mentorship, as well as dedicated cultural spaces for reflection, prayer, and smudging.

Throughout the year, SIIT hosts traditional gatherings and events that strengthen identity, belonging, and cultural pride, upholding our commitment to supporting the whole learner.

## CAMPUS ELDERS

### REGINA

- Diane Kaiswatum
- Doug Machiskinic

### SASKATOON

- Stewart Greyeyes
- Delores Kenny
- John Merasty

### PRINCE ALBERT

- Sam Badger
- Priscilla Joseph

- 2 Feasts
- 3 Sweat Ceremonies at Breakwater Cultural Camp
- Supports Touchpoints
  - Individual: 190
  - Land-Based Presentations: 25
  - Group settings: 111 (includes smudging, talking circles in group settings or in classrooms)



# OUR LEARNERS



## Student Demographics

- 90% Indigenous\*
  - 84% First Nation
  - 5% Métis
  - 1% Inuit

\*Rounded to the nearest whole number

- 58% of Students Identified as Female
  - 22% female representation in trades programs

- 42% of Students Identified as Male
  - 18% male representation in non-trades programs

- 100% Life-long Learners
  - 4% are under age 20
  - 38% are ages 20-29
  - 31% are ages 30-39
  - 15% are ages 40-50
  - 10% are over age 50

“

*Chase Netmaker completed the Electrical Foundation program in February 2025, quickly standing out for his skill, work ethic, and leadership. His instructor saw his potential early, and shortly after graduation Chase was hired by Triad Power, where he continues to build his career.*

*This spring, Chase represented SIIT at the Skills Canada Saskatchewan Provincial Competition, earning Gold in his category. He then advanced to the 2025 Skills Canada National Competition in Regina, joining more than 500 competitors from across the country.*

*Chase's success has inspired others—including his brother, Theoren, who is now enrolled in the September 2025 Electrical Foundation program.*

”

# IMPACT - ACADEMICS

SIIT offers a diverse range of programs across Saskatchewan, including Non-Credit, Applied Certificate, Certificate, Diploma, and Apprenticeship pathways. Our programs cover areas such as Business, Information Technology, Health & Community, Trades & Industrial, and Adult Basic Education, with learning opportunities available both on campus and in communities throughout the province.

Urban and Rural <sup>1</sup> Delivered Programs					
2023-24			2024-25		
Urban	Rural	Online	Urban	Rural	Online
52%	41%	7%	41%	36%	23%

<sup>1</sup>Urban and Rural locations as defined by the Government of Saskatchewan. In 2024-25, all programs delivered in rural areas were in First Nations communities.

Programs Offered by Academic Level				
Academic Levels	2023-24		2024-25	
	SIIT Delivered	Brokered	SIIT Delivered	Brokered
Continuing Ed/Extension Initiatives	28		18	
Certificate of Achievement	42		36	
Recognition of Achievement	5		4	
Applied Certificate	60	2	55	1
Certificate*	26		25	
Diploma*	23	5	21	4
Advanced Certificate (post-diploma-new)	1		1	
Apprenticeship Technical Training Programs	10		10	
Certificate of Attendance			9	
Statement of Completion			5	
Completion Report			6	
<b>Programs Total</b>	<b>202</b>	<b>7</b>	<b>190</b>	<b>5</b>

\*Includes Diploma Programs with Year 1 and 2 cohorts and Adult Basic Education Programs

Completion Data for All Programs						
Overall <sup>2</sup>	2023-24			2024-25		
	Registered	Completion	%	Registered	Completion	%
		2916	1960	67%	2765	1906

<sup>2</sup> This data pertains to students enrolled in programs in the Adult Basic Education, Post-Secondary, and Trades & Industrial divisions. The totals also include students enrolled in extension and continuing education courses.

# STUDENT AWARDS PROGRAM

Each year, the SIIT Student Awards Program provides vital financial support to students, empowering them to pursue their educational goals and continue their learning journeys. This meaningful support is made possible through the generous contributions of government agencies, private sector organizations, and community partners who share SIIT's commitment to Indigenous student success and self-determination.

## HIGHLIGHTS FROM THE 2024-2025 ACADEMIC YEAR

- **\$550,000** in scholarships and bursaries awarded
- **550** awards disbursed
- Award values ranged from **\$500** to **\$5,000**
- The Government of Saskatchewan matched private sector donations through the Saskatchewan Innovation and Opportunity Scholarship (SIOS) program, administered by the Ministry of Advanced Education



## PROGRAMS SUPPORTED

- Adult Basic Education
- Aircraft Maintenance Engineering
- Business
- Construction Worker Preparation
- Electrical
- Indigenous Early Childhood Education
- Indigenous Practical Nursing
- Information Technology Support Specialist
- Introduction to Scaffolding
- Mental Health & Wellness
- Power Engineering
- Welding

“

*I am beyond thankful to be chosen to receive this award... I am still attending and pushing through to attend class and get my work done as efficient as possible. As a single mother who is a full-time student, all the financial aspects of traveling, paying rent, utilities, bills and my children's essential needs falls all on me. This award will relieve some of that financial stress. I can now focus on my studies and not have to worry about how I am going to get to class each week.*

— **Tia Wahobin**, Mosquito Grizzly Bear's  
Lean Man First Nation (Business - Year 2)

”

# PRESIDENT'S AWARD

The President's Awards for Leadership celebrate outstanding SIIT students across Saskatchewan who demonstrate a strong commitment to their education, enrich the student experience, and embody SIIT's values.

Each year, four students are selected from nominations submitted by staff and faculty province-wide, honouring their achievements and contributions to the SIIT community.

## 2025 PRESIDENT'S AWARD RECIPIENTS WERE:

### **Tricia Smokeyday (Buffalo)**

*Waywayseecappo First Nation (MB)*

Business - Saskatoon Campus

### **Barbara McKenzie**

*Stanley Mission*

Adult 10 - Community Delivery

### **Mercedes Daylight**

*Peter Ballantyne Cree Nation*

Business - Prince Albert Campus

### **Ethan Orton-Coard**

*Ministikwan Lake Cree Nation*

Adult 12 - Regina Campus



\*Barbara McKenzie not pictured



# ORANGE SHIRT DAY

A teaching gifted to SIIT by an Elder reminds us to continue honouring Orange Shirt Day, as our communities have been wearing orange in recognition of Residential School Survivors long before the National Day for Truth and Reconciliation became a federal holiday. This act of remembrance remains a powerful expression of solidarity and healing across the SIIT community.

***On September 30, 2024, SIIT observed the National Day for Truth and Reconciliation through learning, reflection, and cultural connection. Events leading up to it included presentations from Elders and Knowledge Keepers, creative activities, and the sharing of stories that deepened understanding and respect.***

This year's Orange Shirt design, created by Karalyn Cameron, was inspired by her 12-year-old cousin Chad, whose sketch of a turtle and children running hand-in-hand represents unity and the strength of Turtle Island. In partnership with Hardpressed Print Studio, the design incorporates the Cree words "Tahto Awâsis Asitakimâw" — Every Child Matters — reflecting Karalyn's personal journey of language reclamation and resilience.

SIIT also collaborated with Encore Graphics, founded by Gabrielle Giroux of Hatchet Lake First Nation, to create exclusive hoodies and T-shirts that embody growth, strength, and SIIT's values of balance, honour, kinship, and vision.

***All proceeds (\$13,400) from Orange Shirt and merchandise sales were donated to the Saskatoon Survivors Circle, Prince Albert Indian & Métis Friendship Centre, and Regina Treaty/Status Indian Services.***



# JOB CONNECTIONS

In October 2024, SIIT's Career Centres officially rebranded as SIIT JobConnections, reflecting a new chapter of growth and innovation in connecting Indigenous learners and job seekers with meaningful employment across Saskatchewan.

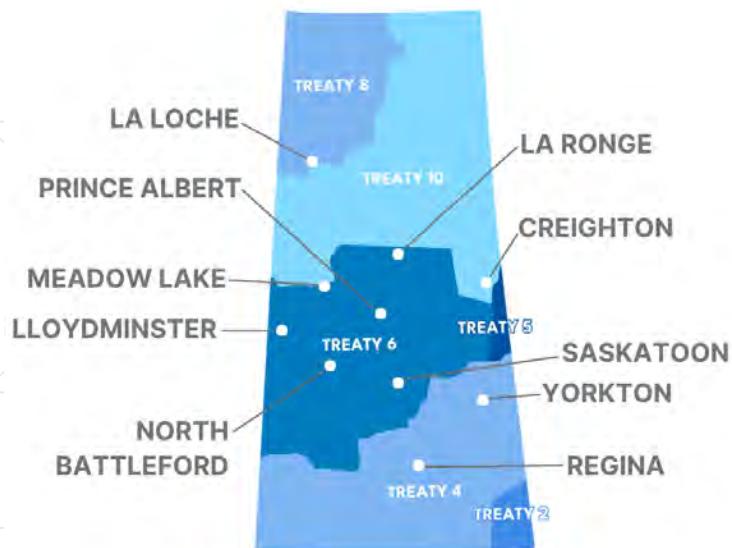
With ten locations, in Regina, Saskatoon, Prince Albert, North Battleford, Meadow Lake, Yorkton, Lloydminster, La Ronge, Creighton, including a pop-up site in La Loche, JobConnections offers accessible, culturally grounded services that meet clients where they are.

At each JobConnections site, Job Coaches guide clients through every stage of their career journey, using the Circle of Courage model developed by Dr. Martin Brokenleg. The Journey to Employment process includes:

- **Skill development and employability training**
- **Career counselling and individualized planning**
- **Overcoming barriers to training and employment**
- **Coordinating work placements**
- **Supporting long-term employment success with employer partners**

JobConnections also uses a partnership model grounded in the Corporate Citizen Framework, focusing on mutual benefit and long-term collaboration. Key features include:

- **Individualized case management and ongoing wraparound supports**
- **Use of the Predictive Index behavioral strengths tool to match clients with the right pathways**
- **Dual support services for both job seekers and employers**
- **Talent showcase initiatives highlighting job seekers, students, and future workforce potential**



- **3,384 Clients** served  
- 1,702 employment outcomes - 79% Indigenous
- Engagement with **797 employers**
- **139 students** supported through the Student Training Voucher Program
- **28 communities** visited by JobConnections Mobile
- Virtual Reality campus tours delivered through the Oyateki Partnership

Several First Nation Labour Force Development Agencies have played a vital role in shaping this model and strengthening regional collaboration.

With a focus on serving First Nation communities, JobConnections also welcomes Métis, Inuit, and non-Indigenous clients seeking career development and employment supports.

# JOB CONNECTIONS MOBILE

Through its mobile unit, JobConnections continues to bring employment and training services directly to First Nation communities—bridging the gap between opportunity and accessibility.

The mobile unit is equipped with a classroom featuring laptops for hands-on learning and staffed with Career Development Coaches who deliver:

- **Career assessments and readiness evaluations**
- **Skills training aligned with local labour market needs**
- **Resume and interview workshops**
- **Direct connections to regional employers**

The Community & Industry Engagement Specialist (CIES) role, launched in early 2025, introduced a roving job coach model to further strengthen partnerships with employers and communities in regions such as La Ronge, Meadow Lake, and Regina. This model ensures that clients in remote areas have ongoing access to meaningful employment opportunities.



- **28** communities visited
- Supported by the **Community & Industry Engagement Specialist (CIES)** to connect with employers and communities
- **Virtual Reality tours of SIIT, GDI, and USask** campuses introduced to students in communities
- Delivered **customized training and employer engagement sessions** with First Nation Leadership, Friendship Centres, and Tribal Councils

# JOB SERIES

JobSeries provides preparatory training that helps individuals strengthen personal skills, build confidence, and gain the tools needed to succeed in employment or further education.

**Programs include:**

- **Personal and professional development**
- **Career planning and goal setting**
- **Job search and interview strategies**
- **Skill enhancement for job retention**

- **125** participants across **13 communities**
- **72%** program completion rate
- Most requested programs: **JobFocus and DigiTech**
- Supports alignment between participants' skills and workforce needs

# HUMAN RESOURCES

SIIT thrives because of the passion, expertise, and dedication of our staff and faculty, who bring our mission to life in communities across Saskatchewan. They serve as the bridge between SIIT and the people we work with, developing the next generation of Leaders of Change.

SIIT has continued to invest in professional growth and capacity development, equipping our team with new skills and opportunities to strengthen their impact. Their dedication drives the delivery of exceptional student and client services while fostering a culture where staff, faculty, and students are inspired to create meaningful, lasting change in their communities and beyond.

## Staff Satisfaction Survey Highlights

This year, SIIT conducted the Great Places to Work survey to gather employee feedback on workplace culture, leadership, and overall engagement.

The survey is based on five key pillars that define a great workplace: credibility, respect, fairness, pride, and camaraderie.

These are the averages of each pillar. Each pillar has several statements associated with it to create an average:

- **87% of Staff Average:** Taking everything into account, I would say this is a great place to work.
- **83% Pride Average:** SIIT employees take pride in their work
- **82% Camaraderie:** SIIT employees enjoy strong connections with colleagues



**328 FULL-TIME STAFF**  
60% 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, 2024 - June 30, 2025. These students supported a variety of departments, including but not limited to Student Supports, Academics, and Employment Development & Career Services.

# OYATEKI PARTNERSHIP

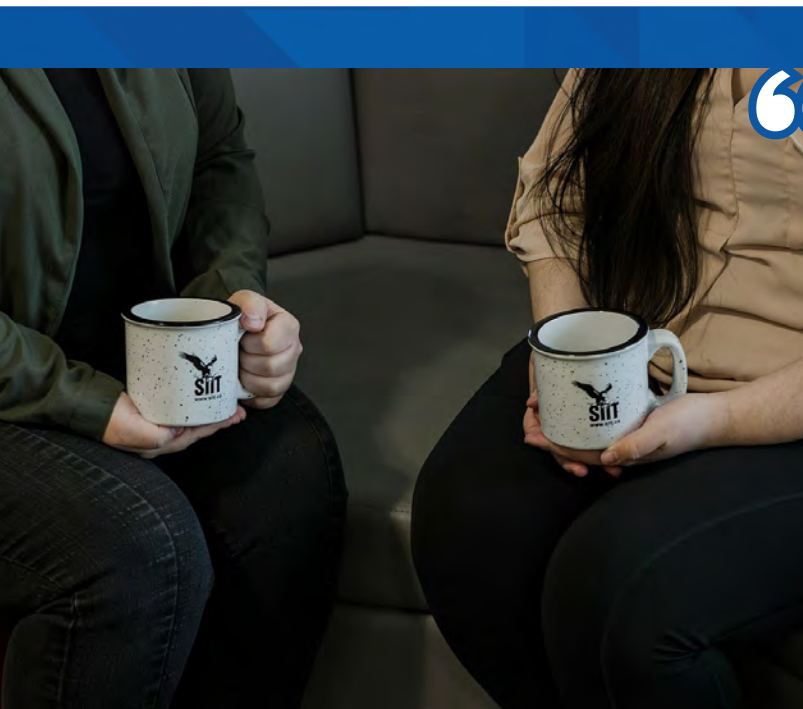
Now in its fourth year of the five-year partnership, the Oyateki Partnership - supported by the Mastercard Foundation - continues to drive systemic change in Saskatchewan's education and employment systems to better serve Indigenous youth.

Together with the Gabriel Dumont Institute and the University of Saskatchewan, SIIT has strengthened its impact through key initiatives, including MicroGrants and Financial Wraparound Supports from pawâcîkêwikamik: The Innovation Collective, expanded JobConnections mobile services, and continued development of the Kahkisiw Supports Model, a holistic framework enhancing student well-being and success.



**oyateki**  
PARTNERSHIP

A partnership between



“

*In 2024, my family experienced one of the hardest moments of our lives...One of the first places I turned to for help was SIIT. I brought my family to the school and went straight to an Elder and asked for prayers...The Student Wellness Support team stepped in right away. They didn't just offer advice, they gave me real steps to help my family...SIIT became my family that day with the support they gave me...Now, almost a year later, my family is doing so much better...Without the care, prayers, and guidance from SIIT, I truly don't know where we would be today.*”

– Student, 2025

*To respect privacy, this story has been shared anonymously with permission.*



# GO WHERE EAGLES DARE

SIIT's outbound mobility program, Go Where Eagles Dare (GWED), provides Indigenous travel experiences that strengthen cultural understanding, academic growth, and global citizenship. GWED is open to students across all SIIT campuses.

For the 2024–2025 academic year, students participated in the University of Waikato's Te Ao Hurihuri program in New Zealand.

## PROGRAM EXPERIENCES:

- **Health-Focused Learning:** Students visited Māori medical and birthing centres, participated in medicine walks, and explored mental health and addiction centres, gaining insight into holistic and culturally grounded approaches to well-being.
- **Cultural Learning:** Students participated in welcoming ceremonies (pōwhiri) and formal discussions (kōrerorero), stayed in marae, attended Matatini, and learned reo Māori, treaty knowledge, and Māori history. They also visited the Māori museum and a historical battle site.
- **Community Engagements:** Students toured historic Māori sites with Matu, shared meals, visited Kiingitanga Marae for ceremonies with Pacific health students, and stayed at Te Kuiti Marae for local celebrations and Matatini.
- **Additional Experiences:** Students explored New Zealand's landmarks, including Mount Maunganui, Hobbiton, hot springs, and Te Puia, and attended University of Waikato orientation events.

## PROGRAM IMPACT:

Since 2020, the GWED program has supported 68 students through international mobility experiences, achieving a 90% program success rate.

- Participants: **16 students** + 2 staff from **Indigenous Practical Nursing and Mental Health & Wellness programs**
- Destination: University of Waikato, New Zealand
- Program: **Te Ao Hurihuri** – students experienced Māori culture firsthand while developing health-focused knowledge and cross-cultural skills
- Significance: **Third consecutive year of this partnership**



*This trip reinforced my belief in integrating traditional knowledge with modern healthcare. As an aspiring nurse, I want to find a way to honour the new knowledge and teachings within my practice. This experience has changed the way I see the world and has strengthened my identity, given me new perspectives, and left me with responsibility to carry these teachings forward. I came to New Zealand as one person, and I am leaving as another, more grounded, more connected, and more determined than ever to be unapologetically Indigenous.*

– Autumn Thomas,  
Indigenous Practical Nursing, Saskatoon



# Saskatchewan Indian Institute of Technologies

Financial statements  
June 30, 2025



Shape the future  
with confidence



# Independent auditor's report

To the Board of Governors of the  
**Saskatchewan Indian Institute of Technologies**

## Opinion

We have audited the financial statements of the **Saskatchewan Indian Institute of Technologies** [the "Institute"], which comprise the statement of financial position as at June 30, 2025, and the statement of operations, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Institute as at June 30, 2025, 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 report.

We are independent of the Institute 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.

## Other matter

The financial statements for the year ended June 30, 2024 were audited by another auditor who expressed an unmodified opinion on those financial statements on October 25, 2024.

## 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 Institute'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 Institute or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Institute'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 these financial statements.



A member firm of Ernst & Young Global Limited

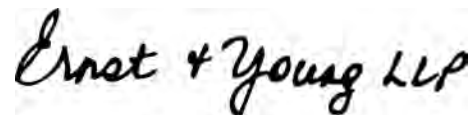
As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

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 Institute'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 Institute'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 Institute 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.

We 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.

Saskatoon, Canada  
October 28, 2025

The signature of Ernst & Young LLP is written in a black, cursive script.

Chartered Professional Accountants



A member firm of Ernst & Young Global Limited

## Saskatchewan Indian Institute of Technologies

### Statement of financial position

As at June 30

	2025 \$	2024 \$
<b>Assets</b>		
<b>Current</b>		
Cash	33,132,972	31,598,282
Restricted cash [schedule 4]	8,176,934	-
Accounts receivable [note 4]	4,820,709	4,828,695
Short term investments [note 5]	-	4,641,531
Inventories	143,407	123,853
Prepaid expenses	401,491	371,461
<b>Total current assets</b>	<b>46,675,513</b>	<b>41,563,822</b>
Investments [note 5]	567,672	420,256
Property and equipment [note 6]	12,510,724	9,120,661
SaaS implementation assets [note 7]	1,082,181	757,400
	<b>60,836,090</b>	<b>51,862,139</b>
<b>Liabilities and net assets</b>		
<b>Current</b>		
Accounts payable and accrued liabilities [note 8]	7,562,325	6,386,793
Deferred revenue [note 9]	34,699,461	31,325,280
<b>Total current liabilities</b>	<b>42,261,786</b>	<b>37,712,073</b>
Deferred contributions [note 10]	10,200,334	6,555,642
<b>Total liabilities</b>	<b>52,462,120</b>	<b>44,267,715</b>
Commitments [note 13]		
Economic dependence [note 16]		
<b>Net assets</b>		
Invested in long-lived assets	3,392,572	3,322,419
Restricted	2,000,000	1,500,000
Unrestricted	2,981,398	2,772,005
<b>Total net assets</b>	<b>8,373,970</b>	<b>7,594,424</b>
	<b>60,836,090</b>	<b>51,862,139</b>

See accompanying notes

On behalf of the Board:

 Director

 Director

## Saskatchewan Indian Institute of Technologies

### Statement of operations

Year ended June 30

	2025 \$	2024 \$
<b>Revenues [schedule 1 and note 3]</b>		
Province of Saskatchewan	22,589,672	21,455,199
Indigenous Services Canada [schedule 4]	12,533,384	7,551,355
Other program and project revenue	11,177,980	11,506,007
Saskatchewan Indian Training Assessment Group	8,614,835	8,526,958
Saskatchewan First Nations and Tribal Councils	5,848,185	7,252,471
Ancillary	2,001,414	1,708,601
	<b>62,765,470</b>	<b>58,000,591</b>
<b>Expenses [schedule 2, schedule 3, and note 3]</b>		
Programs and training	35,599,023	35,826,586
Contract projects	21,680,153	16,897,149
Institutional operations	2,620,779	2,491,193
Facilities and technology	1,915,350	1,601,125
Ancillary	170,619	200,856
	<b>61,985,924</b>	<b>57,016,909</b>
<b>Excess of revenues over expenses for the year</b>	<b>779,546</b>	<b>983,682</b>

See accompanying notes

## Saskatchewan Indian Institute of Technologies

### Statement of changes in net assets

Year ended June 30

	Invested in long-lived assets \$	Restricted \$	Unrestricted \$	Total 2025 \$	Total 2024 \$
	<i>[note 12]</i>				
<b>Balance, beginning of year</b>	<b>3,322,419</b>	<b>1,500,000</b>	<b>2,772,005</b>	<b>7,594,424</b>	6,610,742
Excess (deficiency) of revenues over expenses for the year	<b>(838,985)</b>	-	<b>1,618,531</b>	<b>779,546</b>	983,682
Investment in long-lived assets	<b>909,138</b>	-	<b>(909,138)</b>	-	-
Transfer to restricted net assets	-	<b>500,000</b>	<b>(500,000)</b>	-	-
<b>Balance, end of year</b>	<b>3,392,572</b>	<b>2,000,000</b>	<b>2,981,398</b>	<b>8,373,970</b>	<b>7,594,424</b>

See accompanying notes

## Saskatchewan Indian Institute of Technologies

### Statement of cash flows

Year ended June 30

	2025 \$	2024 \$
<b>Operating activities</b>		
Excess of revenues over expenses for the year	779,546	983,682
Add (deduct) items not involving cash		
Amortization of property and equipment <i>[note 6]</i>	1,692,011	1,746,378
Amortization of SaaS implementation assets <i>[note 7]</i>	125,049	164,799
Unrealized investment loss (gain) <i>[note 5]</i>	(147,416)	12,405
Interest earned on term deposits <i>[note 5]</i>	(93,461)	(141,531)
Amortization of deferred contributions <i>[note 9]</i>	(978,075)	(1,081,340)
Loss on disposal of property and equipment	-	15,104
	<b>1,377,654</b>	1,699,497
Net change in non-cash working capital balances		
Accounts receivable	7,986	(1,122,511)
Inventory and prepaid expenses	(49,584)	(310,237)
Accounts payable and accrued liabilities	1,175,532	1,188,126
Deferred revenue	3,374,181	6,329,906
SaaS implementation assets <i>[note 7]</i>	(449,830)	(624,279)
<b>Cash provided by operating activities</b>	<b>5,435,939</b>	7,160,502
<b>Investing activities</b>		
Purchase of property and equipment <i>[note 6]</i>	(5,082,074)	(1,459,993)
Proceeds on redemption of investments <i>[note 5]</i>	4,734,992	30,423,438
Purchase of investments <i>[note 5]</i>	-	(21,200,000)
Additions to deferred contributions <i>[note 9]</i>	4,622,767	1,197,369
Restricted cash	(8,176,934)	-
<b>Cash provided by (used in) investing activities</b>	<b>(3,901,249)</b>	8,960,814
<b>Net increase in cash during the year</b>	<b>1,534,690</b>	16,121,316
Cash, beginning of year	31,598,282	15,476,966
<b>Cash, end of year</b>	<b>33,132,972</b>	31,598,282

See accompanying notes

## Notes to financial statements

June 30, 2025

### 1. Nature of the organization

The Saskatchewan Indian Institute of Technologies [the "Institute"] is a non-profit corporation established under the *Saskatchewan Indian Institute of Technologies Act* of the Province of Saskatchewan. It is incorporated as an Other Legislated Entity – Technical Institute. The Institute is a registered charity that qualifies as a tax exempt entity from income taxes under section 149 of the Income Tax Act (Canada).

The Institute provides academic and career education and training to First Nations adults in Saskatchewan. It is governed by two distinct Acts, both titled *Saskatchewan Indian Institute of Technologies Act*: one enacted by the Province of Saskatchewan, and the other by the Federation of Sovereign Indigenous Nations Legislative Assembly.

### 2. Summary of significant accounting 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 - Accounting*. The significant accounting policies used in the preparation of these financial statements are summarized below.

#### (b) Use of estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires 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 lives of long-lived assets, which impact their amortization and the amortization of related deferred contributions and the collectibility of accounts receivable. Actual amounts could differ from these estimates.

#### (c) Cash

Cash consists of bank balances, cash on hand and balances with financial institutions which have an initial term to maturity of three months or less. Cash subject to restrictions that prevents its use for current purposes is included in restricted cash.

#### (d) Financial instruments

The Institute initially records a financial instrument that was originated, issued, or assumed in an arm's length transaction at fair value.

Related party financial instruments that have repayment terms are initially recorded at cost, representing the undiscounted cash flows of that instrument, excluding interest and dividend payments.

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 arm's length financial instruments are subsequently recorded at 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. Related party financial instruments are subsequently recorded at cost.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value or of related party financial instruments 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.

## Notes to financial statements

June 30, 2025

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 contributions. Funding for operational and program expenses of future periods as well as restricted investment income 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. Unrestricted contributions are recognized as revenue in the current period.

Revenue from contractual training, and programs and projects is recognized as the services are delivered.

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

Interest income is recognized on the basis of the passage of time when collection is reasonably assured. Dividend income is recognized when the dividends are declared and when the right to receive payment is established.

The estimated value of contributed materials and services is recognized in revenue, and expenses or capital assets at the estimated value of such materials and services, when the value can be reasonably estimated.

### (f) Long-lived assets

Long-lived assets consist with property and equipment as well as SaaS implementation assets.

Property and equipment are recorded at cost less accumulated amortization.

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:

Automotive equipment	30% declining balance
Buildings	20 years straight-line
Computer equipment	2 years straight-line
Computer software	2 years straight-line
Equipment	20% declining balance
Furniture and fixtures	20% declining balance
Leasehold improvements	Straight-line over the life of the lease

## Notes to financial statements

June 30, 2025

Long-lived assets under construction or development in progress are not amortized until the asset is available for productive use.

The Institute analyzes its cloud computing arrangements to determine if a software element in the software as a service ["SaaS"] contract is a software intangible asset. Any such asset is accounted for as a software intangible asset; if the software element is not an asset, the Institute accounts for it as a software service and expenses it as incurred. Expenditures on implementation activities that are directly attributable to preparing the software service for its intended use that do not give rise to a separate intangible asset are capitalized as an asset for implementation of software services.

SaaS implementation assets are amortized using the straight-line method through the estimated access period of five years.

Gains or losses on the disposal of individual assets are recognized in income in the year of disposal.

The carrying amount of long-lived assets is tested for recoverability whenever events or changes in circumstances indicate that the carrying amount is impaired. An impairment loss is recognized when the asset's carrying amount exceeds its fair value or its replacement cost.

### **(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 11]*:

- 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 have internally restricted to be used by the Institute 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

June 30, 2025

### 3. Related party transactions

The Institute is related to the Federation of Sovereign Indigenous Nations ["FSIN"] and to the following FSIN member First Nations and organizations, through common ownership or governance:

- 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"]
- Virtual Health Hub Inc. ["VHH Inc."]
- Other First Nations controlled entities

Amounts payable to, or receivable from, related parties are separately disclosed in the notes 4 and 8 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:

	2025	2024
	\$	\$
<b>Expenses</b>		
First Nations organizations	1,506,542	1,333,985
FSIN	5,600	-
SIGA	2,500	1,024
SICC	3,088	-

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

	2025	2024
	\$	\$
<b>Revenue</b>		
SITAG	8,614,835	8,526,958
First Nations organizations	5,848,185	7,252,471
FSIN	350,000	350,000
SIGA	161,560	126,664
IGR	2,381	1,905

During the year ended June 30, 2025, the Institute entered into an agreement with VHH Inc. to develop and operate the VHH Project. The Institute will continue to administer the existing funding agreement from Indigenous Services Canada and will retain control over the portion of the VHH Project for which the funding was received by the Institute. As of June 30, 2025, the Institute has transferred \$2,800,000 [2024 - \$nil] for this purpose.

These transactions are in the normal course of operations and have been valued in these financial statements at the exchange amount which is the amount of consideration established and agreed to by the related parties.

Notes to financial statements

June 30, 2025

4. Accounts receivable

	2025 \$	2024 \$
Related parties:		
VHH Inc.	2,693,209	-
First Nations organizations	486,446	770,796
SITAG	478,568	1,216,939
FNUC	-	1,000
External	1,617,918	3,174,081
Allowance for doubtful accounts	(455,432)	(334,121)
	<u>4,820,709</u>	<u>4,828,695</u>

The trade accounts receivable due from related parties through common ownership or governance are under similar commercial terms and conditions granted to non-related parties.

5. Investments

	2025 \$	2024 \$
Term deposits, carried at amortized cost - short term investments	-	4,641,531
Investment in Sun Life Financial, carried at fair value	567,672	420,256
	<u>567,672</u>	<u>5,061,787</u>

For the year ended June 30, 2025, accrued interest income recognized from term deposits is \$nil [2024 - \$141,531]. Total interest revenue earned and recognized from term deposits is \$93,461 [2024 - \$617,981].

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, 2025, the fair value of the Sun Life Financial shares has increased and resulted in the recognition of an unrealized gain of \$147,415 [2024 - loss of \$12,405]. The cumulative unrealized gain reported at June 30, 2025 is \$469,140 [2024 - \$321,724].

## Notes to financial statements

June 30, 2025

## 6. Property and equipment

	2025		2024	
	Cost \$	Accumulated amortization \$	Net book value \$	Net book value \$
Automotive equipment	727,913	595,505	132,408	175,145
Buildings	20,066,366	12,900,068	7,166,298	5,729,175
Computer equipment	2,762,734	2,665,603	97,131	-
Computer software	991,496	991,496	-	18,280
Equipment	4,261,694	3,021,322	1,240,372	1,222,602
Furniture and fixtures	165,267	94,249	71,018	40,430
Leasehold improvements	3,750,612	2,517,486	1,233,126	1,385,029
	<b>32,726,082</b>	<b>22,785,729</b>	<b>9,940,353</b>	<b>8,570,661</b>
Land	550,000	-	550,000	550,000
	<b>33,276,082</b>	<b>22,785,729</b>	<b>10,490,353</b>	<b>9,120,661</b>
Construction or development in progress	2,020,371	-	2,020,371	-
	<b>35,296,453</b>	<b>22,785,729</b>	<b>12,510,724</b>	<b>9,120,661</b>

The amortization expense for the current year is \$1,692,011 [2024 - \$1,746,378].

## 7. SaaS implementation assets

	2025		2024	
	Cost \$	Accumulated amortization \$	Net book value \$	Net book value \$
SaaS implementation assets	<b>1,397,714</b>	<b>315,533</b>	<b>1,082,181</b>	<b>757,400</b>

The amount capitalized for directly attributable expenditures on implementation activities under SaaS contracts is \$449,830 [2024 - \$624,279] and software service and SaaS implementation expense for the current year is \$781,966 [2024 - \$779,265]. Included in the software service and SaaS implementation expense is amortization expense of \$125,049 [2024 - \$164,799].

## 8. Accounts payable and accrued liabilities

	2025 \$	2024 \$
Related parties:		
First Nations organizations	220,914	654,191
SITAG	35,669	19,000
External	6,668,708	5,713,602
External - VHH Infrastructure	637,034	-
	<b>7,562,325</b>	<b>6,386,793</b>

Included in accounts payable are government remittances payable of \$203,861 [2024 - \$2,577], which includes amounts payable for payroll related withholdings.

The trade accounts payable due to related parties through common ownership or governance are under similar commercial terms and conditions granted to non-related parties.

## Saskatchewan Indian Institute of Technologies

### Notes to financial statements

June 30, 2025

#### 9. Deferred revenue

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

	2025	2024
	\$	\$
Province of Saskatchewan:		
Skills training allocation	2,544,155	2,465,290
Adult Basic Education Grant	795,565	1,329,321
Other programs and projects	643,897	608,950
Early Childhood Education Bursaries	414,930	639,295
Indigenous Services Canada:		
Post-Secondary Partnerships Program	3,542,372	1,349,823
LEDSP Supporting Innovation Through Capacity Building	450,000	-
First Nations and Inuit Youth Employment Strategy/Skills Link	304,660	407,315
LEDSP Joint Trades Committee/Apprenticeship	250,000	-
Food & Land Stewardship	158,172	-
Sustainable Housing/Indigenous Project Management Training	147,610	-
Firefighter Training	138,883	294,050
Post-Secondary Student Supports Program	19,121	150,745
Indigenous Community Infrastructure Fund	-	1,287,580
Indigenous Project Management Development	-	190,264
Indigenous Services Canada - Health Programs		
Virtual Health Hub Infrastructure	7,539,900	6,632,632
Virtual Health Hub Operations	6,000,717	9,870,035
Indigenous Practical Nursing	292,989	945,103
Mental Wellness	718,513	1,552,524
Indigenous Health Equity Fund	95,671	-
IRS-Resolution Health Support Worker	19,841	-
The Boeing Company	6,210,007	-
Mastercard Foundation	1,560,518	1,084,248
College of Physicians & Surgeons Opioid program	539,060	-
L3 Harris Mas Inc.	489,473	221,394
Nutrien	139,320	161,808
Saskatchewan First Nations and Tribal Councils: Programs and projects	817,316	992,835
Other programs and projects	632,707	738,184
Scholarships and bursaries funding	234,064	261,020
Saskatchewan Indian Training Assessment Group	-	85,489
Saskatchewan Indian Gaming Authority	-	57,375
	<b>34,699,461</b>	<b>31,325,280</b>

Notes to financial statements

June 30, 2025

**10. 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.

	2025 \$	2024 \$
Balance, beginning of year	6,555,642	6,439,613
Additions - Program equipment and infrastructure		
Indigenous Services Canada	2,539,977	47,041
The Boeing Company	1,710,322	-
Other corporate contributions	185,000	352,559
Western Economic Diversification Canada	162,586	658,118
Canadian Tire	18,462	-
Mastercard Foundation	5,723	-
Province of Saskatchewan	697	139,651
Amortization	(978,075)	(1,081,340)
Balance, end of year	<u>10,200,334</u>	<u>6,555,642</u>

**11. Allocation of expenses**

Administrative and management general supports expenses of \$9,281,645 [2024 - 8,620,038] have been allocated from institutional supports and facilities and technology as follows:

	2025 \$	2024 \$
Institutional supports	-	-
Programs and training	2,590,039	2,313,449
Contract projects	1,605,633	1,461,298
Facilities and technology	188,653	8,723
	<u>4,384,325</u>	<u>3,783,470</u>
Facilities and technology	-	-
Programs and training	4,147,713	3,927,728
Contract projects	643,440	822,516
Institutional operations and ancillary	106,167	86,324
	<u>4,897,320</u>	<u>4,836,568</u>
	<u>9,281,645</u>	<u>8,620,038</u>

**12. Net assets invested in long-lived assets**

Net assets invested in long-lived assets are comprised of:

	2025 \$	2024 \$
Net book value of property and equipment	12,510,724	9,120,661
Net book value of SaaS implementation asset	1,082,181	757,400
Purchase of long-lived assets financed by deferred contributions	(10,200,334)	(6,555,642)
	<u>3,392,571</u>	<u>3,322,419</u>

## Notes to financial statements

June 30, 2025

### 13. Commitments

At June 30, 2025, the Institute has commitments to invest in property and equipment of \$6,822,437 [2024 - \$8,913,005]. Funding support of \$6,211,935 [2024 - \$8,913,005] has been received for these commitments. Expenditures related to this project are to be incurred in the next fiscal year.

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

	Premises \$	Equipment \$	IT/SaaS \$	Total \$
2026	2,393,602	175,332	912,036	<b>3,480,970</b>
2027	1,629,694	12,730	897,420	<b>2,539,844</b>
2028	1,061,317	5,948	232,835	<b>1,300,100</b>
2029	644,296	4,461	-	<b>648,757</b>
2030	335,380	-	-	<b>335,380</b>
Thereafter	584,006	-	-	<b>584,006</b>
	<b>6,648,295</b>	<b>198,471</b>	<b>2,042,291</b>	<b>8,889,057</b>

### 14. 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. During the year ended June 30, 2025, the Institute's contribution to the plan was \$1,329,115 [2024 - \$1,192,081]. Annual contributions by the Institute are recorded as expenses in the statement of operations.

### 15. 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: other price risk, credit risk and liquidity risk.

#### Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices [other than those arising from interest rate risk or currency risk], whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors all similar financial instruments traded in the market. The Institute is exposed to other price risk through its investment in Sun Life Financial shares.

#### 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, 2025.

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.

## Notes to financial statements

June 30, 2025

### Liquidity risk

The Institute does have liquidity risk with respect to its accounts payable. Liquidity risk is the risk that the Institute cannot repay its obligations when they become due to its creditors. The Institute reduces its exposure to liquidity risk by ensuring that it documents when authorized payments become due. In the opinion of management, the liquidity risk exposure to the Institute is low and is not material.

### 16. Economic dependence

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

### 17. 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 Revenues**

Year ended June 30

	<b>2025</b>	<b>2024</b>
	<b>\$</b>	<b>\$</b>
Province of Saskatchewan		
Programs and projects	<b>8,498,229</b>	8,388,113
Early Childhood Education	<b>6,575,914</b>	5,601,508
Operating grant	<b>3,676,500</b>	3,607,500
JobConnections Centers	<b>3,419,502</b>	3,435,238
Training Voucher Program	<b>199,776</b>	196,413
Amortization of deferred capital contributions	<b>134,551</b>	141,227
Scholarships	<b>85,200</b>	85,200
	<b>22,589,672</b>	21,455,199
Indigenous Services Canada		
Virtual Health Hub project	<b>3,869,318</b>	1,937,659
Post-Secondary Partnerships Program (PSPP)	<b>2,304,073</b>	1,822,407
Virtual Health Hub Infrastructure	<b>2,092,733</b>	188,176
Mental Wellness Programs & NNADAP	<b>834,010</b>	892,906
Indigenous Practical Nurse Program	<b>652,114</b>	599,710
Innovation Capacity Building	<b>450,000</b>	450,000
Indigenous Health Equity Fund	<b>404,329</b>	-
Firefighter Training	<b>355,167</b>	273,657
First Nations Youth Employment Strategy/Skills Link	<b>330,655</b>	335,990
Other programs and projects	<b>299,983</b>	266,138
Joint Training Committee/Apprenticeship	<b>250,000</b>	250,000
Indigenous Project Management program development	<b>190,264</b>	109,736
Amortization of deferred capital contributions	<b>181,544</b>	95,206
Post-Secondary Student Supports Program (PSSSP)	<b>131,624</b>	33,000
Indigenous Community Infrastructure Fund	<b>109,128</b>	85,464
Other health programs	<b>78,442</b>	51,640
COVID programs	<b>-</b>	159,666
	<b>12,533,384</b>	7,551,355

**Saskatchewan Indian Institute of Technologies**  
**Schedule of Revenues**

Year ended June 30

	2025	2024
	\$	\$
Other program and project revenue		
Mastercard Foundation	5,420,610	4,634,927
Other private sponsors	1,881,613	1,466,376
Tuition and fees (other than First Nation organizations)	931,100	1,098,712
Amortization of deferred capital contributions	598,533	776,872
Crown Corporations	549,825	391,204
Western Economic Diversification Canada	441,844	228,461
The Boeing Company	419,910	310,049
FSIN	350,000	350,000
Regional Colleges	257,018	309,923
SIGA	161,560	126,664
Natural Resources Canada	149,505	163,856
Correctional Service Canada	12,534	-
IGR	2,381	1,905
Farm Credit Canada	1,547	2,474
Sustainable Development Technology Canada (SDTC)	-	1,169,828
Saskatchewan Economic Development Alliance	-	177,750
Employment and Social Development Canada	-	297,006
	<b>11,177,980</b>	<b>11,506,007</b>

**Saskatchewan Indian Institute of Technologies**  
**Schedule of Revenues**

Year ended June 30

	2025	2024
	\$	\$
SITAG		
Programs and projects	5,148,687	5,224,599
JobConnections Centers	489,456	490,557
Amortization of deferred capital contributions	63,447	68,035
	<u>5,701,590</u>	<u>5,783,190</u>
Regional employment services and projects	2,913,245	2,743,768
	<u>8,614,835</u>	<u>8,526,958</u>
Saskatchewan First Nations and Tribal Councils		
Programs and projects	4,501,373	5,596,522
Tuition and fees	1,346,812	1,655,949
	<u>5,848,185</u>	<u>7,252,471</u>
Ancillary		
Interest and dividends	1,575,519	1,526,062
Donations and miscellaneous	189,940	194,944
Unrealized investment gain (loss) <i>[note 4]</i>	147,415	(12,405)
VHH interest	88,540	-
	<u>2,001,414</u>	<u>1,708,601</u>
<b>Total revenues</b>	<u><b>62,765,470</b></u>	<u><b>58,000,592</b></u>

**Saskatchewan Indian Institute of Technologies**  
**Schedule of Expenses by Function**

Year ended June 30

	2025	2024
	\$	\$
Programs and training		
Trades and industrial	13,711,299	13,480,552
Post-secondary	12,697,579	12,634,179
Academic preparation	3,615,080	4,602,342
Student services and supports	2,195,968	1,845,431
Academic management	1,666,724	1,467,480
Workforce development	916,698	906,643
Scholarships	398,528	517,953
Amortization of long-lived assets	397,147	372,006
	<b>35,599,023</b>	<b>35,826,585</b>
Contract projects		
Oyateki Partnership Project	4,907,071	4,265,171
JobConnections Centers	4,175,925	3,967,655
Virtual Health Hub	3,910,347	1,931,989
SITAG regional employment services and projects	2,989,632	2,801,027
Virtual Health Hub Infrastructure	2,181,273	188,176
Indigenous Innovation Accelerator Project	1,224,921	2,084,597
Employment projects	1,020,298	1,135,620
Indigenous Health Equity Fund	404,329	-
Other	349,522	74,631
IT Support Specialist Regina Program Expansion	283,140	-
Amortization of long-lived assets	233,695	448,283
	<b>21,680,153</b>	<b>16,897,149</b>
Institutional operations		
Institutional supports	6,868,830	6,127,635
Board and governance	133,389	146,172
Amortization of long-lived assets	2,885	856
Cost recoveries - Institutional supports <i>[note 11]</i>	(4,384,325)	(3,783,470)
	<b>2,620,779</b>	<b>2,491,193</b>

**Saskatchewan Indian Institute of Technologies**  
**Schedule of Expenses by Function**

Year ended June 30

	2025	2024
	\$	\$
	<hr/>	<hr/>
Facilities and technology		
Operating costs	5,629,337	5,332,558
Amortization of long-lived assets	1,183,333	1,090,031
Loss on disposal of property and equipment	-	15,104
Cost recoveries - Operating costs <i>[note 11]</i>	<b>(4,897,320)</b>	<b>(4,836,568)</b>
	<hr/>	<hr/>
	<b>1,915,350</b>	1,601,125
Ancillary		
Operating costs	<b>170,619</b>	200,856
	<hr/>	<hr/>
<b>Total expenses</b>	<b>61,985,924</b>	<b>57,016,909</b>
	<hr/>	<hr/>

**Saskatchewan Indian Institute of Technologies**  
**Schedule of Expenses by Object**

Year ended June 30

	2025	2024
	\$	\$
Salaries and benefits <i>[note 14]</i>	29,739,125	27,973,531
Contractual services	7,455,560	5,759,270
Travel, meals and accommodations	3,454,902	3,495,590
Equipment, furniture and major tools	2,321,525	2,524,007
Facilities rent	2,434,680	2,349,202
Contractual services - VHH Infrastructure	2,168,480	188,176
Supplies	1,890,091	2,250,340
Contractual instruction and training	1,742,041	1,574,296
Trainee income and other supports	1,011,739	966,658
Scholarships and bursaries	862,348	934,853
Learning materials and subscriptions	851,253	881,405
Equipment and vehicle rentals	795,236	901,927
Software service and SaaS implementation expense <i>[note 7]</i>	781,966	779,265
Trainee travel, meals and accommodations	581,278	671,462
Telephone and internet	472,462	462,248
Utilities	416,041	416,786
Janitorial	377,818	405,382
Merchandise	356,458	343,227
Maintenance and repairs	356,444	295,909
Advertising and promotion	348,201	404,287
Legal and audit fees	344,033	211,235
Insurance	269,422	236,535
Postage, shipping and storage	247,482	210,428
Awards and incentives	229,586	210,675
Professional development	221,368	205,426
Board expenses	204,459	210,378
Memberships and licences	123,351	84,357
Elders and resource persons	88,176	112,542
Photocopying and printing	58,947	79,266
Miscellaneous	51,822	93,903
Bank charges and interest	24,827	22,861
Legal and audit fees - VHH Infrastructure	12,788	-
Bank charges and interest - VHH Infrastructure	4	-
<b>Total expenses before amortization</b>	<b>60,293,913</b>	<b>55,255,427</b>
Amortization of property and equipment	1,692,011	1,746,378
Loss on disposal of property and equipment	-	15,104
<b>Total expenses</b>	<b>61,985,924</b>	<b>57,016,909</b>

## Saskatchewan Indian Institute of Technologies

**Schedule of Indigenous Services Canada Major Infrastructure Funding -  
Construction of Virtual Health Hub**

ISC's Major Capital Protocol requires the funding received for the VHH's construction to be kept separate from resources meant for other purposes. Protocol also requires these resources be managed by a Project Management Team composed of a Project Manager, an ISC Departmental Officer, and two or more Institute representatives.

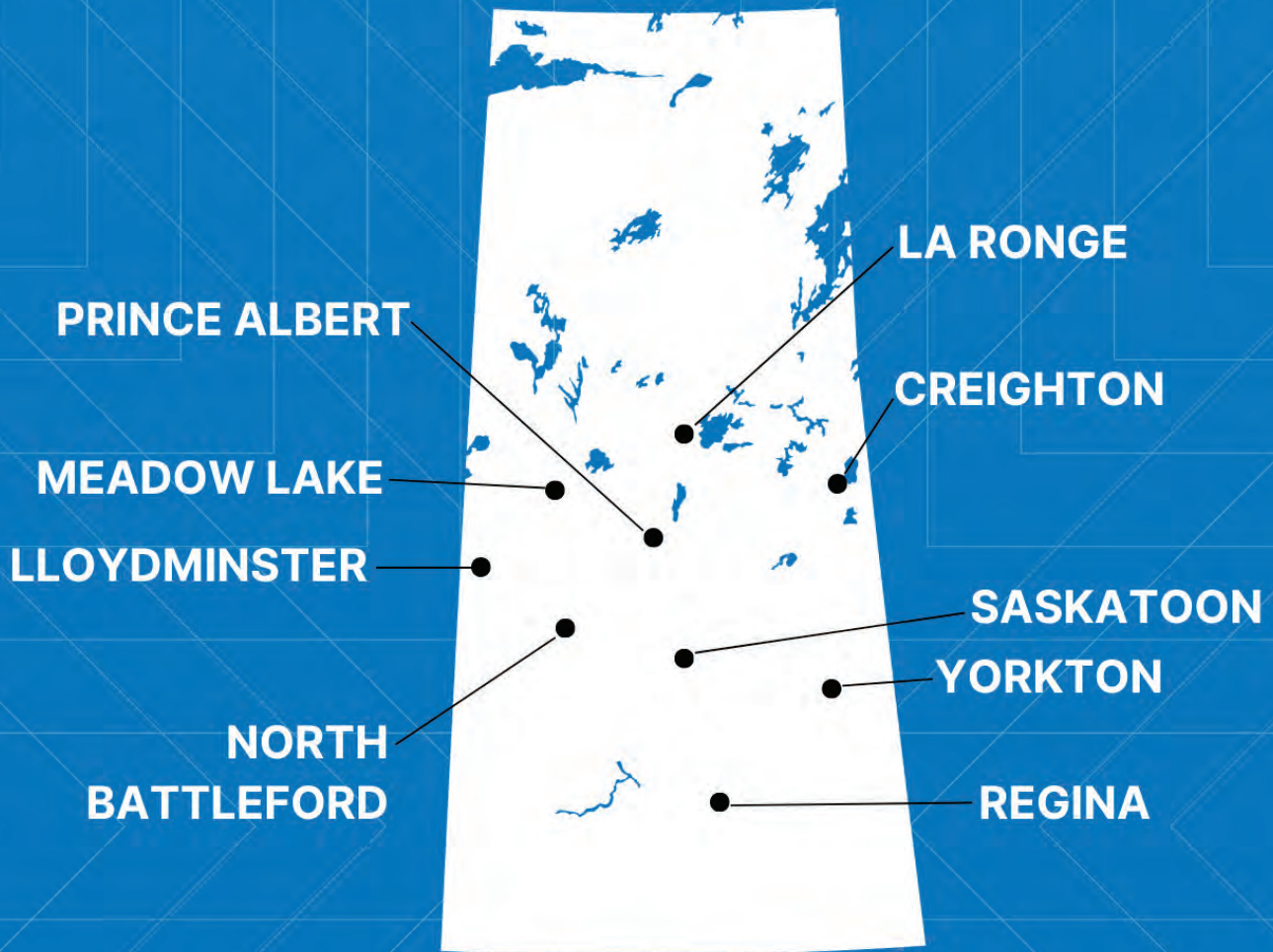
Expenses for the year ended June 30, 2025, with comparative information for 2024:

	2025	2024
	\$	\$
	<hr/>	<hr/>
Contractual services	2,168,480	188,176
Legal and audit fees	12,788	-
Bank charges and interest	4	-
<b>Total expenses</b>	<b>2,181,273</b>	<b>188,176</b>

Cash flow for the year ended June 30, 2025, with comparative information for 2024:

	2025	2024
	\$	\$
	<hr/>	<hr/>
Cash position, beginning of year	-	-
(+) Deposits received from ISC	3,000,000	-
(+) Funding transfer received, 22-23 ISC deposits balance	1,765,441	-
(+) Funding transfer received, 24-25 ISC deposits balance	4,867,191	-
(+) Interest received	88,540	-
(-) Total expenses in the period	(2,181,273)	-
(+) Accounts payable balance <i>[note 8]</i>	637,034	-
<b>Cash position, end of year</b>	<b>8,176,934</b>	<b>-</b>





## HEAD OFFICE

100 - 103A Packham Avenue  
Asimakaniseekan Askiy Reserve  
Saskatoon, SK S7N 4K4  
306-244-4444

## CAMPUSES

**Regina**  
265 Albert Street  
Regina, SK S4R 2N5  
306-546-2945

**Saskatoon**  
229 4th Avenue South  
Saskatoon, SK S7K 4K3  
306-244-4460

**Prince Albert**  
710 C 15th Avenue East  
Prince Albert, SK S6V 7A4  
306-953-7225

## JOB CONNECTIONS LOCATIONS

**Creighton**  
1-844-688-1222

**La Ronge**  
1-866-750-8820

**Lloydminster**  
306-825-5680

**Meadow Lake**  
306-234-2375

**North Battleford**  
306-445-4890

**Prince Albert**  
306-953-7228

**Regina**  
306-721-4473

**Saskatoon**  
306-373-4694

**Yorkton**  
306-783-2224