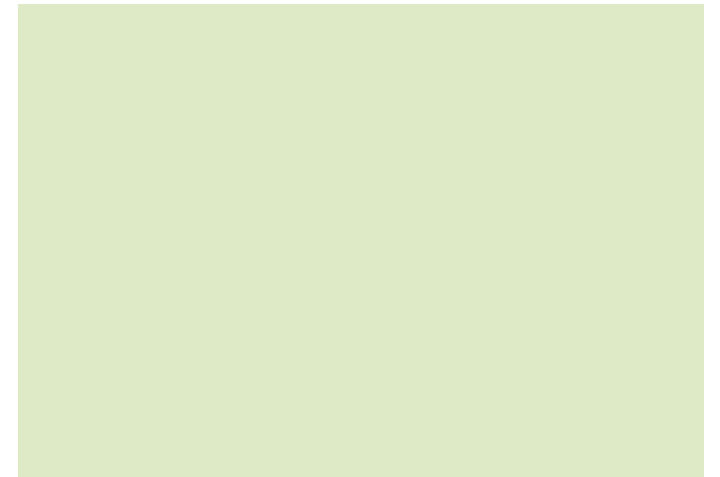
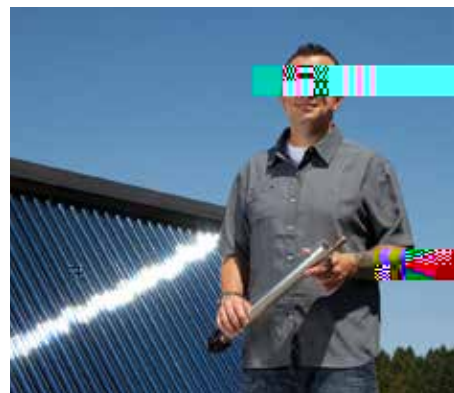


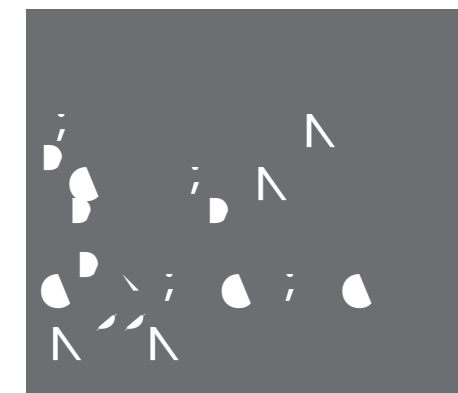
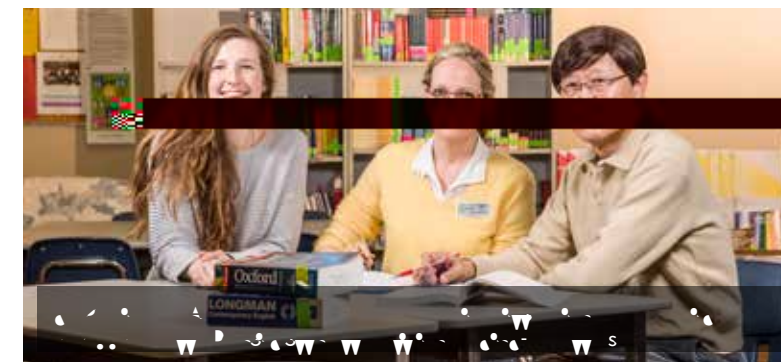
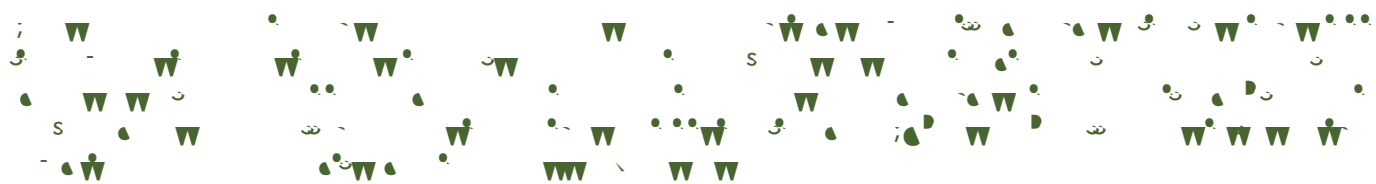
Less than a year after signing a pioneering agreement to develop a national sport skills training program in India, Camosun signed a seven-year partnership agreement with Jain University in Bangalore. Students who complete the Camosun-developed Sport Management and Exercise and Wellness programs in Bangalore will have the option to transfer to Camosun to complete related degrees, diplomas and post-degree diplomas.











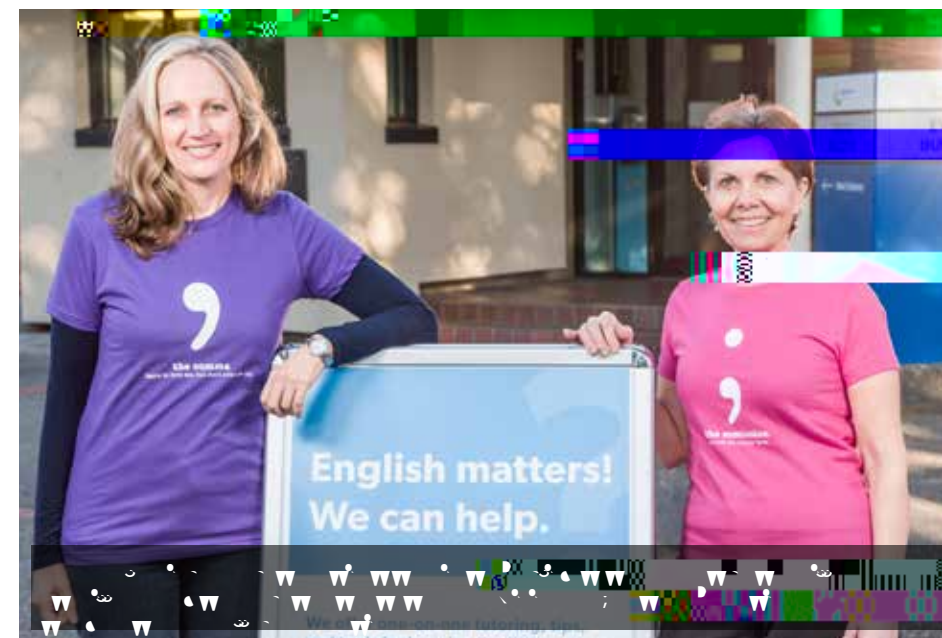
## C ADE E C

By harnessing the strength of a campaign cabinet representing the who's who of pioneering business families and local entrepreneurs, the TRADEmark campaign has raised millions of dollars to enhance trades programs and put the latest classroom materials and teaching technology into the hands of our trades students.

Camosun's horticulture students will be inspired to continue the legacy of farming and food production that was a mainstay of the Saanich economy for decades, thanks to a generous donation by Saanich Fruit Growers Association to the Camosun College Foundation.

Camosun's Carpentry Foundation students gave back, working on a local building project with Habitat for Humanity Victoria. A class of 28 entry-level students trained on site, constructing the footings, foundation, frame, floors and walls of a new townhouse four-plex on Cedar Hill Cross Rd. in Saanich.

Measuring employee engagement and satisfaction was identified as the top priority during college-wide People Plan consultations. Camosun's overall engagement score is 76 out of a possible 100 points—a result that places us within the category of *fully engaged* as an organization.

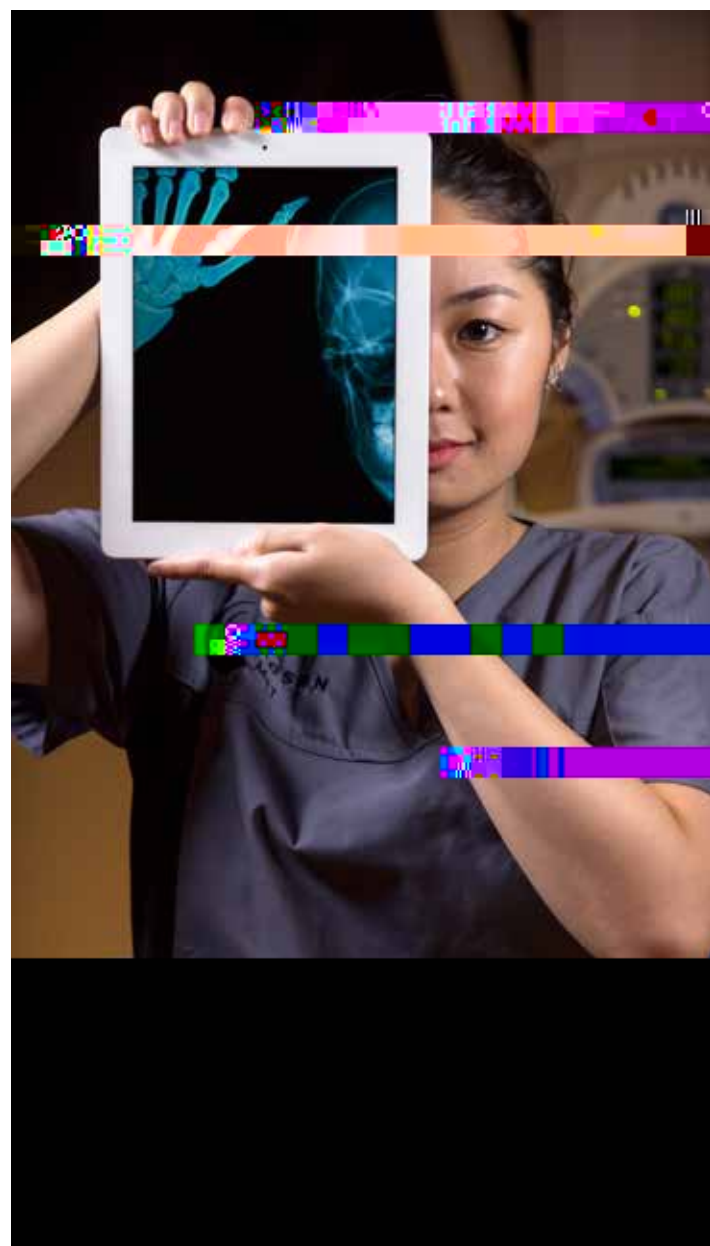




**A**

As a comprehensive college, Camosun continues to direct resources to ensure all sectors have access to well-prepared college graduates who can seize emerging opportunities. The Provincial Government's 2024 Labour Market Outlook indicates more than 78% of job openings will require some post-secondary education and training. Opportunities are predicted in financial services, technology, hospitality management, health care, social services, office administration and early learning and care.

The health sector is one of the largest and fastest growing in British Columbia, employing 210,000 people in 2014. The largest share of these (about 170,000) provides publicly insured medical and paramedical care in community, ambulatory, acute and residential care settings.



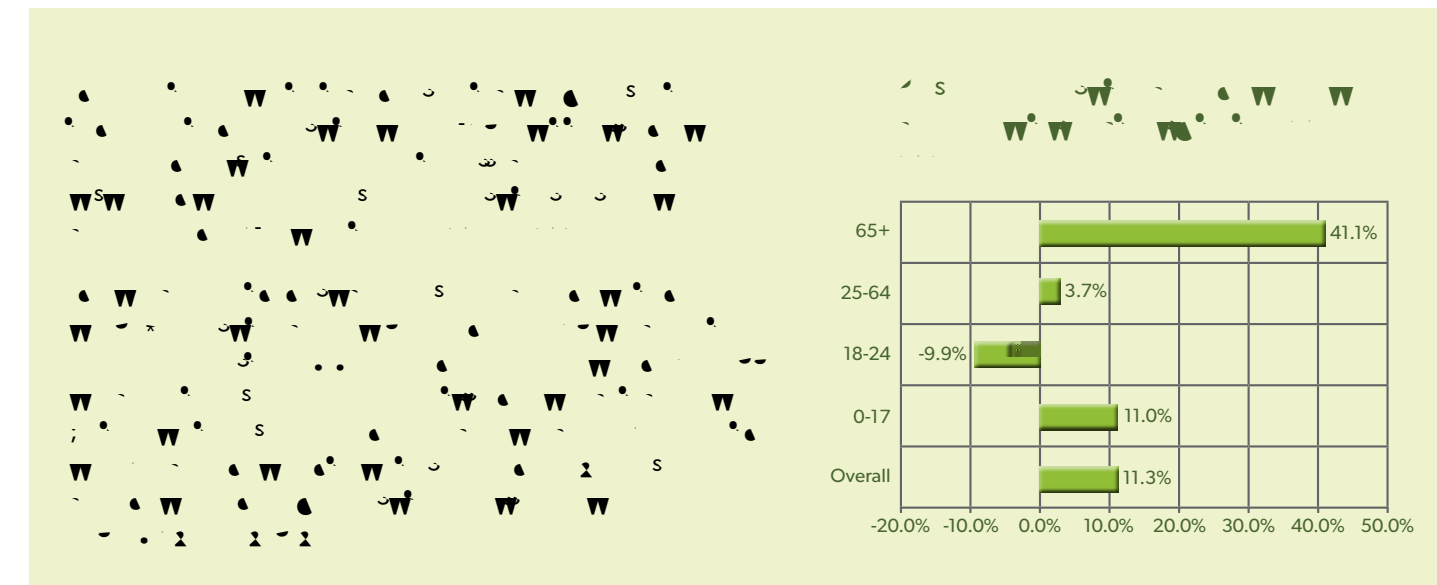
H	H C
Retail and wholesale trade managers	Business Administration; University Transfer and Associate of Arts Degree
Administrative officers	Diploma and Bachelor's Degree in Business Administration
Administrative assistants	Certificate in Office Administration
Financial auditors and accountants	Diploma and Bachelor's Degree in Business Administration, Accounting major
Carpenters	Certificate in Carpentry Foundations; Carpentry Apprenticeship leading to Red Seal
Accounting technicians and bookkeepers	Diploma and Bachelor's Degree in Business Administration, Accounting major
Social and community service workers	Diploma in Community, Family & Child Studies
Cooks	Certificate in Professional Cooking Foundations; Apprenticeship leading to Red Seal
Insurance, real estate and financial brokerage managers	Diploma and Bachelor's Degree in Business Administration
Early childhood educators and assistants	Diploma in Early Learning and Care
Restaurant and food service managers	Diploma in Hospitality Management; Professional Cook Foundation and Apprenticeship leading to Red Seal
Information systems analysts and consultants	Certificate and Diploma in Computer Systems Technology
Construction managers	Diploma and Bachelor's Degree in Business Administration and Red Seal Trades credential
Computer programmers and interactive media developers	Certificate and Diploma in Computer Systems Technology
Property administrators	Bachelor's Degree in Business Administration
Nurse: licensed, registered, specialty, and nurse practitioner	Nursing degree and Licensed Nurse Practitioner diploma
Physiotherapist and Occupational Therapist	University Transfer towards a degree; Bachelor of Athletic & Exercise Therapy
Respiratory Therapist	University Transfer towards a BSc degree
Medical Laboratory Technologist	Medical Laboratory Assistant certificate
Health Care Assistant/Care Aid	Health Care Assistant certificate
Physician—general and specialist	Pre-med applied degree; University Transfer courses towards a preparatory degree





F - E D	2014/15	2015/16	C
FTEs – Ministry of Advanced Education (AVED)	6,468.9	6,447.2	(-0.3%)
FTEs – Industry Training Authority (ITA)	2,080.1	1,978.3	(-4.9%)
FTEs – International Students	1,291.6	1,307.6	+1.2%
Total Student FTEs	9,840.6	9,733.1	(-1.1%)

E 1	2014/15	2015/16	C
All Students (AVED, ITA, Continuing Education – CE, International)	18,766	19,103	+1.8%
Students who are Aboriginal <sup>2</sup>	1,133	Not available	Not available
International Students	1,514	1,638	+8.2%



M	T	F E ( I )
2015-16 Result:	6,447	Camosun had 6,447 FTEs in AVED programs in 2015/16, down from 6,469 in 2014/15. This reflects a number of issues that the college has been contending with, primarily related to a decrease in the number of students in Adult Basic Education and English as a Second Language training.
2015-16 Target:	7,049	
2015-16 Assessment:	Substantially achieved	
Note: the performance measure target for 2016-17 moves to 7,017 student spaces		

M	T	(F E)
2015-16 Result:	836	Nursing and Allied Health remains an area of strength at Camosun. For the 2015/16 year, Camosun had 836 FTEs, almost at the target of 846.
2015-16 Target:	846	
2015-16 Assessment:	Substantially achieved	
Note: the performance measure target for 2016-17 remains at 846 student spaces		



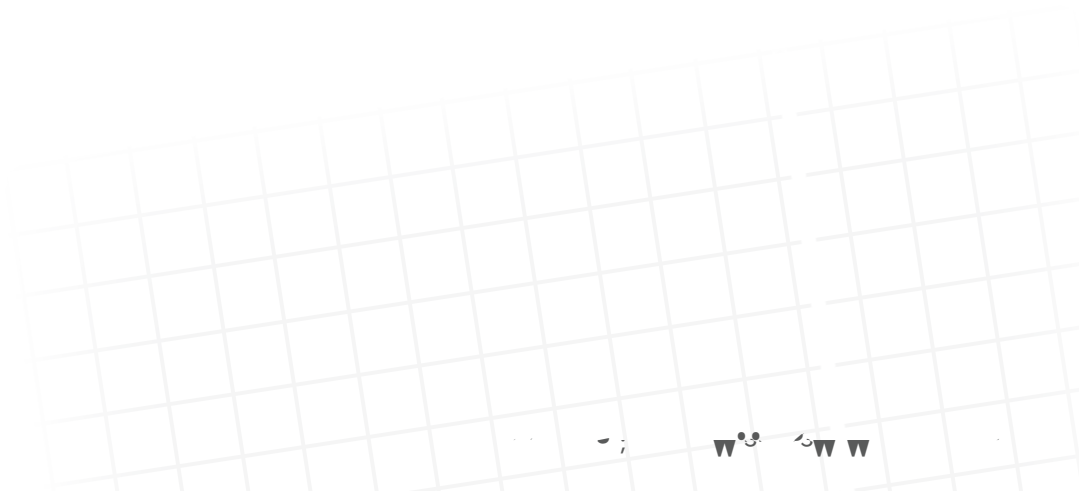
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M 7:				
2015-16 Result:	82.5%	94.0%	96.1%	The results for this performance measure remained consistent when comparing the 2015-16 results to the 2014-15 results. The BGS respondents provided the highest score at 96.1%, and this was an increase from the rate of 89.7% in 2014-15.
2015-16 Target:	90.0%	90.0%	90.0%	
2015-16 Assessment:	Substantially achieved	Achieved	Exceeded	

Note: the performance measure target for 2016-17 remains at 90%

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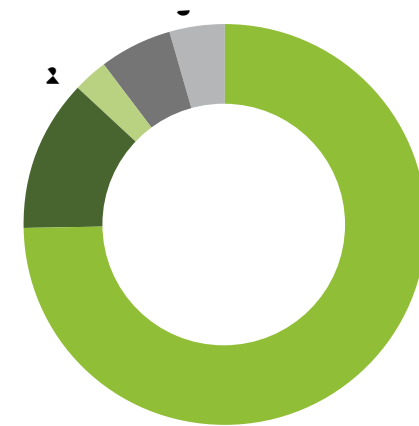
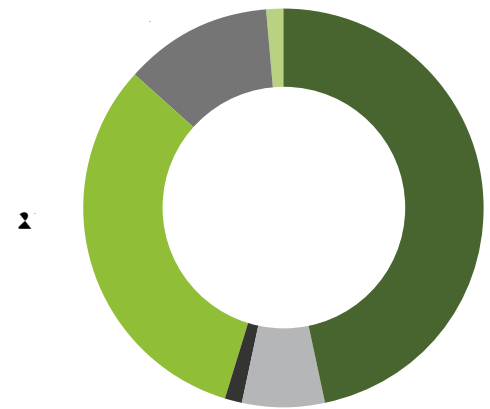




M	C
Implement BC's Skills for Jobs Blueprint	Camosun identified new Full Time Equivalents (FTEs) within programs across almost every school at the college. This included alignment of additional FTEs from programs that were included in Camosun's previous Skills Gap submissions, plus new programs that include: Environmental Technology; Criminal Justice; Legal Office Assistant; Hospitality Management; and Sport and Fitness Leadership. Camosun's plan currently targets 870 of

M	C
Support of the Administrative Service Delivery Transformation initiative	Participation in the following initiatives, including membership on various working committees: <ul style="list-style-type: none"> <li>• travel management services,</li> <li>• procurement of vending services, natural gas, trades equipment and cylinder gas,</li> <li>• sector print strategy, multi-function devices,</li> <li>• ASC (Colleague) consortium, procure to pay,</li> <li>• central deposit program.</li> </ul> Cross-sector initiatives leverage buying power and procurement expertise resulting in procurement efficiencies and small savings.
Conduct their affairs in a manner consistent with the legislative, regulatory and policy framework established by Government and share in upholding the Taxpayer Accountability Principles.	Camosun has met the requirements of the Taxpayer Accountability Principles (listed below). College policies reflect government core policies as required. The manual for the Camosun Board of Governors fully or substantially implemented five of six recommendations of the Office of the Auditor General's review.
	<ol style="list-style-type: none"> <li>1. Adhering to the policy, guidelines and directions of the Public Sector Employers' Council regarding executive compensation and the management freeze that remains in place.</li> <li>2. Negotiating settlements with unionized employee groups consistent with the Economic Stability Mandate.</li> <li>3. Ensuring that institutional operational and financial activities, including procurement and travel, are conducted consistent with Government standards for cost-consciousness and the most cost-effective use of taxpayer resources.</li> <li>4. Conducting board matters in accordance with the best practice guideline.</li> <li>5. Ensure board remuneration rates comply with Order in Council 180/95 and that remuneration is publicly disclosed annually on the institution's or associated ministry's website as required by the Treasury Board Directives.</li> </ol>









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