

NUNAVUNMI
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COLLÈGE
DE L'ARCTIQUE
DU NUNAVUT



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NUNAVUT
ARCTIC
COLLEGE

ANNUAL REPORT

2023 - 2024



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Minister Responsible for Nunavut Arctic College
Legislative Assembly of Nunavut
926 Queen Elizabeth II Way
P.O Box 2410, Iqaluit
Nunavut, X0A 0H0

Dear Minister:

In accordance with Section 18(1) of the *Nunavut Arctic College Act* and Part IX of the *Financial Administration Act* of Nunavut, I hereby submit, on behalf of the Board of Governors of Nunavut Arctic College, the 2023-2024 Annual Report for the fiscal year ending June 30, 2024.



Mubashir Mahmood
Acting Chair, Board of Governors
Nunavut Arctic College

MESSAGE

FROM THE CHAIRPERSON OF THE BOARD OF GOVERNORS

Greetings from Iqaluit. As Acting Chair of the Board of Governors for Nunavut Arctic College, it is my honour to introduce the Annual Report for the 2023-2024 academic year. It has been a pivotal year for the Arctic College: a period of growth, resilience, and collaboration, mirroring the strength and spirit of the Inuit culture that forms the foundation of our great institution.

“

This year, the Board was pleased to welcome Gwen Natsiq as our new Student Representative, while also celebrating the reappointment of Brenda Putulik as Staff Representative. I can confidently say that the College’s Board of Governors remains dedicated and enthusiastic in providing strong leadership as outlined in the Nunavut Arctic College Act.

Our students, faculty, and staff have demonstrated remarkable dedication to advancing education in Nunavut. Our initiatives are not only aimed at enhancing academic offerings, but also at supporting the cultural and linguistic preservation of the Inuit way of life. We have worked closely with our financial partners, including the Office of the Auditor General of Canada, to maintain the financial health of the College. I am pleased to report that the College is in a strong position to continue serving the educational needs of Nunavummiut.

As we present this Annual Report, I am confident that it captures the spirit of community that defines our College. It is a testament to the hard work of our students, faculty, staff, and Board members, as well as the ongoing support from our partners, stakeholders, and the Government of Nunavut.

In closing, I would like to thank the Honourable Karen Nutarak , the Honourable Joanna Quassa, and the Honourable Daniel Qavvik for their respective service as Minister Responsible for Nunavut Arctic College. I would also like to welcome back the Honourable Margaret Nakashuk to the role, and we appreciate the opportunity to work with her again.

Sincerely,

Mubashir Mahmood
A/Chair, Board of Governors
Nunavut Arctic College



MESSAGE

FROM THE PRESIDENT



As the 2024-25 academic year begins, I am amazed at how quickly the time between last year and this one has passed. It's wonderful to reflect on the 2023-24 fiscal and academic year and celebrate the achievements, milestones, and ongoing work in program delivery, student services, and research administration.

In 2023-24, we delivered the final year of our first Practical Nurse Program cohort. A graduation ceremony in Rankin Inlet marked this achievement, with all graduates having started in the 2021-2022 Pre-Health Program—the first time it was offered in the community. This program, supported by third-party funding, aligns with the Government of Nunavut's efforts to enhance elder care in Nunavut. Despite a small graduating class, we learned invaluable lessons that will strengthen future program delivery.

The College continues to invest in its own Information Technology systems. While we work with the Government of Nunavut's IT system, we rely on College-specific internet and network services for our programs and our students. Since joining CANARIE, Canada's National Research and Education Network, we've made significant strides in improving bandwidth and internet speed across our facilities. These improvements are vital, especially for programs like the Nunavut Teacher Education Program, which was offered in 17 communities in 2023-24.

I would be remiss not to acknowledge the passing of Peesee Pitsiulak, to whom this Annual Report is dedicated. The entire College continues to strive towards the vision she held for the College and our place in Nunavut.

The College continues in its operations. I am so proud to share this reporting outlining its highlights, which is only possible through the dedicated staff of the College. I wish to thank all staff of the College for making the Nunavut Arctic College what it is, and allowing it to grow, change and strengthen.

The College continues to thrive thanks to the dedication of its staff. I'm proud to share this report and express my gratitude to all who make Nunavut Arctic College what it is today.

Thank you,

Jackie Price, Acting President,
Nunavut Arctic College



CORPORATE OVERVIEW

At the core of Nunavut Arctic College's mandate is the preservation and promotion of Inuit culture and language. We are committed to integrating traditional knowledge with contemporary education practices, ensuring that our students receive a holistic education that is rooted in the history and values of Inuit society. We deliver lifelong learning opportunities to Nunavummiut through post-secondary studies.

Nunavut Arctic College is a public agency of the Government of Nunavut that was created through the Nunavut Arctic College Act on January 1st, 1995, and services the largest post-secondary service region in Canada. The College responds to the adult and post-secondary educational needs of Nunavummiut through its President, Board of Governors, and the Minister Responsible for Nunavut Arctic College.

As the only designated post-secondary institution in Nunavut, Nunavut Arctic College serves a vast region covering 3 time zones and 25 communities. The College is comprised of approximately 278 staff spread across all 25 communities of Nunavut. College operations include 3 regional campuses in Iqaluit, Rankin Inlet, and Cambridge Bay, 25 Community Learning Centers, and a truly unique cultural school located in Clyde River with satellite campuses in Baker Lake and Igloolik.

The College is also active on the national and international stage by promoting the generation, communication, and retention of knowledge through applied research at the Nunavut Research Institute. Nunavut Arctic College is committed to academic excellence and innovation. We collaborate with leading institutions across Canada and internationally to enhance our curriculum and provide our students with opportunities for advanced study and research.

Our students are at the heart of everything we do. The College is dedicated to providing a supportive learning environment that promotes personal and academic growth. Nunavut Arctic College is more than just an educational institution; it is a pillar of the community, a beacon of knowledge, and a driver of social and economic progress in Nunavut. As we reflect on our achievements and look ahead to new opportunities, we remain steadfast in our commitment to providing high-quality, culturally relevant education that empowers individuals and strengthens our communities.

VISION MISSION AND VALUES

VALUES

Nunavut Arctic College will strive to be the College of choice for the people of Nunavut by offering relevant programs of the highest national standards. In the advancement of their language and culture, our graduates will value education and be proud to take their place in Nunavut and beyond.

MISSION

The mission of Nunavut Arctic College is to strengthen the people and the communities of Nunavut by providing life-long learning opportunities for adult Nunavummiut by delivering high quality adult education programs developed with input from our partners throughout the Arctic and Canada, and by making the benefits of Inuit traditional knowledge and southern science more accessible.

VISION

Nunavut Arctic College is a creative community of educators and learners. We are proud of our essential role in providing education that bridges the Nunavut of yesterday, today, and tomorrow.

OUR PRINCIPLES

Our principles serve as guideposts to create a learning-centered institution that reflects Inuit values, beliefs, and knowledge. Nunavut Arctic College is an inclusive institution that:

- Respects and honours Inuit languages and culture
- Involves Elders as an integral part of the College life
- Promotes an understanding of Inuit culture and languages
- Values students' connections to family and community
- Prepares students for meaningful careers and healthy lives
- Places the well-being of students first and provides a strong caring network of support
- Promotes learning as a positive life-changing experience, involving the whole person, body - mind - spirit
- Encourages the personal, professional, and academic development of all students and staff
- Engages students as active participants in all aspects of learning and evaluation
- Ensures our graduates meet national standards.



BOARD OF GOVERNORS

Nunavut Arctic College is responsible through the Board of Governors to the Minister Responsible for Nunavut Arctic College. The Board of Governors determines policies respective of the administration of the College, including the Nunavut Research Institute.

The Board recommends priorities to the Minister for courses and programs that may be established by the Minister, ensures that for each fiscal year an estimate of the revenues and expenditures of the College is prepared, and approves the College's annual Financial Statements. The Board also presents budgets to the Minister in accordance with Part IX of the Financial Administration Act of Nunavut.



The current members of the Board of Governors are as follows:

MEMBER	REPRESENTATIVE	TERM EXPIRES
Elisapee Karetak (2nd term)	Kivalliq	September 13, 2025
Derek McDonald	Kivalliq	September 13, 2025
Mubashir Mahmood (A/Chair)	Qikiqtaaluk	September 13, 2025
Susan Gardener	Qikiqtaaluk	September 13, 2025
Brenda Putulik (2nd term)	Staff Representative	November 5, 2026
Gwendolyn Natsiq	Student Representative	May 9, 2027
Donna Olsen-Hakongak	Kitikmeot	September 11, 2027
Vacant	Kitikmeot	



HONOURING OUR COLLEAGUES

REMEMBERING A LEGACY OF DEDICATION AND SERVICE



We're proud to recognize the outstanding contributions of Dan Page, who retired at the end of the 2023-2024 academic year after an exceptional 30-year career at Nunavut Arctic College.

Dan began as an Adult Basic Education (ABE) Instructor in Igloolik in 1994, and over the years, he played a pivotal role in shaping adult education across Nunavut. From launching literacy programs and career workshops to spearheading community programming and working closely with industry partners, Dan's commitment to providing relevant, high-quality education for adult learners has been unwavering.

In 2012, as Manager of ABE, he led the program enhancement, overseeing the development of over 50 instructional resources, culturally relevant assessment tools, and promotional materials, while mentoring educators in 24 communities.

His leadership extended to facilitating conferences, courses, and workshops, where he shared his extensive knowledge and passion for continuous learning.

Dan's tireless dedication, collaborative spirit, and ability to inspire others have left a lasting legacy, and we are deeply grateful for his lasting impact on our institution and the communities we serve.



HONOURING OUR COLLEAGUES

REMEMBERING A LEGACY OF DEDICATION AND SERVICE

We're equally proud to celebrate the remarkable career of Uvinik Qamaniq, who also retired at the end of the 2023-2024 academic year after a distinguished career as an instructor in the Nunavut Teacher Education Program.

Uvinik, a proud graduate of NTEP herself, brought a wealth of experience as a teacher, translator, and instructor, enriching the lives of students across all three regions of Nunavut.

Her unparalleled expertise in Inuktitut and her dedication to advancing education in the territory have left our community better than she found it.

Uvinik's passion for teaching and her commitment to fostering the next generation of educators embody the values of excellence and leadership that NAC upholds.

Her legacy continues to inspire, and we are profoundly thankful for her enduring contributions to our institution and the field of education in Nunavut.



HONOURING OUR COLLEAGUES

THANK YOU FOR YOUR DEDICATION



We are honoured to celebrate the remarkable life and legacy of Peesee Pitsiulak, whose extraordinary leadership as Dean of Education and Inuit Studies left an indelible mark on our institution and the broader educational landscape in Nunavut. Peesee was a visionary whose passion for expanding educational opportunities for Inuit was matched only by her dedication to ensuring that our programs embraced and celebrated Inuit culture. Her tireless efforts not only preserved our heritage but empowered countless students to pursue their academic and cultural aspirations with confidence and pride.

Peesee was a unifying force, fostering a spirit of collaboration and inclusivity within our community. Known for her kindness, strength, and calm demeanor, she brought people together, especially in challenging times. Her leadership was both people-centered and results-driven, always ensuring that the well-being and contributions of those around her came first. She was a source of inspiration to her colleagues and students alike, and her love for her work shone through in everything she did.



POSITIONS

NUNAVUT INUIT

	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Senior Management	8.00	0.00	8.00	100%	4.00	50%
Middle Management	29.00	10.00	19.00	66%	10.00	53%
Professional	172.60	101.60	71.00	41%	33.00	46%
Paraprofessional	42.00	26.00	16.00	38%	13.00	81%
Administrative Support	60.17	26.20	33.97	56%	30.97	91%
Total	313.77	163.80	149.97	48%	92.97	62%

Employment summary, by community

Arctic Bay	3.77	2.50	1.27	34%	1.27	100%
Arviat	21.53	13.00	8.53	40%	7.53	88%
Baker Lake	9.27	5.27	4.00	43%	3.00	75%
Cambridge Bay	25.77	16.77	9.00	35%	5.00	56%
Chesterfield Inlet	3.77	2.50	1.27	34%	0.27	21%
Clyde River	16.27	8.00	8.27	51%	7.27	88%
Coral Harbour	3.27	2.27	1.00	31%	1.00	100%
Gjoa Haven	2.27	1.27	1.00	44%	0.00	0%
Grise Fiord	1.27	0.00	1.27	100%	1.27	100%
Igloolik	7.27	4.27	3.00	41%	2.00	67%
Iqaluit	114.10	44.10	70.00	61%	34.00	49%
Kimmitut	1.27	0.00	1.27	100%	1.27	100%
Kinngait	3.77	2.50	1.27	34%	1.27	100%
Kugaaruk	4.77	4.77	0.00	0%	0.00	-
Kugluktuk	3.77	3.77	0.00	0%	0.00	-
Nauyasat	4.27	4.27	0.00	0%	0.00	-
Pangnirtung	3.27	2.00	1.27	39%	1.27	100%
Pond Inlet	5.77	5.77	0.00	0%	0.00	-
Qikiqtarjuaq	3.77	2.77	1.00	27%	1.00	100%
Rankin Inlet	60.77	27.00	33.77	56%	23.77	70%
Resolute Bay	1.27	1.27	0.00	0%	0.00	-
Sanikiluaq	1.27	0.00	1.27	100%	0.27	21%
Sanirajak	3.77	2.50	1.27	34%	1.27	100%
Taloyoak	3.77	3.77	0.00	0%	0.00	-
Whale Cove	3.77	3.50	0.27	7%	0.27	100%
Total	313.77	163.80	149.97	48%	92.97	62%

Employment summary, by Iqaluit and other communities

Iqaluit	114.10	44.10	70.00	61%	34.00	49%
Other Communities	199.67	119.70	79.97	40%	58.97	74%
Total	313.77	163.80	149.97	48%	92.97	62%

STRATEGIC LINK TO KATUJJILUTA

Nunavut Arctic College remains committed to collaborating with the Government of Nunavut to achieve the objectives and priorities outlined in Katujjiluta. The College plays a pivotal role in addressing key priorities such as aging with dignity, expanding housing, enabling health and healing, reinvesting in education, and diversifying local economies.

Aligned with the 6th Legislative Assembly's mandate, the College leads in three critical areas: providing culturally and linguistically relevant training, implementing trauma-informed practices in healthcare and education, and expanding programs to equip Nunavummiut with qualifications for employment in Nunavut.

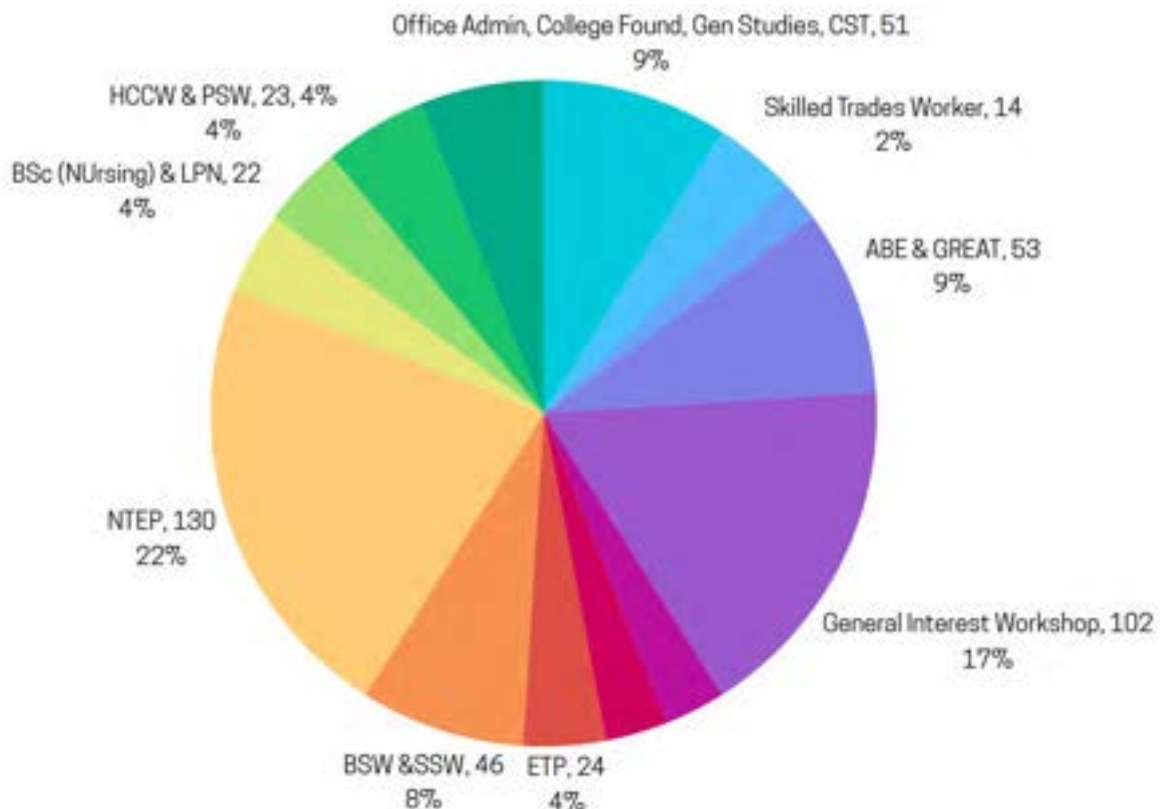
The College has focused on building instructional capacity, implementing recommendations from program reviews, and enhancing partnerships to improve educational and wrap-around resources for students. Initiatives have included emphasizing Inuit language and cultural programming, integrating elder wisdom, reducing reliance on southern hires by developing local skills, teaching trauma-informed practices, and providing comprehensive student support services.

Efforts to increase educational and employment opportunities for Inuit and Nunavummiut have been made throughout 2023-2024 in Trades & Technology, Health and Wellness, Education, and Community Learning. The College's successful initiative to secure dedicated broadband has enhanced online learning access for students in five communities, and active planning has been underway to extend this service to all Nunavut communities.

Ongoing program reviews, grounded in Inuit Societal Values, ensure that all activities are aligned with the needs of Nunavummiut. The College continues to work closely with government agencies, local organizations, and community leaders to ensure its programs meet the needs of the community.

2023-2024 ENROLLMENT

General Interest Workshops	102	ETP	27
ABE & GREAT	53	BSW & SSW	46
Skilled Trades Worker	14	NTEP	130
Pre-Trades, Pre-Health, PASS	24	BSc (Nursing) & LPN	22
Office Admin, College Foundations, General Studies, Computer Service Technician	51	Home and Continuing Care Worker & PSW	23
Apprenticeship Programs & Oil Heat Systems Tech	18	Inuit Studies, Interpreter/Translator	27
Culinary Arts	20	Fur and Jewellery	37



INFORMATION TECHNOLOGY

During the 2023-2024 fiscal year, Nunavut Arctic College made significant strides in enhancing its Information Technology infrastructure and services.

A key development was the renovation of the Information Technology office space in Iqaluit, transforming it into an open-concept environment that fosters collaboration and creates a welcoming atmosphere for both staff and students seeking support from the division.

The Information Technology division also gained the addition of several key roles: a Security and Incident Management Analyst in Iqaluit, an Information Technology Specialist in Cambridge Bay (Summer 2024), a Deskside Support Officer in Rankin Inlet, and a Senior Business Systems Analyst in Iqaluit. These new positions strengthen the College's ability to provide secure and robust Information Technology support across the territory.

This year, the division successfully distributed over 400 laptops to students as part of its ongoing device giveaway program, ensuring that learners have the tools they need to succeed.

A highlight of the year was the participation of Nunavut Arctic College's President Rebecca Mearns and Information Technology Executive Leader Jennifer Lane at TNC, the world's largest technology network conference, held in Rennes, France. Their presentation on Low Earth Orbit technology implementation and Inuit Knowledge Sovereignty was well-received, sparking international discussions on connecting remote locations for research and education. The College also hosted leaders of the Canadian National Research and Education Network for a ribbon cutting Ceremony celebrating the new network expansion.

In addition, the division made significant improvements to the Learning Management System, the internal student intranet, and the help desk ticketing tool, making these platforms more interactive and user-friendly.

With a continued focus on data and information security, the division introduced new technology, governance practices, and software to enhance security measures, ensuring that student and institutional data remain safe and secure.

STUDENT SERVICES

The Student Services Division is a vital and integral part of Nunavut Arctic College and is central to creating campus community and belonging in and outside of the classroom. Student Services strives to provide culturally relevant programming for its students and their families. This programming included evening parka-making courses, kamik-making, country food feasts, and more. There were also recreational activities such as weekly volleyball games and access to the Aquatic center gym and pool provided by student service. The following were also provided to support students, faculty, and management to support student success, including:

STUDENT COUNSELLING

There are student counsellors available onsite at the three regional campuses, along with Elder Advisors, who also provide students with guidance. Counsellors also work closely with the 'Healing by Talking' initiative to connect students across the territory with remote counselling services. The counselling team also provides a range of health and wellness services that foster academic success, promote support family life, and enhance the overall learning experience.

LIBRARY SERVICES

The Nunavut Arctic College Library Services team provides access to resources for staff, students, and public users. Libraries are located at the Nunatta Campus in Iqaluit, the Kitikmeot Campus in Cambridge Bay, the Kivalliq Campus in Rankin Inlet, and the Nunavut Research Institute in Iqaluit. In addition to the books, videos, and periodicals, College Library Services subscribes to several digital resources including online journal databases through ProQuest and EBSCOhost, as well as digital streaming services through the National Film Board of Canada's CAMPUS, and Safetycare's Safetyhub.

Involving Elders is also an integral part of the campus community life experience; Elder Advisors were able to provide guidance in the form of counselling services and assure that Inuit Qaujimagatutqangit is always present on campus and shared with both students and staff

REGISTRAR'S OFFICE

The Registrar's Office supported students with enrolment, managing student records, processing payments, requests for transcripts and assisted with many more academic related procedures including course selection and graduation. During Spring 2024 semester the Registrar's team piloted its first student self-enrolment intake, where students were able to self-enrol into all their required courses and generate their own Enrolment Verification forms needed by funders autonomously, with minimal support from the Registrar's team. The team will continue to refine this process with the goal of having self-enrolment available for all programs moving forward.

CAREER DEVELOPMENT

Career Development Advisors supported students with program and career choices, as well as with resume building and job searches. These advisors also connected students with a wide array funding opportunities and supported them through the various application processes. The Career Development team, along with the support of the IT division, developed an online database for College students to access all available scholarships, awards and bursaries related to their program of study.



TUTORING

Student Services enhanced and expanded its tutoring services available to students during the fiscal year. In partnership with Memorial University (MUN), the College improved the ability to deliver online tutoring services to students across the territory. Students can now access tutors through the online portal and connect with both online tutors through MUN or find tutors for in-person sessions, where available. There are active tutors available to students (virtually and in-person) in all three regions and 5 communities.

In partnership with Dalhousie University, our Nursing students have access to their Studying for Success Centre where virtual tutoring options are also accessible. The College also strengthened the working relationship with United for Literacy to connect students who need academic and tutoring support beyond what our current tutor roster can accommodate.

STUDENT COUNCIL

Student Services continued to work closely with the Student Council to support and encourage students advocating for themselves and on behalf of the student population. The Student Council hosted several events throughout the year and supported Student Services with many events such as family feasts, Orange Shirt Day, Bell Let's Talk Day, Pink Shirt Day and many others.

It has developed a strong working relationship with Iqaluit Mental Health and focused efforts on delivering information and activity sessions that offer student friendly opportunities to explore resources and supports. Student Council also fundraised and applied for grants to support the College's foodbank. They also liaised with Canada Catering to collaborate on ways to increase variety, inclusivity, and sustainability within the College's food services options.

STUDENT FOOD SECURITY

Student Services recognizes the importance of food security for students and strives to remove that barrier as effectively as possible. Through community donations and third party funding, Student Services maintained campus food banks for student needs. In partnership with Jordan's Principle, the College launched a food security pilot project for students with children at the Nunatta Campus. This initiative was spearheaded by a dedicated staff member, who, as a recent graduate, understood firsthand the stress of balancing full-time studies while being unable to work and provide for her family. We often hire our own graduates because they understand both the academic and non academic challenges our students face. As a result of this staff member's initiative, students with children will now receive support from Jordan's Principle on an ongoing basis.

STUDENT/STAFF EXCHANGE PROGRAM

The Student Services continued involvement in the ‘North2North’ exchange program has facilitated the exchange of several students and staff members across the college.

Exchanges that took place include students visits various institutes across northern Finland and Norway. Several staff members participated in exchanges to post secondary institutes in Finland.

The Nunatta Campus also hosted a visit from members of the Sami Institute of Applied Sciences, based out of Norway.

STUDENT ACCOMMODATIONS

The Student Services team also oversees the student accommodations and college security; as well as food services, which includes cafeteria services and the student food banks, which promote food security for students and their families.



HEALTH, WELLNESS & BUSINESS

Nursing

The Bachelor of Science in Nursing program continues to provide a robust blend of theoretical knowledge and practical experience, preparing our students to meet the diverse healthcare needs of Nunavut. Through a combination of rigorous coursework and immersive clinical placements, our students are equipped to excel in both local and urban healthcare settings, reinforcing their role as vital contributors to the health and well-being of Nunavummiut.

In partnership with Dalhousie University, Nunavut Arctic College has produced 79 graduates in its Bachelor of Science in Nursing since the program's inception in 2004.

As we look back on the past year, we are excited to reflect on the achievements of our students continuing the tradition of excellence in nursing education in Nunavut.

Nursing Highlights of the Year

The academic year was marked by numerous exciting hands-on experiences and community engagement activities that enriched the students' learning and showcased their growing expertise, including the following:

Clinical Placements and Leadership Exposure

- Fourth-year students had the unique opportunity to complete placements with nursing leadership at Qikiqtani General Hospital and the Chief Nursing Office. They also traveled to Pangnirtung and Igloolik to gain firsthand experience as Community Health Nurses in local health centres. This role remains a critical first point of access to healthcare for Nunavummiut.
- Third-year students hosted a leadership series, inviting health-care leaders, including the Minister of Health and other prominent figures, to speak about leadership in health care. This series was open to all BScN and Pre-Health students, offering them valuable insights into the challenges and responsibilities of healthcare leadership.

HEALTH, WELLNESS & BUSINESS

Community Service Initiatives

- In the Fall, fourth-year students planned and hosted a flu vaccine clinic at the Nunatta campus in partnership with Iqaluit Public Health. They provided flu vaccines to 50 people, with fellow program students offering additional support.
- First-year students hosted Blood Pressure clinics at Nunatta Campus and BlackHeart Café, serving 22 and 39 people, respectively. These events allowed students to engage directly with the community and demonstrated the practical impact of their education.

Exposure to Urban Healthcare Settings

- Third-year students completed clinical placements in Halifax, where they were exposed to acute mental health, medical-surgical care, and maternal care, particularly focusing on high-risk pregnancies. This placement provided them with unique learning opportunities not available in Iqaluit, enhancing their skills and confidence as they prepare for their final year.

The 2024 academic year has been a remarkable journey for our nursing students, filled with diverse learning experiences, community involvement, and professional growth. As we continue to build on the success of our partnership with Dalhousie University, we look forward to further enriching the program and contributing to the future of healthcare in Nunavut. Our students have once again proven to be outstanding ambassadors for the program.

PRE-HEALTH SCIENCES

Community Service Initiatives

Our Pre-Health Sciences program has gone through several redesigns throughout the years at the College. It provides the knowledge base and rigour that is required to be successful in health programs that are often fast-paced and demanding.

This has been another successful year for Pre-Health Sciences. The one-year certificate program is critical in preparing potential students for Nunavut Arctic College nursing programs or other healthcare programs where science and math are foundational. Students complete coursework for credits in Math, Chemistry, Biology, and Psychology. As well they have courses to improve their writing abilities to prepare for the demands of health science programs where writing essays, term papers, and reviewing research evidence to support thoughts and ideas is a requirement.

Students were involved in a seal dissection with support from Lew Philip, the former Elder-in-Residence, they applied learning from courses while observing dog-team vaccinations, and they had land activities where they connected their classroom learning to the land. And just had fun!

Students were involved in a seal dissection with support from Lew Philip, the former Elder-in-Residence, they applied learning from courses while observing dog-team vaccinations, and they had land activities where they connected their classroom learning to the land. And just had fun!

SOCIAL SERVICE WORKER & BACHELOR OF SOCIAL WORK PROGRAM

The 2023-2024 academic year for the Social Work Programs at Nunavut Arctic College was marked by meaningful engagement between students, staff, and community members and organizations. This collaboration was instrumental in achieving the program's goals, which include connecting with the community, fostering advocacy skills, and integrating community service into the curriculum. Local Elders played a pivotal role in the program, providing valuable insights and support, which were essential to the students' success.

Throughout the 2023-2024 academic year, students from the Iqaluit, Arviat, and Cambridge Bay cohorts were deeply engaged in a range of activities that connected their academic learning with community involvement and social justice. In Iqaluit, students brought attention to the housing crisis in Nunavut, participated in Pink Shirt Day to stand against bullying, and joined the Missing and Murdered Indigenous Women and Girl Awareness Walk alongside staff. The Iqaluit cohort also engaged in Mental Health courses through a door decorating contest, while in Arviat, students combined cultural and academic experiences by attempting to hunt a caribou during their Social Service Worker Practice 2 course, ultimately forming the 'Nunavut Bobsled Team' as a creative alternative. Cambridge Bay students in Year 1 of the Social Service Worker program embraced cultural learning by crafting seal skin mitts during their History of Inuit Language course, with support from Elders during their Child Welfare studies.

SOCIAL SERVICE WORKER &

BACHELOR OF SOCIAL WORK PROGRAM

Students in the Bachelor of Social Work program took their commitment to community development further by creating a program focused on raising awareness of family violence, emphasizing the importance of safety and empowerment for people in vulnerable states. They collaborated with community partners, using a focus group to design activities for children during the 'Frolics' event, ensuring a safe and engaging environment during local skidoo races. The students also upheld the program's professional standards by taking the 'Pledge of Professionalism' before beginning their field practicums, marking their transition into professional social work practice. This pledge symbolizes their dedication to upholding ethical and professional standards as they prepare to contribute to their communities in meaningful ways.

Cultural integration was a key component of the program, with Elders providing invaluable support and guidance with student participation in culturally significant activities. Self-care and healing were also emphasized throughout the year, with Elders in Residence offering support and teachings to help students navigate the emotional challenges that arise with the nature of social work studies.

The Social Work Programs at Nunavut Arctic College, through collaborative efforts by the staff and students, made significant connections with their communities. The involvement of Local Elders, the focus on advocacy, and the integration of cultural practices and self-care have all been instrumental in the program's success, culminating in the graduation of 20 Social Service Worker students and six Bachelor of Social Work students.

FAMILY RESOURCE WORKER PROGRAM

The Family Resource Worker program provides training to front line workers in the Social Work field, upon request by the employer. This training is a partnership between the Department of Family Services and Nunavut Arctic College.

While the College did not offer specific training in support of this program, it met with the Department of Family Services to strategize on the best practices for delivery of the program. These discussions will continue into the fall to determine the most effective program delivery methods to meet the employees' needs.

This program is designed to provide front line workers with experience and credentials. Students who pass the course obtain credit that can be used towards the Social Service Worker diploma, if they chose to pursue this opportunity. All courses delivered are from the existing Social Service Worker Program curriculum. Family Resource Worker courses are an important first step on the education ladder that leads to the Social Service Worker Program, and ultimately, to the Bachelor of Social Work.

Practical Nursing Diploma

The College was proud to host its first graduating class of Practical Nurses in the Territory at the end of the 2023-24 academic year. The two-year diploma program is a rigorous program that meets national standards and will prepare the graduates for the Canadian Practical Nurse Registration Exam. The exam is not part of the program but is a requirement to become fully licensed to practice in Nunavut. The graduates will complete this exam in late July 2024 and seek their licensing following the notification of successfully passing the exam. The College and Association of Nurses of the Northwest Territories and Nunavut (CANN) is the licensing body for diploma prepared Practical Nurses and degree prepared Registered Nurses.

The first graduating class is a success worth celebrating for many reasons. The cohort experienced no attrition – all students who started the program have successfully completed the program! It was the first time that the college has delivered a nursing program outside of Iqaluit. The program hired an Inuk nurse as an instructor whose experience and knowledge were hugely beneficial to the students of the program and to other students in our nursing and health programs.

The year focused on consolidation of nursing skills and knowledge to function in acute and long-term care settings. Students completed theory courses to support maternal, paediatric, and mental health care. They completed courses focused on professional and ethical care, and information about the impacts of colonization practices that impacted Inuit in the territory. Local Elders were invited to share their experiences and traditional knowledge with the students.

This program is designed to provide front line workers with experience and credentials. Students who pass the course obtain credit that can be used towards the Social Service Worker diploma, if they chose to pursue this opportunity. All courses delivered are from the existing Social Service Worker Program curriculum. Family Resource Worker courses are an important first step on the education ladder that leads to the Social Service Worker Program, and ultimately, to the Bachelor of Social Work.

The second year focused on consolidation of nursing skills and knowledge to function in acute and long-term care settings. Students completed theory courses to support maternal, paediatric, and mental health care. They completed courses focused on professional and ethical care, and information about the impacts of colonization practices that impacted Inuit in the territory. Local Elders were invited to share their experiences and traditional knowledge with the students. The clinical placements were accommodated in Rankin Inlet at the Kivalliq Health Centre (Inpatient and Outpatient units), Home Care, and adult group home. The program would not be possible without collaboration and partnership with local health care organizations to work with the College for the clinical placements for learning requirements.

The Practical Nursing students were also able to complete ASIST (Applied Suicide Intervention Skills Training) as well as Basic Life Support certification during the two years of the practical nursing program

The clinical placements were accommodated in Rankin Inlet at the Kivalliq Health Centre (Inpatient and Outpatient units), Home Care, and adult group home. The program would not be possible without collaboration and partnership with local health care organizations providing room for the students complete the clinical placements learning requirements.



The Practical Nursing students were also able to complete ASIST (Applied Suicide Intervention Skills Training) as well as Basic Life Support certification during the two years of the practical nursing program.



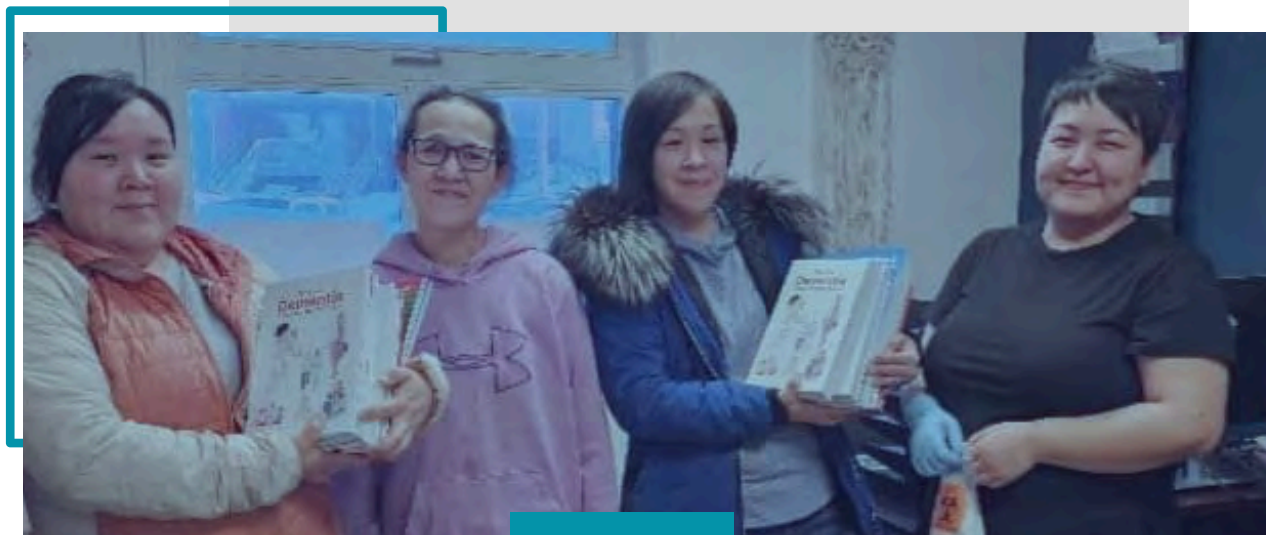
PERSONAL SUPPORT WORKER

The College's Home and Continuing Care Worker program has had a revision and rebranding to align more closely with national standards of Canada. The program has been renamed Personal Support Worker.

This past year delivery has been provided in two modalities – in-person for 25-weeks for all courses including practicum, and remote online (blended synchronous and asynchronous) one course at a time.

The remote online delivery is highly supported by managers and directors of employees who are working in the field but do not have the full certification. Employees are provided time to join required online sessions for courses and support to complete course requirements.

The Kivalliq Campus was the site for the first offering of the re-designed Personal Support Worker 25-week program. This training has never been offered in this format previously at the college. While application numbers were low, the decision was made to move forward with delivery in order to evaluate the delivery and re-design. Some students are expected to successfully complete the program requirements in the very near future.



One of the highlights for our department was having our students and faculty in Rankin Inlet attend the signing ceremony for the new Long Term Care Facility.

The remote online delivery is highly supported by managers and directors of employees who are working in the field but do not have the full certification. Employees are provided time to join required online sessions for courses and support to complete course requirements.

It was wonderful to have this 25-week program delivered in Rankin Inlet. There was opportunity for the Personal Support Worker and Practical Nursing students to mix and learn together. They completed a two-day Applied Suicide Intervention Skills Training (ASIST) course together with other community members and there was opportunity to share learning when Elders were present.



The ceremony was attended by Sakku President David Kakuktinniq, Health Minister John Main, Rankin Inlet Mayor Harry Towtongie, and the KIA President. They all expressed appreciated for the work being done by the college. The College has worked closely this year with the Department of Health on a variety of new initiatives, including the launch of the new Personal Support Worker Certificate.



Computer Systems Technician Certificate

The Computer Systems Technician program provides students with the skills for entry level employment in the information technology industry. It provides a foundation in hardware, software, networking and IT security. All graduates from the 2023-2024 academic year who wish to work are currently working in a field related to their studies.

Currently being offered as a one-year certificate program, the aim is to transition to a two-year diploma as soon as possible. Planning and course design is already underway with the plan to launch in the next year or two. In addition to the two-year diploma, the updated program will have a one-year certificate exit point allowing students who want to enter the work force faster to exit with a certificate. Students that have completed the current one-year program will be invited to enroll in the second year of the updated program.

For the 2023-2024 academic year, the Computer Systems Technician program is once again working with Northwestel. Northwestel provided graduating students with achievement awards which recognizes their hard work in the field of Information Technology

EDUCATION, INUIT & UNIVERSITY STUDIES

NUNAVUT TEACHER EDUCATION PROGRAM

The Nunavut Teacher Education Program is committed to ensuring that Nunavummiut students graduate with comprehensive knowledge of Inuit culture, Inuktitut language skills, preparing them to teach in Nunavut schools. The program aims to help students develop exemplary teaching practices through a well-rounded, Arctic-focused education.

NTEP offers two streams based on the Inuktitut language capacities of the teacher candidates: the Emergent Language Stream, which leads to a Nunavut Arctic College Inuit Language and Culture Diploma, and the Proficient Stream, which leads to a Nunavut Arctic College Inuktitut Teaching Diploma. Credits from both streams can be applied toward the Bachelor of Education degree accredited by Memorial University of Newfoundland and Labrador.

The program uses a blended delivery model that combines in-classroom and online learning. This model includes face-to-face and remote learning, with cohorts from multiple communities engaging in learning together through remote technologies. Course frameworks and content are hosted on the college's learning management system, Brightspace. Some courses include more in-class learning, while others are adapted for remote and blended delivery. In addition to coursework, students must complete field experiences and a full-time internship in Nunavut schools to successfully finish the program.

For the 2023-2024 academic year, 146 learners were enrolled in the Program. The Nunavut Teacher Education Program was delivered in 15 communities, including Iqaluit, Arctic Bay, Arviat, Baker Lake, Cambridge Bay, Coral Harbour, Igloolik, Kinngait, Nauyasat, Pangnirtung, Pond Inlet, Qikiqtarjuaq, Rankin Inlet, Sanirajak, and Whale Cove.



EDUCATION, INUIT & UNIVERSITY STUDIES

EARLY CHILDHOOD EDUCATION

The Early Childhood Education Program at Nunavut Arctic College equips graduates with the professional credentials required in the early childhood field, thereby enhancing essential childcare services for families across Nunavut. The College currently offers an Applied Certificate and a Diploma in Early Childhood Education, each designed to meet the specific needs of students.

The Applied Certificate, funded through third-party sources, is tailored to address the logistical needs of Nunavut communities and the learning requirements of existing childcare workers. By providing onsite training with minimal disruption to childcare centers, this program ensures that current workers can upgrade their skills without leaving their jobs. The Applied Certificate follows a workplace model, allowing existing daycare workers to continue earning an income while upgrading their qualifications. The program prepares students with the comprehensive knowledge and skills needed to develop and deliver high-quality early childhood education in Nunavut.

The two-year accredited Diploma program, on the other hand, is completed as a full time in-class program. It prepares students with the comprehensive knowledge and skills needed to develop and deliver high-quality early childhood education in Nunavut. Both programs integrate Inuktitut and Inuit Qaujimajatuqangit into their curricula, ensuring that the education provided is culturally relevant and aligned with Inuit values.

The rollout of the Applied Certificate programs in Arviat and Igloolik provided the College with valuable lessons, which were applied throughout 2023-24 in the development of a newly designed Early Childhood Education curriculum for both the Applied Certificate and Diploma programs. To support the curriculum overhaul, the College hired a curriculum development team to design an interactive and flexible blended learning model. This approach, which includes a combination of in-person instruction and supported online learning, ensures that the programs remain accessible and effective for all students, regardless of their location.

The College is excited to continue refining and expanding its Early Childhood Education offerings to better serve the needs of Nunavut's communities.

EDUCATION, INUIT & UNIVERSITY STUDIES

INTERPRETER/TRANSLATOR PROGRAM

The Interpreter/Translator Program at Nunavut Arctic College is an important flagship program for the Nunavut Arctic College, supporting the linguistic needs of Nunavummiut. Established in 1991, the program has a long history of training skilled interpreters and translators who are essential for effective communication in two official languages across the territory. The academic year has been a period of growth and innovation for the program, including strategic planning and a program review aimed at enhancing its relevance and success. In addition, we have looked at how to expand delivery opportunities beyond Iqaluit, preparing the program for years of success to come.

During the academic year, the program had active participants:

A total of 14 students were registered in year one in Iqaluit and Clyde River. Of these, 3 students successfully completed their first year and will continue into their second year of the program in the Fall of 2024. There was no year two programming, as year one had not been offered in 2022-23. That pause allowed the program to begin its program review. Additional students continued their studies in the third year of the Interpreter Translator program: this post-graduate diploma continues to provide students with opportunities to refine the skills and knowledge gained by completing their diploma.

The Nunavut Arctic College was able to deliver year 1 of the Interpreter/Translator in Clyde River in 2023-2024. This was the first time it was offered outside of its base delivery. The Clyde River delivery has helped the College to better understand the needs for Interpreter-Translator to be offered in communities outside of regional campuses and supporting students in remote communities. To support these efforts, online program development is now underway, while seeking third-party funding, and will continue into the next fiscal year.

Looking ahead, the program review will consider what aspects of the Interpreter/Translator Program can be effectively delivered online, a move that could significantly increase accessibility for students across Nunavut. An important aspect of this work is reviewing the course resources and supports to include additional dialects. How the College can best include and increase its dialectal representation was also an important goal of the 2023-24 fiscal year for the department.

The 2023-24 academic year was pivotal for the Interpreter/Translator Program, marked by strategic reviews, new initiatives, and a strong commitment to meeting the needs of Nunavummiut. The program remains focused on providing high-quality education that reflects the region's linguistic and cultural heritage while adapting to the evolving needs of its students.

EDUCATION, INUIT & UNIVERSITY STUDIES

INUIT STUDIES

The Inuit Studies Program at Nunavut Arctic College continues to be a cornerstone of the institution's commitment to providing culturally relevant education for Nunavummiut. Since its establishment in 1996, the program has played a crucial role in preserving and promoting Inuit culture, language, and knowledge. The 2023-2024 academic year marked a period of both reflection and renewal for the program, as it adapted to meet the evolving needs and interests of students and communities across Nunavut.

The 2023-2024 academic year saw the successful enrollment and completion of Year 1 by five students. This full retention rate reflects the program's strong appeal and relevance to those interested in deepening their understanding of Inuit culture and traditional knowledge.

The focus of the Inuit Studies Program is currently undergoing a significant shift. While the program has traditionally emphasized research, there is a growing emphasis on incorporating more skill-based learning into the curriculum. This change is in response to feedback from Nunavut communities, which have consistently requested greater access to training in Inuit cultural skills and knowledge.

The program's strategic pause in student intake during the 2022-2023 academic year allowed for a thorough review and the mapping out of a new direction. This renewed focus makes the program more accessible and applicable to the needs of communities across the territory, aligning closely with the College's broader strategic priorities.

Nunavut Arctic College recognizes the importance of making the Inuit Studies Program available in various communities throughout the territory. The goal is to create a program that not only preserves Inuit heritage but also equips students with practical skills that can be applied in their daily lives and future careers. This approach ensures that the program remains relevant and responsive to the cultural and educational needs of Nunavummiut.

Since its inception, the program has explored various themes central to Inuit culture, including Language, Oral Traditions, Environment & Technology, Arts & Culture, Policy & Administration, and Research. These themes have provided a comprehensive framework for understanding the rich cultural heritage of the Inuit and continue to inform the program's curriculum as it evolves.

As the program continues to develop, the College is committed to expanding its reach and impact. By integrating skill-based learning with traditional research-focused courses, the program is poised to offer a more holistic and practical education that resonates with students and communities alike. The upcoming academic year will focus on implementing these changes and exploring new opportunities to bring Inuit cultural education to more communities across Nunavut.

EDUCATION, INUIT & UNIVERSITY STUDIES

FUR DESIGN AND PRODUCTION

The Fur Production and Design Program remains a vital part of the college's offerings, equipping students with the skills and knowledge to contribute to Nunavut's rich fur production and design tradition. Currently base-funded in Iqaluit, the program is exploring the potential for delivery in other regions if additional funding is secured. It continues to evolve to meet the needs of both students and the communities it serves. This two-year program admits new students biennially, allowing for in-depth learning and hands-on experience essential for mastering traditional and contemporary fur production techniques. In the 2023-2024 academic year, it was offered in Iqaluit and Pangnirtung.

In Iqaluit, 8 students enrolled in Year one, with 7 successfully completing the year, reflecting steady interest in the capital. In Pangnirtung, five students enrolled in the winter semester, following a fall semester delivered by Community Programs, and three of these five completed Year one. This expansion demonstrates the program's flexibility and relevance to remote communities.

Engagement with the program's team, elders, and community members provides valuable feedback and inspiration for refining program delivery. A highlight of the year is the fashion show, where students showcase their work, bringing pride to the Nunatta Campus and the College.

The Fur Production and Design Program continues to play a critical role in preserving and advancing the art of fur production in Nunavut. As the program grows and adapts, it remains committed to providing high-quality education that respects and integrates the cultural heritage of the region. The upcoming year will focus on strengthening the program's instructional team, expanding student outreach, and continuing to build on the successes of the past academic year.

EDUCATION, INUIT & **UNIVERSITY STUDIES**

JEWELLERY AND METALWORK

The Jewelry & Metalwork Program plays a crucial role in preparing students for entrepreneurial ventures in the field of jewelry making and metalwork, with a strong emphasis on integrating a distinct Nunavut aesthetic. This program not only equips students with technical skills but also fosters an appreciation for the cultural significance of their craft, enabling them to create pieces that resonate with both local and global audiences.

In the 2023-2024 academic year, enrollment was modest:

- Year 1 began with 2 students, and a third joined in the second semester
- 2 students completed the full Year 1 program, while the student who joined mid year completed one semester

These numbers reflect the specialized nature of the program and the niche interest in jewelry and metalwork in the region

The program will be offered again in the upcoming academic year, with the aim of increasing enrollment and expanding its reach. The Inuit Language and Culture division has initiated a review of this program, aiming to diversify the program to enhance its appeal and attract a broader range of students.

As the Jewelry & Metalwork Program evolves and expands, the focus will be on adapting to student needs and industry trends. This includes revisiting the program model, exploring diversification opportunities, and continuing the search for a senior instructor to lead its next phase

COMMUNITIES & LEARNING

The Community & Distance Learning division during the 2023-2024 year, delivered the following courses in 19 communities:

- 9 Adult Basic Education programs:
- 4 Office Administration Certificate programs
- 1 College Foundations program
- 4 Pre-Trades Math & Science programs
- 3 Community Fur Production & Design programs
- 17 part-time general interest evening courses

There were 32 successful course completions in the Pathway to Adult Secondary School and two students graduated with their high school diploma.

All third-party programs were funded through Department of Family Services. The Office Administration Certificate program and College Foundations Certificate program in Iqaluit are base funded.

The program continued designing and developing online versions of courses from the Pathway to Adult Secondary School program on our Learning Management System. One Pathway to Adult Secondary School course was converted to an online offering this year. The College is strategically planning how best to adjust programming to become more flexible.

Community & Distance Learning division also continued our partnership with the Nunavut Fisheries and Marine Training Consortium to deliver 14 fisheries related courses and 2 Kisarvik programs, a pre-employment program geared towards the marine industry. 196 students benefitted from fisheries related training through this partnership.

In partnership with the Fisheries and Marine Institute of Memorial University of Newfoundland & Labrador, we are supporting individuals currently working in the Fisheries sector through professional development and mentorship. We developed and are currently piloting the Fisheries Management Certificate program, which consists of seven online courses; four courses developed and delivered by Nunavut Arctic College, and three courses developed and delivered by the Marine Institute.

COMMUNITIES & LEARNING

STAFF HIGHLIGHT: LYNETTE THOMAS

An esteemed member of the College community since 2002, Lynette serves as the Chair of Community and Distance Learning, and she leads the Pathway to Adult Secondary School and Continuing Education portfolios. In this capacity, she provides support and leadership to Community Coordinators and Adult Educators working in Community Learning Centres across the territory. Lynette's dedication and experience have significantly enhanced the delivery of the College's programs in communities, focusing on meeting local needs and promoting student success. A shining example of her commitment is the Breakfast Program, which Lynette has championed tirelessly each year by partnering with the Nunavut Poverty Reduction Division of Family Services in order to access funding for a breakfast program. Her efforts have transformed this program into a vital part of the College experience, offering meals to students in many communities before their studies begin each day. Nunavut Arctic College proudly recognizes and celebrates Lynette's dedication to fostering a holistic and supportive environment for the students.



TRADES & TECHNOLOGY

ENVIRONMENTAL TECHNOLOGY PROGRAM

For the 2023-2024 academic year, 30 of 65 applicants were accepted into the Environmental Technology Program in Iqaluit. 19 students completed the program: 9 first year students and 8 second year students, along with part-time returning students. Of that group, 10 graduated, 6 of them were on the Dean's list (high academic standing), and the Valedictorian was an Environmental Technology graduate. All graduates were Nunavut Inuit and were immediately employed in fields related to their Diploma.

The program recently went through a transition related to its staffing. For the 2023-2024 school year, the program was instructed through filled positions and supported by contractors and industry. The College looks forward to welcoming new and returning staff to the program. In preparation for the Post-Diploma Degree Program that the College is working toward, the Environmental Technology Program instructors are both working towards their own graduate level credentials.

CONSTRUCTION TRADES

The creation of Sanatuliqsarvik, the College's Trade School has a dedicated team of 9 faculty members and 7 support staff. Sanatuliqsarvik, is an invaluable site for training Nunavummiut in Nunavut in Construction Trades. Sanatuliqsarvik provides training in five important trades at the apprenticeship level including: carpentry, electrician, oil heat systems, plumbing, and housing maintainer.

The Skilled Trades Worker Program: This was designed for Nunavummiut who seek to develop foundational skills in math, science, blueprint reading, and other construction trades-related theory, paired with hands-on construction experience. This comprehensive program allows students to accumulate apprenticeship hours while working on real projects. It is recognized as equivalent to the Trades Entrance Exam and integrates Level 1 apprenticeship technical training into the program's yearly schedule. The program spans one year, combining theoretical instruction with practical, hands-on training, and includes wage-earning apprenticeship opportunities during the summer months.

TRADES & TECHNOLOGY

CONSTRUCTION TRADES

Collaborative Initiatives: Nunavut Housing Corporation, the Department of Family Services, and Nunavut Arctic College have formed a strategic partnership to build public housing units, which serve as training grounds for the Skilled Trades Worker Program. This collaboration ensures that students gain meaningful, hands-on experience directly linked to the theoretical knowledge they acquire during the academic year.

The ongoing collaboration between Nunavut Arctic College, the Nunavut Housing Corporation, and the Department of Family Services is focused on creating innovative partnerships with industry leaders. These partnerships aim to produce skilled tradespeople while constructing much-needed buildings in the territory, providing a dual benefit of education and infrastructure development by and for Nunavummiut.

Over forty students, along with staff, were involved in the housing project that was completed in late fall 2023. This was the first build in Rankin Inlet through the NU 3000 partnership. The house was then turned over to Family Services during a community-wide celebration in December 2023. The completion of this unit by students and staff provided a home to a family in the community. Sakku Investments has generously supported the program by providing essential equipment to the College at no cost, enhancing the practical training experience for students.

The College also entered another related partnership and signed a Memorandum of Understanding with Pewapun Construction Limited and Nunavut Housing Corporation in May 2024. Pewapun is an Indigenous company of the Nisichawayasihk Cree Nation in Nelson House, Manitoba. This partnership will increase hands-on trades training and support building additional student housing so there are more opportunities for future Nunavummiut to study at the College in Rankin Inlet and be provided with housing.

INDUSTRIAL TRADES (INCLUDING MINE TRAINING)

The Industrial Training division is responsible for mine-related training, culinary programs and the motive trades (Heavy Equipment Operator (HEO) and driver training). These programs are run by 6 faculty members and 3 support staff with additional work with our partners.

The College's efforts in Heavy Equipment Operation and Mine Training have been hampered by capacity issues. The College was proactive in its Human Resource efforts, but unfortunately, key positions were not filled. Key positions are necessary to seek funding for Mine training and Heavy Equipment Operator courses, as these programs are not base funded, but supported through third party funding. In response to capacity constraints, the College plans to engage NORCAT, a leading provider of mine training, to deliver two cohorts of the Mine Skills Development program annually. This training, which includes Common Core and customized modules, will be held at NORCAT facilities in Sudbury, Ontario, and is transferable to Nunavut's mines.

CULINARY ARTS

The Culinary Programs at Nunavut Arctic College are a key component of the Industry Trades Division, aimed at developing the culinary skills of Nunavummiut to meet the growing demand for skilled chefs and culinary professionals across the territory.

The College focuses on engaging with stakeholders and industry partners to secure partnerships that will enhance program delivery.

The Kitikmeot Campus, which opened in the fall of 2021, began hosting programs in September of that year. While the campus was fully operational by September 2021, the Culinary Arts Program officially started delivering courses in 2023. Despite its recent inception, the College had made significant strides in establishing partnerships and planning activities.

During 2023-2024 a partnership was established with the local high school, where high school students collaborate with the students in the Culinary Arts kitchen twice a week. This initiative not only enhances the learning experience for both groups but also fosters early interest in culinary careers among high school students.



The College has explored avenues to help students acquire the hours required for their Red Seal certification. The Canadian High Arctic Research Station has expressed interest in developing a partnership with the College to support students in meeting these requirements, further strengthening the College's commitment to producing qualified culinary professionals. As the program continues to grow, the College remains committed to providing high-quality culinary education that equips students with the skills and experience needed to succeed in the industry. Stakeholder engagement, curriculum refinement, and practical training opportunities ensures that graduates are well-prepared to meet the demands of Nunavut's culinary landscape.

NAC MEDIA

NAC Media had a productive year, and we appreciate the support from the Inuit Language Initiatives Fund and the North-by-North Research Project.

NAC Media conducted additional promotion of the Igloodik Oral History Project through a follow-up workshop in Iqaluit at the Nunatta Campus. Over three days in May 2023, all staff members were invited to participate in discussions, ask questions, and explore the vast holdings of the project. This initiative supported by North by North also produced a comprehensive finding guide, which has facilitated discoverability of content and increased the integration of Inuit Qaujimajatuqangit and Traditional Knowledge into the College's programs.

NAC Media's publishing activities during 2023-2024 included further development of a dictionary in the Uqqummiut dialect and the review of all Inuktitut editions of the College's popular Interview Elders Series of books, in which we have worked towards republishing in both syllabics and roman orthography.

NAC Media also supported the return of research to communities through the publication of the Kinngait SIKU glossary, the further development of the "Iglulik SIKU Glossary" as well as documenting research specific to Inuit perspectives on Caribou herds of the Dolphin-Union Strait.

NAC Media dedicated significant time to revising its distribution operations. This included finding a new distributor and warehousing, as well as further developing nacmedia.ca to include online sales. These developments have proven worthwhile by offering more seamless ordering of books and e-books, and greater discoverability of NAC's resources for a wider audience.

NUNAVUT RESEARCH INSTITUTE

The Nunavut Research Institute is the division of the College responsible for licensing and coordinating research across the territory, in accordance with the Scientists Act. This work is closely integrated with a network of research partners across multiple scientific disciplines. It offers a broad range of research support services and fosters programs and partnerships that aim to deliver positive outcomes for Nunavummiut.

Scientific Research Licensing: In 2023, the Nunavut Research Institute licensed 152 projects which is nearly double the number of licenses issued (81) in 2020 during the height of the COVID-19 Pandemic. To learn more about the broad range of research projects licensed each year by the Nunavut Research Institute, please check out our annual compendiums of research: [Research compendiums | Nunavut Research Institute \(nri.nu.ca\)](#)

Nunavut Research Institute worked with Nunavut Tunngavik Incorporated to co-host a gathering for territorial research regulators in November 2023 to strengthen collaboration, share promising practices, and explore ways to improve the regulation, relevance and benefits of research in Nunavut. This gathering brought together 27 different agencies from across Nunavut and the Nunavik and Eeyou Marine Regions, including representatives from the federal government, territorial government, designated Inuit organizations and institutions of public government.

Isirvik Research Portal: In December 2023, [Isirvik](#) was launched - a new website and research portal. Isirvik is an Inuktitut term that translates to “an entrance”. This website and research portal provides information about all research licensed by the Nunavut Research Institute since 2004. It was an effort to create a bridge between Nunavummiut and research taking place in their home communities. This website makes research information that has been licensed by the Nunavut Research Institute searchable, comparable, and readily available to Nunavummiut.

The portal is also a resource for researchers and institutions interested in undertaking future studies in Nunavut. By providing a public platform that brings together information about past and ongoing research, it aims to facilitate partnerships, reduce duplication of efforts, promote Inuit Qaujimaqatuqangit in research, and encourage collaboration and knowledge sharing. Three information and training workshops were held with various user groups during the ArcticNet Annual Scientific Meeting in December 2023.



NUNAVUT RESEARCH INSTITUTE

The logo and illustrations on the Isirvik website were created by Sylvia Pewatoolook, an artist based in Mittimatalik and a 2023 graduate of the Environmental Technology Program at NAC. Visit isirvik.ca to learn more.

Systematic Research Review with Memorial University of Newfoundland and Labrador: In 2023/24, We completed a comprehensive review of 3400 research documents with Memorial University of Newfoundland and Labrador which focused on better understanding how Inuit Qaujimajatuqangit is represented and mobilized in research. The full report from this literature review and several companion outputs, including a detailed glossary of Inuktitut terminology and concepts related to research are available at: [The Nunavut Arctic College and mobilization of Inuit Qaujimajatuqangit in Nunavut research – CLEAR \(civiclaboratory.nl\)](https://www.civiclaboratory.nl) The resources developed and knowledge gained through this project guides the College in developing its strategic research plan.

Research Associates Program: We developed and launched a new Research Associates pilot program in 2023. We created partnerships with community-based research experts who conduct research that is inclusive, relevant and meaningful to Nunavummiut. In September 2023, we welcomed Dr. Amy Caughey, a longtime Iqaluit resident with a background in nutrition science, as our first research associate under the Pilot program. Her research focuses on country food sovereignty in Nunavut. Our research associate works with Inuit partners from several Nunavut communities to document knowledge of country food preparation, preservation, and food safety in a changing climate.

Trichinella Detection: 2023-2024 marked the 7th consecutive year that Nunavut Research Institute has offered a laboratory based diagnostic service for Trichinella Nativa parasites in wildlife. This important diagnostic program, operated completely by Nunavummiut, was established in 2017 in partnership with Nunavut Tunngavik Incorporated at the request of Inuit who wanted an accessible laboratory in Nunavut to help ensure the safety of important country foods. As of June 01, 2024, the team of Nunavummiut analysts have tested 366 walrus and 70 polar bears from 16 communities. This testing has detected Trichinella parasites in 11 walrus and 37 polar bears.

Specimens accumulated through the diagnostic program have been utilized to conduct new applied scientific research, including a study of how long *Trichinella* parasites can survive in frozen walrus and polar bear tissue.

The analysts complete annual proficiency assessments with the Canada Food Inspection Agency to ensure the testing procedure is accurate, reliable, and safe. By providing rapid and early detection of trichinella in harvested wildlife, our diagnostic service helps the Nunavut Department of Health to help prevent outbreaks of Trichinosis infection in our communities. Training in the diagnostic method has been provided to students in the College's Environmental Technology and Nursing Programs.

The Nunavut Research Institute worked hard throughout 2023 to develop new trichinella detection capabilities in the College's research laboratory in Rankin Inlet. The Rankin Inlet lab is equipped to provide trichinella testing services for Kivalliq communities.

Cool Fact: *Trichinella* parasites were found in a Killer Whale (*Orcinus orca*) harvested in Pond Inlet in 2022; this was the first time that *Trichinella* parasites had been detected in an Orca from Arctic waters.

Permafrost Hydrology and Water Quality Research: In 2023, a long-term project continued, examining the changing hydrology and water quality of streams, lakes, and rivers around Iqaluit in collaboration with Queens and Carleton Universities. Nunavut Arctic College's Environmental Technology students, along with Nunavut Research Institute staff, conducted research through snow surveys, stream discharge gauging, permafrost measurement, and the collection and analysis of water samples both on-site and at the water laboratory. This work with university partners provides students with hands-on learning opportunities in water research techniques while offering information to support drinking water resource assessment and planning for the City of Iqaluit.

Virtual Reality Project: With funding from Polar Knowledge Canada, the Nunavut Research Institute created a virtual reality test environment. The Virtual Reality system was integrated into the wider College network and provided training to staff. Three immersive made-in-Nunavut Virtual Reality test experiences characterized as "Snowmobiling in Burton Bay", Scallop Fishing in Sanikiluaq" and "Hiking on Coburg Island" were developed. These were made available to the public during the 2023 ArcticNet Knowledge Expo in Iqaluit.



NUNAVUT ARCTIC COLLEGE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND AND LABRADOR PARTNERSHIP

2023-24 marked the fifth year, and halfway point, of the Nunavut Arctic College and Memorial University of Newfoundland and Labrador Partnership. This partnership, formalized with a Memorandum of Understanding signed in September 2019, identified five main areas of focus for the partnership: Governance, Programs, Student Supports, Research, and Professional Development. As the following overview info graph shows, significant strides have been made in all these areas.

In support of this partnership, representatives from both post-secondary institutes meet in a variety of ways in support of this partnership. Internal working committees work together on specialized topics including shared programs (Nunavut Teacher Education Program and the Bachelor of Social Work) and to bring together teams with similar function, such as the Registrar's Office, Marketing, Recruitment and Communications, and Information Technology.

In 2023-2024, the partnership admitted a record breaking 79 students into the Nunavut Teacher Education Program from across the Territory and successfully acquired additional funding from the Government of Nunavut for two more cohorts of the Bachelor of Social Work program.

As NAC and Memorial University look ahead to the remaining 5 years of the partnership, strategic planning has emphasized opening new bachelor level programs to Nunavut Arctic College students as well as beginning graduate level programming for Nunavummiut in their home Territory.

NUNAVUT ARCTIC COLLEGE FINANCIAL STATEMENTS

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MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The accompanying financial statements of the Nunavut Arctic College ("the College") and all information in this annual report are the responsibility of the College's management and have been reviewed and approved by the Board of Governors. The financial statements include some amounts, such as the allowance for doubtful accounts receivable and the provision for employee future benefits that are necessarily based on management's best estimates and judgment.

The financial statements have been prepared in accordance with Canadian public sector accounting standards (PSAS). Financial information presented elsewhere in the annual report is consistent with that contained in the financial statements.

In discharging its responsibility for financial reporting, management is responsible for developing and maintaining financial and management control systems and practices which are designed to provide reasonable assurance that transactions are authorized, assets are safeguarded and controlled and proper records are maintained. These controls and practices are intended to ensure the orderly conduct of business, the accuracy of accounting records, the timely preparation of reliable financial information and adherence to the College's policies and statutory requirements.

The Board of Governors is responsible for ensuring that management fulfils its responsibilities for financial reporting and internal control. The Board of Governors, the majority who are not employees of the College, meet periodically with management and the external auditors. The external auditors have full and free access to the Board of Governors.

The College's independent external auditor, the Auditor General of Canada, is responsible for auditing the transactions and financial statements of the College and for issuing her report thereon.

Jackie Price, Acting President
September 23, 2024

Nayab Khan, Chief Financial Officer
September 23, 2024





Office of the
Auditor General
of Canada

Bureau du
vérificateur général
du Canada

INDEPENDENT AUDITOR'S REPORT

To the Minister responsible for Nunavut Arctic College

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Nunavut Arctic College (the College), which comprise the statement of financial position as at 30 June 2024, and the statement of operations and accumulated surplus, statement of change in net financial assets and statement of cash flow 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 College as at 30 June 2024, and the results of its operations, changes in its net financial assets, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

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 College 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 Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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 public sector accounting standards, 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 College'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 College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College'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.

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 College'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 College'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 College 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.

Report on Compliance with Specified Authorities

Opinion

In conjunction with the audit of the financial statements, we have audited transactions of Nunavut Arctic College coming to our notice for compliance with specified authorities. The specified authorities against which compliance was audited are Part IX of the *Financial Administration Act* of Nunavut and regulations, the *Nunavut Arctic College Act* and regulations, and the by-laws of Nunavut Arctic College.


In our opinion, the transactions of Nunavut Arctic College that came to our notice during the audit of the financial statements have complied, in all material respects, with the specified authorities referred to above. Further, as required by the *Financial Administration Act* of Nunavut, we report that, in our opinion, the accounting principles in Canadian public sector accounting standards have been applied on a basis consistent with that of the preceding year. In addition, in our opinion, proper books of account have been kept by Nunavut Arctic College and the financial statements are in agreement therewith.

Responsibilities of Management for Compliance with Specified Authorities

Management is responsible for Nunavut Arctic College's compliance with the specified authorities named above, and for such internal control as management determines is necessary to enable Nunavut Arctic College to comply with the specified authorities.

Auditor's Responsibilities for the Audit of Compliance with Specified Authorities

Our audit responsibilities include planning and performing procedures to provide an audit opinion and reporting on whether the transactions coming to our notice during the audit of the financial statements are in compliance with the specified authorities referred to above.



Melanie Cabana, CPA
Senior Principal
for the Auditor General of Canada

Ottawa, Canada
23 September 2024

NUNAVUT ARCTIC COLLEGE
Statement of Financial Position
as at June 30


(in thousands of dollars)

	2024	2023
Financial assets		
Cash (Note 4)	48,488	39,688
Accounts receivable (Note 5)	23,071	23,271
Total financial assets	71,559	62,959
Liabilities		
Deferred contract income	19,957	12,328
Accounts payable and accrued liabilities (Note 6)	5,903	4,274
Due to the Government of Nunavut (Note 11)	4,115	6,932
Professional development fund (Note 8)	2,561	2,360
Employee future benefits (Note 9)	1,415	1,502
Capital lease obligations (Note 7)	291	392
Total liabilities	34,242	27,788
Net financial assets	37,317	35,171
Non-financial assets		
Tangible capital assets (Schedule A)	1,206	1,262
Prepaid expenses	186	963
Total non-financial assets	1,392	2,225
Accumulated surplus	38,709	37,396

Contractual obligations (Note 12)
Contractual rights (Note 13)

The accompanying notes and schedule are an integral part of these financial statements.

Approved by the Board:



Mahmood Mubashir
Chairperson of the Board

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

NUNAVUT ARCTIC COLLEGE
Statement of Operations and Accumulated Surplus
for the year ended June 30

(in thousands of dollars)

	2024 Budget	2024 Actual	2023 Actual
Revenues			
Contract income (Note 11)	25,495	11,738	13,140
Investment income	232	2,441	1,601
Tuition fees	1,340	1,508	1,883
Room and board	980	830	1,003
Miscellaneous revenue and recoveries	4,909	598	505
Total revenues	32,956	17,115	18,132
Expenses (Note 10)			
Services Provided without Charge (Note 11)	-	13,880	12,451
Trades, Community and Distance Learning Programs	18,410	12,551	15,219
General Administration	8,910	10,844	7,538
Student Services	6,769	9,957	10,021
Education and Early Childhood Education Programs	19,986	9,891	8,786
Health and Wellness and Business Programs	9,876	5,090	5,180
Inuit Language and Cultural Programs	4,163	4,556	3,331
Piqusilirivvik Centre	3,817	4,253	4,477
Research and Technology Office	1,343	1,106	1,226
Total expenses	73,274	72,128	68,229
Deficit for the year before Government contributions	(40,318)	(55,013)	(50,097)
Government contributions (Note 11)	40,318	56,326	52,769
Surplus (deficit) for the year	-	1,313	2,672
Accumulated surplus - beginning of the year	37,396	37,396	34,724
Accumulated surplus - end of the year	37,396	38,709	37,396

The accompanying notes and schedule are an integral part of these financial statements.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

NUNAVUT ARCTIC COLLEGE
Statement of Change in Net Financial Assets
for the year ended June 30

(in thousands of dollars)

	2024 Budget	2024 Actual	2023 Actual
Surplus (deficit) for the year	-	1,313	2,672
Tangible capital assets (Schedule A)			
Additions	(307)	(297)	(492)
Disposals/Write-offs	-	0	64
Amortization	150	353	325
	(157)	56	(103)
Changes in prepaid expenses	-	777	(912)
Change in net financial assets	(157)	2,146	1,657
Net financial assets - beginning of the year	35,171	35,171	33,514
Net financial assets - end of the year	35,014	37,317	35,171

The accompanying notes and schedule are an integral part of these financial statements.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

NUNAVUT ARCTIC COLLEGE**Statement of Cash Flow****for the year ended June 30***(in thousands of dollars)*

	2024	2023
Cash (used) provided by for operations		
Government contributions	41,382	39,084
Contracts	20,710	12,295
Other contributions	2,566	3,339
Interest	2,424	1,593
Paid to suppliers	(20,964)	(21,134)
Paid to employees	(36,920)	(39,771)
Cash (used) provided by for operations	9,198	(4,594)
Cash used for capital activities		
Tangible capital asset acquisitions	(297)	(63)
Cash used for capital activities	(297)	(63)
Cash used for financing activities		
Principal payments on capital leases	(101)	(102)
Cash used for financing activities	(101)	(102)
Net (decrease) increase in cash	8,800	(4,759)
Cash, beginning of the year	39,688	44,447
Cash, end of the year	48,488	39,688

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

1. The College

a) Authority and purpose

The Nunavut Arctic College ("the College") is a Schedule B Public Agency as listed in the *Financial Administration Act* ("FAA") of Nunavut and accordingly operates in accordance with Part IX of the FAA of Nunavut and the *Nunavut Arctic College Act*. The College is exempt from income taxes.

The purpose of the College is to provide a wide variety of educational services to adult learners. The programs are directed specifically to the northern environment and the needs of individual northerners, the workforce and northern communities. To accomplish this, courses and services are delivered at campuses and communities across Nunavut. Through the work of the Nunavut Research Institute, the College is also responsible for the facilitation and preparation of scientific research activity in Nunavut.

b) Budget

Canadian public sector accounting standards require a territorial corporation to present in its financial statements a comparison of the results of operations and changes in net financial assets for the period with those originally planned. March 31, 2024 budgeted figures which approximate one operating year have been provided for comparison purposes and have been derived from the Main Estimates and Business Plan.

Since actual opening balances of the accumulated surplus and net assets were not available at the time of preparation of the 2024 Budget, the corresponding amounts in the budget column have been adjusted to the actual closing balances of the previous year.

2. Significant accounting policies

Basis of presentation

These financial statements have been prepared in accordance with Canadian Public Sector Accounting Standards (PSAS) as issued by the Public Sector Accounting Board (PSAB). The following is a summary of the significant accounting policies.

a) Use of estimates and measurement uncertainty

The preparation of financial statements requires management to make estimates and assumptions that affect the amounts of assets, liabilities, revenues and expenses reported in the financial statements. By their nature, these estimates are subject to measurement uncertainty. The more significant areas requiring the use of management estimates are the allowance for doubtful accounts, estimated useful lives used in determining the amortization expense for tangible capital assets and the provision for employee future benefits (including sick leave, severance and removal). Actual results may differ from those estimated. The effect on the financial statements of changes to such estimates and assumptions in future periods could be significant, although, at the time of preparation of these financial statements, management believes the estimates and assumptions to be reasonable.

b) Cash

Cash is comprised of cash on hand, restricted cash and demand deposits.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

2. Significant accounting policies (continued)

c) Accounts receivable

Accounts receivable are valued at cost. Allowances for doubtful accounts, if necessary, are recorded based on all circumstances known at the date the financial statements are prepared including past events and current conditions.

An allowance for doubtful accounts is established when there is objective evidence that the College will not be able to collect all amounts due, according to the original terms of the receivables. The carrying amount of the asset is reduced through the use of an allowance account, and the amount of loss is recognized as a bad debt expense within the Statement of Operations and Accumulated Surplus. When an accounts receivable is uncollectible, it is written off against the allowance account. Subsequent recoveries of amounts previously written off are credited against bad debt expense in the Statement of Operations and Accumulated Surplus. Write-offs of accounts receivable are approved by the College's Board of Governors and the Financial Management Board, and, if the individual account exceeds \$20,000 by the Legislative Assembly of Nunavut.

d) Government contributions

The College receives contributions from the Government of Nunavut ("the Government") as set out in the Government's Main Estimates (adjusted by supplementary appropriations) and contributions in kind in the form of services provided without charge. The contributions are to be utilized for the administration and delivery of the College's adult and post-secondary education programs in Nunavut. The College is allowed to retain all surpluses and is responsible for all deficits.

The College is economically dependent upon the contributions received from the Government for its ongoing operations.

Annual appropriation

Government transfers are recognized as government contributions when the funding is authorized and all eligibility criteria are met, except to the extent that funding stipulations give rise to an obligation that meets the definition of a liability.

The College receives its annual appropriation (base contribution) based on the Government's fiscal year which is different than the College's fiscal year. The College's annual appropriation is recognized as government contributions in the period in which the contributions relate once all eligibility criteria have been met and it has been authorized by the Legislative Assembly of the Government. The College also receives supplementary appropriation contributions when it is determined that additional contributions are required. Supplementary contributions are recognized as government contributions on the same basis as its annual appropriation.

Services provided without charge

The Government provides certain services without charge to the College. These services are recorded at the Government's carrying amount in the College's financial statements as government contributions, and an equivalent amount is included in the expenses.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

2. Significant accounting policies (continued)

If the Government reallocates an appropriation from the College to a Government department to provide services to the College, only the actual costs incurred in excess of the reallocated appropriation is recorded in the College's financial statements as government contributions, and an equivalent amount is included in the expenses. The amount of the appropriation reallocated to the department to provide these services is disclosed in the notes to the financial statements (Note 11).

e) Contract income, tuition fees, room and board revenue and deferred contract income

The College enters into contracts with private companies, Inuit organizations, federal and territorial government departments, agencies and territorial corporations to develop and deliver courses across Nunavut or execute specific projects. Revenue from such agreements is recorded in contract income. Contract income consists of performance obligations to deliver programs and courses or execute projects which are recognized over time or as expenditures are incurred. Contract income received in advance are included in deferred revenue and recognized as revenue as the performance obligations are satisfied. Some contracts contain terms that require the College to return funds provided in advance if total expenditures incurred are less than the advance funding provided. In such cases, the College will reduce the associated deferred revenue to return the unspent funds in the year where the reimbursement is required.

The College collects tuition fees and other student fees in order to support the delivery of programs, courses and other student related activities. Revenue from tuition fees contain a performance obligation to deliver programs and courses and are recognized over the period of course delivery.

Investment income consists of interest earned on cash and have no associated performance obligations. The income is recognized when the College has earned the right to claim or retain the inflow of economic resources arising from the interest.

f) Expenses

Expenses are recorded on an accrual basis when goods are received or services are rendered.

g) Tangible capital assets

Tangible capital assets are recorded at cost and amortized on a straight-line basis over their estimated useful lives as follows:

Computers and printers	4 years
Furniture and equipment	10 years
Building improvements	20 years
Buildings	25 years
Mobile equipment	10 years
Capital leases	Shorter of lease term or useful life

When conditions indicate that a tangible capital asset no longer contributes to the College's ability to provide services, or that the value of the future economic benefits associated with the tangible capital asset is less than its net book value, the cost of the tangible asset is reduced to reflect that a permanent decline in the value of the asset has occurred. The related expense is recorded in

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

2. Significant accounting policies (continued)

the Statement of Operations and Accumulated Surplus and is not reversed if conditions subsequently change.

The College classifies leases for equipment as either capital or operating leases, as appropriate.

Capital leases

Those leases which transfer substantially all the benefits and risks of ownership of property to the College are accounted for as tangible capital assets along with the related capital lease obligation. Both are initially recorded at the lesser of the present value of minimum lease payments and fair value of the leased asset, effective at the beginning of the lease. The discount rate used to determine the present value of the lease payments is the lower of the College's incremental borrowing or the interest rate implicit in the lease. Note 7 provides a schedule of repayment and amount of interest on the leases.

Operating leases

Operating leases are those leases where substantially all the benefits and risks of ownership are not transferred to the College. Lease payments under operating leases are expensed on a straight line basis over the term of the lease.

h) Annual leave

The College's employees are entitled to annual leave under the terms of employment. Annual leave is calculated by applying an hourly entitlement rate to each regularly scheduled hour worked. The hourly entitlement rate is set out in the applicable collective agreements and is based on the number of completed years of continuous service. Annual leave credits are paid out at the employee's current rate of pay, when an employee ceases to be an employee or when an employee's annual leave balance exceeds the annual carry-over amount. The liability for employee leave benefits is recorded in the Accounts payables and accrued liabilities of the Statement of Financial Position as benefits accrue to employees.

i) Employee future benefits

Pension benefits

Eligible employees of the College are covered by the Public Service Pension Plan (the "Plan"), a defined benefit plan established through legislation and sponsored by the Government of Canada. Contributions are required by both the employees and the College to cover current service cost. Pursuant to legislation currently in place, the College has no legal or constructive obligation to pay further contributions with respect to any past service or funding deficiencies of the Plan. Consequently, the employer contributions are recognized as an expense in the year when employees have rendered service and represent the total pension obligation of the College.

Non-pension benefits

Under the conditions of employment, eligible employees may earn non-pension benefits for severance and removal costs based on years of service. The severance benefits and removal costs are paid upon resignation, retirement or death of an employee. The expected cost of providing these non-pension benefits is recognized as employees render service. An actuarial valuation of the cost of these benefits has been prepared using data provided by management.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

2. Significant accounting policies (continued)

and assumptions based on management's best estimates. The College provides severance benefits to eligible employees based on years of service and final salary, and removal benefits based on years of service and their community of residence. These benefits represent the total obligation of the College that entails settlement by future payment and are recorded as an employee future benefits liability within the Statement of Financial Position.

Included in the non-pension benefits is an amount for employees who are permitted to accumulate unused sick leave. However, such entitlements do not vest and can be used only in the event of illness. The amount of accumulated sick leave entitlements which are expected to be used in future years is determined by an actuarial valuation and has been recorded in the financial statements.

j) Financial instruments

Financial instruments are identified by financial asset and financial liability classifications.

The following is a list of the College's financial instruments and their related measurement basis as at June 30, 2024.

<i>Financial Assets:</i>	<i>Measurement Basis</i>
Cash	Cost
Accounts receivable	Cost

<i>Financial Liabilities:</i>	<i>Measurement Basis</i>
Accounts payable and accrued liabilities	Cost
Due to the Government of Nunavut	Cost

As all financial instruments are measured at cost, there have been no remeasurement gains or losses. Therefore, the Statement of Remeasurement Gains and Losses has been excluded.

All financial assets are tested annually for impairment. When financial assets are impaired, impairment losses are recorded in the Statement of Operations and Accumulated Surplus. The allowance for doubtful accounts is based on management's best estimate of probable losses.

k) Contingencies

A contingent liability is a potential liability which may become an actual liability when one or more future events occur or fail to occur. To the extent that the future event is likely to occur or fail to occur, and a reasonable estimate of the loss can be made, an estimated liability is accrued and an expense is recorded. If the likelihood is not determinable or an amount cannot be reasonably estimated, the contingency is disclosed in the notes to the financial statements and no liability is accrued.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

2. Significant accounting policies (continued)

l) Related party transactions

Inter-entity transactions

The College is related in terms of common ownership, to all Government of Nunavut created departments and territorial corporations. The College enters into transactions with these entities in the normal course of business, at normal trade terms. These transactions are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

Other related party transactions

Other related parties include key management personnel (President, CFO, Deans, Senior Management, Board of Directors, etc.), close family members of key management personnel, and entities that are controlled by key management personnel or their close family members.

Related party transactions, other than inter-entity transactions, are recorded at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

m) Prepaid expenses

Prepaid expenses are charged to expense over the periods expected to benefit from it.

3. Standards and Guidelines

The College adopted PS 3400 Revenue, effective 1 July 2023, which establishes standards on how to account for and report on revenue. The Section sets out general guidance for how entities recognize, measure, present and disclose revenue arising from transactions that include performance obligations (exchange transactions) and transactions that do not have performance obligations (non-exchange transactions). There are two approaches to recognizing revenue with performance obligations: at a point in time or over a period of time. This determination is made based on when a performance obligation is satisfied.

PS 3400 has been applied prospectively to these financial statements and, as permitted by the transitional provisions, prior periods were not restated.

The implementation of this new Section did not have a material impact on the financial statements.

4. Cash

Cash includes restricted cash totalling \$395 (2023 - \$395). Restricted cash is comprised of donations made to the College which are designated for specific purposes. The funds are managed in accordance with the donors' wishes and the income is deferred until funds are used for their intended purpose.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

5. Accounts receivable

	<u>2024</u>	<u>2023</u>
Contracts receivable		
Government of Nunavut	\$22,453	\$20,809
Others	<u>202</u>	<u>2,126</u>
	\$22,655	\$22,935
Student receivable		
Government of Nunavut	\$2	\$ 2
Student accounts	<u>1,191</u>	<u>924</u>
	\$1,193	\$ 926
Other receivable		
Government of Nunavut	\$57	\$ 29
Other	<u>500</u>	<u>424</u>
	\$557	\$ 453
Total receivable	\$24,405	\$24,314
Less: Allowance for doubtful accounts		
Student receivable	(1,021)	(832)
Contract receivable	(184)	(176)
Other receivable	<u>(129)</u>	<u>(35)</u>
	<u>\$23,071</u>	<u>\$ 23,271</u>

There is no concentration of accounts receivable with any customer, except the Government of Nunavut – \$22,512 (2023 – 20,840) which has an allowance of \$223 (2023 – \$198).

There were no write-offs of outstanding accounts receivables in FY2024 (2023 - \$0) that required approval by the Board of Governors and Legislative Assembly of Nunavut in accordance with Section 82(1) of the FAA.

6. Accounts payable and accrued liabilities

	<u>2024</u>	<u>2023</u>
Trade payables and accrued liabilities	\$3,205	\$ 1,665
Accrued leave liabilities	2,334	2,338
Deposits payable	<u>364</u>	<u>271</u>
	<u>\$5,903</u>	<u>4,274</u>

The total amounts above are non-interest bearing.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

7. Capital lease obligations

Capital lease obligations are based upon contractual minimum lease payments for leases in effect as of June 30.

	<u>2024</u>	<u>2023</u>
Total minimum lease payments	\$310	\$ 429
Less: Imputed Interest (total interest expense to be incurred)	<u>(19)</u>	<u>(37)</u>
Present value of minimum lease payments	<u>\$291</u>	<u>\$ 392</u>

The future minimum lease payments for five (5) fiscal years are:

2025	\$118
2026	115
2027	76
2028	1
2029	<u>-</u>
	<u>\$ 310</u>

Lease payments are allocated between repayments of the liability and interest expense. The total minimum lease payments less the initial liability represent the total interest cost of the lease. The interest expense is calculated using the same discount rate used in computing the present value of the minimum lease payments applied to the outstanding lease liability at the beginning of the lease payment period.

Interest expense related to capital lease obligations for the year was \$17 (2023 - \$8) at an implied average interest rate of 1.75% (2023 – 1.93%).

8. Professional development fund

The College is required under the Nunavut Employees Union Collective Agreement to contribute an amount equivalent to 4% (2023- 4%) of instructors' salaries for professional development activities. Contributions to the professional development fund during the year were \$241 (2023 - \$291) and this amount is recorded as an expense in the Statement of Operations and Accumulated Surplus.

The professional development fund represents accumulated annual provisions for professional development activities and interest earned on these funds, less accumulated eligible professional development expenses. The College expects to settle the obligation based on future eligible expense claims.

	<u>2024</u>	<u>2023</u>
Opening fund balance	\$2,360	\$2,439
Add: Contributions	241	291
Interest earned	129	96
Less: Professional development expenditures	<u>(169)</u>	<u>(466)</u>
Closing fund balance	<u>\$2,561</u>	<u>\$2,360</u>

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

9. Employee future benefits

a) Pension benefits

Eligible employees of the College are covered by the Plan. Contributions are required by both the employees and the College. The President of the Treasury Board of Canada sets the required employer contributions based on a multiple of the employees' required contribution. The general contribution rate effective at year end was 1.02 times for members enrolled before January 1, 2013 and 1.00 times for members enrolled beginning January 1, 2013 (1.01 and 1.00 times respectively for prior year).

The Government of Canada holds a statutory obligation for the payment of benefits relating to the Plan. Pension benefits generally accrue up to a maximum period of 35 years at an annual rate of 2 percent of pensionable service times the average of the best five consecutive years of earnings. The benefits are coordinated with Canada Pension Plan benefits and they are indexed to inflation.

The College's and employees' contributions to the Plan for the year were as follows:

	<u>2024</u>	<u>2023</u>
College's contributions	\$1,889	\$1,940
Employees' contributions	1,875	1,920

b) Non-pension benefits

Actuarial valuations of the accrued employee severance, removal, and sick leave benefit obligations, for accounting purposes, are performed triennially using the projected unit credit method. The most recent actuarial report was prepared as at March 31, 2024.

These benefit plans are not pre-funded and thus have no assets, resulting in a plan deficit equal to the accrued benefit obligation. Future benefits will be paid out of future appropriations.

The change in the accrued benefit obligations and the accrued benefit liabilities at year end are as follows:

	Severance and removal	Sick leave	Special Leave	2024	2023
Accrued benefit obligations at beginning of the year	512	276	204	992	954
Benefits earned	53	70	33	156	116
Interest cost on the average accrued benefit	19	9	8	36	34
Benefits paid	(115)	(156)	(84)	(355)	(316)
Accrued benefit obligations at end of year	469	199	161	829	788
Unamortized actuarial gain	464	122	-	586	714
Accrued benefit liability	933	321	161	1,415	1,502

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

9. Employee future benefits (Continued)

Benefits expense include the following:

	Severance and removal	Sick leave	Special Leave	2024	2023
Current service cost	53	70	36	159	116
Interest cost	19	9	8	36	34
Amortization of actuarial gains/losses	(85)	(42)	-	(127)	(127)
Total	(13)	37	44	68	23

Significant assumptions used towards the calculation of these benefits are based on management's best estimate and are as follows:

	<u>2024</u>	<u>2023</u>
Benefit obligation as of March 31:		
Discount rate	4.0%	4.0%
Rate of compensation increase	3.0%	3.0%
Benefit costs for years ended on March 31		
Discount rate	4.0%	4.0%
Rate of compensation increase	3.0%	3.0%

10. Expenses by object

	Related Party	Other	2024	2023
Salaries & employee benefits	\$1,334	\$34,848	\$36,182	\$37,517
Fees & Professional Services	1,682	12,011	13,693	9,603
Building and utilities	10,864	1,126	11,990	10,450
Housing	-	3,339	3,339	3,325
Materials and supplies	-	1,826	1,826	2,034
Travel	-	1,792	1,792	1,910
Telecommunications	-	1,048	1,048	910
Advertising and promotion	-	580	580	73
Furniture & Equipment	-	445	445	966
Amortization	-	353	353	389
Freight & Postage	-	348	348	428
Bad debts (net of recoveries)	-	291	291	333
Professional Development Fund	-	241	241	291
Total	\$13,880	\$58,248	\$72,128	\$68,229

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

11. Related party transactions

The College is related in terms of common ownership to all Government of Nunavut created departments and territorial corporations. The College enters into transactions with these entities in the normal course of business, at normal trade terms. These transactions are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties (except for services provided without charge which are based on the Government's carrying amount). The College recorded the following related party transactions and balances:

<i>Government contributions</i>	<u>2024</u>	<u>2023</u>
Appropriations received from the Government of Nunavut	\$ 21,223	\$ 20,159
Appropriations receivable from the Government of Nunavut	21,223	20,159
Services provided without charge	<u>13,880</u>	<u>12,451</u>
Total government contributions	<u>\$ 56,326</u>	<u>\$ 52,769</u>

The Government of Nunavut provides funding to the College for the period April 1 to March 31 annually. The College recognizes government appropriations as revenue on April 1. Seventy five percent (75%) of the amount recognized includes government appropriations designated for the first nine (9) months of the College's 2024/25 fiscal year.

Contract Income

Of the \$11,738 (2023 - \$13,140) of contract income earned in the year, \$3,050 (2023 - \$4,425) is for courses delivered on behalf of the Government of Nunavut.

Due to the Government of Nunavut

	<u>2024</u>	<u>2023</u>
Due to the Government of Nunavut	\$4,115	\$6,932

This amount represents expenditures originally paid by the Government of Nunavut, primarily payroll, and invoiced to the College for payment.

Services provided without charge

The College receives payroll processing, insurance and risk management services, human resources, employee benefits and information technology services without charge from the Government of Nunavut. The College also receives, without any rental charges, the use of facilities for its campuses, head office, student housing units and community learning centers. The Government's amortization expense for these assets has been used as the basis for measuring the expense relating to the use of these facilities. Payroll processing expense and employee benefits are allocated based on the College's estimated employee headcount for the year.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

11. Related party transactions (Continued)

	<u>2024</u>	<u>2023</u>
Use of facilities	\$10,864	\$9,484
Payroll processing and other services	1,682	1,557
Other employee benefits	1,334	1,410
	<u>\$13,880</u>	<u>\$12,451</u>

12. Contractual obligations

The College is contractually obligated to make the following payments to third parties in future years:

Leases on student accommodation	\$5,198
Technology operations	4,701
Catering services contract	2,582
University partnership agreements	447
Leases on instructional space	753
Course Development	487
Project Delivery	118
Building Cleaning	84
License	10
	<u>\$ 14,380</u>

Contractual obligations by fiscal year are as follows:

2025	7,631
2026	3,780
2027	1,939
2028	<u>1,030</u>
	<u>\$14,380</u>

The contractual obligations expire during the fiscal year 2028.

13. Contractual rights

Contractual rights are rights to economic resources arising from contracts or agreements that will result in revenues and assets in the future. The College's contractual rights arise because of contracts entered into for educational services (contract income). The following table summarizes the contractual rights of the College:

Contractual rights	2025	2026	Total
Future contract income	\$ 18,799	\$7,091	\$25,890

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

14. Financial risk management

The College has exposure to the following risks from its use of financial instruments: credit risk and liquidity risk. There have been no changes to the level of risks compared to prior year and no changes to the risk management practices used to manage risks.

a) Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to meet their obligations. Such risks arise principally from certain financial assets held by the College consisting of cash and accounts receivable.

The maximum exposure to credit risk of the College at June 30, 2024 is the carrying value of these assets.

(i) Cash

The College manages its credit risk relating to cash by dealing with Canadian chartered banks. The College may invest surplus funds to earn interest income with the objective of maintaining safety of principal and providing adequate liquidity to meet cash flow requirements.

(ii) Accounts receivable

The College's exposure to credit risk associated with accounts receivable is influenced mainly by the type of debtor. The types of debtors as at June 30, 2024 are the Government, students and others.

To mitigate credit risk related to accounts receivable, the College does regular follow-up on their accounts receivable. Credit exposure is minimized by dealing mostly with creditworthy counterparties such as government agencies. The College also enforces approved collection policies for student accounts.

As of June 30, 2024, the aging of accounts receivable past due but not impaired, aged by billing date, is as follows:

	2024	2023
1 to 120 days past due	\$677	\$571
121-240 days past due	127	64
Over 241 days past due	<u>73</u>	<u>12</u>
	<u>\$877</u>	<u>\$647</u>

With respect to accounts receivable past due but not impaired, there are currently no indications that counterparties will not be able to meet their obligations.

For receivable balances where collection is considered doubtful, the College establishes an allowance for doubtful accounts to reflect their estimated impairment. The allowance is based on specific amounts and is determined by considering the College's knowledge of the financial condition of customers, the aging of accounts receivable, current business condition and historical experience.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

14. Financial risk management (Continued)

The allowance is calculated based on a percentage of aged receivables that are 120 days and over. The percentages applied are determined primarily by the aging of accounts receivable and historical experience. The allowance for doubtful accounts is shown as a reduction to accounts receivable. Management recommends write-offs of student accounts that are overdue for more than 500 days.

b) Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting its obligations associated with its financial liabilities.

The College manages liquidity risk by continually monitoring actual and forecasted cash flows from operations and anticipated capital and financing activities to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, without incurring unacceptable losses or risking damage to the College's reputation.

The College's financial liabilities are expected to mature in less than one year. The College does not currently believe that it will encounter difficulty in meeting its future obligations associated with its financial liabilities. The College believes that it has access to sufficient capital through internally generated cash flows, government support and external sources to meet current spending forecasts.

NUNAVUT ARCTIC COLLEGE

Notes to Financial Statements

Year ended June 30, 2024

(in thousands of dollars)

NUNAVUT ARCTIC COLLEGE
Schedule of Tangible Capital Assets
for the year ended June 30

SCHEDULE A

(in thousands of dollars)

							2024	2023
	Buildings	Furniture and Equipment	Building Improvements	Computers and Printers	Mobile Equipment	Capital Leases	Totals	Totals
Cost								
Opening balance	84	979	1,048	745	931	428	4,215	4,332
Additions	-	-	-	-	297	-	297	492
Disposals/write-offs	-	(119)	(31)	(103)	(65)	-	(318)	(609)
Closing balance	84	860	1,017	642	1,163	428	4,194	4,215
Accumulated amortization								
Opening balance	(47)	(681)	(906)	(606)	(673)	(40)	(2,953)	(3,173)
Amortization	(3)	(59)	(18)	(87)	(79)	(107)	(353)	(325)
Disposals/write-offs	-	119	31	103	65	-	318	545
Closing balance	(50)	(621)	(893)	(590)	(687)	(147)	(2,988)	(2,953)
Net book value	34	239	124	52	476	281	1,206	1,262
Estimated useful life	25 years	10 years	20 years	4 years	10 years	Shorter of lease term or useful life		

The tangible capital asset additions presented in the Statement of Cash Flow excludes non-cash acquisitions totalling \$0 (2023 - \$428) which represent unpaid purchases that are included in the outstanding accounts payable and accrued liabilities at year-end.

On behalf of the College, we want to extend our sincere thanks to all our staff for their dedication and hard work. Whether teaching, supporting students, or maintaining our campuses and Community Learning Centers, your efforts are the foundation of our success.

Working across 25 communities is no small feat, but your commitment and teamwork ensure we continue to thrive. Thank you for your resilience, energy, and for being the heart of our College. Together, we look forward to a bright future.

-A/President Jackie Price and A/Chair, Board of Governors Mubashir Mahmood