

Annual Report

2024/2025



A blue-tinted photograph of a traditional wooden torii gate, a symbol often associated with Shinto, standing in a forest. The gate is made of two horizontal wooden beams supported by two vertical posts. The background is filled with the dense foliage of trees, creating a serene and natural setting. The entire image is overlaid with a semi-transparent blue filter.

Niagara College acknowledges that we are gathered on the shared traditional lands of the Anishinaabe and Haudenosaunee. We offer our sincere gratitude to them as the stewards of this land, which is protected by the Dish With One Spoon Wampum agreement's three principles: to take only what you need, leave enough for others, and always keep the dish clean.

Today, many First Nations, Métis, and Inuit communities from across Turtle Island continue to live and work in this territory. Acknowledging the peoples whose territory we are on, and the agreements that guide their stewardship of the land, reminds us to reflect on and respect their unique relationship to this land. It also is an invitation for all of us to identify and engage in actions that respect and reinforce our commitments to Truth and Reconciliation and Indigenous Rights, including the Colleges and Institutes Canada Indigenous Education protocol.



Lora Tisi
Chair, Niagara College
Board of Governors

Letter from the Chair of the Board of Governors

In a year full of change and challenge for the postsecondary sector, Niagara College has much to celebrate, including welcoming our largest class of graduates into the Niagara College alumni family and being named the #1 applied research college in Canada for the second consecutive year in Research InfoSource's annual rankings.

On behalf of the Board of Governors, I would like to thank our students for choosing Niagara College. Your dreams fuel our work, and your success brings us great pride, energy, and optimism for the future. Our alumni are exceptional ambassadors of the College, who are working and contributing to the vitality and economic success of the communities in which they work and live.

Each time I visit, I am amazed by the remarkable scope of NC Life on our campuses – from more than 100 academic programs in a wide range of critical employment sectors, to the array of student athletics, engagement, volunteer and recreation activities – Niagara College students have access to a deep pool of expertise and support as they pursue their education. I am confident that every person who steps onto a Niagara College campus feels the shared commitment to student success; it is a unique and special organizational culture that is a powerful asset that supports our mission and vision to enrich lives and fulfill dreams.

As a proud Niagara College alumna myself, it has been a privilege and honour to be a member of the Board of Governors since 2021 and to serve as Chair beginning in September 2024. Our Governors are a valued group of professionals whose depth of expertise and passion for the College is extraordinary. I offer my thanks to my fellow Governors for their commitment of time and energy to support the future of Niagara College.

As we look back on 2024-2025 in this Annual Report, I hope you will be inspired and energized by NC Life and all that it promises for the future.

We are proud to recognize our 2024/2025 Board of Governors



Left to right
Front Row:

Michael Mann
Orel Ruiz
Lynn Guerriero
Lora Tisi
Rob Nicholson
Maninder Singh
Linda Franklin
Kate Hagen
Poppy Gilliam

Chair

Back Row:

Andrew Harber
Janet Allan
Rashmi Biswas
Matt Giffen
Kevin Smith
Nick Farnell
Shane Malcolm
Sean Kennedy

Vice-Chair

Niagara College President



Sean Kennedy
President

A handwritten signature of Sean Kennedy in black ink, written in a cursive style.

Message from the College President

I am pleased to provide the 2024-2025 Annual Report for Niagara College, highlighting significant accomplishments over the past year, including accolades and recognition earned by our students and employees provincially and nationally. I am proud of the many initiatives and innovations that advanced teaching and learning, applied research, student and employee wellness, and others, about which you will read in this year's report.

Niagara College is a special place to learn, work, and grow. As we focus our efforts on advancing the priorities of our Strategic Plan – Wholistic Student Experience, Academic Excellence, Global Reach, Alumni and Partner Engagement, Social Inclusion & Environmental Responsibility, and Organizational Excellence – NC consistently demonstrates Who We Are: Student-Focused, Trailblazing, Welcoming, and Passionate.

This past year, the Canadian postsecondary sector faced significant change driven by adjustments to the federal International Student Program. I am tremendously proud of the ways our college community came together to advocate for our sector and our students, to revise processes and systems to respond to new government policy, and to prioritize our students and our people as we worked to adjust to a rapidly changing enrolment landscape.

Our students and employees are the lifeblood of NC. I am grateful for the resilience, passion, dedication and expertise of our entire college community, which supports employers and communities locally and globally as we work together to secure a bright future.

We are also thankful for the many friends and partners of the College – employers, community agencies, government, donors, alumni, volunteers, and provincial and national associations – who are integral to our success. We are fortunate to share an exceptional partnership with the Niagara College Student Administrative Council (NC SAC), with whom we collaborate in support of a wholistic student experience.

I would like to thank the members of the Board of Governors for their commitment to Niagara College. Each year, the Governors volunteer their time to our Board and participate in community, government, and business events, as representatives of the College. The Board's engagement and feedback continues to be of invaluable support to the College.

I hope you enjoy reading about our incredible initiatives here in Niagara and around the globe in this year's report, as we Dream Big together in the years ahead.

Vision, Mission and Strategic Plan

The College's ambitious 2022-2027 Strategic Plan responds to a unique time in postsecondary education, marked by increased competition, rapid technological change, students who are more diverse and globally aware, and a community in economic recovery and in urgent need of a highly skilled and stable workforce.

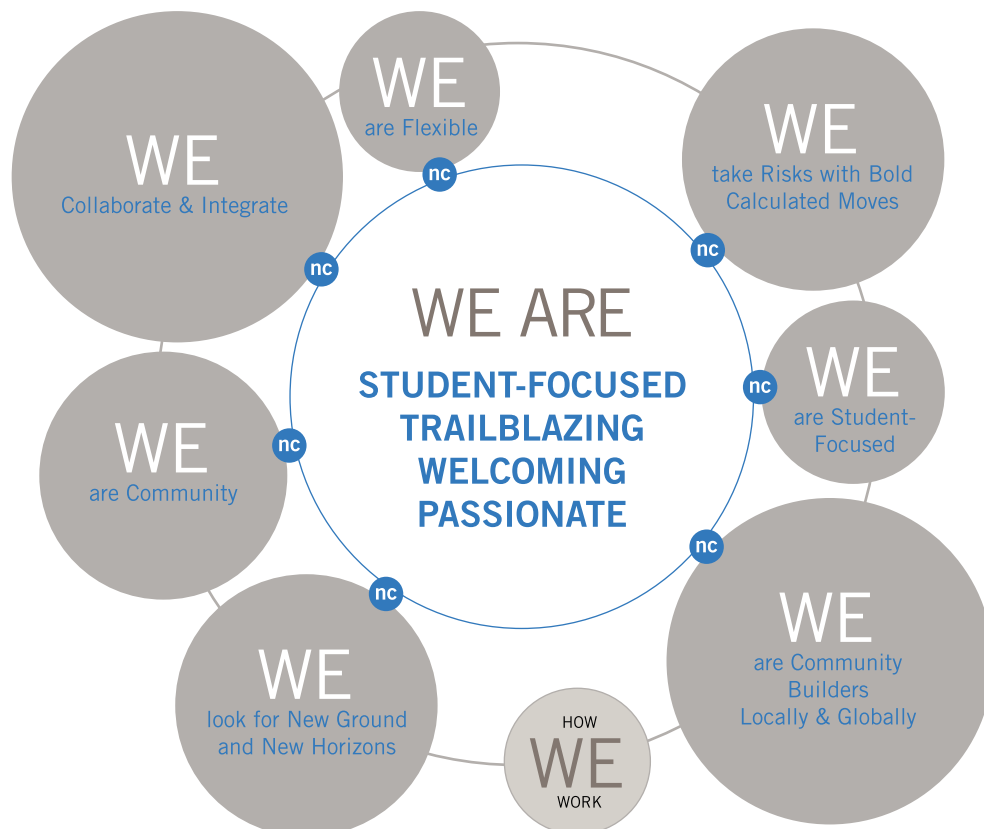
The Strategic Plan articulates six areas of focus: Wholistic Student Experience, Academic Excellence, Global Reach, Alumni and Partner Engagement, Social Inclusion and Environmental Responsibility, and Operational Excellence. These areas of focus drive the College's goals, actions, and accomplishments.

VISION

Enriching lives and fulfilling dreams.

MISSION

To provide outstanding applied education and training for a changing world.



Wholistic Student Experience

Niagara College launched the **ConfideNCe** program, supported by a milestone gift from the **McCall MacBain Foundation**, which provides a range of supports specifically designed to decrease student attrition rates in healthcare programs are offered to students, including stress management workshops, mindfulness training, and wraparound services to promote academic success and wellbeing.



The College launched its new student engagement platform/app – **NC Engage** – which provides students with an integrated listing of events, workshops and volunteer opportunities, a central location for accessing their Co-Curricular Record, peer-to-peer connection and more.



A **\$500,000** gift from the **Canerector Foundation** is funding **new scholarships and support programs for skilled trades students** and the **Canerector Skilled Trades Dean's Council** will provide students with mentorship and leadership development.



The College became a signatory to the **Okanagan Charter of Health Promoting Universities and Colleges** to reinforce its commitment to supporting the wellbeing of NC students and employees. Through this participation, NC joins an international movement to reaffirm the important role higher education plays in community and global health.



NC celebrated **10 years of student leadership excellence** at the annual **Leadership Exploration and Development (LEAD)** event. Since 2014, the co-curricular program has offered students the opportunity to explore and develop leadership skills within three key areas – personal development, career readiness, and community engagement – helping students become leaders at the College and in the wider community after they graduate. The 2024-2025 LEAD cohort included more than 200 students who joined in-person and online workshops, guest speaker experiences, conferences, networking events and more.



NC hosted its second annual **Student Mental Health Retreat**, offering interactive sessions for students to explore various aspects of positive mental health and wellbeing, including yoga, mindfulness and meditation exploration, visual arts, and more.

Therapy Tails Ontario (TTO) visits offered students, staff, and visitors the chance to take a break and unwind with a group of gentle, playful dogs, accompanied by their owners. TTO is a non-profit charity known for its Dog Therapy Program, providing care and companionship through a diverse range of community outreach programs. The therapy dogs first visited NC for an event to help students manage stress and develop healthy study habits, which was so well-received that TTO's now bi-weekly visits have become a highlight of campus life.



Academic Excellence

The College welcomed its **inaugural class** to the **Honours Bachelor of Science in Nursing (BScN) degree program**. The program is designed to expand educational options for nursing students while addressing the urgent need for more registered nurses, in Niagara and beyond.



A new **Justice and Fitness Training Centre** opened at the Welland Campus, offering occupational testing and practice sessions for individuals training for a career in law enforcement, and fitness assessments for students, employees and community members.



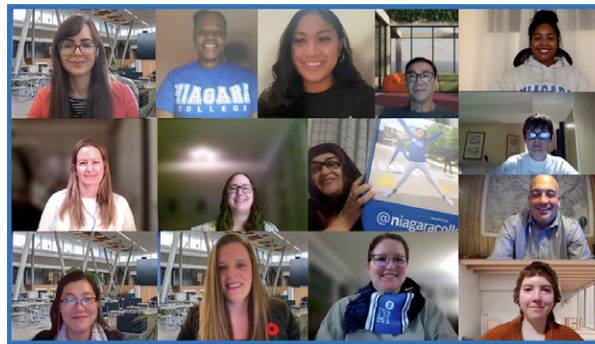
A one-of-a-kind trailblazing project from the **School of Community Services** and **Heidehof** – a seniors care community home in St. Catharines – was recognized with a **provincial industry award from AdvantAge Ontario** for its innovative approach to intergenerational learning and social connection. “**A Senior’s Freshman Year: The Intergenerational College Experience**” was delivered through the Recreation Therapy program to foster and sustain relationships between students and the senior participants. Seniors were able to, learn and engage in self-directed activities that promote well-being, and garner a sense of meaning and purpose through mentoring students.



NC and the **Niagara Home Builders Association (NHBA)** partnered to build a **legacy structure for the Royal Canadian Henley Rowing Course** in advance of the 2024 World Rowing Championships. The **Aligner Hut**, a 10-by-10 enclosed structure that marks the starting line and houses the official, was built and designed by students and faculty in NC’s **Carpentry and Renovation Technician program**. Materials for the build were donated by the NHBA.



The first cohort in the online **Teaching English as a Second Language (TESL)** Graduate Certificate completed the one-year intensive program accredited by both TESL Ontario and TESL Canada.



Dental Hygiene students had the unique opportunity to present their advocacy reports to local **MPP Jennie Stevens** as part of the final-term project in the Seniors Health Policy and Advocacy course.



Occupational Therapist Assistant & Physiotherapist Assistant students hosted a **Performance Health Fair** featuring educational booths on common diseases and pathologies, and how occupational therapy and physiotherapy can benefit them.

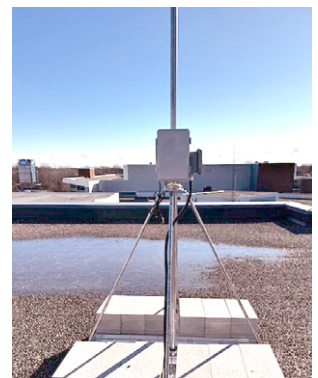
Third-year students from the **Business Administration-Accounting program** ran a **free on-campus tax clinic**. The clinic offered NC students help with their tax returns, while equipping Accounting students with hands-on experience with clients.



Students and alumni from the **Broadcasting – Radio, Television and Film program** led the livestream production of the **2024 World Rowing Championships** in St. Catharines – a once-in-a-lifetime applied learning opportunity. Students operated multiple cameras along the 2,000-metre rowing course over the eight-day event broadcast live on CBC Gem, www.worldrowing.com, and the World Rowing YouTube channel.



In a unique hands-on learning experience for students, NC installed a **Motus tower at the Welland Campus** to track **at-risk birds and other migratory species**. Data from the tower will feed into an international network of towers connected to **Birds Canada's Motus Wildlife Tracking System** to facilitate research and education on the ecology and conservation of migratory animals.



Child and Youth Care students developed **therapeutic activities for local youth** through a new partnership with **Victim Services of Haldimand Norfolk Mississaugas of the Credit First Nation**, supporting the non-profit's after school drop-in program for youth.



Students and alumni from NC's **Ecosystem Restoration program** gathered with faculty, staff, and guests, to celebrate the **installation of new vernal pools** located in the natural wetland at the Daniel J. Patterson Campus in Niagara-on-the-Lake. The vernal pools support the **Escarpment Mole salamanders** on campus and are free from fish, allowing the salamanders to lay their eggs safely. The project involved six cohorts of Ecosystem Restoration students who worked on the design and execution of the pools.



NC launched its **Centre for Research in Education**, led by Professor Dr. Giacomo Folinazzo, to create and share new knowledge on education-related topics. The Centre is the first of its kind in the Ontario college system and provides educators around the world with the opportunity to participate in academic research.



The College entered into multiple articulation and pathway agreements, as well as micro-credential partnerships to expand academic opportunities for students.

NC and **Mohawk College** signed an agreement to create dedicated learner spaces in high-demand programs for their **Pre-Health Sciences graduates**.



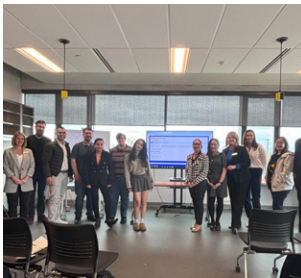
NC and **Niagara University** entered into a **dual admission pathway agreement** – the first of its kind in Ontario – that grants graduates from NC's Early Childhood Education or Educational Assistance & Adult Supports programs preferred admission to the University's Bachelor of Arts in Teacher Education program.



A **Program Pathways Transfer Credit Articulation Agreement** was finalized between NC and the **University of Niagara Falls** that allows students from NC to transfer credits to five of the University's Bachelor and Master programs.



The College signed **articulation agreements with Brock University**, creating pathways for NC diploma graduates in the fields of Child and Youth Studies, Accounting, and Dramatic Arts.



In partnership with Conestoga and Mohawk colleges and Canadian Manufacturers and Exporters, NC launched a **micro-credential in Manufacturing Leadership** to help professionals lead cross-functional teams, improve workflow efficiency, and adapt to changing global market conditions.



Global Reach

Niagara College celebrated the launch of the **Institute for Global Education & Training**, which provides educational solutions to inspire sustainable global change and leverages the College's existing global education and training offerings and new modularized global programs.

The Institute made a remarkable impact in 2024, bridging continents and empowering communities around the world through innovative initiatives.

The Institute delivered **six funded global education projects across eight countries** and a **webinar series on Technical and Vocational Education and Training (TVET) and Green Energy**, reaching 500 participants from over 130 countries. Together, these projects advanced 13 of the United Nations Sustainable Development Goals (SDGs).



Impactful work included an opportunity for NC employees to share their expertise in Culinary Arts, Marketing, Gender Equality and Human Rights in **Tanzania** as part of the **Empowerment Through Skills Program**. The program, funded by the Government of Canada and implemented by Colleges and Institutes Canada (CICan), provides alternative pathways to education, employment, and entrepreneurship for students and marginalized groups, particularly women.

NC also worked with **Excelsior Community College in Jamaica**, sharing its expertise in Ecotourism and Collaborative Online International Learning (COIL) under the **Skills to Access the Green Economy program** – Ecotourism Thematic Partnership.



Over five years (2020-2025), NC collaborated with **College of the North Atlantic** to support **Moneague College** in Jamaica and **HEART/NSTA Trust Ebony Park Academy**, playing a key role in supporting the development of competency-based programs in agro-food processing while contributing to the enhancement of institutional capacity in gender equality, research-based learning, and environmental sustainability.



NC also participated in partnership projects **supporting women, youth, and vulnerable populations in Kenya**, and delivered a specialized **Psychological Training program** for the Instituto Nacional de Aprendizaje in **Costa Rica**.





The College established a partnership with **Sacred Heart School–Ateneo de Cebu** and welcomed its first cohort of senior high-school students from Cebu, **Philippines**, who embarked on an enriching educational journey to Canada during the Global Explore and Canadian Education Experience Program.

A group of **Early Childhood Education students**

completed their program placement in **Thailand**, where they applied their knowledge in a real-world setting while embracing new cultural perspectives. Developed in partnership with **Lertlah School in Bangkok**, students participated in the 10-week Be World Ready experience teaching English alongside a Thai teacher in a kindergarten classroom.



Students and employees enhanced their global competencies through **Be World Ready International Field Studies**. Experiences in the Czech Republic, Ireland, Italy, Sweden, Costa Rica, Hawaii, Japan, Portugal, and Spain, offered participants unique professional and personal development opportunities.

NC provided **top vocational high-school students from Taiwan** with an immersive experience in sustainability, entrepreneurship, and cutting-edge fields, combining global perspectives with hands-on learning. The cohort of students from Taoyuan, Taiwan, participated in the Customized Canadian Sustainability and Entrepreneurship Program.

The College launched a **Summer Institute in Spain** through the Be World Ready program in partnership with **La Salle College**, NC's academic partner in Spain. The inaugural cohort participated in learning and cultural activities that provided a full immersive and intercultural experience.



The College engaged with global partners representing over 70 countries through the **Niagara College Familiarization (FAM) trip** and a tour with **Canada Partnership Forum (CPF)** participants. Campus tours and activities allowed partner agents to experience NC's programs, while gaining insights into the hands-on learning offered through the College's on-campus teaching enterprises.



NC hosted a series of inspiring and impactful activities to mark **International Education Week 2024** under the theme "Growing Stronger Together Through International Education." The events brought together students, alumni, faculty, staff, and global partners, highlighting the transformative power of global education.

Alumni & Partner Engagement

NC representatives joined local, provincial and federal government representatives to welcome Japanese technology manufacturer **Asahi Kasei** to the Niagara region. In 2027, the company will open a **lithium-ion battery separator plant** in **Port Colborne**. The College played a key role in attracting Asahi Kasei to the region, given recent investments in technology, program offerings, and a proven track record training graduates for careers of the future. In 2025, NC officially welcomed the company to the Welland Campus, where it is leasing office space while its Port Colborne facility is being built.



The Niagara College-led **Southern Ontario Network for Advanced Manufacturing Innovation (SONAMI)** received funding and collaborated on new partnerships to advance industry.

SONAMI received **\$4 million** from the Federal Economic Development Agency for southern Ontario (**FedDev Ontario**) to further build capacity of the sector with an emphasis on clean growth through programming that supports commercialization, scaling of firms, and fostering innovation solutions.

SONAMI was awarded **\$266,000** from **Intellectual Property Ontario (IPON)** for year two of its pilot program, part of the Commercialization Mandate Policy Framework, to help colleges and universities ensure that “made-in-Ontario” research and innovation benefit Ontarians.

SONAMI formed a partnership with the **Canadian Black Chamber of Commerce (CBCC)**, to drive innovation by connecting CBCC members to Ontario manufacturers, providing opportunities for events, mentorship, procurement opportunities and process-to-product commercialization, including supplier diversity initiatives.



NC's **Food & Beverage Innovation Centre (FBIC)** received funding from the **National Research Council of Canada Industrial Research Assistance Program (NRC IRAP)** to deliver services to small and medium-sized enterprises (SMEs) to de-risk innovation in new beverage product development at FBIC's new Beverage Research & Development Pilot Processing Facility.



NC's **Community Integration through Cooperative Education (CICE) program** hosted its inaugural “Steps to Success Transition” event for current students and alumni along with their support circles, offering supportive resources aimed at helping participants navigate their post-college lives.



The College welcomed many distinguished guests over the year, including dignitaries and politicians who toured NC's campuses.

The Honourable Nina Tangri, Associate Minister of Small Business, and industry guests visited NC for a roundtable discussion on tourism and hospitality.



Students and faculty in the **Broadcasting – Radio, Television and Film Production program** welcomed **Stan Cho, Minister of Tourism, Culture and Gaming**, into their studios at the Welland Campus to learn about the program's support of community events, initiatives, and productions.



The Honourable Nolan Quinn, Ontario's Minister of Colleges and Universities, who is both a restaurant owner and graduate of the Ontario College system, toured NC and met with the Board of Governors.



MPP-Niagara West Sam Oosterhoff and CEO of the Niagara Home Builders Association (NHBA) Chuck McShane visited NC to celebrate the success of the 16-week **Construction Skills program**, a partnership between NC and the NHBA funded by Ontario's Skills Development Fund. The initiative has trained close to 200 workers since 2022.



Chris Bittle, MP for St. Catharines and Parliamentary Secretary to the Minister of Housing, Infrastructure, and Communities, toured the Welland Campus dental clinic and labs to learn how the new Canadian Dental Care Plan has impacted the work of dental students and staff.



Vance Badawey, MP for Niagara Centre, and Parliamentary Secretary to the Minister of Transport, announced **\$365,854 from the federal government** through the Canadian Apprenticeship Strategy – 'Investments in Training Equipment' program stream to student training on hybrid and electric vehicle technology through the **Motive Power program**.



Ontario's Minister of Long-term Care Natalia Kusendova-Bashta visited the Applied Health Institute, where she underlined the urgent need for more nurses and personal support workers in long-term care as she spoke to students, faculty, and administrators.



The first **Niagara College Alumni Summit** was hosted in Toronto for NC alumni in the GTA, providing networking opportunities for guests and insightful panel discussions and workshops led by NC leaders, distinguished alumni, and industry experts.



During Fall 2024 Convocation, **NC presented Chuck McShane with an Honorary Diploma in Skilled Trades** for his leadership in the skilled trades and home-building industry, his advocacy for youth in trades, and his dedication to community involvement and student learning.



Dental Hygiene students participated in a **one-day dental blitz in Welland**, reaching more than **1,500 local children**. Working in pairs, they visited classrooms from JK to Grade 8 at area schools.



NC Career and Co-op Services hosted a four-day **Career Fair** that drew over **100 employers** recruiting for full-time, part-time, co-op and seasonal positions.



NC's Welland Campus hosted the **FIRST Robotics Ontario District Competition**. High school students flexed their technical, problem-solving, and teamwork skills, as their robots battled, demonstrating excellence in STEM. Independent team, **Quickstrike**, who are mentored by the Niagara Robotics Association and sponsored by NC's **Research & Innovation** division, kicked off the competition season with a 200-kilogram RoamIO robot donated by NC for learning purposes.



Alumni Relations hosted employer-engagement events at businesses across Niagara, including **E.S. Fox and Vintage Hotels**, where alumni employees had opportunities to connect with each other and representatives from NC. The department also visited **Niagara Health** to connect with alumni from the schools of Allied Health and Nursing and PSW working at the hospital.



NC hosted alumni reunions for **Dental Hygiene and Electronic Technician programs**, in a new series of program-specific alumni reunions, in advance of the annual **ReuKnighited**, an action-packed one-day reunion event reconnecting former classmates and college staff.



The **Giving Tuesday** campaign raised **\$26,110** for the **Nourishing Minds Fund**. Run by the **NC Student Administrative Council**, the fund helps thousands of students every year through its grocery gift card and Rise and Shine breakfast programs.



The **Joyce Family Foundation** contributed **\$1.5 million** to NC's Together campaign. The transformational gift created the largest endowed bursary in the College's history, to support students pursuing critical careers in the skilled trades.



The **Niagara College Retirees' Association** honoured the late former campus nurse Carolyn Hurst-Gould by providing three \$1,000 scholarships – named the **Carolyn Hurst-Gould Scholarships** in her honour – to students entering the new Honours Bachelor of Science in Nursing degree program.



Community partner **FirstOntario Credit Union** made a **\$50,000 multi-year donation**, as NC's Giving Tuesday partner for the next two years, and to create the **FirstOntario Credit Union Scholarship**, a scholarship that recognizes students who are dedicated to volunteerism and community engagement.

Members of the **Mack Schools of Nursing Alumni Association** presented a **\$25,000 endowment** gift to the College to provide a \$1,000 scholarship each year in perpetuity to one student in the Honours Bachelor of Science in Nursing program.



The annual **United Way Workplace Campaign** raised a total of **\$59,932** in support of individuals and families in the local community, bringing the cumulative total of donations raised by the College over the past 30 years to **more than \$1 million**.



Pam's Posse, a team of more than 50 NC employees, students, retirees, and friends and family of **Senior Vice President Pam Skinner**, raised more than **\$28,000** for ALS research and care at the 2024 **Niagara Walk to End ALS**.



The College's **team of 20 cyclists** rode in the **2024 Big Move Cancer Ride**, raising **more than \$11,000** for Niagara Health's **Walker Family Cancer Centre**. Team NC also earned a spot in the Platinum Peddlers Club, having raised over **\$51,000** since 2019.



For the third consecutive year, the Welland Campus was the host site for the Welland segment of the **Coldest Night of the Year (CNOY)** walk in support of the Open Arms Mission, a food bank that supports those experiencing homelessness, hurt and hunger. The **NC Knight Walkers** team raised **\$5,840**.



Students from the **Business – Sales and Marketing** program participated in the **Raising the Roof's Toque Campaign** that supports the charity's RESIDE program. Students raised **\$5,894** selling baseball caps, bringing the NC total to **more than \$180,000** over nine years.



Social Inclusion and Environmental Sustainability

The **Goettler Family Foundation Scholarship for Single Parents** was created through a **\$54,000** pledge from **Lauren and Vaughn Goettler** to provide scholarships to help alleviate the financial burdens faced by students balancing their educational goals with parenting responsibilities.



Students from a range of programs participated in a **Disability Awareness Student Panel** during Disability Awareness Week. Showing strength in vulnerability, the students offered a window into their life at college, giving educators a valuable chance to learn and be curious.



The libraries at both campuses were outfitted with accessibility improvements, including new lower shelving, **accessible study pods** to provide quiet study spaces for students, and accessible-height service counters.



To help guide NC's work to advance Truth and Reconciliation and to continue weaving Indigenous Ways of Knowing, Being and Doing into the fabric of the College, the **Indigenous Education Strategy Advisory Group** was formed. The group is developing an **Indigenization Strategy** to define a clear vision for what Indigenization and decolonization means to NC, and to position the College to enhance its support for the Truth and Reconciliation process.

NC's **inaugural Inclusion Week** featured a variety of opportunities for students and employees to learn more about EDI initiatives at the College, including an EDI Fair, Women in Construction Week Panel, Adaptive Boccia Ball Tournament, and more.



The **Indigenous Student Success Pathways Project** was created in 2024 thanks to a historic **\$500,000** grant from the **Embark Student Foundation**. The gift – the largest ever for Indigenous education at the College – is enhancing the academic experience and career readiness of Indigenous students by providing access to learning strategists, employment and co-op specialists, cultural and community initiatives, targeted recruitment, and emergency financial support.



NC announced renewable scholarships for eligible First Nations and Former Youth in Care students through the **Strong Students, Stronger Futures Scholarship**. Developed alongside partners from local Indigenous community organizations and Family and Children's Services Niagara, the program is a first in the Niagara region.



The College welcomed **Linda John**, a long-time advocate for Missing and Murdered Indigenous Women and Girls and Two-Spirit People (MMIWG2S), who was one of three panelists at a Red Dress Day event in honour of **National Day of Awareness for Missing and Murdered Indigenous Women and Girls and Two-Spirit People**. Red dresses were hung on campus and flags were lowered to half-mast.



Throughout the year, students and employees participated in immersive **land-based learning** opportunities to advance their knowledge on **Indigenous Ways of Knowing, Being and Doing**.

An employee cohort traveled to unceded Coast Salish Territory in North Vancouver to participate in a program called **"Gathering our Medicine: Walking in the Ways of the People,"** developed by Denise Findlay, an educator who belongs to the Skwxwú7mesh Úxwumixw (Squamish Nation), to learn how to put truth and reconciliation into practice.



Students traveled to **Hawaii** for the College's newest Be World Ready experience – **"Weaving Stories: Reclamation and Restoration of Indigenous Identity."** Offered in partnership with the University of Hawaii, the program centered on the reclamation and restoration of identity through shared storytelling, community service, and reciprocity with The Kanaka Maoli, the Indigenous people, on the island of Oahu.



A group of Indigenous students visited **Canada's Yukon** for an un-plugged land-based experience in the Kwanlin Dūn territory, to connect with nature, culture, Indigenous elders, and each other.



The College hosted events and initiatives in honour of **National Day for Truth and Reconciliation**, including Corn Husk Doll teachings, workshops, orange shirt sales, and a special screening of the documentary “The Nature of Healing.” The film is an honest retelling of the injustices suffered by seven victims of the Mohawk Institute and how they are working to heal the generational trauma experienced by their families and communities. Following the film, a panel discussion was held with the film’s director, executive producer, and five survivors of the Mohawk Institute who shared their experiences at the residential school.



NC hosted a **living library event** featuring **Dr. Kahente Horn-Miller**, Associate Vice President of Indigenous Teaching, Learning and Research, Carleton University. Dr. Horn-Miller led an intimate conversation and presentation of her performance piece “We are Her and She is Us – Sky Woman’s Story,” a first-person, modern telling of the Haudenosaunee story of creation that centres on Sky Woman and her fall to earth.



The College was one of 35 post-secondary institutions in Ontario to receive funding from the **Ontario Council on Articulation and Transfer (ONCAT)** to support learner mobility projects, including NC’s **My Path of Worthwhile Educational Re-Engagement (MPOWER)** program for Indigenous students transitioning to post-secondary education.

The **Food and Beverage Innovation Centre** teamed up with **STEM by Steph** on a sold-out **Sip, Savour, and Science Food Lab event** to demonstrate what food science is about and to inspire more girls and women to pursue STEM in their education and careers. Hands-on experiments, food tastings, and inspiring discussions with leading female experts in STEM fields were featured.



NC hosted a panel event to honour **National Day of Remembrance and Action on Violence Against Women** that featured community agencies that help support women who have been impacted by gender-based violence.

The College celebrated **Queer History Month** with events and activities including a Pride Parade, Drag Show, Pride trivia event, Services Fair, and more.

In honour of **Trans Awareness Week**, NC hosted “Coming Together: How Communities can Respond to Rising Hate,” facilitated by prominent 2SLGBTQIA+ advocate Fae Johnstone. Bringing lessons learned from a decade in queer advocacy and personal experiences following her inclusion in a Hershey’s Canada ad campaign, Johnstone shared insights on how people respond when their communities are under attack.

In celebration of trans and gender diverse members of the NC and broader Niagara community, the College raised the Transgender Pride Flag for the first time in 2025 at its Niagara campuses on **Trans Day of Visibility**.



Black History Month was celebrated with a slam poetry workshop, pop-up market featuring local Black-owned businesses and budding student entrepreneurs, and learning sessions for students and employees. The events were preceded by a **Black Student Voices panel** featuring students who shared their perspectives, unique backgrounds, and cultures.



The College launched its **2024-2029 Sustainability Plan: A Time for Action**. The plan embodies the College's commitment to taking actions for the betterment of the environment and underscores the urgency of the climate crisis and this crucial time to act.



Stratus Vineyards released a **new super-premium wine packaged in reused bottles**, initiated through a collaborative project with **NC Environmental students**, whose research identified that glass production was a major contributor to the winery's carbon footprint.

Local Jamaican-Canadian artist Nadine Williams unveiled her **quilt installation, The Fabric of our Being**, created by Black students and employees at NC, to celebrate and bring awareness to the International Decade for People of African Descent, a United Nations initiative.



The Teaching Brewery raised a glass to **International Women's Day**, releasing **six new student-crafted Pink Boots beers** and marking the fifth year that NC has supported **Pink Boots Society Canada**. The national non-profit organization helps women and non-binary people in the fermented/alcoholic beverage Industry advance their careers through education.



World Wildlife Fund Canada (WWF-Canada) recognized NC for its outstanding commitment to sustainability, conservation and the environment. The College was one of only nine post-secondary institutions in the country to earn the **WWF-Canada Living Campus Certification**. Both the Niagara campuses received the national certification for implementing a range of conservation and engagement activities.

The **NC Teaching Salon** received **Green Circle Salons certification**, implementing an extensive waste recycling system, and education-program for students in the **Hairstyling program**.



NC began a **three-year process to eradicate phragmites** – an invasive plant species that is wreaking havoc on ecological systems and infrastructure across the province and on campus. Phragmites threatens biodiversity and causes issues with drainage, flooding, and stormwater retention.



Nature enthusiasts flocked to the Daniel J. Patterson Campus in Niagara-on-the-Lake for the **ninth annual Bioblitz**, to identify and catalogue different species and engage in birding and insect hikes, Indigenous cultural exchange, an exploration of campus biodiversity, and more. The campus is a living laboratory and **UNESCO-designated World Biosphere Reserve** located at the base of the Niagara Escarpment.

Organizational Excellence

The College launched the **Together campaign** – the largest in its history – a multi-year \$50 million fundraising initiative that, in addition to addressing shortages in skilled trades and healthcare, aims to make college education more accessible, create equitable and diverse learning environments, equip graduates with cultural awareness and global competencies, and foster research, creativity, and innovation to help close Canada's productivity gap.

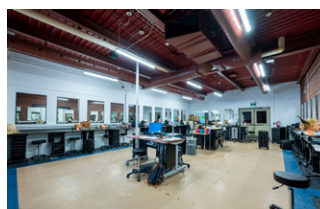
In the first year, the campaign drew support from individual donors, businesses, industry partners, and community leaders to fund scholarships, bursaries, and support initiatives, that are already having a transformational impact on NC students and the local community.



NC celebrated the **one-year anniversary** of its **Equity, Diversity and Inclusion (EDI) Blueprint** and the transformational impact of the work already underway. The College's EDI Catalysts were acknowledged for their role in implementing the Blueprint, as was the unique, decentralized model that ensures accountability and fosters collective action.



The College announced its ambitious **'Build NC' plan** to expand and renovate its two campuses. The plan will prioritize projects that support student recruitment and success; expand capacity in high-demand programs; and make campuses more accessible and inclusive, enhancing teaching, learning and the student experience. Completed projects include new paramedic and hair salon labs, renewable energy lab, renovations of academic classrooms and student gathering spaces, an accessible outdoor pathway, AODA push button upgrades, and more.



The results of NC's **Employee Engagement Survey** showed key improvements in areas including "Focus on students," with nearly 90% of employees ranking student focus as a key strength of the College.

The College launched its **'NC Life' brand refresh in September**. The revitalized brand incorporates a range of design changes that reflect the vibrancy and uniqueness of the NC experience, including a refined logo and the addition of bold, fresh colours that reflect the dynamic energy of campus, the sense of community, the possibility of career goal-attainment, and the overall diversity that NC embodies. The brand refresh coincided with the announcement of NC's **new mascot – Noble of Niagara**.



NC committed more than \$1.5 million to over 20 **Dream Big Fund** projects in 2024. The Fund enabled the launch of NC's Justice and Fitness Training Centre and Centre for Research in Education; and created more opportunities for students to participate in and travel to Skills Competitions locally, provincially and nationally, among other projects.

Advisory College Council

Chaired by President Sean Kennedy, the Advisory College Council (ACC) is a cross-functional body whose purpose is to promote communication and consultation within the College. The ACC provides a forum through which students and employees can provide feedback regarding strategic issues and input to the President on matters of importance to students and employees.

In 2024-2025, the ACC provided valuable feedback on several key strategic initiatives including: waste-reduction strategies, program and enrolment growth, employee engagement events, and Together, the College's comprehensive fundraising campaign.

The 2024-2025 Council members are listed below with appreciation for their service to the Council:

Jennifer Babin,
Health, Wellness & Accessibility Services

Krysa Huang,
NC Student Administrative Council

Kerry Bederski,
Enrolment Services

James Maur,
International

Baljit Bhamber,
Campus Safety

Ryan Morris,
Information Technology Services

Maria Brigantino,
School of Business & Management

Leah Neamtu,
School of Academic & Liberal Studies

Jeff Collee,
Facilities Management Services

Bruin Pol,
NC Student Administrative Council

Heather Craig-Morton,
Allied Health & Nursing

Shanyn Porter,
Workforce Development

Pete D'Elia,
School of Trades

Tom Price,
Alumni Relations

Mercy Deborah,
NC Student Administrative Council

Paula Reile,
Research & Innovation

Jenn Dey,
Community and Employment Services

Gavin Robertson,
School of Wine, Beer & Spirits

Marissa Ditto,
Enrolment Services

Becky Sciliberto,
International

Len Ferry,
School of Academic Studies

Krishna SenGupta,
School of Business & Management Studies

Fernando Gama,
International

Charles Voth,
School of English Language Studies

Student Achievements

The **Knights women's volleyball team** rallied for a **bronze medal** at the OCAA Women's Volleyball Championships, marking their first appearance in a Championship since the 2018-2019 season, when the team captured silver.



40 stellar Knights student-athletes received the Canadian College Athletic Association (CCAA) **2023-24 CCAA National Scholar Award**. At NC, a student-athlete must finish the sport season with an +80% average in their academic programs, demonstrating their success both on the playing field and in the classroom.



Khayden Stewart was awarded **Male Athlete of the Year** and two **Female Athletes of the Year** were named, honouring both **Janee Harrison** and **Montanna Taylor**.

Stewart, a guard on the men's basketball team, graduate of the Occupational Therapist and Physiotherapist Assistant program and current Business student, earned OCAA Men's Basketball West Division 2nd Team All-Star standing, an OCAA All-Academic award, and a CCAA Academic All-Canadian award.

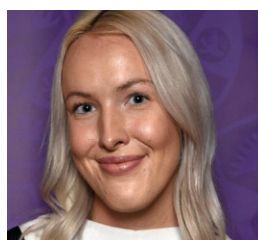
Harrison, a forward on the women's basketball team, graduate of the Police Foundations program and current Fitness and Health Promotion student, earned a CCAA All-Canadian Award – a rare and outstanding honour. She also received a CCAA Academic All-Canadian Award, OCAA All-Academic Award, and OCAA West Division 1st Team All-Star honours.

Taylor, a setter on the women's volleyball team, graduate from the Paramedic program and current Business student, finished third in the OCAA in blocks, and seventh in assists, while setting a new NC record for total assists with over 1,500. Her outstanding season also earned her a CCAA Academic All-Canadian Award, OCAA All-Academic Award, OCAA West Division 2nd Team All-Star, OCAA Semi-Finals Player of the Game, OCAA Championship All-Star, and OCAA Bronze Medalist honours.

Hairstyling student **Rikaya Santik** brought home a gold medal win for NC at the **Skills Ontario** competition. Bachelor of Arts Honours Game Design student **Ben Cohen**, Computer Programming & Analysis student **Doaa Awan**, Esthetician student **Kazzel Vibar**, and Hairstyling student **Trinity Ptashnyk** joined Santik atop the provincial stage, winning third place in their respective competitions.

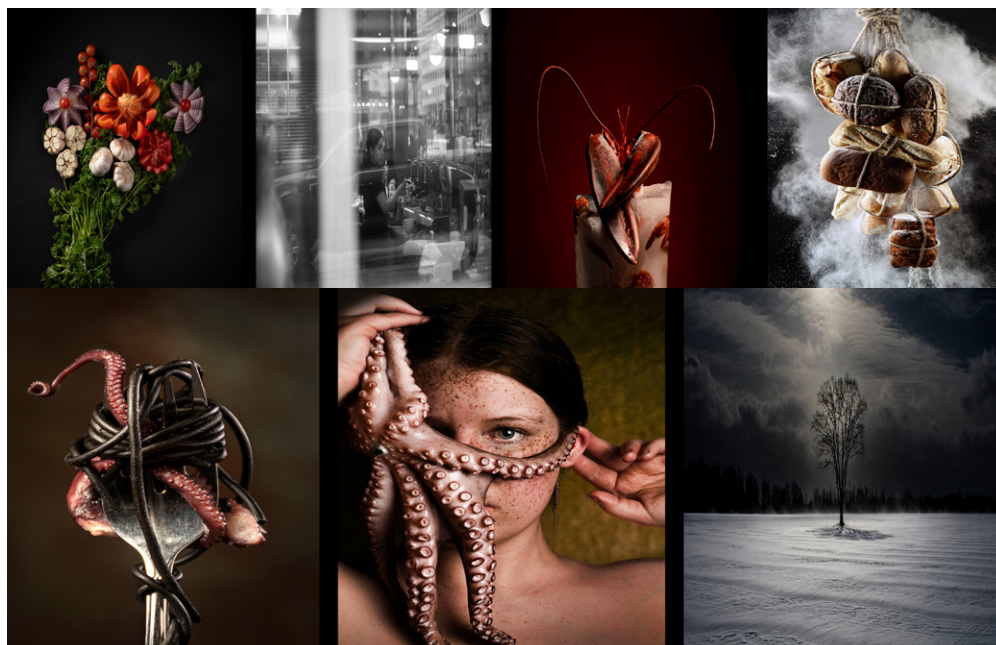


Naomi Fox and **Bhriugu Bagga**, graduates from NC's Public Relations graduate certificate program, were recognized during **CPRS Hamilton's Pinnacle Awards**. **Bagga** received the Student Award of Excellence and **Fox** received the **Heather J. Pullen Memorial Award**. **Fox** also received the **CPRS Notified Student Award of Excellence** from the Canadian Public Relations Society.



Applied Arts named the winners of its **2024 Student Awards**, with NC Photography students dominating the Photography category, representing seven of only 12 winning photos, and the only school in Ontario to make the cut.

Students **Katherine Kay Ching**, **Kirsten Connelly**, **Brittany Kerr**, **Lesley McFarlane**, **Quentin McMurray**, **Aiden Melo** and **Logan Upham** were named, recognizing creative excellence. The international competition includes entries from fifty-one secondary and post-secondary level schools from seven countries.



Brewmaster students celebrated a win at the **2025 Caps, Corks and Forks** event, which has been the backdrop of a playful rivalry between the College's beer and wine student teams since 2012. Each course during the dinner is presented with a beverage selection from both teams. Guests vote for their favourite pairing following each course with either a cap or a cork and at the end of the evening, a winner is determined.



A team of students from NC's School of Business and Management won **first place** at the **World Trade Centre Buffalo Niagara 2025 International Case Competition**. As the only college-level team participating, NC faced competitors from Brock University, Canisius University, Niagara University, and the University of Buffalo in the competition, which aims to help students develop their business skills and solve real-world challenges.



NC won **first place** at the **2025 Student Case Competition**, hosted by the Human Resources Professional Association. The winning team was comprised of students in the Honours Bachelor of Business Administration (Human Resources) degree program: **Aiden Clarke, Chau Dao, Ella Leo and Stacey Reist**.



School of Business and Management students secured the **third-place overall** rank at the **Corvinus Undergraduate Business Experience**, an international business case competition held in **Budapest, Hungary**. NC's team of four students showcased their analytical and problem-solving skills among 16 esteemed schools from around the world and was the only college competitor.



Renalyn Santianez, a recent graduate of NC's Tourism Management – Business Development program, was selected as a **2024 Baxter Student Ambassador** and featured in Travel Courier magazine. The Baxter Student Ambassador Program is a unique post-secondary student mentoring initiative that supports the Canadian travel industry's top incoming talent through learning and networking opportunities, bursary funding, prize draws, and more.



Students from the **School of Business and Management** travelled to Windsor to compete at the **2024 Ontario Colleges' Marketing Competition (OCMC)** and earned **second place overall**. The OCMC provides a platform for marketing students across Ontario to showcase their skills through a variety of individual and team events, including case challenges, sales presentations, job interviews, and a quiz bowl.



Second-year Electrical Engineering Technology student **Claude Nobela** was a panelist for Future Black Female's third Annual Black Girl Youth Conference, which aims to empower young Black girls in Niagara.

A team of Business Administration – Accounting students earned **third place** at the **Ontario Colleges Accounting Case Competition**. Students **Arthur Franco-MacIntyre, Emmanuel Sam, and Kerian Taylor**, were challenged with a case study based on a real business situation in Ontario, and presented their findings to a panel of CPA judges from the Greater Toronto Area.



Business Analytics student **Janine Krasovskis** launched a website – **LocLd.ca** – to connect Canadian communities with local vendors. Through its multi-vendor platform, LocLd provides a one-stop shop for shoppers to access nearby vendors, artisans, farmers and small retailers.



Alumni Achievements

Game Development graduate **Andrés Coimbra Castedo** (2019), who is a Lighting Artist for Herne Hill Media and worked on the Oscar-winning film *Pinocchio*, was the recipient of the **prestigious 2024 Premier's Award** in the Recent Graduate category. Winners were announced at Colleges Ontario's Premier's Awards Gala.

Costedo is among the College's **2024 NC Alumni of Excellence honourees** including: Broadcasting alumna Amy Audibert (2012), Radio and TV Studio Analyst, Miami Heat; Business alumnus



Daniel Brennan (1979), Senior Vice President, People and Sustainability, Bombardier; Medical Record Technologist alumna **Stephanie Leheta** (1993), Senior Director, Client Experience Strategy, Design Thinking and Governance, CIBC; Nursing (1991) and Critical Care Nursing (2006) alumna **Karen Paschert**, Clinical Manager, Emergency Department, Niagara Falls Site, Niagara Health; Electronics Engineering Technology alumnus **Mauro DelleMonache** (1996), CEO, GEOVIA, Dassault Systèmes; and Motive Power Technician alumna **Elizabeth Tait** (2011), Co-Owner, Level 5 Drive.

Alumna **Rochelle Bush** (Social Service Worker, 2018; Fashion Arts, 1983), owner of St. Catharines-based Tubman Tours Canada, received the 2025 International Women's Day award from the Greater Niagara Chamber of Commerce and Women in Niagara.



Alumna **Jennifer Wilhelm** (Hotel and Restaurant Management, 1999), returned to her NC roots to launch her book, **Sharing a Glass**, which showcases the women who shaped the foundation of Ontario's grape and wine industry and is the first book in Canada to chronicle the significant contributions of women in the Ontario wine scene.

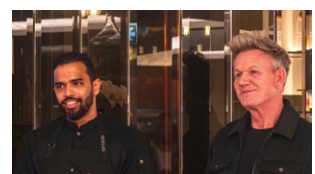


Three alumni winemakers were honoured with the **Ontario Wine Awards Paul Pender Memorial Rising Star Award**: 2024 recipient **Matt Smith** (Cloudsley Cellars), 2023 recipient **Brooke Husband** (Domaine Queylus), and 2022 recipient **Alex Baines** (Hidden Bench Estate Winery), all graduates of NC's Winery and Viticulture Technician program. The award was established in memory of Paul Pender, a leader in the Canadian wine industry and 2006 alumnus of NC's Winery and Viticulture Technician program.

Business alumnus **Javier Carranza** (2024) illustrated the **City of Welland's book Wonders of Welland**, which tells the story of a child whose family moves to the city when his mom begins a job at NC. Showcasing some of the city's exciting features, including the College, the publication is intended to help families and kids feel more at home after moving to the Welland community.



Vaishnav (Vish) Mayekar, (Culinary Management (Co-op), 2014) hosted a private event at his **ELEM Restaurant** in Vancouver, where renowned St. John's chef Jeremy Charles served up Newfoundland seafood for celebrity chef **Gordon Ramsay**.



Broadcasting – Radio, Television, and Film (BRTF) alumni continued to make their mark in 2024. During Canadian Music Week, alumnus **Luke Rodriguez** (2015) was recognized as an outstanding Canadian broadcaster with the **Allen Waters Young Broadcaster of the Year Award**. At the time he was honoured, Rodriguez was the host of the afternoon drive on Edmonton's 104.9 Virgin Radio and the station's assistant program director. Alumna **Shannon Burns** (2013) landed her dream job as an Entertainment Reporter for Canada's premier entertainment news show, **etalk**.



Quinn Corkal (2009) premiered his 15-minute short film documentary **Beyond the Fields**, which captures the passionate and hardworking farmers in the town where Corkal spent the last seven years. The film is Corkal's third documentary through his production company, Quinn Aden Creative.

Two alumnae were recognized at the Greater Niagara Chamber of Commerce **2024 Women in Business Awards**. **Lina DeChellis** (Tourism – Tours and Attractions, 1990), Director of Economic Development and Strategic Initiatives for the City of Welland, won the Excellence in the Public Sector award. **Lori Gill**, Founder of the Attachment and Trauma Treatment Centre for Healing (ATTCH) Niagara, Founder of Lori Gill Psychotherapy, ATTCH Inc., and creator

of the Integrative Trauma and Attachment Treatment Model, received the Excellence in the Not-for-Profit Sector award. Gill is a graduate of multiple NC programs, including General Arts and Science (2001), Criminal Psychology and Behaviour (2002), Child and Youth Care (2002), Child and Youth Worker (2002), and Counselling Skills for Human Services (2005).

Staff Achievements

Niagara College **President Sean Kennedy** led a list of NC recipients who received the **King Charles III Coronation Medal**. President Kennedy was awarded the prestigious honour in recognition of outstanding contributions to the college sector and workforce development in Canada. **Bob Sagon-King**, a pioneer in NC's popular Motorcycle Training program, was honoured for his 40-year career training hundreds of riders with the defensive driving skills needed to hit the open road safely. NC President Emeritus, Dan Patterson, who led NC for 25 years, former MP for Niagara Falls, Rob Nicholson,



and Linda Franklin, former President of Colleges Ontario, who both serve on NC's Board of Governors, also received medals.

Two faculty members were recognized with **2023-2024 Educator of the Year Awards** from the NC Student Administrative Council. **Angela Hayes**, a full-time professor from the Early Childhood Education program, and **Rebecca Moore**, a part-time professor from the Esthetician program, were presented the award, which honours educators who have made a difference in the lives of students.



Dr. Marc Nantel, NC's Vice-President of Research, Innovation and Strategic Enterprises received the **Trailblazer Award in Innovation Policy** at the 2024 Canadian Science Policy Centre Conference for his leadership in college innovation and applied research, including helping the sector secure \$108.6 million for college research in Budget 2023 through his work as founder and Chair of the College Applied Research Taskforce, a pan-Canadian advocacy think-tank.



NC's Director of Athletics and Student Engagement **Michele O'Keefe** received national recognition for her exceptional leadership and significant contributions to student success. She was presented with the **2024 silver Leadership Excellence Award for Managerial Staff** from Colleges and Institutes Canada (CICan) and was awarded the **Lifetime Achievement Award** from the **Greater Niagara Chamber of Commerce** at the **2024 Women in Business Awards**. The Award is presented to women who have excelled in their business and community over the course of their career.



Kimberley Cathline, Associate Director at NC's Horticultural and Environmental Sciences Innovation Centre, was among the **2024 Influential Women in Canadian Agriculture honourees**, named by Annex Business Media's Agriculture group.



Dr. Jeffrey Ko, professor in the School of Nursing and Personal Support Worker, was elected to the **Board of Directors for the College of Nurses Council**, marking the first time an NC representative has been elected to a seat on the council. Ko was also named **'Educator of the Year' by the Integrated Filipino Canadian Nurses Association**,



recognizing his contribution to the non-profit organization, which promotes activities to enhance unification of Filipino-Canadian nurses and its associate members in Canada.

The career of NC Electronic Engineering Technology and Technician professor **Stéfane Filion** was celebrated at the Canada Wide Science Fair, where Filion took to the stage to accept the **2024 Youth Science Canada Distinguished Service Award**.



Acting professor **Stephanie Jones** was in the spotlight at the New York International Film Festival where she won **Best Supporting Actress** for her performance in the film EFC. Jones was also nominated for Best Actor at the Paladino D'Oro Sport Film Festival for her role in EFC.



Steve Stone, head coach of the 2024-2025 bronze medal-winning women's volleyball team, was the recipient of the **Ralph Nero Memorial Award** for coaching excellence and outstanding contributions to student recruitment and retention.



Two outstanding employees and alumnae, **Ana McKnight**, Development Communications Specialist and Teaching English as a Second Language grad (2024), and **Becky Sciliberto**, Manager of Global Compliance & Reporting and double NC grad from Business Administration – Accounting (Co-op) (2007) and Honours Bachelor of Business Administration in International Commerce and Global Development (2024), were among the distinguished recipients of Business Link Media Group's **40 Under Forty Business Achievement Awards**. **McKnight** was also presented with the Best in Class Award and seven



additional NC alumni were named 40U40 recipients. **Sciliberto** was also recognized at her convocation ceremony in June with a **Governor General's Silver Academic Medal** for

achieving a 94% average in the Honours Bachelor of Business Administration in International Commerce and Global Development program.

Retiree **Ray Sarkis**, who worked at the College for over 40 years in the Athletics department, was named to the **Welland Sports Wall of Fame**.



Broadcasting professor **Peter "Dutch" Vandenberg** was featured in the **World's Best Practice Guide in Professional and Technical Education and Training** (Vol. 5) from the World Federation of Colleges and Polytechnics (WFCP) following his 2023 Silver Outstanding Educator Award.



Culinary Innovation and Food Technology professor **Amy Proulx**, PhD, was awarded an Honorable Mention in Education Excellence at the 2024 Excellence in Agriculture Awards.



Chef professors from NC's School of Culinary Arts landed coveted spots on the Michelin Guide's list of Toronto's 2024 Recommended Restaurants. Chef **Fraser Macfarlane**, chef and owner of Quatrefoil Restaurant in Dundas, and Chef **Frank Dodd**, executive chef at Trius in Niagara-on-the-Lake, were both



recognized by the world-famous guide's Toronto list, as their restaurants earned distinction.

Three individuals and a group of employees were recognized with 2024 Awards of Excellence for their exceptional service and accomplishments: **Carly Root**, Director, Community Relations and Events (Administration Award); **Alex MacGregor**, Professor, School of English Language Studies (Faculty Award); **Elaine Burgess**, Clinical Nurse Supervisor, School of Nursing & PSW (Support Staff Award); and employees on the **Learning Management System (LMS) Transition Team** (Team Award). The Niagara Champion Award was presented to **Katherine Gottli**, Student Advisor in the School of Access Studies, for her exceptional college recruitment efforts.



A cohort of faculty members completed the final phase of the **College Educator Development Program (CEDP)**, which supports the professional growth of new and experienced faculty across Ontario.

College Recognition

For the second consecutive year, NC was ranked as the **No. 1 research college in Canada** for research funding. The ranking was part of Research InfoSource Inc.'s annual "Canada's Top 50 Research Colleges" report based on 2023 research funding numbers. The College has earned a spot within the Top 10 for the past 10 years, achieving the top spot on three occasions during the past six years.

NC's **Teaching Distillery** won **seven medals** at the **2024 Canadian Artisan Spirit Competition**, earning a gold for its Mediterranean Vodka, a silver (and Merit in Terroir) for its Taylor Rosso Vermouth, and bronze medals for its Amaro Sparacci, Tanzanite Gin, School Spirits Vodka, Single Malt, and Eastern Hospitality. Competing against craft distilleries from across North America, the Teaching Distillery was ranked among the best at the **2024 U.S. Open Whiskey and Spirits Championship**. The College received gold medals for its School Spirits Whisky and Tanzanite Gin, a silver for its



Christmas Gin in the Anything Goes category, a bronze for its Mediterranean Vodka, and finished third in the Spirit Distilleries category. Three spirits crafted by Artisan Distilling students in 2024 won medals from the **Canadian Artisan Spirit Competition (CASC)**. Winners included Spirit 101: Canadian Rum, which won Best in Class in the Alternative Rum category, (first overall in its category), and a gold medal; Spirit 101: Hail Caesar Vodka, which won gold in the Infused Vodka category; and Spirit 101: Grandma's Apple Pie, which won bronze in the Fruit Liqueur category.





Niagara College was named as one of **Hamilton-Niagara's Top Employers for the third year in a row**. The competition recognizes and celebrates local employers that lead their industries in offering exceptional places to work.

The College's **2023 Giving Tuesday campaign** was honoured with a **silver medal** at the **Canadian Council for the Advancement of Education (CCA) Prix d'Excellence Awards** in the "Best Annual Giving/Giving Day Initiative" category. The Prix d'Excellence awards celebrate outstanding achievements in educational advancement across Canada.

The **Teaching Brewery** collected **three medals** at the **2024 U.S. Open College Beer Championship**, earning a gold for its Cherry Blawesome Barrel Aged Stout, a silver for its Vindobona Schrammer Vienna Lager, and a silver for its Blonde... James Blonde Belgian Blonde Ale. Cherry Blawesome was also awarded Best in Show, and the brewery tied for third place overall in the competition. NC was one of 11 schools entered in the eighth annual championship, which is the only competition of its kind that focuses on student brewers.

The Teaching Brewery was also awarded **two medals** at the **2024 U.S. Open Beer Championship**. NC's Beer 101 Bitter was awarded a silver medal in the Special Bitter or Best Bitter category, while its Beer 101 Strong earned a bronze in the Old/Strong Ale category. The two British-style beers continued their winning streak with medals from the **Ontario Brewing Awards**. Beer 101 Strong earned silver (Strong British Ale category) while Beer 101 Bitter, picked up bronze (British Bitter category).



The College received a **silver Applied Research and Innovation Award of Excellence** from the **World Federation of Colleges and Polytechnics**. The award celebrated the dynamic partnership between NC's Research and Innovation division and NC's Institute for Global Education & Training to deliver **capacity-building trainings in Latin America** at seven higher education institutions, and supported the establishment of three Applied Research Centres.



University Magazine released a list of the **best culinary schools in Canada** for 2024 and 2025, ranking NC at the **15th spot** in 2024 and **13th spot** in 2025.



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Report on 2024-2025 College Goals

2024/2025 Goal	Outcome	Strategic Plan Area of Focus	Result
Support students and employers through a comprehensive suite of programs and experiences that reflect NC's trailblazing spirit	› Successful launch of Bachelor of Science of Nursing Degree and Baking Diploma › Multi-year program development plan implemented › Alternate delivery programming to meet labour market needs in trades and health developed and implemented › Enrolment targets achieved through enhanced strategic enrolment management initiatives	Academic Excellence	› Successful launch of Bachelor of Science in Nursing Degree and Baking and Pastry Arts Diploma. › Multi-year program development plan implemented (2025-2028). › ECE-Resource Consulting, Addictions and Mental Health, Butchery, and Cybersecurity developed for launch in Fall 2026. › Expanded flexible and alternate program delivery to meet needs of working professionals in high-demand areas such as ECE, health and trades. › Expanded enrolment capacity in strategic health, trades, and community services programs. › Received approval to deliver Academic Upgrading in Hamilton in Fall 2025. › Exceeded spring enrolment targets; Fall and Winter term enrolment significantly decreased from plan due to changes in international student demand stemming from government policy changes to the International Student Program and Post-Graduate Work Permit (PGWP) eligibility.
Enhance learning, work and student spaces	› Construction completed on new Greenhouse › First phase of Project Refresh completed › Construction begun on Master Plan phase-one projects	Academic Excellence Organizational Excellence Wholistic Student Experience	› New Horticultural and Environmental Sciences Innovation Centre (HESIC) greenhouse occupancy granted. › Completed Project Refresh academic and student gathering prototype spaces. Final academic classroom construction scheduled for spring 2025. › Design development underway for two Build NC projects, with construction anticipated in Fall 2025. › Completed upgrades to laboratories in Renewable Energy and Computer Systems Technician. › Secured new Electric and Hydrogen-powered vehicles and test equipment for the Green Automotive Technology lab through Canada Apprenticeship Strategy funding.
Extend NC's global engagement	› New global campus launched › Successful launch of the NC Institute for Global Education and Training › Be World Ready programming expanded	Alumni & Partner Engagement Global Reach	› Secured transformational principal-level gift in support of the Be World Ready Program. › NC Barcelona partnership launched in spring 2024. › Launched NC Institute for Global Education and Training. › Be World Ready program engaged over 260 students from 70 academic programs in 13 international field studies, 1 summer institute, and 5 work-abroad experiences, supported by 33 staff.
Leverage NC's position as a leading applied research institution	› New funding for Food & Beverage Innovation Centre secured › New Horticultural & Environmental Sciences Innovation Centre (HESIC) successfully launched › NC Research Opportunity Fund successfully launched to support expanded projects and opportunities for employees, students and partners	Academic Excellence Alumni & Partner Engagement Organizational Excellence Wholistic Student Experience	› Secured \$200,000 from National Research Council -- Industrial Research Assistance Program (NRC-IRAP) for projects in the Food & Beverage Innovation Centre's Pilot Beverage Production Plant. › Successfully launched new HESIC greenhouse, with research projects underway in the facility. › Research Opportunity Fund (ROF) successfully launched to the college community. › Secured a 5-year grant (\$1.75M total) from the Natural Sciences and Engineering Research Council (NSERC) for a new Technology Access Centre for HESIC. › Developed the Healthy Ageing and Wellness Innovation Centre (HAWIC).

Expand and strengthen the reach of Indigenous Education	› Indigenous Education strategy developed based on consultations with Indigenous students, employees, and community, and from 4 Seasons of Reconciliation Pilot	Social Inclusion and Environmental Sustainability Wholistic Student Experience	› Development of Indigenous Education strategy supported by an Indigenous-led Advisory Committee; conducted extensive student, employee, and community consultations. Final draft of strategy expected in spring 2025. › In partnership with Mohawk Village Memorial Park and Survivors of the Mohawk Institute, created an Educator's guide for the "Nature of Healing" documentary film.
Continue to advance the College's comprehensive fundraising campaign with a focus on enhanced donor and alumni engagement	› Diversified opportunities for alumni to engage with the College implemented › Year-one goals of new fundraising campaign achieved	Alumni & Partner Engagement	› Successfully hosted significant alumni engagement events at key employers including Niagara Health, ES Fox Ltd., Vintage Hotels; and in the Okanagan Valley and Toronto. › Celebrated 2024-2025 Alumni of Excellence cohort, including a Premier's Award of Excellence win in the Recent Graduate category. › Enhanced Program Advisory Committee memberships with greater representation and engagement of alumni. › Successfully held the annual Golf Tournament, raising record funds. › Achieved year one goals of the Together Campaign, including securing the largest individual gift in College history; the largest estate-gift in College history; and announcing the College's first named School. › Secured significant donor funds to expand student scholarships, bursaries, and supports, particularly to advance goals regarding Truth and Reconciliation.
Strengthen our welcoming and inclusive culture	› Accessibility Coordinating Council and Blueprint launched › Initiatives related to EDI Blueprint Action Plans implemented › Mental Health and Wellbeing Framework launched › Expansion of inclusive spaces	Organizational Excellence Social Inclusion and Environmental Sustainability Wholistic Student Experience	› Expanded MyNC app for more inclusive wayfinding access. › Implemented initiatives related to EDI Blueprint Action Plans, including: › Hosted inaugural Disability Awareness Week and inaugural Inclusion Week › Piloted online anti-racism modules › Launched Inclusive Language Guide › Increased installations of representative art on campus › Launched pilot of reflective tool for increasing inclusion and accessibility in course curricular design › Mental Health and Wellbeing Framework consultations completed. › Delivered second annual Student Mental Health Retreat. › Launched ConfideNCe project supporting resilience in healthcare professionals for students in BScN, PSW, PN and Paramedic programs. › Signed the Okanagan Charter for Health Promoting Universities and Colleges, becoming part of a national and international network of institutions committed to community health and wellbeing. › Accessible and sustainable outdoor paved pathways and rest areas completed at the Daniel J. Patterson Campus in Niagara-on-the-Lake.

Grow and develop our people	› Enhanced talent management and leadership programs implemented › Action plans based on 2023 Employee Engagement Survey results implemented › Initiatives to further build our employee experience and reputation as a top employer implemented	Organizational Excellence Social Inclusion and Environmental Sustainability	› Established talent management assessment tool and replacement-planning strategies for key leadership positions. › Completed initiatives to implement action plans in response to the 2023 Employee Engagement Survey. › Completed fit/gap analysis with MNP to reconfigure applicant-tracking system to enhance applicant experience. › Increased NC recruitment presence on LinkedIn via establishment of employer profile, recruiter access, and increased promotion of priority job opportunities.
Steward our campus environments	› First phase of the Sustainability Plan implemented › UN Sustainable Development Goals integrated into campus activities › Accessible outdoor spaces created to promote gathering, reflection, and connection to nature › Reduced carbon footprint through integration of Net-Zero principles in Master Plan and deferred maintenance projects	Organizational Excellence Social Inclusion and Environmental Sustainability	› Initiatives to support the implementation of the Sustainability Plan underway, including: › Course outline for Sustainability-related general elective completed › Intuitive AI waste-sorting stations installed to support effective waste disposal › Reporting tool developed to track progress on goals, targets and actions to support annual progress reports. › Accessible and sustainable walkway at the Daniel J. Patterson Campus in Niagara-on-the-Lake completed. › New Motus Tower installed and operational at Welland Campus. › Daniel J. Patterson Campus in Niagara-on-the-Lake became one of 40+ sites participating in the release of eggs for research on the biological control of phragmites.
Enhance the NC brand and community profile	› Renewed Niagara College brand position and campaign launched in market › Integrated Community Relations plan developed to welcome strategic community partners and guests to our campuses	Organizational Excellence Wholistic Student Experience	› Brand refresh successfully launched in Fall 2024 to favourable response from various market segments, including prospective students and community. › Competitive finishes by NC teams at various provincial, national and international student competitions. › Community Relations and Events produced over 150 events and gatherings, including strategic outreach to government officials, donors and key supporters and partners.

Financial Performance (2024-2025)

The Audited Consolidated Financial Statements are part of the public record and made available on the College website.

niagaracollege.ca/about/administration/plans-reports/

As reflected in the audited financial statements, Niagara College achieved an operating surplus of \$17.42 million or 4.8% as at March 31, 2025.

The surplus increases the internally restricted net assets to \$144.85 million providing the College with \$121.85 million for future capital and strategic investments that will fund the NC Builds capital projects, and increase the contingency fund to \$23 million which is available to respond to unforeseen events. Niagara College has continued to meet and exceed all the provincial Financial Health Indicator benchmarks in fiscal 2024-2025.

Financial Report Summary

Year ended March 31, 2025 *(in thousands '000)*

Revenue

Grants and reimbursements	\$ 54,706
Student tuition and fees	253,349
Ancillary operations	14,473
Other	36,639
Amortization of deferred contributions	7,931
Loss from Niagara College KSA	(1,925)

Total Revenue	\$ 365,173
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Expenses

Salaries and benefits	\$ 164,565
Non-salary expenditures	157,948
Flow through funds to third parties	9,667
Amortization of capital assets	15,574

Total Expenses	\$ 347,754
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Excess of revenues over expenditures	\$ 17,419
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Appendix A: Strategic Mandate Agreement

The Strategic Mandate Agreement (SMA) between Ontario and Niagara College identifies its unique role in the province's postsecondary education system. Click [here](#) to view the SMA on the Ministry of Colleges and Universities website.

Appendix B: Key Performance Indicators

The Ministry of Colleges and Universities instituted a system of performance measures for its colleges in 1999. The measures are called Key Performance Indicators, or KPIs.

The 4 KPIs:

1. Graduate Employment Rate
2. Graduate Satisfaction Rate
3. Employer Satisfaction Rate
4. Graduation Rate (Student Success)

Note: The student KPI, based on the government's Student Satisfaction and Engagement Survey, was last administered in 2018-19.

Niagara College maintains the most current available KPI data on its website, click [here](#) to view the KPIs.

Appendix C: Summary of Advertising & Marketing Complaints

For the period April 1, 2024, to March 31, 2025, as specified in the Minister's Binding Policy Directive on the Framework for Programs of Instruction, which sets out college program advertising and marketing guidelines, Niagara College has received no complaint from its students regarding advertising and marketing of College programs.

Nature of Complaint	Date Received	How Resolved or Addressed	Date Resolution Communicated to Student	# of Working Days to Resolve
NIL	NIL	NIL	NIL	NIL



ANNUAL REPORT: 2024-2025

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