



ANNUAL REPORT

2023/2024

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Institution Information

Institution name:

NAIT (Northern Alberta Institute of Technology)

President name:

Laura Jo Gunter

Board Chair name:

Yasmin Jivraj

1. Accountability acknowledgement (a & b)

Publicly funded post-secondary institutions

a. Accountability Statement:

The institution's Annual Report for the year ended was prepared under the Board's direction in accordance with the Sustainable Fiscal Planning and Reporting Act and ministerial requirements established pursuant to the Post-Secondary Learning Act. All material economic, environmental, or fiscal implications of which we are aware have been considered in the preparation of this report.

Signature:



b. Management's Responsibility for Reporting:

The institution's management is responsible for the preparation, accuracy, objectivity, and integrity of the information contained in the Annual Report. Systems of internal control are designed and maintained by management to produce reliable information to meet reporting requirements. The system is designed to provide management with reasonable assurance that transactions are properly authorized, are executed in accordance with all relevant legislation, regulations and policies, reliable financial records are maintained, and assets are properly accounted for and safeguarded.

The Annual Report has been developed under the oversight of the institution audit committee, as well as approved by the Board of Governors and is prepared in accordance with the Sustainable Fiscal Planning and Reporting Act and the Post-Secondary Learning Act. The Auditor General of Alberta, the institution's external auditor appointed under the Post-Secondary Learning Act, performs an annual independent audit of the consolidated financial statements which are prepared in accordance with Canadian public sector accounting standards.

Signature:



2. Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act facilitates the disclosure and investigation of wrongdoing in the public sector and protects employees in the public sector from reprisal for making a disclosure of wrongdoing in good faith.

During the 2023/24 year, NAIT's Designated Officer:

- received no disclosures of wrongdoing and had no disclosures referred to it by the Public Interest Commissioner;
- did not act on any disclosures;
- did not conduct any investigations as a result of disclosures; and
- made no findings of wrongdoing resulting from disclosures, pursuant to the polytechnic's Safe Disclosure Policy and Procedure developed in compliance with the Public Interest Disclosure (Whistleblower Protection) Act.

3. Goals and Performance Measures

a. programming and student supports to meet the needs of students

Across many NAIT programs, students have new and important opportunities and supports to reach their potential, with substantial investments by provincial and federal governments, and 189 partners (a 60% increase in partnerships).

These are a sample of the advancements made in 2023-2024.

The NAIT Experience is transformative

Funding to begin planning new Advanced Skills Centre

A state-of-the-art trades and technology learning space will complement NAIT's Main Campus and expand the capacity to deliver trades and technology programming in alignment with the emerging needs of Alberta's economy. (\$43M provincial funding for design phase)

Women earning Red Seal certifications

In partnership with the Government of Canada's Canadian Apprenticeship Strategy – Women in Skilled Trades, NAIT is supporting more women-identifying individuals pursuing a career in the Red Seal skilled trades before 2027.

Next in Trades and Jill of All Trades showcase opportunities

Two on-campus efforts supported by Westman and other partners in fall 2023 introduced high school students to the diverse range of trades program offerings. Several awards are also granted.

NAIT is the inseparable intersection of work and learning

Apprenticeship grows by 500 seats in high-demand programs

Students in 16 NAIT programs, from construction to manufacturing to transportation, will have the chance to pursue apprenticeships with funding announced in September 2023. (\$4.9M provincial funding)

3. Goals and Performance Measures

NAIT puts innovation to work, to improve learning, optimize operations and enhance industry competitiveness

5G enabled technologies and training

NAIT's wireless technologies lab has two private 5G networks designed to fuel innovation of 5G-enabled technologies. Both environments allow for testing and validation of industrial applications from advanced manufacturing and autonomous vehicles to fully immersive augmented and virtual reality for gaming and digital media industries. (\$1M provincial funding through Research Capacity Program)

Finding creative solutions for growing population

NAIT students across all programs, along with high school students, had the opportunity to collaborate in an annual challenge, with partners from the City of Edmonton, Capital City Pilots project and Councillor Keren Tang. Spurred by the Mawji Centre, they sought solutions to manage the future ecological impact of a city of 2 million people, with an entrepreneurial twist.

NAIT is plugged-in and connected to stakeholders

Donors fuel student success

More than \$2.4M in donor-funded student awards and bursaries helped students manage expenses for programs this year.

Forestry program boosted with industry support

The Kidney Lake camp was renovated with support from West Fraser, while Tolko provided gift for PPE and supplies for the Forestry program.

Students supported with respiratory program endowment

Thanks to \$750K from the ARH Healthcare Foundation, there are new student awards for the Respiratory Therapy program, with rural students receiving priority.

Enhanced Entrepreneurship Blue Book Program

Students now have expanded supports to take a business from ideation to launch in a single academic year, with mentorship and facilitation expertise through the Mawji Centre made possible with investment from TD.

Writing Centre @ NAIT Library expanded, permanently

Initially a pilot project to provide safe and inclusive support to students with written program requirements, a major grant from Embark Foundation and funding from NAIT Fund donors announced in March 2024 have made it a permanent and important fixture on campus.

3. Goals and Performance Measures

New equipment for Engineering students

A replacement boiler provided by SubZero Heating Technologies this year will enhance the learning experience for Power Engineering Technology students well into the future.

NAITSA Food Centre gets injection of support

Walker Wood Foundation matched donations for the on-campus food centre, for a total of \$18K in much-needed groceries for the NAIT community.

Indigenous cultural adviser models cultural attributes

A new term role brought Lonny Potts to the Nîsôhkamâtôtân Centre in November 2023, offering another Indigenous connection and a role model to campus community.

NAIT/Blatchford Market LRT serves community

A new LRT station opened in January 2024, a year sooner than expected and on budget, now providing a new era of accessibility, convenience and comfort for NAIT students, employees and visitors.

NAIT is sustainable and adaptable

Clean fuels education and awareness program launched

A national program with a series of webinars and an online, self-paced module aims to increase awareness of clean fuel opportunities. Supported by a \$300K grant from National Resources Canada, the program reaches a range of stakeholders including academic, industry and government.

Inspire and engage to create a global environment

DestiNAITion Global in October 2023 was part of an ongoing journey to promote intercultural awareness, cultural enrichment, and professional development at NAIT.

Addressing gender-based sexual violence

A commitment and action plan announced internally in fall 2023, developed to provide education, system for anonymous reporting, response processes and supports.

7-day application processing achieved

NAIT prioritized resources, implemented innovative solutions and achieved a 7-day application time commitment, increasing applicant satisfaction and supporting enrolment goals.

3. Goals and Performance Measures

**b.strategic research priorities (for research institutions),
applied research, and scholarly activities**

Funding awarded: \$18.6M

Applied Research expenditures: \$15.8M

A combination of industry projects (\$5.75M), federal (\$7.81M) and provincial (\$4.04M) funding, and other sources (\$1M) allowed NAIT to make real research impacts in the areas of environmental and sustainability, energy sector, Indigenous community capacity building, and continuing education programs.

Projects delivered: 68

Industry clients engaged: 189

Student researchers employed: 52

NAIT is industry's most trusted partner and puts innovation to work

Centre for Boreal Research

With ongoing financial support from ConocoPhillips, NAIT is working with industry and communities to support best management practices and reclamation of the boreal forest. The team of research scientists and technicians have professional designations in forestry, biology and agrology.

Centre for Culinary Innovation

With expertise in new food and beverage product development, teams work with all types of food products but have specialized expertise with plant-based foods and a passion for using crops grown in Alberta whenever possible.

3. Goals and Performance Measures

Centre for Data Management and Visualization

NAIT partners with industry to develop innovative software tools and content to transform business operations, from game design and software development to augmented and virtual reality. In a 2,000 square foot, custom-engineered motion and performance capture studio and multi-faceted data visualization lab, immersive environments are used for training and demonstrations.

Centre for Grid Innovation

NAIT supports Alberta's energy transition to an electrified and renewable electricity grid, providing expertise in microgrid developments, solar installations, electric vehicle integration, and microgrid testing and validation environment to facilitate new product development. The microgrid is equipped with distributed energy sources including solar panels, battery storage devices, microgrid controllers, programmable load banks and plus stations for integration of user devices.

Centre for Energy and Environmental Sustainability

Committed to a future where environmental and economic challenges in the energy industry have been solved, NAIT applies scientific principles, knowledge and practice to support the restoration of pristine Alberta landscapes in the oil sands. Through industry partnerships, research teams engage with engineers, mining professionals and experts across the energy sector.

Centre for Sensors and System Integration

Researchers in this world-class systems integration centre provide industry with prototyping, product enhancement, testing and characterization services related to sensors and system integration. Objective advice and specialized training services help bring technologies from the bench through to scale-up.

3. Goals and Performance Measures

Clean Technologies Team

Applying circular economy principles, experts work with industry partners to transform plastic, forestry and agricultural wastes into value-added products, ensuring land and natural resources are returned to valuable assets rather than economic or environmental liabilities.

In partnership with Heartland Polymers, NAIT is studying microplastics in the North Saskatchewan River, using new technology created through the Plastics Research In Action (PRIA) project. The 10-year, \$10M applied research project is focused on finding ways to reuse and recycle plastic waste as valuable commodities. The team is also testing the viability of adding recycled plastics to asphalt in collaboration with Alberta Innovates, GREENMANTRA Technologies, McAsphalt Industries, Alexander First Nation, Strathcona and Sturgeon Counties, among others.

Technology Access Centres

NAIT's two centres are part of a nation-wide network of 64 NSERC-funded applied research centres with the shared purpose of creating a more inclusive innovation economy. Teams offer objective advice and technical services, provide training and knowledge mobilization, and conduct applied research to address industry challenges.

3. Goals and Performance Measures

c.collaborations with other learning providers (e.g., publicly funded post-secondary institutions, First Nations Colleges, or Private Career Colleges)

NAIT values opportunities for partnerships with global institutions and offers numerous and ongoing program-aligned experiences for staff and students, including: instructor-led field school, study tours, international internships, articulation agreements, work-integrated learning, and COIL (collaborative online intercultural learning).

NAIT is plugged-in and connected

Personal Fitness Trainer transfer agreement with University of Regina

Announced in February 2024, students who complete NAIT's Personal Fitness Trainer program with a minimum 2.0 GPA can enroll in the third year of the Bachelor of Kinesiology in Human Kinetics program at the University of Regina.

Animal Health Technology opportunities to continue to veterinary medicine

Announced in December 2023, NAIT's Animal Health Technology students now have the opportunity to study veterinary medicine in the Carribean as part of a new agreement with St Matthew's University in the Cayman Islands.

Collaboration for Operational Excellence

NAIT, University of Alberta, University of Calgary, MacEwan University, Norquest College, Lakeland College, and Olds College continually work together to determine and implement best practices for IT operational efficiency related to uDigit/Cybera.

NAIT Preparing Paramedics Provincewide

NAIT's Primary Care Paramedic (EMA) program is offered at Lethbridge Community College and Lakeland College (Vermillion Campus) as part of a collaborative agreement, ensuring more students can be trained as paramedics across the province in their home communities.

4. Financial Information

Please see NAIT's audited financial statements as a separate attachment to this Annual Report submission.

5. Self-generated Revenue

Institution Name: Northern Alberta Institute of Technology (NAIT)

Type	Description	Total Revenue (in thousands)
A. Tuition and Mandatory Fees		
Domestic tuition	Degree, diploma and certificate program fees from domestic students	\$ 49,887
International tuition	Degree, diploma and certificate program fees from international students	\$ 48,575
Continuing education tuition	Non-credit courses fees (on-line and in course delivery)	\$ 13,948
Apprenticeship tuition	Fees from apprenticeship programs	\$ 8,161
Mandatory non-instructional and other fees	Student technology, recreation & athletics, OneCard fees	\$ 3,891
Apprenticeship material and admin fees	Apprenticeship material and admin fees	\$ 746
	Subtotal	\$ 125,208
B. Auxiliary/Ancillary Services		
Bookstore	Sales of products by bookstore, books and other merchandise	\$ 9,272
Parking	Parking services - day, evening, meters, etc.	\$ 4,820
Food Services	Sales of food services (cafeterias and catering services)	\$ 1,942
Rental revenue	Recreational facilities, rental, facility leases income	\$ 1,451
Other	Other auxiliary and ancillary service revenue	\$ 125
	Subtotal	\$ 17,610

5. Self-generated Revenue

Institution Name: Northern Alberta Institute of Technology (NAIT)

Type	Description	Total Revenue (in thousands)
C. Donations and Investment Income		
Investment income	Income from investment activities, such as interest, dividend, capital gains/losses	\$ 14,921
Donations in kind	Gifts-in-kind other than cash, capital property, gift of services	\$ 3,365
Cash donations	Cash or cheque donations such as sponsorship, endowments, student awards and other fundraising activities	\$ 2,032
	Subtotal	\$ 20,318
D. Research Grants		
Grants from federal and other governments	Grants received from federal and municipal governments for research activities	\$ 5,677
Grants - Non-Government	Grants received from non-government entities for research activities	\$ 4,156
Applied research contracts & in-kind revenue	Applied research contract fees, research in-kind revenue	\$ 1,880
	Subtotal	\$ 11,713
E. Other Grants		
Grants from federal and other governments	Operating grants received from federal and municipal governments	\$ 1,017
Grants - Non-Government	Grants received from non government entities for program Co-op activities	\$ 909
	Subtotal	\$ 1,926

5. Self-generated Revenue

Institution Name: Northern Alberta Institute of Technology (NAIT)

Type	Description	Total Revenue (in thousands)
F. Land Trusts and For-Profit Ventures		
	Subtotal	\$ -
G. Other		
Training contracts	Corporate and Continuing Education contract fees	\$ 5,731
Application and administration fees	Application and administration fees	\$ 3,701
Sales of materials and services	Sales of material to students for various projects (by products of instruction), Individual Learning Module (ILM) sales, sales of services provided to customers by the School of Health and Life Sciences, dual credit, course materials, diplomas evaluation, transcripts, library fines, summer camps	\$ 3,269
Expended capital recognized as revenue	Donations and non-government grants	\$ 1,656
Expended capital recognized as revenue	Federal and other government grants	\$ 994
Dining revenue	Revenue generated from NAIT's culinary program	\$ 603
Conference and event services	Conference and event revenue	\$ 283

5. Self-generated Revenue

Institution Name: Northern Alberta Institute of Technology (NAIT)

Type	Description	Total Revenue (in thousands)
Other	Lockers, sales of scrap, surplus sales and other one-time general revenue, input tax credits, support services to other post-secondary institutions	\$ 1,046
	Subtotal	\$ 17,283
Grand Total:		\$ 194,058

6. Capital Report

NAIT is positioned for exciting and important capital growth in the next few years, with the early planning underway for a new Advanced Skills Centre. Significant effort and funds continue to be invested to preserve existing assets across our campus.

Types of Project and Funding Sources

Type:	Project Description	Total Project Cost	Funding Source:	Funding Received to Date and Source	Revised Funding Sources
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Priority Projects (Top 3 Capital Priorities)

New	NAIT Advanced Skills Centre – Phase 1	\$753.0 million	77.4% GoA 22.6% NAIT and donations	\$2.5 million received from NAIT and GoA approved \$43 million over 3 years (24/25 - 26/27) for planning and design.	No change. The updated submission for construction will exclude the \$43M approved by GoA for planning and design.
Preservation	E, F, G, H and J buildings ventilation upgrades	\$42.9 million	100% GoA	No funds received to date	No change
Preservation	Legacy security systems upgrade	\$6.9 million	100% GoA	No funds received to date	No change

6. Capital Report

Other

New	NAIT Advanced Skills Centre - Phase 2	\$263.3 million	76% GoA 24% NAIT and donations	No funds received to date	No change. The cost and schedule will be updated after the funding for the construction of ASC Phase 1 has been approved.
New	Acquisition of Jefferson Armoury Building	\$24.4 million	100% GoA	No funds received to date	No change
Preservation	Various remaining capital maintenance and rehabilitation projects	\$78.2 million	98.5% GoA 1.5% NAIT and donations	\$1.2M received from donations, NAIT, and NAITSA for a new project (South Lobby Improvement).	The change in funding sources is due to a new project (South Lobby Improvement).

7. Free Speech reporting

Reporting Measure 1: Free Speech Policy Information	<p>Please provide address to where the institution's free speech policy is posted on the website.</p> <ul style="list-style-type: none"> • Has the institution amended its free speech policy between April 1, 2023, and March 31, 2024? If yes, please explain the change and the reason for making the change. • Outline any intersecting administrative policies or costs (e.g., venue booking fees, security costs) at the institution that could impact event booking. <p>NAIT lists all policies and procedures related to free speech on its website, located at NAIT Policies & Procedures (https://www.nait.ca/nait/about/corporate-structure/legal/nait-policies-procedures). These include:</p> <ul style="list-style-type: none"> RI 1.0 Academic Freedom in Research RI 2.0 Academic Integrity and Responsibility in Research RI 3.0 Conflict of Commitment in Research RI 4.0 Conflict of Interest in Research RI 5.0 Intellectual Property in Research RI 6.0 Applied Research Administration RI 10.0 Research Involving Human Subjects RI 11.0 Student Rights and Responsibilities in the Conduct of Research Policy SR 1.0 Student Rights and Responsibilities Policy HR 3.0 Talent Acquisition Policy HR 6.0 Respectful Workplace Policy HR 6.1 Respectful Workplace Procedure
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7. Free Speech reporting

Reporting Measure 1: Free Speech Policy Information	<p>Each policy notes related policies for further investigation.</p> <p>While not all policies speak directly to free speech, they do connect to ethical responsibilities related to ensuring staff and students are free from harassment and work is conducted in a professional manner.</p> <p>Of these policies, the following have been amended between April 1, 2023, and March 31, 2024: HR 3.0 Talent Acquisition Policy was created on Jan 11, 2024 to formally document NAIT's guiding principles related to recruitment, with an emphasis on NAIT's commitment to a discrimination-free environment in accordance with the Alberta Human Rights Act. SR 1.0 Student Rights and Responsibilities Policy was amended on November 28, 2023 to add SR 2.0 and SR 2.1 to Related Documents and change the policy owner and procedure owner. HR 6.0 Respectful Workplace Policy was updated on April 25, 2023 with an updated definition of violence. HR 6.1 Respectful Workplace Procedure was created under its parent, HR 6.0 Respectful Workplace Policy, to outline the process related to reports of harassment. This accompanying procedure document was created on May 10, 2023. Changes or amendments to any policies were as a result to refresh language and/or provide clarity and link to related documents.</p>
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7. Free Speech reporting

Reporting Measure 2: Cancelled Events	<ul style="list-style-type: none">• Between April 1, 2023, and March 31, 2024, were any events at the institution cancelled for reasons related to free speech? <p>If yes, provide a description of the event, including context.</p> <p>Discuss the concerns which led to the event's cancellation.</p> <p>Describe how the cancellation decision fit within the institution's free speech policy and include information on other institutional policies that were considered when making the decision.</p> <p>If any complaints arose from the event's cancellation, please provide further details regarding the complaints under reporting measure 3.</p>
	No events at NAIT were canceled for reasons related to free speech between April 1, 2023, and March 31, 2024.

7. Free Speech reporting

Reporting Measure 3: Free Speech-Related Complaints	<ul style="list-style-type: none"> Between April 1, 2023, and March 31, 2024, did your institution receive any complaints related to free speech issues? <p>Note: These are complaints that were submitted in accordance with the institution's free speech policy and through the procedures identified by the institution. These are not complaints related to labour disputes, or other issues which are captured by agreements and contracts separate from the institution's free speech policy.</p>
	<p>For each complaint:</p> <p>Please provide a description of the complaint, including context.</p> <p>Discuss how the institution managed the complaint. Was the complaint addressed using the procedures set out in the institution's policy? How were issues resolved?</p>
	NAIT has not received any complaints related to free speech during the time frame noted.
	<ul style="list-style-type: none"> Provide the following summary data for free speech-related complaints submitted in accordance with the institution's free speech policy and through the procedures identified by the institution:
	Total number of complaints
	Total number of complaints that did not progress through the institution's resolution process as determined by institutional policy.
	Total number of complaints where it was determined that the free speech policy was not followed.

7. Free Speech reporting

Reporting Measure 4: Additional Information	<ul style="list-style-type: none">• Please provide any additional information on any other areas of concern related to campus free speech that may not be captured under the other reporting measures. <p>NAIT is continuing to ensure its social media policy aligns with best practices related to social media.</p>
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8. Board of Governors Training on For-profit Ventures

Provide an overview of the training opportunities for Board members on for-profit ventures, including materials used to assist with training.

NAIT Board of Governors training covers multiple subjects including the Post Secondary Learning Act, NAIT Fundamentals, and conflict of interest.

nait.ca

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