

BUILD 2026

SUMMARY OF PROPOSED PLAN AMENDMENTS

Legend

Housekeeping – proposed amendment corrects typos or other mistakes in first version of plan

Refinement – proposed amendment clarifies and focuses goal and/or responsible area

Consolidation – proposed amendment eliminates overlap & duplication in first version of plan

Expansion – proposed amendment augments existing plan based on identified need and changed environment

#	Item	Proposed Amendment	Rationale	Impact
People				
1.3	Employee Engagement & Collaboration	Change initiative from People Strategy to Internal Communications Strategy. Change Year 5 target to development and implementation of internal communications strategy.	Employee Engagement Action plan is substantively complete. Nonetheless, development of a comprehensive internal communications strategy remains. College Planning Committee recommendation to pause surveying until strategy is developed, implemented and evaluated.	Refinement
Foundation				
2.4 (new)	Integrated Enrolment	Create a new foundational element – Integrated Enrolment. Consolidate related actions: <ul style="list-style-type: none"> Move “define and achieve optimum enrolment for NIC” from Campuses and Centres.” Expand measure to be inclusive of distributed learning. Move implementation to section 6.2 Marketing & Recruitment. Move section 7.4 Enrolment planning 	Integrated enrolment appeared in three sections of the plan with overlap.	Consolidation
Frame				
3.1	Student Well-Being	Change Year 5 goal, initiative and measurables from Supporting Student Strategy to Develop and implement a Student Mental Health & Wellbeing Plan.	COVID-19 pandemic has exponentially increased students’ health and well-being challenges. The development of a comprehensive mental health and well- being strategy is necessary to be responsive to current environment. The existing measurables, i.e., Canadian Campus Well-being Survey and Student Survey satisfaction, will be incorporated into the plan itself.	Expansion

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3.2	Student Support & Persistence	Delete early childhood care and education “program seats” from measurable & initiative	Duplication of measurable. Section 5.2 addresses early childhood care and education program expansion	Housekeeping
Doorways				
4.3	Pathways to Learning	Add measurable: Main or increase secondary school-NIC dual credit enrolment with a target of 170 students per year. Delete measurable “% of BC high school students who transition to NIC within two years of graduation.”	Data for existing measurable is not sensitive enough to track change. Adding a measurable on dual credit, a provincial priority, also tracks the transition of students prior to graduation	Refinement
		Move 9.1 “Increase above 31%, the % of in-region public high school graduates who attend NIC within two years of graduation.”	Reduce duplication and consolidate access measurables.	Consolidation
Rooms				
5.1	Indigenous Education	Change Year 5 goal of maintaining or increasing % of domestic FTE Indigenous students from “above 18%” to “greater than or equal to percentage of Indigenous peoples in the population.” Change target to $\geq 13\%$ (i.e. greater than, or equal to 13%).	Match required government performance indicator. Source of target data is Canadian Census of Population which is projected to be updated in Fall 2022. Current target is 13%.	Refinement
5.4	Global Learning	Change measurable from: # new international student enrolment each “semester” to “year”	Typo in first version of plan. Target is based on # students per year.	Housekeeping
Windows				
6.2	Integrated Enrolment	Change section name to Marketing and Recruitment Strategy	“Marketing and Recruitment Strategy” better captures the desired outcome, i.e., communicating the value of our programs to prospective students. Integrated enrollment planning to be included as a new section 2.4	Refinement
		Change Year 5 goal from: Establish a clearly defined student audience profile “for 100% of programs” to “for all areas of study”	Consistency with completed Brand Audit and consultant recommendations	Refinement

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		Expand Year 5 goal from “Implement digital marketing strategy” to “Implement annual marketing and recruitment plans”.	Digital marketing is part of an overall marketing and recruitment plan. Advancing this initiative requires a comprehensive approach based on completed brand audit.	Expansion
Roof				
7.3	Transparency and Accountability	Refine Year 5 goal from “increase regular engagement” to “develop new memorandum of understanding”.	Increased regular engagement has occurred throughout Year 1. Agreement with NISU to formalize this enhanced relationship through the development of a new memorandum of understanding.	Refinement
Environment				
8.1	Climate & Sustainability	Consolidate “implement process to create benchmarks and targets to understand and improve efforts to reduce climate change” and “retrofits and construction that reduce energy use and greenhouse gas emissions” into 8.1.a. Reduce Greenhouse Gas Emissions. Change initiative to Facilities Planning	Consolidate two related measurables and focus initiative into the umbrella “Reduce Greenhouse Gas Emissions” and focus on NIC rather than promoting external adoption of the UN Sustainable Development Goals.	Refinement
		Add new measurable: Explore adoption of the Sustainability Tracking Assessment and Rating System for Higher Education (STARS)	NIC has joined the Advancement for Sustainability in Higher Education which is specific to higher education.	Expansion
Communities				
9.2	Community Engagement	Separate “implement alumni association” from community engagement. Move alumni association measurable to section 9.3 Social and Economic Development of the Region	Refinement of goals and better match intended outcomes.	Refinement
9.3	Social and Economic Development of the Region	Add programming to “Increase # of active community partnerships”	Refine nature of partnerships to work done to support COVID-19 economic recovery.	Refinement