

SUMMARY OF PROPOSED PLAN AMENDMENTS

BUILD 2026 - Year 2

Legend:

Housekeeping	proposed amendment corrects typos or other mistakes in the previous version of plan
Refinement	proposed amendment clarifies and focuses goal and/or responsible area
Consolidation	proposed amendment eliminates overlap & duplication in the previous version of plan
Expansion	proposed amendment augments existing plan based on identified need and changed environment
Deletion	proposed amendment deletes measure

#	Item	Proposed Amendment	Rationale	Impact
People				
1.2.a. updated	People Development	Measure 1.2.a. – Year 5 goal, “Implement people strategy to develop thriving, inspired and productive employees”: change “people strategy” to “People Plan”	Specifies the tangible outcome of this measure	Refinement
Foundation				
2.1.c.	Teaching and Learning	Measure 2.1.c.: change the Year 5 goal from, “Implement teaching and learning strategy” to, “Implement combined teaching and learning/digital learning strategy”.	Combined measure allows for removal of duplicate measure, 4.2.c.	Consolidation
2.6 (new)	Risk Management	Create a new foundational element: Risk Management <ul style="list-style-type: none"> Create measure 2.6.a: “Develop and implement a college-wide risk-management program” 	NIC recognizes that a coordinated risk-management approach is critical to the achievement of its strategic goals and operational priorities. Adding this as a new BUILD goal demonstrates the College’s commitment to risk management.	Expansion
Frame				
3.2.c.	Student Support and Persistence	Measure 3.2.c. – expansion of childcare spaces: amend the Year 5 goal to include	Specifies a measurable benchmark	Refinement

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		the benchmark of “above 94” and change the target to “> 94”		
Doorways				
4.2.c.	Learning and Services	Delete measure 4.2.c. “Develop and implement digital learning strategy”	Eliminates duplication (section 2.1.c. addresses the development and implementation of the combined teaching and learning/digital learning strategy)	Deletion
4.3.a.	Pathways to Learning	Measure 4.3.a – dual credit enrolment: specify the benchmark in the Year 5 goal by adding, “above 170”	Increases clarity in the Year 5 goal	Refinement
4.3.b.	Pathways to Learning	Measure 4.3.b. – partnership agreements: change Year 5 goal from, “Maintain or increase # of students participating in post-secondary pathway agreements” to, “Maintain or increase the # of partnership agreements each year, equal to or above 16”	Expands the measure, which was previously too narrow	Refinement
Rooms				
5.1.a.	Indigenous-Led Education	Measure 5.1.a. – Year 5 goal: “Maintain or increase % of FTE Indigenous students greater than or equal to representation in the population”: change the target from $\geq 13\%$ to $\geq 14\%$	Aligns with updated data from the Canadian Census of Population (2021), which identifies Indigenous representation at 14% of the population within the NIC region	Refinement
5.2.b.	Community-Connected Learning	Measure 5.2.b.: change Year 5 goal from, “Implement place-based learning strategy” to, “Implement place-based learning initiatives in program renewal plans”	Clarifies the specific actions undertaken within this measure	Refinement
5.3.b.	Self-directed and Customized Learning	Measure 5.3.b.: 1. change Year 5 goal from, “Maintain or increase # of short-term customized micro-credentials and programs above 29” to, “Maintain or increase # of short-	1. Clarifies the program types represented in this measure, differentiating them from longer custom programs now reported in 9.1.a.	Refinement

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		term and micro-credential programs above 14" 2. change the target from ≥ 29 to ≥ 14	2. Reflects the exclusion of longer custom programs	
5.4.c.	Global Learning	Measure 5.4.c. – international student survey: change the benchmark in the Year 5 goal and in the target from ≥ 80 to ≥ 81	Corrects erroneous data (the target has always been ≥ 81 for this measure)	Housekeeping
Roof				
7.2.a. updated	Diversity, Equity and Inclusion	Measure 7.2.a. – Year 5 goal, “Maintain or increase 80% (2020) of students that agree strongly with “I am respected regardless of my personal characteristics, identity or background”: change the benchmark in the Year 5 goal and in the target from ≥ 80 to ≥ 88	Corrects erroneous data (the target is ≥ 88 for this measure)	Housekeeping
7.2.d.	Diversity, Equity and Inclusion	Delete measure 7.2.d, “Increase % of students and employees who self-report as a member of a marginalized group protected from discrimination by the BC Human Rights Code”	This initiative has been superseded by the Anti-Racism Data Act which became law in June 2022. As a public sector organization, NIC will have to comply with the provincial standards, which have yet to be announced.	Deletion
Communities				
9.1.a.	Serving the People of the Region	Measure 9.1.a.: change Year 5 goal from, “Increase above 31%, the % of in-region public high school graduates who attend NIC within two years of graduation” to “Increase above 278 the # of students participating in custom regional and in-community programming”	New data available enables a new measure that more accurately measures the goal of serving the people of the NIC region. The previous high-school transition measure was aspirational and represented only a small portion (7%) of the NIC region's population demographic.	Refinement
9.3.a.	Communities	Measure 9.3.a: change the Year 5 goal from “Create an Alumni Association” to “Create alumni-relations capacity”	Prioritizes the foundational work of community engagement per the recommendations of the alumni-relations readiness study	Refinement