



# Thriving Together - People Plan Dashboard

**YEAR 2 REPORT**

NORTH ISLAND COLLEGE



# How the Dashboard Works







YEAR 1 and YEAR 2 COMMITMENTS	YEAR	PROGRESS UPDATE	STATUS
<b>1. EMPLOYEE EXPERIENCE AND WELL-BEING</b> We will instill health and wellness more intentionally into college structures and operations ( <i>BUILD 2026</i> ).			
OBJECTIVE A.2 I feel a sense of belonging at work; my colleagues and I feel connected to each other across the institution.			
a. We will provide opportunities for collaboration and interaction across departments, divisions, employee groups and campuses, including learning opportunities, cross-department working groups and informal events.	2	Several new opportunities for collaboration & interaction were initiated and/or continued, including th first College Community & Learning Day, <i>Not Myself Today</i> learning sessions and the Diversity, Equity and Inclusion Advisory Committee.	Complete

**COMMITMENT**  
A cohesive goal statement for each item

**YEAR**  
The plan year in which the commitment is prioritized

**PROGRESS UPDATE**  
Recent accomplishments, highlights or barriers toward achieving the goal

**STATUS**  
Current goal status at a glance

<b>LEGEND</b>					
	Complete		On track		Behind
	No data yet		Not started		Removed

## THRIVING TOGETHER REPORTING

Current Report

PLAN YEAR	YEAR 1	YEAR 2	YEAR 3
	2023/24	2024/25	2025/26
Measurement Period	September 2023 to August 2024	September 2024 to August 2025	September 2025 to August 2026
Reporting Date	September 2024	September 2025	September 2026

# THRIVING TOGETHER - PEOPLE PLAN DASHBOARD

YEAR 2 REPORT: SEPTEMBER 2024 – AUGUST 2025

YEAR 1 and YEAR 2 COMMITMENTS	YEAR	PROGRESS UPDATE	STATUS
<b>A. EMPLOYEE EXPERIENCE AND WELL-BEING</b> We will instill health and wellness more intentionally into college structures and operations ( <i>BUILD 2026</i> ).			
<b>OBJECTIVE A.1 My work/life harmony is supported.</b>			
a. We will create processes and guidelines for a remote-work program that ensures fairness and consistency.	1		Complete
b. We will implement remote-work options where operationally appropriate.	1		Complete
<b>OBJECTIVE A.2 I feel a sense of belonging at work; my colleagues and I feel connected to each other across the institution.</b>			
a. We will provide opportunities for collaboration and interaction across departments, divisions, employee groups and campuses, including learning opportunities, cross-department working groups and informal events.	2	Several new opportunities for collaboration & interaction were initiated and/or continued, including the first College Community Connections and Learning Day, <i>Not Myself Today</i> learning sessions and the Diversity, Equity and Inclusion Advisory Committee.	Complete
b. We will continue to strengthen communication between administrators, staff and faculty and ensure communication dissemination is transparent and consistent across divisions.	1	Initiatives such as College Conversations and the Weekly Wrap-Up e-newsletter continue, and significant departmental communications were undertaken with respect to workforce changes.	On Track
<b>OBJECTIVE A.3 My workplace is safe and inclusive.</b>			
a. We will examine policies, procedures and systems that could constitute barriers to individuals in underrepresented groups.	2	A new Respectful Workplace and Prevention of Workplace Bullying and Harassment Policy and a revised Human Rights Policy have been implemented. Disability Management processes have been audited, and new Employee Accommodation Guidelines developed. Several projects to improve campus/facility accessibility were completed.	Complete
b. We will review and update the respectful workplace policy and other employee-conduct policies to ensure safe, respectful workplaces.	1		Complete
<b>OBJECTIVE A.4 I feel recognized, formally and informally, for my contributions.</b>			
a. We will examine how we recognize our employees, including formal and informal acknowledgment of contributions, and will determine where we can improve.	2	Limited progress has been made on this goal, though a successful Employee Recognition Event was held.	Behind

YEAR 1 and YEAR 2 COMMITMENTS	YEAR	PROGRESS UPDATE	STATUS
<b>A. EMPLOYEE EXPERIENCE AND WELL-BEING</b> <i>continued</i>			
<b>OBJECTIVE A.5</b> Indigenous ways of knowing and being are integrated into our culture and governance.			
a. We will align the <i>People Plan</i> with <i>Working Together</i> – NIC’s Indigenization Plan, focusing specifically on the goals relating to employment.	2	A strategy session was held with Human Resources (HR) and the Office of Indigenous Education (OIE) to support implementation of employment-related goals of <i>Working Together</i> . BC Human Rights Commission Special Program Approval (providing for restricted hiring for designated positions to persons of Indigenous ancestry) was renewed and expanded.	Complete
<b>OBJECTIVE A.6</b> My well-being, engagement and satisfaction are an ongoing priority.			
a. We will implement the Canadian Mental Health Association (CMHA) <i>Not Myself Today</i> program.	1		Complete
b. We will improve benefit-plan coverage and access to mental-health-care practitioners.	1		Complete

YEAR 1 and YEAR 2 COMMITMENTS	YEAR	PROGRESS UPDATE	STATUS
<b>B. RETENTION AND RECRUITMENT</b> We will recruit, encourage, develop and retain a supportive, inclusive and diverse community of employees ( <i>BUILD 2026</i> ).			
<b>OBJECTIVE B.1 My workplace is recognized as an employer of choice.</b>			
b. We will consider and explore “adjacent benefits” for our employees in order to help attract potential applicants, such as discounts at local businesses or access to local attractions and leisure activities.	1	NIC signed onto the Perkopolis platform – a Canadian online vendor that provides discounts for employees of partner organizations – and will launch the program in 2025/26.	Complete
c. We will design and conduct exit interviews to determine patterns of turnover and gain insight into the overall employee experience at NIC.	2	Exit interview templates and process were developed and piloted, with full implementation to begin in Fall 2025.	Complete
<b>OBJECTIVE B.2 Our hiring committees, candidates and new colleagues feel NIC’s recruitment process is timely, clear, consistent and supportive.</b>			
a. We will review current recruitment processes and will consult with hiring managers to create efficiencies and reduce the length of time from vacancy to hire.	1	New Hiring Guides have been developed and were implemented in Summer 2025. Training for hiring managers on the new guides is to occur in 2025/26.	Complete
b. We will ensure recruitment postings and hiring practices reference NIC Indigenization commitments and Truth and Reconciliation.	1	NIC’s Careers website and postings were updated to ensure inclusive language to support the attraction of Indigenous candidates to NIC vacancies. New Hiring Guides include specific content to facilitate appropriate, culturally respectful hiring for in-community programming.	Complete
<b>OBJECTIVE B.3 Underrepresented groups are well represented through our diverse employee community.</b>			
a. We will broaden and deepen our candidate pools for new hires, paying particular attention to attracting applicants from Indigenous communities and underrepresented groups.	2	Expanded use of social media channels to advertise NIC positions is allowing for broader and deeper recruitment. Plans are progressing for targeted outreach to Indigenous communities and other under-represented groups.	On Track
b. We will include information about accessibility in recruitment material to minimize barriers for employees with disabilities.	1	NIC’s Careers website and postings were modified to include language and supports for those with accessibility needs. Additional improvements are planned for 2025/26.	Complete
<b>OBJECTIVE B.4 My orientation and onboarding process is comprehensive and ongoing through my career and when transitioning to new roles.</b>			
a. We will develop a comprehensive employee orientation and onboarding program.	1	A revised New Employee Orientation program (with updated resource materials) was completed and will be launched in Fall 2025.	Complete

YEAR 1 and YEAR 2 COMMITMENTS	YEAR	PROGRESS UPDATE	STATUS
<b>B. RETENTION AND RECRUITMENT</b> <i>continued</i>			
<b>OBJECTIVE B.5 I receive regular performance reviews to recognize, encourage and enhance my employee experience.</b>			
a. We will improve/develop performance-assessment processes, with a focus on learning and development and career progression to help build NIC's workforce for the future.	1	A new Performance Development Program for exempt employees was implemented in 2024/25. The performance development process for Support Staff is under development, with piloting expected in 2025/26.	Complete
<b>OBJECTIVE B.7 My supervisor supports and encourages my ongoing learning and development to grow my skills in my role.</b>			
a. We will continue to enhance resources in the Centre for Teaching & Learning Innovation and support faculty to access services and professional development to support excellence in quality learning for students.	1		Complete
b. We will implement the Career Development Advisor position to support the identification and coordination of training and development opportunities for support staff.	1		Complete
c. We will reintroduce a college-wide Professional Development day for all employees.	1	The first College Community Connections and Learning Day was held in February 2025. Over 200 attendees participated in learning activities that focused on Indigenization, Diversity, Equity and Inclusion and Technology.	Complete
d. We will increase support of professional development for leaders and emerging leaders, creating new training opportunities and leveraging existing ones to support employee development aligned with leadership best practices.	2	The Post-Secondary Employers Association provided increased learning and development opportunities for people leaders, garnering significant uptake by NIC exempt staff. Formal PD plans have been embedded into Exempt Performance/Development Plans.	Complete

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<b>C. OPERATIONAL AND SERVICE EXCELLENCE</b> We will develop diverse, inclusive and accountable processes that support college employees and provide new opportunities to contribute ( <i>BUILD 2026</i> ).			
<b>OBJECTIVE C.1</b> I receive clear communication about systems and processes. I know when and how procedures have changed, and I am offered training as needed to support me.			
a. We will review key operational processes and procedures to ensure they are clear, effective and consistent. We will follow-up changes with clear communication and training as needed.	2	Regular Operations Committee meetings continue to identify and resolve issues proving to be effective, with more training and development identified as an ongoing need.  A new Faculty PD plan and report template were implemented. The utilization of Service Desk functionality was expanded across multiple departments. Updated emergency procedures and safety-orientation processes were developed and are currently being implemented.	On Track
b. We will provide clear communication channels for employees to give feedback on processes and procedures that may be improved.	1	College Conversations, Weekly Wrap-Up e-newsletters and project/plan updates on the Engage site support active information sharing and feedback. Increased utilization of and updates to the MyNIC Employee Resources pages are enhancing communication within the college community.	Complete
<b>OBJECTIVE C.2</b> My workplace leader provides me with proactive, transparent, consistent and effective communication on important institutional matters, so I understand what is happening, why and how it will affect me.			
b. We will continue to improve communication methods and systems allowing for authentic two-way communication that encourages respectful dialogue, feedback and collaboration.	1	Revisions were made to the Performance Development Program for excluded employees to increase the focus on development and enhancement of communication and team-building competencies for people leaders. Training resources will be developed in Year 3 to support this.	On Track
<b>D. COMMUNITY AND CITIZENSHIP</b> We will serve the social and economic development needs of the people and region ( <i>BUILD 2026</i> ).			
<b>OBJECTIVE D.2</b> My campus is recognized for its distinct geography and demographic characteristics and maintains a strong NIC identity, with consistent processes and procedures.			
a. We will ensure clear communication between campuses (particularly when changes occur in processes and procedures).	1	Regional campus participation in Operations Committee meetings is improving cross-college communications, including updates on changes to processes and procedures. College-wide participation on key committees and working groups is ensuring regional perspectives and campus cultures are reflected in college decisions and actions.	On Track
b. We will provide opportunities for employees to spend time with colleagues on other campuses.	2	Financial constraints and organizational change/restructuring have impacted face-to-face interactions; however, technology is being leveraged, where possible, to foster campus-to-campus collaboration (e.g., College Community Connections and Learning Day).	Behind



YEAR 1 and YEAR 2 COMMITMENTS	YEAR	PROGRESS UPDATE	STATUS
<b>D. COMMUNITY AND CITIZENSHIP</b> <i>continued</i>			
<b>OBJECTIVE D.3 My colleagues and I are committed to Truth and Reconciliation.</b>			
a. We will promote the Working Together Working Group as a resource that can help us all increase our awareness and understanding of Indigenization.	2	The revised orientation/onboarding program to launch in Fall 2025 includes information on <i>Working Together</i> priorities, and HR will support the rollout of Journeying to Reconciliation training modules in 2025/26.	On Track
b. We will include information about <i>Working Together</i> (Indigenization at NIC) and related opportunities in orientations for new employees.	1	See D.3.a. above.	Complete
c. We will require that all employees complete the Indigenous core competency course (as it is completed).	2	Three of six modules of Journeying to Reconciliation are to be piloted in Summer 2025 for delivery in 2025/26. Completion of the remaining modules is targeted for 2025/26.	On Track
<b>OBJECTIVE D.4 I belong to a diverse, equitable, inclusive and accessible institution.</b>			
b. We will develop an institutional DEI strategy and action plan.	1	The Diversity, Equity and Inclusion Strategic Framework was developed through cross-college consultation and guidance of the DEI Advisory Committee. The framework is to launch within the college community in Fall 2025.	Complete