

# In Front of What's Ahead

REPORT TO THE COMMUNITY



**RRC**  
POLYTECH

SEPTEMBER 2024 TO AUGUST 2025





# Executive Summary

Over the past four years, RRC Polytech has made remarkable progress toward the commitments outlined in our five-year strategic plan, *In Front of What's Ahead*. Those commitments – to transform our learning model; advance Truth and Reconciliation and embed equity, diversity, inclusion and accessibility (EDIA) into everything that we do; and deepen partnerships across industry and community – helped guide the launch of new centres of innovation, expand access to education across Manitoba and introduce programs that respond directly to the needs of learners and employers.

This year marks our third Report to the Community, which celebrates the momentum we've built and the transformative nature or effects of our work. Our unique benefits as Manitoba's polytechnic include our ability to consistently adapt, innovate and deliver results that matter to students, partners and communities.

The Key Performance Indicators (KPIs) throughout this report help us set clear goals and measure our progress. They keep us accountable to the communities we serve and guide our direction forward. As we begin work on our next strategic plan, these indicators will help inform what comes next.

This year, we celebrate continued positive progress across many areas. Enrolment and graduation rates continue to rise – a testament to the relevance and appeal of our programs, reflecting enhancements to program design and student support. We've also expanded program delivery in regional campuses and Indigenous communities, increasing access to polytechnic education across Manitoba.

Our progress extends beyond metrics. This report highlights stories that illustrate the transformative power of polytechnic education and the collective impact of our partnerships, including:

- The opening of the Interdisciplinary Health and Community Services Simulation Centre – where more than 1,100 students completed simulations over the past year – underscores our leadership in applied education and reflects our focus on preparing students for high-demand roles in health and community services through hands-on training in innovative learning environments.
- The opening of the Centre for Automation and Manufacturing Technology Transfer (CAMTT) in the Price Institute – emphasizing our role as a catalyst for innovation and workforce development and connecting students, faculty and industry in a collaborative environment.
- The launch of our revitalized ASL-English Interpretation Program – strengthening our role in supporting communication access and equity across diverse communities.

Our commitment to EDIA remains central to our mission. This year, we've deepened our efforts to increase representation among equity-deserving groups, reduce barriers to education and critically examine systemic racism through a new series, *Anti-Racism: It's Not a Grey Area*.

These achievements reflect the dedication of our faculty, staff, students and supporters. Together, we are building a stronger, more inclusive Manitoba – one that is ready to meet today's challenges and tomorrow's opportunities.



# Message from the President and CEO



I'm pleased to share this year's Report to the Community, which highlights RRC Polytech's progress toward the commitments outlined in our strategic plan, *In Front of What's Ahead*. This report reflects our collective efforts to drive meaningful change, respond to evolving needs and strengthen our role as Manitoba's polytechnic.

Our first strategic commitment – transform our learning model to meet emerging needs – is evident in the success of our students. We continue to see strong outcomes in graduation and retention, and our graduates are finding meaningful employment in their fields. These results speak to the strength of our academic programs and the dedication of our faculty and staff. Our evolving programming, including micro-credentials and customized offerings, ensures we remain responsive to industry trends and workforce demands. Our partnerships with employers continue to thrive, providing students with valuable work-related experience and reinforcing the relevance of our training.

Our second commitment – commit to Truth and Reconciliation and pursue equity, diversity, inclusion and accessibility in everything we do – is central to our mission. We've made significant strides toward fostering a more inclusive and representative workforce, supported by initiatives that prioritize equitable hiring practices and encourage self-identification. These efforts help us better understand and support our employees and students, and ensure our community reflects the diversity of Manitoba.

We are also working to reduce barriers to education for students from equity-deserving groups. Enhanced data collection helps us better understand student demographics and needs, while targeted initiatives are creating more inclusive learning environments. Our commitment to reconciliation is reflected in the growing participation in cultural awareness and respectful workplace development, which continues to strengthen our institutional culture.

Our third commitment – deepen partnerships to maximize prosperity across industry and community – is reflected in the expansion of applied research and innovation. Students are increasingly engaging in research that addresses industry challenges, and our collaborations with industry and community partners are driving meaningful impact across sectors. These partnerships are helping us build a stronger, more resilient economy and create opportunities for innovation and growth.

As we look ahead to the next iteration of our strategic plan, I am confident that we are on a good path and will continue to move Manitoba *In Front of What's Ahead*.

Thank you to our staff, partners and supporters for your continued dedication. Together, we are building a stronger future for our communities and our province. I hope you enjoy this report, a snapshot of the great work we all do every day.

**Fred Meier**  
**PRESIDENT AND CEO**  
RRC Polytech





# Message from the Chair, Board of Governors



Over the last year I've had the opportunity to both settle in and grow in my position as Chair of the RRC Polytech Board of Governors. During that time, I've attended many events, announcements and celebrations that showcase the incredible impact RRC Polytech has across Manitoba. From major milestones to community gatherings, these moments reinforce how special it is to witness firsthand the difference we make together.

The Board remains committed to providing strong oversight, ensuring financial responsibility and guiding RRC Polytech's long-term vision. This work is only possible because of the dedication of our leadership team, faculty and staff to pursue excellence. Their passion for student success and innovation is the foundation of everything we do.

One of the greatest highlights for me is participating in convocation ceremonies in Winnipeg and across our regional campuses. Celebrating the achievements of our graduates and meeting students, families and community members from every corner of the province is truly inspiring. These experiences remind me why our work matters: we are helping people transform their lives and contribute to Manitoba's future.

I'm also pleased to welcome new members to our Board. Their unique perspectives and insights will help us remain responsive to the evolving needs of industry and community. Together, we are shaping the future of RRC Polytech.

Looking ahead, I'm excited as we begin the process of developing our next strategic plan. This is an opportunity to build on our strengths as Manitoba's polytechnic, embrace change and set bold goals for what we can accomplish as a community. With the continued support of our donors, partners and stakeholders, I am confident that RRC Polytech will continue driving Manitoba's growth and innovation.

In this report you'll find just some of the examples from the last year that make RRC Polytech the incredible champion for students, Manitoba's industries, communities and people that it has always been – and will be for years to come.

Thank you for your unwavering partnership and belief in the transformative power of education. Together, we are creating opportunities, strengthening industries and building a brighter future for all.

**Lloyd Schreyer**  
**CHAIR, BOARD OF GOVERNORS**  
RRC Polytech





## Message from the Elders-in-Residence

As Grandparents, we are responsible for the knowledge we carry across generations. Our deep understanding of cultural practices, traditional legacies and Spiritual Teachings carry stories of the past and insights into the future. We have duties to pass down knowledge to guide younger generations and ensure the continuity of traditions, language and Ceremony – not just to hold, but with which to move forward.

At RRC Polytech, the Elders-in-Residence team is made up of Grandparents from different backgrounds and communities. We, as Grandparents, bring Indigenous perspectives and realities to education.

We help students and staff affirm their gifts and identities. Our work creates an environment where students feel supported in their success and staff feel empowered to provide meaningful post-secondary experiences.

Cultural spaces like the Medicine Wheel Garden, the Sweat Lodge, the wiigiyamag (teepees) and the Indigenous Support Centres exist because Grandparents advocated for Ceremony to be welcomed into Western education.

Our active involvement in policy development and reform supports the process of decolonizing course content. Integrating Indigenous worldviews into institutional practices is challenging the status quo. We encourage staff and faculty to incorporate Indigenous perspectives and ways of being into many of the Polytech's functions and spaces.

We celebrate the work that has been done – while also recognizing that there is still much more to do on this educational journey of Truth and Reconciliation. Our call to the community is to continue working within this commitment and dedicating yourselves and ourselves to learning and unlearning.

RRC Polytech has welcomed many Elders and Grandparents through its doors over the years. Each one has made lasting influences in our community and institution. Their guidance has moved the Strategic Plan forward to advance RRC Polytech's goals, along with many more initiatives, at all stages since 2022.

We want to acknowledge that many other Grandmothers, Grandfathers, Knowledge Keepers, Elders and community members have contributed to RRC Polytech's current place in Truth and Reconciliation. Together, we have shaped RRC Polytech's response to the Truth and Reconciliation Commission's 94 Calls to Action. As we move into the future together, we know many more Grandparents will contribute to this important work.

We will continue this journey and this important work to incorporate the Calls to Action into everything we do.

Chii miigwech, kinanâskomitin, maarsii.

**Grandmother Janice Millar**

**Knowledge Keeper Richard Curé,  
Mashkode Bizhiki**

**Elder Paul Guimond, Okonace**



# Commitment 1

## Transform Our Learning Model to Meet Emerging Needs.

This year marks several exciting milestones. The return of the Advanced Care Paramedicine program strengthens our province’s emergency response capacity, while the launch of the ASL-English Interpreter program opens new pathways for learners and supports greater accessibility for Deaf and hard of hearing communities.

We’ve deepened our commitment to work-integrated learning, ensuring students gain hands-on experience that connects them directly to industry and community. At the same time, regional training opportunities continue to grow, allowing learners to stay close to home, family and support networks while pursuing their education.

Removing barriers for equity-deserving learners remains a priority. From targeted supports for women entering trades to in-community program delivery and newcomer services, we’re building a more inclusive and responsive post-secondary experience.

These advancements are made possible through ongoing engagement with diverse communities, whose insights and collaboration help shape the solutions we deliver. Together, we’re creating a future where education is accessible, relevant and empowering for all.

### STUDENT SUCCESS

#### Graduation Rate



Percentage of students who completed a prescribed program of study:

74%

Data is based on the 2023-24 academic year graduates. The graduation rate is based on double (200%) the earliest graduation point for students in a program of study for which there is an expectation of graduating with a credential within the time limitations as set out by Policy A20.

#### Graduate Employment Rate



Percentage of students who found employment in their field of study within six to 18 months, post graduation:

86%

Data is based on the 2022-23 academic year graduates. This figure represents those students who go on to work in the field for which they trained at RRC Polytech, sometimes referred to as the Graduate Training Related Employment rate.



### RELAUNCHED ASL-ENGLISH INTERPRETATION PROGRAM EXPANDS ACCESS AND OPPORTUNITY

RRC Polytech relaunched its American Sign Language (ASL)-English Interpretation Advanced Diploma with renewed support from the Manitoba government. The three-year program combines ASL fluency, Deaf history and culture, and extensive hands-on training through practicums and community engagement. Graduates will be ready to pursue in-demand careers as entry-level interpreters in schools, businesses, social services and other sectors.

The province invested \$225,000 for renovations and equipment, along with \$190,000 in annual operational funding. The redesigned curriculum includes new simulation opportunities and an expanded emphasis on accessibility and inclusion. It also integrates Indigenous ways of knowing and learning, helping ensure the program meets the needs of diverse learners and strengthens community relationships.

The first intake of 10 students began in Fall 2025, with annual capacity expected to grow to 20 students. Developed through extensive consultation with employers and community partners, the program is complemented by new ASL Continuing Education courses that help learners meet entry requirements. By aligning modern training with community priorities, RRC Polytech is creating more inclusive pathways for students and supporting greater access to essential services for Deaf and hard of hearing Manitobans.

“Embracing diversity and inclusion makes our communities and province stronger. We’re proud to work with RRC Polytech to make Manitoba a more inclusive and accessible place.”

Renée Cable, Minister of Advanced Education and Training



## HEALTH CARE AIDE PROGRAMS BRING TRAINING CLOSER TO HOME

RRC Polytech is expanding access to health-care education through new Health Care Aide programs designed to meet regional and community needs. Beginning in January 2026, 25 students in Treherne will train as health-care aides through a six-month, dual-credit program, giving high school students an early start on rewarding careers in health care. Delivered in partnership with Prairie Mountain Health, Southern Health-Santé Sud and the Norfolk Treherne Community Development Corporation, the program will strengthen the local workforce while creating meaningful opportunities for young people to study and work close to home.

In August 2024, students in Roseau River Anishinabe First Nation began their studies in RRC Polytech's Mobile Training Lab – a fully equipped, 950-square-foot classroom that delivers the same high-quality, hands-on learning as the Polytech's on-campus labs in Winnipeg. For many learners, being able to study within their community has been transformative, reducing barriers such as transportation and allowing them to remain connected to their families, language and culture.

Both initiatives combine classroom instruction with real-world experience, preparing graduates to deliver compassionate, high-quality care in hospitals, personal care homes and community settings. By bringing education directly to where it's needed most, RRC Polytech is helping to build stronger health-care systems, expand access to education and strengthen the social and economic fabric of Manitoba communities. These initiatives also highlight the power of partnership between RRC Polytech, governments, health authorities and communities to modernize training and meet Manitoba's growing demand for skilled professionals.

**"I genuinely look forward to coming to class and learning something new every day – it's definitely a great opportunity that everyone should take advantage of. This program is the first of its kind, and we get to be part of history in the making."**

**Stacey Patrick, Health Care Aide student**



## NEW ENGINEERING PATHWAY KEEPS TALENT IN MANITOBA

A new partnership between RRC Polytech and the University of Manitoba (UM) is creating a direct pathway for Engineering Technology graduates to pursue engineering degrees without leaving the province. Beginning in Fall 2025, up to 10 graduates each year will transition seamlessly into UM's Civil and Mechanical Engineering programs, with additional pathways expected in 2026. The collaboration expands opportunities for students, supports career growth and responds to Manitoba's increasing demand for highly skilled engineers.

By combining RRC Polytech's applied, hands-on training with UM's advanced degree programs, the pathway gives students an accelerated route to earn dual credentials while gaining both practical and academic expertise. Alumni from the past decade will also be eligible to participate, opening doors for working professionals who wish to advance their careers.

Developed in consultation with industry advisory councils and employers, the partnership addresses a long-standing challenge: the need for stronger career pathways in engineering. By keeping more young professionals in Manitoba, RRC Polytech and UM are helping ensure that local talent, innovation and expertise continue to strengthen the province's economy and communities for years to come.

**"For decades, I have had the privilege of hiring and working with graduates from RRC Polytech's Engineering Technology programs and UM's Price Faculty of Engineering. I'm championing this partnership because I know that individuals who take both programs will elevate their own professional skill level and help companies grow and succeed in a multitude of industries."**

**Dr. Gerry Price, Chairman and CEO,  
Price Industries**

## ADVANCED CARE PARAMEDICINE GRADUATES EXPAND RURAL HEALTH CARE

When RRC Polytech relaunched its Advanced Care Paramedicine (ACP) program in 2023, students like Nick Bourgeois saw an opportunity to take their skills – and their careers – to the next level. After 28 months of intensive study, Bourgeois and his classmates became the first graduates of the renewed program, excelling on their national exams and demonstrating the strength of a curriculum shaped by real-world needs. Designed in consultation with industry partners, the program emphasizes advanced decision-making, clinical leadership and hands-on preparation for high-stakes emergency situations.

Now, Bourgeois is among the first Clinical Service Leaders (CSLs) deployed across seven rural and northern Manitoba communities. In this new role, CSLs provide on-scene support, clinical guidance and operational oversight, expanding emergency response capacity in areas where it's needed most. For Bourgeois, the opportunity represents both a personal milestone and a collective step forward, bringing advanced care and leadership to communities that previously had no ACP positions.

Looking ahead, the program will continue to evolve, with future cohorts training alongside other health disciplines at RRC Polytech's Interdisciplinary Health and Community Services Simulation Centre. By aligning education with Manitoba's health-care priorities and creating new pathways for professional growth, RRC Polytech is helping ensure that communities across the province have access to the highly skilled, compassionate paramedics they deserve.

**"When I started as a paramedic, there weren't any ACP positions in rural areas, so applying felt like a bit of a risk. But the timing worked out perfectly and now I'm excited to provide the higher level of care that rural Manitobans deserve. The support we received from our instructors was incredible. The program was intense, but every part of it was relevant."**

**Nick Bourgeois, Advanced Care  
Paramedicine graduate**





## FROM WINNIPEG TO AUSTRALIA: CO-OP STUDENT TESTS INNOVATION ABROAD

When Mechanical Engineering Technology student Brandon Doucet joined MacDon Industries for a co-op placement, he never imagined the opportunity would take him halfway around the world. Invited to spend six months in Australia testing the company's groundbreaking FD261 FlexDraper – a 61-foot combine header designed to increase harvest efficiency – Brandon worked directly with farmers to conduct inspections, maintenance and upgrades. He relayed performance data back to MacDon's Winnipeg engineering team, helping refine the prototype for international markets.

The experience not only strengthened Brandon's technical expertise but also broadened his understanding of the global impact of Manitoba-made innovation. Over the course of his placement, he travelled through every Australian state, logging more than 30,000 kilometres while learning the importance of precision engineering and collaboration with end users. He later extended his co-op to 16 months, gaining hands-on experience across North America before returning to complete his diploma.

Supported by instructors who encouraged him to embrace every applied learning opportunity, Brandon says the placement shaped his career ambitions and gave him the confidence to pursue an engineering degree after graduation. His journey exemplifies how industry partnerships and experiential learning empower students to contribute to innovation on a global scale while bringing new skills and perspectives home to Manitoba.

**"It was a big leap. I learned a lot about who I am and what kind of worker I am, and what kind of work I enjoy."**

**Brandon Doucet, Mechanical Engineering Technology student**

## ACTIVE LEARNING AT RRC POLYTECH: SUPPORTING STUDENT SUCCESS AND EMPOWERMENT

At RRC Polytech, active learning is redefining how students engage with their education. Students are encouraged to take risks, ask questions and learn from mistakes in a supportive environment. Instructors act as facilitators, guiding learners through real-world scenarios that mirror their future careers. This approach helps students build confidence, refine their skills through immediate feedback and feel empowered to take ownership of their learning journey.

Purpose-built classrooms, located at both the Notre Dame Campus and in Manitou a bi Bii daziigae at the Exchange District Campus, are designed to support active learning by fostering collaboration, creativity and deeper understanding. These spaces feature shared desks, whiteboards and monitors that encourage students to work together, share ideas and interact meaningfully with instructors and course materials. In these classrooms, learning becomes a dynamic, hands-on experience.

Active learning is embedded across a wide range of programs – from health sciences and engineering to business and community services – and continues to evolve through ongoing research and feedback. By investing in these innovative spaces and strategies, RRC Polytech is creating a learning environment where students are not just present but fully engaged – preparing them to thrive in their studies, placements and future careers

**"The presence of whiteboards on wheels is particularly beneficial. Students often move the boards closer together to compare answers and discuss different solving methods. Occasionally, they enjoy friendly competition, with two students resolving problems simultaneously on opposite sides of the board."**

**Additionally, the availability of multiple independent monitors supports project-based learning. Groups of students use these tools to share their work effectively, which contributes to their overall success.**

**Every activity conducted in an active learning space supports students in building skills that are essential for their future careers. I am grateful to have access to these rooms."**

**Angarta Frincu, Math and Sciences instructor**





MEETING MANITOBA'S TRAINING NEEDS

Customized Offerings



Count of customized offerings delivered through Corporate Solutions, academic schools, Technology Access Centres and regional centres paid for by a third party such as an employer, plus micro-credentials, during the 2024-25 academic year:

88

New and Renewed Academic Programs



Count of new and renewed academic programs during the 2024-25 academic year. This includes all credit programs that have gone through approval or program renewal:

15

Employer Satisfaction



A score that assesses supervisor satisfaction with students participating in Work-Integrated Learning (WIL) during the 2024-25 academic year:

95%

of surveyed respondents indicated they were somewhat or extremely satisfied with the overall performance of student(s) during the WIL experience.

RRC Polytech has established longstanding partnerships collaborating with industry and community stakeholders (partners) in WIL initiatives that allow RRC Polytech students to apply their knowledge beyond the classroom, in a workplace setting alongside industry or community partners.



Commitment 2  
Commit to Truth and Reconciliation. Pursue equity, diversity and inclusion in everything we do.

We are deeply invested in creating a learning and working environment where Indigenous students and employees, and those from other equity-deserving groups, feel seen, supported and empowered to thrive.

We continue to grow our workforce with individuals from diverse backgrounds, supported by a strong rate of employee self-declaration. At the same time, we are actively identifying and dismantling barriers to education and designing innovative pathways to increase access and success for students from underrepresented communities.

As we look ahead, we will continue to take intentional, meaningful steps to build a more inclusive and just future – for RRC Polytech and for all Manitobans.



EMPLOYEE TRAINING AND DEVELOPMENT

As an academic organization, RRC Polytech must build on its strengths by developing and providing a variety of learning opportunities for students and staff.

To ensure each individual employee understands their role in this commitment, all staff must complete the following mandatory trainings\*:

- Respectful College
- 4 Seasons of Reconciliation
- Anti-Racism: A Journey to Allyship
- Accessible Customer Service

\*The requirement for all employees to complete these mandatory EDI trainings was implemented prior to the KPI annual reporting period but remains a mandatory requirement within the reporting period. The Respectful College and 4 Seasons of Reconciliation training completion rates are reported KPIs.



ADVANCING TRUTH  
AND RECONCILIATION

4 Seasons of Reconciliation  
Staff Training Completed

Percentage of employees who have completed the 4 Seasons of Reconciliation course (as of Sept. 4, 2025):

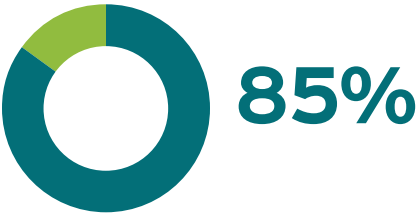


This is a 14 percentage point increase from the completion rate reported in the 2025 Winter Term.

ADVANCING EQUITY, DIVERSITY  
AND INCLUSION

Respectful College  
Staff Training Completed

Percentage of employees who have completed the Respectful College course (as of Sept. 4, 2025):



This is a seven percentage point increase from the completion rate reported in the 2025 Winter Term.



MITAKUYE OYASIN OKCIYAPE: ALL MY  
RELATIONS HELPING EACH OTHER

The central gathering space at Manitou a bi Bii daziigae now carries a new name: *Mitakuye Oyasin Okciyape*, a Dakota phrase meaning *All My Relations Helping Each Other*. The naming was guided by Kunshi Ivy Chaske, a Dakota Grandmother, through ceremony and teaching. The process culminated on June 20, 2025, with a ceremony where the community came together to honour the spirit of the name and embrace the shared responsibility of carrying it forward with respect and care.

Pronounced MITAH-koo-ya OYA-shin OAK-ah-pee, the name reflects RRC Polytech's deep commitment to reconciliation and inclusivity. During the ceremony, four leaders from the Polytech were

entrusted with stewardship of the space, each receiving a gift to acknowledge the significance of their role. More than symbolic, the naming affirms our dedication to honouring First Nations, Inuit and Métis peoples, and creating spaces that welcome traditional knowledge alongside innovation, reflection and community connection.

*Mitakuye Oyasin Okciyape* carries a teaching, one that reminds us of our connection with all people, living beings and the land, water and air that sustain us. It calls upon the community to live with awareness, compassion and unity – values RRC Polytech strives to uphold within its walls and through its partnerships and community work. The teaching reinforces that reconciliation is not a statement but a practice: one of respect, kindness and healing.





## FEE WAIVER EXPANDS INDIGENOUS ACCESS TO HIGHER EDUCATION

In January 2025, RRC Polytech once again waived application and seat deposit fees for First Nations (Status and non-Status), Métis and Inuit learners applying to any of the Polytech's programs. The initiative directly reduces financial barriers that can prevent prospective students from taking the first step toward post-secondary education. More than 500 applicants benefited from the fee waiver last year, demonstrating its continued impact as part of RRC Polytech's ongoing commitment to Truth and Reconciliation and equitable access to learning opportunities.

The initiative builds on research from *Overcoming Barriers for Indigenous Students in Post-Secondary Education*, a collaborative project led by RRC Polytech in partnership with Birchbark Collaborative and SecondMuse. The study confirmed that financial pressures remain among the most significant barriers to Indigenous student success, alongside challenges such as relocation, child care and adjusting to new environments. By removing upfront costs, the Polytech helps ensure more students can begin their studies sooner and access the academic, personal and cultural supports that contribute to long-term success.



With more than 150 programs available, including introductory and pathway options through the School of Indigenous Education, Indigenous learners can explore a wide range of educational opportunities that align with their goals. Dedicated advisors and support teams assist with applications, connect students to resources and help build confidence as they begin their post-secondary journey. For many, eliminating the \$119 application fee and \$400 seat deposit represents more than financial relief – it's the encouragement needed to take that first important step toward their future.

**"We continue to build a foundation for change by identifying barriers Indigenous students face, from funding, child care and transportation to culture shock and the effects of intergenerational trauma. Removing the application fee and seat deposit is one tangible step, but what matters most is knowing which barriers have the biggest impact and taking action to address them."**

**Jamie Wilson, Vice-President,  
Indigenous Strategy, Research  
and Business Development**

## ART INSTALLATION WEAVES INDIGENOUS KNOWLEDGE INTO HEALTH TRAINING SPACE

At RRC Polytech's Interdisciplinary Health and Community Services Simulation Centre, cutting-edge equipment now shares space with drawings of traditional Indigenous Medicines that bloom from the very walls. Created by Métis artist Christine Kirouac in consultation with the Knowledge Keepers Council at RRC Polytech, the nine large-scale works depict plants such as sweetgrass, sage, cedar and saxifrage. The installation honours the foundation of traditional Medicines in contemporary health care and creates a bridge between Indigenous knowledge and Western practice.

Kirouac approached the project with deep reflection and consultation, engaging Elders, gardeners and builders to understand the cultural, spiritual and architectural context for each piece. Her works were placed with intention: plants curl into corners and spill gently into hallways, as if nature itself were reclaiming its presence. Through careful use of light, shadow and season, the artist captured the balance between the natural and the clinical, reminding students, staff and visitors that healing is rooted in both technology and tradition.

The installation transforms the Simulation Centre into more than a training ground. It invites learners to pause, reflect and recognize that diverse traditions and perspectives shape medicine. By weaving traditional knowledge into a leading-edge learning environment, RRC Polytech demonstrates how inclusivity and respect can enrich student experiences, strengthen relationships and contribute to healthier communities.

**"Once they were installed, I realized it was like the plants had found their way into this sterile space, reminding everyone of something older, something still alive."**

**Christine Kirouac, Artist**



Nagothe



RRC POLYTECH LAUNCHES NEW EDIA INSTITUTIONAL PLAN

In 2025, RRC Polytech introduced its first Equity, Diversity, Inclusion and Accessibility (EDIA) Institutional Plan, a comprehensive framework that strengthens and unifies the Polytech’s ongoing commitments. The plan embeds EDIA into every facet of the institution, from policies and programs to teaching, research and partnerships, ensuring that equity and inclusion are at the heart of how RRC Polytech prepares Manitoba’s future workforce.

The plan sets clear priorities: to remove barriers to participation, foster a culture of belonging and make accessibility a fundamental part of campus life – whether physical, digital or cultural. Grounded in Truth and Reconciliation, it emphasizes the integration of Indigenous perspectives, knowledge and practices throughout the institution while advancing equity for learners and employees from historically underrepresented groups.

Implementation builds on work already underway, including inclusive hiring practices, accessible curriculum design, anti-racism training, gender and sexual diversity awareness and events like

Inclusion Week and Thrive Week. Communities of practice and working groups such as the Accessibility Community of Practice, Anti-Racism Action Committee, and Gender and Sexual Diversity Working Group continue to engage employees and students to sustain momentum and shape change.

Accountability is central to the plan’s design. Progress is measured through representation data, training participation, engagement surveys and transparent reporting, with community feedback guiding each next step. RRC Polytech has also committed to aligning its approach with industry benchmarks and leading practices, ensuring its EDIA efforts remain both evidence-based and responsive to the evolving needs of students, employees and partners across Manitoba.

“This work is not the responsibility of a single department or leadership group. It belongs to all of us.”

Melanie Gudmundson, Chief Human Resource Officer



STUDENT-MADE TEEPEE SYMBOLIZES RECONCILIATION AT PORTAGE CAMPUS

A new symbol of learning and connection now stands at RRC Polytech’s Portage Campus: a student-made metal teepee unveiled during National Indigenous History Month as a permanent tribute to Truth and Reconciliation. Designed with the colours of the Ojibway Medicine Wheel, the structure reflects RRC Polytech’s commitment to creating inclusive spaces where culture, community and education come together.

Every component of the teepee was crafted and welded by international students in the Introduction to Fabrication course at the Notre Dame Campus. The project blended hands-on training with cultural learning, giving students the opportunity to apply their technical skills while deepening their understanding of Indigenous teachings and traditions. Their work stands as an example of how creativity, collaboration and cultural awareness can strengthen both personal growth and the broader campus community.

Guided by local partners – including the Portage Urban Indigenous Peoples Coalition (Suta Kachicha), the Portage Community Revitalization Corporation and the Portage Friendship Centre – the project drew on community knowledge to shape key design elements such as the teepee’s colours and pole structure. Now standing proudly on campus grounds, the teepee serves as a lasting reminder of how education, culture and community can intersect to honour the past and inspire meaningful change for the future.

“Our commitment to Truth and Reconciliation is woven into the very fabric of our campus community. We strive to create spaces where students, staff and community members not only feel a deep sense of belonging, but also see their identities and stories reflected in our campus environment.”

Guy Moffat, Manager, Portage Campus



QUALICO INVESTS \$1.25 MILLION  
IN SKILLED TRADES AND  
STUDENT SUCCESS

RRC Polytech is expanding opportunities in the skilled trades thanks to a transformative \$1.25-million investment from Qualico. The gift will enhance the Introduction to Trades program – a unique entry point designed especially for Indigenous learners – and establish 10 new \$5,000 annual awards for Construction Trades students. Among the largest awards offered through the School of Skilled Trades and Technologies, this support will also fund a new Navigator role to expand wraparound services, increase participation and strengthen work-integrated learning opportunities in high-demand areas such as carpentry, electrical, plumbing, refrigeration and air conditioning, and cabinetry and woodworking.

The investment comes at a pivotal time as Manitoba continues to face a shortage of skilled trades professionals. By expanding training capacity and deepening student supports, RRC Polytech and Qualico are working together to build a more inclusive, resilient and representative workforce. The partnership will help more learners develop specialized skills, gain direct entry into their chosen trades and graduate ready to contribute to Manitoba's growing industries.

For students like Chloe Jessop, the added support she's received has helped fuel her success. Motivated by a lifelong passion for building, Chloe entered the Introduction to Trades program and discovered an environment that nurtured both her technical skills and personal growth, supported by instructors and guided by Elders such as Grandmother Janice Millar, one of the RRC Polytech's Grandmothers-in-Residence. Her story reflects how Qualico's investment will empower many more students to learn, grow and build strong futures in the skilled trades.

"In the Intro to Trades program, I have never felt more supported as a student. From having the support of Grandmother Janice to the support of our instructors, it's been an incredible experience."

Chloe Jessop,  
Introduction to Trades student



WALKING TOWARDS TRUTH: NURSING  
STUDENT DESIGNS ORANGE SHIRT  
HONOURING SURVIVORS

Each year, RRC Polytech students create RRC Polytech's official Orange Shirt to honour Residential School Survivors and the children who never made it home. In 2025, Nursing student Dasia Chatkana designed *Walking Towards Truth*, a powerful image inspired by stories of children who risked everything to return to their families. Her artwork depicts small footprints moving through the forest toward the moon, carried on the back of a turtle, symbolizing truth in the Seven Sacred Teachings and the long journey of reconciliation.

Dasia drew inspiration from her family, community Elders and stories such as that of Chanie Wenjack, whose attempt to escape Residential School in 1966 ended in tragedy. For her, the design represents both remembrance and resilience, and a tribute to loss, strength and the enduring spirit of Survivors. "I want people to remember that this is a tribute to the Survivors of Residential Schools, their descendants and the children who never made it home," she says.

Now entering RRC Polytech's Nursing program after completing Pathway to Health Programs, Dasia sees her design as an extension of her commitment to care and community. Guided by Knowledge Keepers in her family and nation, she uses art to spark reflection and connection across the Polytech. Her message is clear: reconciliation is not a destination, but a journey we must all walk together.

"Truth and Reconciliation is a long path. But it's real. We have to have hope and remember. We owe that to those who made the journey before us."

Dasia Chatkana, Nursing student



Students by Equity-Deserving Group

Percentage of total enrolled students in equity-deserving groups, specifically women and Indigenous Peoples. All data is based on self-declaration.

2024-25 ACADEMIC YEAR	WOMEN	INDIGENOUS PEOPLES
Fall Term	46%	10%
Winter Term	46%	10%
Spring Term	49%	10%
Labour Market Percentage	48%	13%

Data is based off self-reported declarations and percentages are calculated relative to the total student population. Population fluctuates from term to term, which affects the total number of declarations. RRC Polytech continues to enhance data collection efforts and to encourage student self-identification, explaining how self-identification data is used to inform data-driven decision-making within the Polytech. Students submitting new program applications have the option to identify their status in relation to the equity-deserving groups of Women, Indigenous Peoples, Racialized Persons, Persons with Disabilities, and Persons of the 2SLGBTQIA+ community.

Employees by Equity-Deserving Group

Percentage of total active employees in equity-deserving groups as identified in the Employment Equity Act of Canada against provincial Statistics Canada demographics, specifically women, Indigenous Peoples, racialized persons and persons with disabilities. All data is based on self-declaration.

2024-25 ACADEMIC YEAR	WOMEN	INDIGENOUS PEOPLES	RACIALIZED PERSONS	PERSONS WITH DISABILITIES
Fall Term	48%	8%	17%	8%
Winter Term	50%	9%	20%	8%
Spring Term	49%	9%	20%	9%
Labour Market Percentage	48%	13%	25%	22%

Data is based on self-reported declarations and percentages are calculated relative to the total employee population. Throughout the annual period, self-identification data for employees continued to be collected through the voluntary diversity self-identification survey and as part of the employee onboarding process. In both the Fall and Winter academic terms, additional communications were sent to all employees to encourage self-identification, to reinforce the importance of self-identification data and to explain how self-identification data is used to inform data-driven decision-making within the Polytech.



Persons of the 2SLGBTQIA+ Community

In addition to the Employment Equity Act of Canada equity-deserving groups identified above, RRC Polytech collects employee self-identification data for Persons of the 2SLGBTQIA+ Community.

Employees identifying as part of the 2SLGBTQIA+ Community increased from 5% to 6% of the total employee population during the 2024-25 Academic Year.

Data is based on self-reported declarations and percentages are calculated relative to the total employee population.



Other highlights include

- Anti-Racism: It's Not a Grey Area – an initiative that takes a deeper look at the history and impacts of institutional racism.
- The Your Voice, Our Future: Building an Inclusive Campus Together survey that invited employees to share their experiences and ideas for how we can address EDIA barriers to foster a more inclusive and accessible campus.
- The Truth and Reconciliation Collective Bargaining Working Group, which makes recommendations that helped inform our collective bargaining process.
- New or revised Accessibility and Employment Accommodation policies to strengthen the foundation of our commitment to accessibility and our compliance with the *Accessibility for Manitobans Act*.
- Hosting the Black History Month Afro-Caribbean Mentorship Program Annual Event: Empowering Voices Amplifying Black Narratives in Leadership in February.



### Commitment 3

## Deepen partnerships to maximize prosperity across industry and community.

Every day, we strengthen our reputation through bold partnerships with industry and community, while maintaining a strong foundation of financial sustainability.

For over two decades, our Research Partnerships & Innovation (RPI) team has expanded the ways we deliver value to Manitobans. The RPI division helps countless small- and medium-sized enterprises (SMEs) innovate by adopting new digital technologies into their operations. This work complements RRC Polytech’s responsive academic programming and its overall effort to help the province boost productivity and economic development for all.

This momentum has earned us the trust and collaboration of partners who share our vision for a brighter, more inclusive and sustainable Manitoba.

### RRC POLYTECH’S COMPREHENSIVE CAMPAIGN: IN FRONT OF WHAT’S AHEAD

#### Comprehensive Campaign Progress



Total funds raised from all sources towards overall *In Front of What’s Ahead* comprehensive campaign goal:

**\$124M**

Thank you to our generous donors for helping RRC Polytech raise \$124,359,565 as of October 2025. Your gifts are making a direct impact on today’s learners and will allow us to create more programs and supports to help future students achieve success.



### RRC POLYTECH MARKS 20 YEARS OF APPLIED RESEARCH LEADERSHIP

In November 2024, RRC Polytech welcomed funders, partners and community members to an on-campus celebration of 20 years of applied research leadership in Manitoba. Guests explored state-of-the-art labs, viewed hands-on demonstrations and saw how collaboration with industry and community partners continues to spark innovation, solve real-world challenges and strengthen student learning across disciplines.

Since establishing RPI in 2004, RRC Polytech has grown into one of Canada’s leading polytechnic research institutions. Today, the Polytech supports more than 135 researchers and 600 students across 60 programs, and operates three NSERC-funded Technology Access Centres. Together, these teams have powered thousands of projects that drive Manitoba’s industries forward, diversify the economy and expand opportunities for learners to apply their skills in meaningful ways.

Communities across the province are seeing the results. Applied research at RRC Polytech has contributed to breakthroughs like the world’s first all-electric tundra buggy in Churchill, made key advancements in food innovation and early childhood education, improved building efficiency in schools and strengthened aerospace repair and manufacturing. With growing expertise in advanced manufacturing, cleantech, health and nutrition, early childhood development and digital technology adoption, the Polytech continues to align its strengths with Manitoba’s evolving needs – and lead the way in transforming ideas into impact.

**“Applied research drives progress to keep Manitoba competitive, while providing students with invaluable experience through work-integrated learning. We’re eager to build on the incredible success with our partners over the last 20 years and to explore new opportunities to keep growing our province.”**

**Fred Meier, President and CEO**



NEW CENTRE ACCELERATES INNOVATION  
IN ADVANCED MANUFACTURING

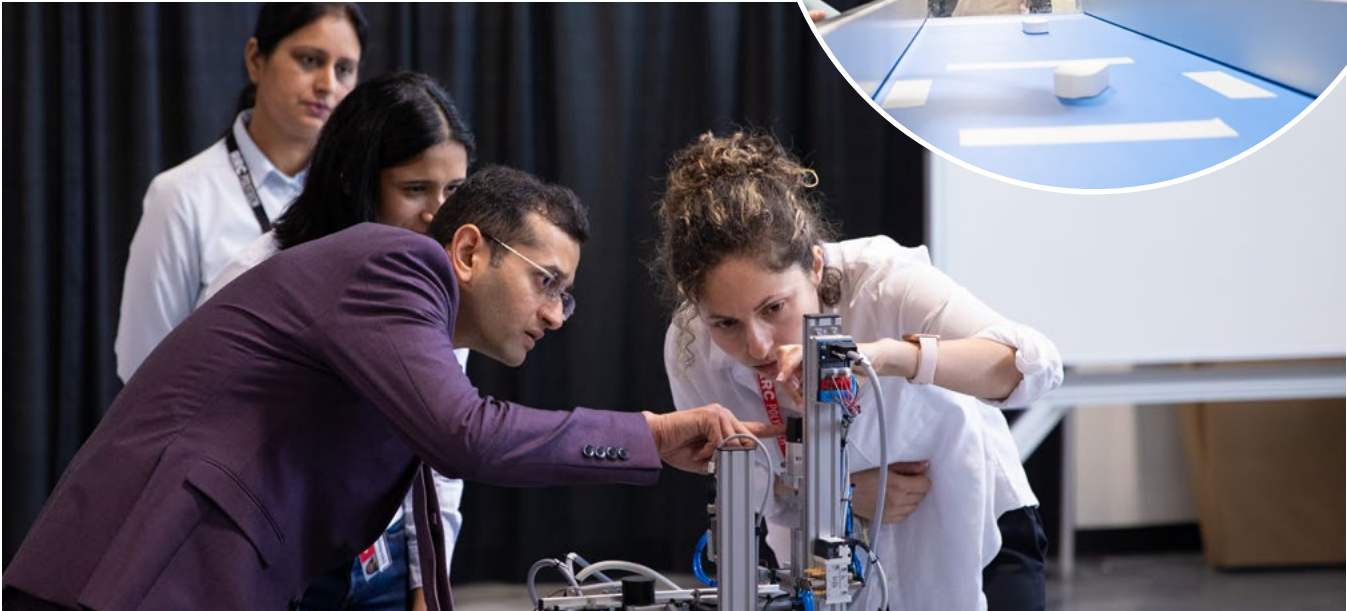
In October 2024, RRC Polytech launched the Centre for Automation and Manufacturing Technology Transfer (CAMTT), Manitoba’s first hub dedicated to helping SMEs access advanced applied research, technology transfer and workforce development. Located at the Notre Dame Campus and housed within the Price Institute of Advanced Manufacturing and Mechatronics, CAMTT connects industry partners with state-of-the-art equipment and collaborative programming.

Through a distributed network of spaces and expertise, CAMTT brings manufacturers-in-residence together with faculty, students and researchers to tackle real-world challenges in automation, robotics, additive manufacturing and artificial intelligence. This model allows partners to engage at an accessible level while leveraging funding and shared resources to de-risk innovation and accelerate the adoption of Industry 4.0 technologies. At the same time, students gain hands-on experience with the tools and processes driving modern industry, preparing them to lead in an increasingly advanced and connected workforce.

CAMTT is guided by principles of Truth and Reconciliation, equity and inclusive representation, ensuring more Manitobans can take part in shaping the province’s advanced manufacturing future. By bridging research, innovation and workforce development, the Centre strengthens industry, expands opportunities for learners and positions Manitoba as a leader in the technologies that will drive prosperity for generations to come.

“We invite partners and supporters to join our growing network of experts, students and facilities working with manufacturers to de-risk and adopt Industry 4.0 solutions. Together, we can leverage technology, innovation and talent to take projects from idea to reality.”

Dr. Vikram Banthia, Director, Price Institute of Advanced Manufacturing and Mechatronics



SCHROEDER FOUNDATION SURPASSES  
\$18 MILLION WITH NEW GIFT FOR  
FULL-RIDE SCHOLARSHIPS

More RRC Polytech students will pursue their education without financial barriers thanks to a \$1.25-million gift from the Schroeder Foundation. The donation funds full-ride scholarships for Winnipeg high school graduates, covering tuition, textbooks and wraparound supports to help students thrive throughout their studies. With this new commitment, Walter and Maria Schroeder’s total contributions to RRC Polytech now exceed \$18.2 million, building on their transformational \$15-million investment earlier this year to establish the Schroeder Institute for Entertainment and Media Arts.

Since 2018, the Schroeder Scholarship Fund has changed the lives of more than 200 students by removing the financial obstacles that can stand between learners and their goals. This latest gift expands access to more than 150 programs, opening doors for even more young Manitobans to prepare for meaningful, high-demand careers. For students like Veronica Ade (Business Administration), the scholarship has been truly life-changing, making higher education possible and helping her take the first steps toward her dream of running her own business.

The Schroeder Foundation’s generosity is a cornerstone of RRC Polytech’s *In Front of What’s Ahead* campaign, the largest fundraising initiative in the Polytech’s history. Their continued support reflects a shared belief that financial circumstances should never limit potential. By investing in students and the future of education, Walter and Maria Schroeder are helping to build a stronger, more equitable Manitoba – and setting a powerful example of philanthropy in action.

“When I found out about the scholarship I couldn’t believe it – I’m not sure I ever would have been able to go to school without it.”

Veronica Ade, Schroeder Scholarship recipient

“Supporting students who might need financial support to complete their education is important to us ... We created and continue to fund Schroeder Scholarships to give students at RRC Polytech the opportunity to get ahead in a career path of their choice without having to think about how they are going to be able to afford it.”

Walter Schroeder, Co-Founder, Schroeder Foundation



RRC POLYTECH LEADS \$55M NATIONAL LABS4 INITIATIVE TO ACCELERATE RESEARCH COMMERCIALIZATION

RRC Polytech is leading a new national effort to transform more Canadian research into real-world impact. Backed by \$24.1 million in federal Lab to Market funding – the largest tri-council grant ever awarded to a Canadian college – RRC Polytech will co-lead Labs4, a \$55-million initiative uniting 38 post-secondary institutions and partners across the country. Over the next five years, Labs4 will deliver entrepreneurship training, mentorship and commercialization support through eight Regional Hubs and three Indigenous Entrepreneurship Hubs, creating a powerful engine for innovation, economic growth and inclusive opportunity.

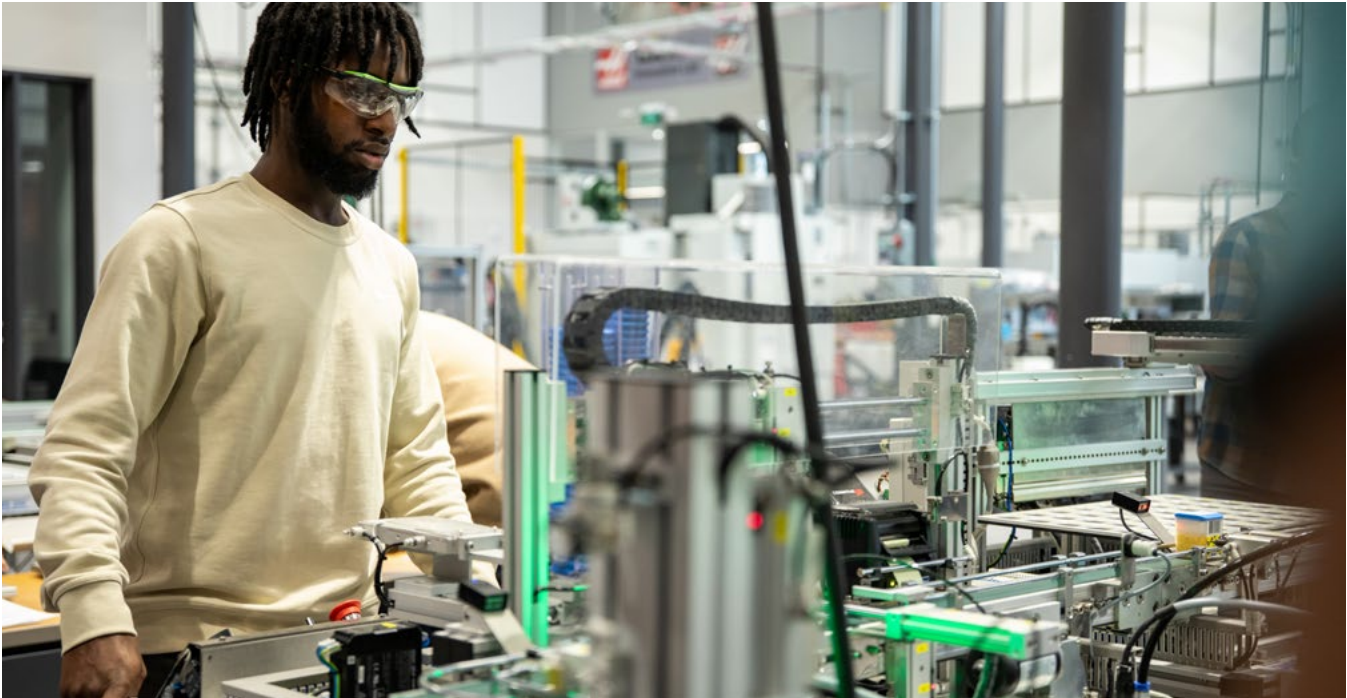
Building on RRC Polytech’s 20-year track record of applied research leadership, Labs4 connects colleges and universities with industry to accelerate the adoption of new technologies and ideas. Programs include Technology Readiness Level-Up (TRL) – which provides stipends and lab placements for prototype development – and Market to Lab, which immerses researcher-entrepreneurs in commercialization simulations and bridges persistent gaps between research and the marketplace. Indigenous

Entrepreneurship Hubs, including RRC Polytech’s Mittohnee Pogo’ohtah, offer culturally grounded programming and wraparound supports, ensuring Indigenous entrepreneurs can chart their own pathways to success.

By coordinating national expertise and leveraging advanced facilities, Labs4 supports hundreds of ventures across sectors ranging from cleantech and advanced manufacturing to social innovation and health. The initiative reflects a shared national commitment to ensuring that Canadian research delivers practical solutions, stronger communities and lasting economic benefits – at home and around the world.

“Labs4 is built for impact. This is innovation with purpose, delivered across every region and rooted in community.”

Dr. Jolen Galaugher, Executive Director, Research Partnerships & Innovation and Chair, Labs4 Executive Committee



TD BANK GROUP GIFT FUELS INDIGENOUS STUDENT ENTREPRENEURS AT MITTOHNEE

Four new student-led businesses are taking shape at RRC Polytech, thanks to generous donor support for the Mittohnee Pogo’ohtah Entrepreneurship Incubator and Accelerator Program. A \$200,000 contribution from TD Bank Group is empowering Indigenous student entrepreneurs with the financial resources and professional services they need to bring their ideas to life. These ideas range from a medical transport service for northern patients, to a reusable container initiative, to two new film production companies that are already capturing Manitoba’s creative spirit.

Launched in 2024, Mittohnee Pogo’ohtah provides stipends, mentorship and wraparound supports such as legal, financial and marketing guidance, allowing students to focus fully on growing their ventures. Two of the TD-supported businesses are already in operation, with others preparing to launch in the months ahead. By combining income support with personalized development opportunities, the program helps Indigenous entrepreneurs pursue their projects full time, strengthening Manitoba’s entrepreneurial ecosystem and advancing economic reconciliation through innovation and inclusion.

“Some remarkable ideas are emerging from Indigenous learners at RRC Polytech,” says Fred Meier, President and CEO, RRC Polytech. “These ventures not only affirm the talent and determination of our students but also demonstrate the positive impact they can have on their communities and beyond.”

With continued support from TD and other partners, Mittohnee Pogo’ohtah ensures that promising business ideas have access to the capital, mentorship and opportunities needed to thrive – fuelling a new generation of Indigenous-led innovation and leadership.

“Mittohnee is a good pathway for entrepreneurs to take, giving them the capacity to focus on their projects. That idea of working for themselves full time is incredibly important. It gives them a sense of accountability and takes a load off their minds, so they don’t have to worry about that financial barrier.”

Amy Jackson, Director, Mittohnee Pogo’ohtah





NURSING STUDENT LEADS CLIMATE ACTION WITH WAWANESA GRANT

RRC Polytech Nursing student Sophie Walker is helping her peers prepare for one of the most significant health challenges of our time: climate change. With support from a \$30,000 Wawanesa Climate Champions: Youth Innovation Grant, Sophie launched a Climate-Resilient Nursing Workshop, which brought together guest speakers to explore topics such as sustainable health-care practices and public health preparedness. She also helped develop the Planetary Health in Nursing Library Guide, a resource designed to integrate sustainability and environmental awareness into nursing education.

The project raises awareness of how climate change directly affects public health and empowers Nursing students to become advocates for planetary health in their future careers. Through her leadership, Sophie is inspiring engagement across her program, showing how nurses can play a pivotal role in building health systems that both adapt to and mitigate the effects of a changing climate.

Working alongside instructors, she is also contributing to the implementation of a Planetary Health Report Card within the Nursing program, a tool that will help track environmental and sustainability practices over time. Sophie’s work demonstrates how student innovation, donor support and applied learning can come together to create meaningful, forward-looking change for health care and the communities it serves.

“By teaching Nursing students about the health impacts of climate change and how they can be active agents of change in the health-care system, we hope to cultivate a new generation of nurses who are not only knowledgeable but also motivated to take action.”

Sophie Walker, Nursing student

RPI IMPACT

Businesses and Organizations Supported Through Applied Research



Number of applied research projects with businesses and organizations supported by RRC Polytech from April 2024 to March 2025:

194

Research Revenue



Total dollars received from external sources for research activities and infrastructure from April 2024 to March 2025:

\$8.4M





