

Moving Forward Together

Strategic Plan
2023-2028



Northern Lights
College

- 3 Messages:
Board Chair
President & CEO
- 4 NLC Strategic
Framework
- 6 Student Journey
- 7 Responsive
Programming
- 8 Truth and
Reconciliation
- 9 People and Culture
- 10 Community
Connections
- 11 Where Do We Go
From Here

Northern Lights College serves the communities of Northern British Columbia that are located on the territories of the Cree, Dene, Dunne–Za, Kaska, Sauteau, Tse’khene, Tahltan, and Tlingit. We also recognize Metis Nation BC members who live in this area of our beautiful province. We acknowledge our hosts and honour their gracious welcome to those seeking knowledge.

Moving Forward Together



The last few years have been challenging for us all, individually and collectively. Our world has evolved, and Northern Lights College must evolve, as well. The strategic goals we set for ourselves five years ago, while still relevant, are no longer sufficient on their own. As an organization, we have noted the changing landscape and adjusted our path accordingly. We have refreshed our strategic plans for the next five years, not content to only keep pace but determined to grow and lead. We recommit ourselves to service in our region and beyond.

As an educational institution in British Columbia’s north, we recognize that we have a role to play helping our communities ready themselves for the future. Our programs must be future ready—responsive to the needs of industry, Indigenous communities, local business, and others in this region—while equipping students for further study beyond our community. Our classes need to train students for current industry expectations in a way that is accessible to a new generation of learners. Our employees must be empowered to grow and urged to thrive, not only for the good of the College but for their own sakes, as well, so they can bring the fullness of their self and their experience to everything they do. And, never to be lost in all of this work, is the knowledge that our very existence needs to respect this land where we live, work, and play.

The strategic priorities detailed in the following pages will serve as a guiding light for Northern Lights College as we navigate our path to a brighter future. We are grateful to our communities and our colleagues for their contribution to the development of this plan. We know that true progress is made by “Moving Forward Together.”





Chair's Message



Welcome to our strategic plan.

The document you hold in your hands is more than pretty pictures and self-important words. It is a statement and demonstration of care for our students, staff, and communities. It is also a roadmap, giving direction to the organization. It is the result of extensive consultation with our constituents and our own careful consideration.

In the course of our strategic planning process, we have considered the many recent studies and reports that examine our region from various perspectives, keen to glimpse the future of northern British Columbia and ascertain our place in it. We have taken a can-do stance regarding the work to get future ready. And I am proud of this positive spirit that lives on our campuses. It makes us unique, and it continually pushes us forward.

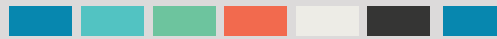
As we face the future, we acknowledge the need to adapt and change but commit to never losing sight of our mission, vision, and values. Learning from our past helps us create a better future.

Thank you for being part of Northern Lights College.

Tyler Holte
Chair, Board of Governors



President's Message



The history of Northern Lights College is as rich as the resources of this region, and our values and programming reflect this. As we reviewed and renewed our strategic plan for the next five years, we wanted it to reflect the ongoing needs and aspirations of the communities we serve. Our mission is still to enrich the lives, communities, and industry in northern British Columbia through accessible, applied, and academic learning.

Our College is located throughout northern British Columbia and is a place where our students and learners can receive an amazing education close to home or put them on a path to further opportunities in higher education. Whichever path they decide to take, our exceptional faculty and staff are there for each and every one of our students.

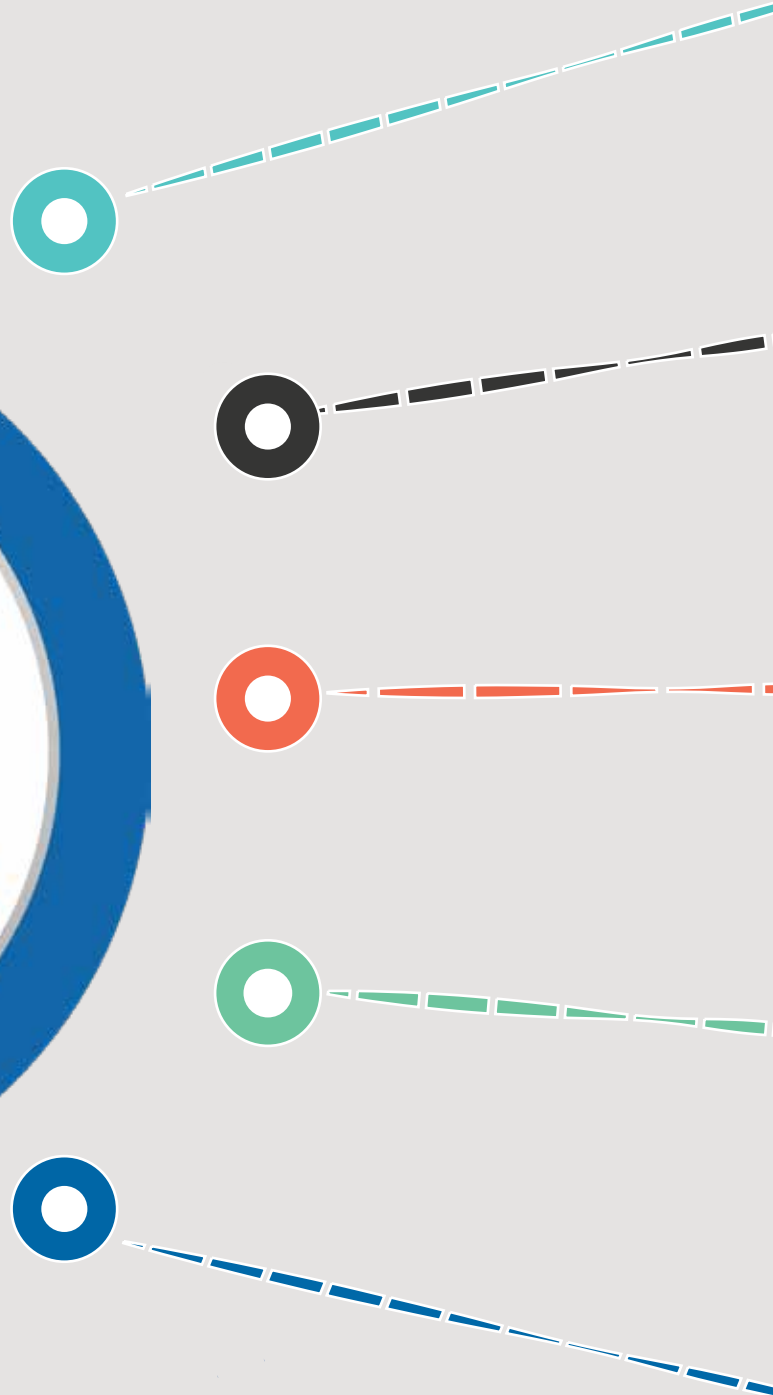
Thank you for your ongoing support at Northern Lights College as we move forward and continue to evolve. This is our college and I am excited about our bright future together.

Todd Bondaroff
President & CEO

NLC Strategic Framework



The following is an overview of the pillars and objectives that will guide Northern Lights College over the next five years.



Vision

Northern Lights College is the college for energy and technology training, and academic and lifelong learning—in or beyond the classroom.

Mission

Enriching lives, communities, and industry in northern British Columbia and the world through accessible, applied and academic learning.

Pillar 1



STUDENT JOURNEY

At NLC this means . . . We welcome every student wherever they are on their learning journey and set them on a path to educational, personal and career success.

- *Students will say, "We belong here."*

Pillar 2



RESPONSIVE PROGRAMMING

At NLC this means . . . We provide flexible educational opportunities that meet the evolving needs of the students, communities, and industries we serve.

- *Students will say, "NLC meets our needs."*

Pillar 3



TRUTH AND RECONCILIATION

At NLC this means . . . We work in partnership with Indigenous peoples and communities to advance Reconciliation through true, lasting, and substantive participation.

- *Indigenous communities will say, "NLC is committed to building relations that are mutually beneficial, collaborative, genuine, and transformative."*

Pillar 4



PEOPLE AND CULTURE

At NLC this means . . . Each of us strives to build an inclusive, respectful, safe, and welcoming college community where we trust each other and work together to continuously improve the education and services we provide.

- *Employees will say, "We live our values."*

Pillar 5



COMMUNITY CONNECTIONS

At NLC this means . . . We enrich the communities we serve by listening, engaging, and collaborating as a good partner, an active participant, and a vital community hub.

- *Communities will say, "This is our college."*

Students will say,
"We belong here."



#1

Student Journey



- 1 Make students' entry into NLC a smooth and positive experience**
(Outcome: Clean and supported pathways into NLC)
- 2 Enhance and coordinate an NLC-wide focus on student success and wellbeing**
(Outcome: Educational and personal success opportunities for all students)
- 3 Work with students to develop a vibrant campus experience**
(Outcome: Positive and memorable student experiences)

At NLC, we welcome every student wherever they are on their learning journey and set them on a path to educational, personal and career success.





Students will say, "NLC meets our needs."

#2

Responsive Programming



- 1 Leverage provincial and regional priorities to inform NLC programming portfolio decisions**
(Outcome: NLC's programs meet the needs of the region)
- 2 Offer accessible and flexible programming**
(Outcome: More students can access NLC's programs and courses)
- 3 Establish robust program and enrolment planning**
(Outcome: NLC can proactively plan with confidence to sustain and increase enrolment levels)
- 4 Enhance curriculum review, renewal, and development**
(Outcome: NLC's curriculum is high quality, relevant, and current)

At NLC, we provide flexible educational opportunities that meet the evolving needs of the students, communities, and industries we serve.



Indigenous communities will say, "NLC is committed to building relations that are mutually beneficial, collaborative, genuine, and transformative."



#3

Truth and Reconciliation



- 1 Acknowledge truths and build lasting relationships with Indigenous communities through consistent and accountable actions**
(Outcome: Good relationships between Indigenous communities and NLC)
- 2 Increase access to learning and education opportunities for Indigenous students**
(Outcome: More Indigenous students taking NLC programs and courses)
- 3 Co-create programming and training with Indigenous communities that centers on Indigenous experiences, worldviews, methodologies, and processes**
(Outcome: Indigenous perspectives inform what NLC does and how we do it)
- 4 Strengthen Indigenous representation on campuses**
(Outcome: Indigenous peoples see themselves at NLC)

At NLC, we work in partnership with Indigenous peoples and communities to advance reconciliation through true, lasting, and substantive participation.





Employees will say, "We live our values."

#4

People and Culture



- 1 Evolve NLC's culture into one grounded in accountability, continuous improvement, and collaborative problem solving**
(Outcome: Everyone at NLC understands how we do things and works together to make things better)
- 2 Improve internal communications**
(Outcome: Faculty, staff, and students at NLC know what is going on)
- 3 Cultivate an organization where everyone feels they belong**
(Outcome: Healthy, safe, and respectful campuses and virtual environments)

At NLC, each of us strives to build an inclusive, respectful, safe, and welcoming college community where we trust each other and work together to continuously improve the education and services we provide.



Communities will say, "This is our college."



#5

Community Connections



1 Strengthen mutually beneficial relationships with the communities NLC serves

(Outcome: NLC has strategic and positive relationships with the communities it serves)

2 Revitalize smaller campuses


(Outcome: NLC is seen as a community hub and is actively used by all the communities it serves)

3 Showcase NLC's contribution to vibrant communities in the region

(Outcome: Increased awareness and appreciation for NLC's role in the community)

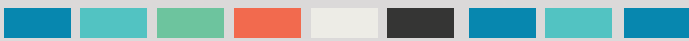
At NLC, we enrich the communities we serve by listening, engaging, and collaborating as a good partner, an active participant, and a vital community hub.





People bring
the plan to life
and make it
all happen

Where Do We Go From Here



The plan we've presented in this document is obviously incomplete. Why? Because it is intended to be guidance, not a to do list. It provides a framework for decision-making, allocation of human and financial resources, and measuring success. It is the light that guides us, not our destination.

Our next steps are critical; we must translate these strategic pillars and goals into action. In the months ahead, we will operationalize our strategy by reviewing our existing plans and processes to bring them into alignment with the priorities identified here. Knowing that effectiveness increases with clear and steady focus, we will identify specific goals from among the many presented here and lead organizational initiatives to move them forward. We will incorporate milestones and measures to monitor our progress. And we will communicate clearly and frequently, transparent in all our efforts.

We know that it is people who bring the plan to life, and we commit to continuing consultations with our students, staff, and communities. We challenge you to hold us and each other accountable to the goals we have laid out and welcome you to find new and exciting ways to contribute. Northern Lights College has a bright future as we move forward together.



About the Artists

Kristy Auger is a nēhiyaw (Cree) artist from Fort St. John, BC. She is a member of the Bigstone Cree Nation and received her Bachelor's Degree in Indigenous Art from First Nations University in Regina. Kristy's art often revolves around the themes of healing, transformation and connection to okāwîmāwaskiy (mother earth).

Sarah Dickie, a member of Fort Nelson First Nation, is a Dene and Sto:lo artist that works in traditional and modern materials. Moving from valuing an item by utility to something enjoyed for beauty and craftsmanship has been a slow change for her. However, utilizing traditional practices, materials and ideas in new forms is her current obsession.



**Northern Lights
College**