

TRANSITION

Since we shared with you last Spring our renewed commitment to exemplify corporate social responsibility, we've been hard at work on a number of fronts. First of all, we are proud to announce we have developed a sustainability strategy to direct our efforts to improve our triple bottom

line: economic, ecological and social. This comprehensive strategy was guided by a group of employees at all levels of the organization, who not only told us what we need to do to improve our sustainability, they have committed to carrying out their suggestions. Our Board of Governors also recently approved a new sustainability policy to guide our overall efforts.

We have created a steering committee to help us select the sustainability standards we will measure ourselves against. Once completed, we'll set ambitious yet realistic and specific targets for improvement, in addition to those already suggested within our sustainability strategy. By next year at this time, we should be able to publish our first CSR Report, outlining our measures, targets and achievements. And we will conduct an independent audit of our efforts to ensure integrity of the results.

We are also conducting further stakeholder consultations, both internally and externally, to continue the dialogue about what is expected of us, and how we're doing with regard to CSR.

In the meantime, there is plenty to share about our accomplishments on the economic, ecological and social fronts. Our continued growth, our two new degrees, our revitalized focus on applied research through novaNAIT, and our proposed 10-year, \$1.5 billion expansion plan to train 25 per cent more students per year - they are all part of the strides, big and small, we are making to address the continued demand for skilled employees and employees with new skills, in both a *sustained* and a *sustainable* manner. We have therefore organized this update around our economic, ecological and social footprints. As always, we appreciate your feedback at csr@nait.ca.

We look forward to your comments on our progress.

W.A. (Sam) Shaw, Ph.D.
NAIT President and CEO

Douglas Goss, Q.C.
NAIT Board Chair,
Counsel, Bryan and Company

WE WANT TO HEAR FROM YOU

To provide feedback on NAIT's corporate social responsibility highlights, please complete our survey at www.nait.ca/csrsurvey. Questions and other comments can be directed to csr@nait.ca.



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2008 CSR



Update on NAIT's
Corporate Social Responsibility



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OUR

WE'VE MADE SOME REAL PROGRESS IN
OUR OVERALL SUSTAINABILITY EFFORTS
SINCE WE REPORTED TO YOU LAST



CSR = OUR FOOTPRINT

ECONOMIC

ECOLOGICAL

SOCIAL

"Stick It To Cancer" - NAIT's first hockey tournament for the cause raised \$16,360.



DID YOU KNOW?

NAIT now offers two unique baccalaureate programs. The Bachelor of Technology in Technology Management (BTech) launched in 2007 and is currently the only program of its kind in Alberta. This was followed by NAIT's second degree program—the Bachelor of Business Administration in Enterprise Management (BBA)—in fall 2008.

NAIT has the largest diploma-granting business school in Western Canada.

Applied research capabilities through novaNAIT include prototype development, beta testing, systems design, new business ventures and problem-solving.

NAIT is the largest apprenticeship trainer in Canada, accounting for 50% of training in Alberta and 17% of the national total.



WHO WE ARE

Solutions provider

The Northern Alberta Institute of Technology is a leader in technical training and applied education designed to meet the demands of business and industry. NAIT graduates provide the skilled workforce required to support today's global, knowledge-based economy.

Our vision

To be globally valued for student success, applied research, and innovation.

Our mission

Educated, skilled, and successful learners.

Our key directions

Champion student success; pursue academic excellence; advance institutional sustainability.

Fast facts

- 250 degree, applied degree, diploma and certificate programs.
- 35 apprenticeship trades.
- More than 1,400 continuing education courses.
- Approximately 4,000 graduate per year.
- More than 2,000 apprentices complete journeyman certification per year.
- In 2007/08, enrolment and registrations totalled 84,262, the highest level to date and highest in the college sector.
- 95.5% of grads employed within months of graduation.
- 141,000 NAIT alumni around the globe.
- Corporate training in more than 20 countries, including China, India and the United Arab Emirates.
- \$94 million in recently completed construction projects.
- Seven new world-class training centres opened in Edmonton in 2007/08.
- More than 3,400 staff.

NAIT PAYS IT BACK – TO THE REGION, TAXPAYERS AND STUDENTS

An economic engine and "a sound investment," NAIT pumps \$4.1 billion annually into the economy of the northern Alberta communities it serves, says the most recent province-wide report commissioned by the Alberta Association of Colleges and Technical Institutes (AACTI).

Among the highlights:

- NAIT contributes \$128.5 million annually to the local economy through operations and capital spending.
- Out-of-region students generate about \$33.2 million in regional income.
- Students save the province \$6.5 million each year they're in the workforce, based on improved health, and reductions in crime, welfare and unemployment expenses.

Plus—a 16% return on investment for students:

- For every full-time year students attend NAIT, they earn an additional \$5,733 annually.
- Collectively students generate about \$109.5 million annually in higher earnings due to their NAIT education.

Staying fiscally responsible

- In 2007, \$7.6 million was received to modernize and expanding the Main Campus power plant, which is expected to result in savings of up to \$120,000 in utility costs annually.
- In April 2008, NAIT celebrated the close of its highly successful Building on Demand capital campaign, which raised \$80 million—far above the original goal of \$50 million.

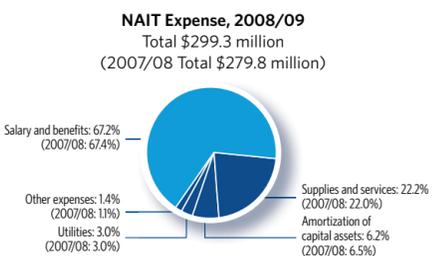
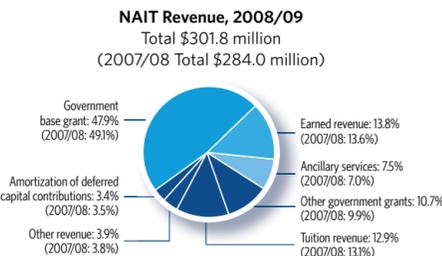
Giving back to the community

- NAIT returns 89% of its annual expenditures directly to the economy through employee salaries and the purchase of goods and services.
- Studies done five years after graduation show 93% of graduates (and 97% of apprentices) remain in Alberta, continuously contributing to the economy through tax revenue and purchasing power.
- In 2007/08 nearly 2,800 students received scholarships and bursaries with a total value of \$3.75 million. Endowments increased by \$2.3 million in 2007, and 115 new student awards were established.

- NAIT continues its focus on student research projects with real-world benefits for its communities. A recent notable example: NAIT students designed a new computerized tracking system for the St. Albert food bank.

Sustainable success

NAIT works to decrease reliance on government funding by increasing partnerships based on mutual benefit.



novaNAIT research grows the economy

The novaNAIT Centre for Applied Research increases economic activity through the acceleration of research and the development of technology transfer to the private sector. Through novaNAIT, NAIT has engaged 53 companies in 65 prototype projects, helping turn practical ideas into profitable ventures.

GROWING NAIT'S ECO-ROOTS

- ecoNAIT, a grass-roots committee of staff formed in 2005, raises campus environmental awareness through initiatives such as climate change sessions, "eco-tips" and surveys.
- NAIT hired its first Sustainability Officer in September 2007, a first among Edmonton post-secondary institutes.
- NAIT is a proven leader in fuel cell research and applied commercial activities, creating Canada's first commercially operated high-voltage fuel cell, connected to Edmonton's power grid in 2003. It provides approximately 5 - 8% of NAIT's power needs, and is twice as efficient as from a standard power plant.
- The institute uses 100% biodegradable plates, clear packaging and cutlery in its cafeterias, a first for post-secondary schools in Edmonton, as well as a green line of cleaning products and Forest Stewardship Council-certified paper for its *techlife* magazine and other publications.

Sharing green knowledge & research

- NAIT President Dr. Sam Shaw is one of three Canadian members on the World Federation of Colleges and Polytechnics (WFCP) affinity group on environmental sustainability and



DID YOU KNOW?

Last year NAIT recycled enough office paper, cardboard and newspaper to save 1,652 trees, earning a Certificate of Achievement from its recycling partner, Metro Waste Paper Recovery Inc.

In 2008 NAIT began the switch from service condiment packing to bulk dispensers. To date this has eliminated 8,000 ketchup packages, 3,800 creamers and 10,000 to 12,000 sugar packages—weekly!

renewable resources, which shares best practices, engages staff and students as agents for change, and encourages sustainability principles in curricula and all aspects of campus life.

- NAIT students in the new BTech degree program will develop "green thinking" through specific courses integrated into course curriculum which focus on corporate responsibility through sustainable approaches.
- Capstone Applied Research Projects by students within the BTech and BBA degree programs integrate a sustainable triple bottom-line approach in real-world projects with corporate sponsors when possible.
- Power Engineering Technology students receive training in fuel cell technology as well as hands-on experience, and a research project is underway to identify the suitability of hydrogen in fuel cells.

New green projects underway

- A computer shut-off program, which will automatically put computers into hibernation after 20 minutes of inactivity is underway, beginning with 4,000 lab computers. Expected energy savings are significant—up to \$146,000 per year.
- The NAIT Energy Management team has successfully reduced energy consumption in the HP Centre with state-of-the-art smart technology and by harvesting natural daylight for expected cost savings of \$100,000 annually.
- NAIT's recycling program is being expanded with more visible recycling stations in more locations for all campuses.

Green ideas in the works

- NAIT will continue to meet LEED certification standards when constructing new facilities. Sustainable design and construction techniques and materials were used to build NAIT's new Spartan and Petro-Canada Centres. Both use about 50% less electricity for lighting than comparable standard post-secondary facilities, with 50% fewer green-house gas emissions.
- Shift to a "bag-less campus", with no disposable bags by 2012, and use of reusable bags during transition.
- Elimination of disposable coffee cups through a gradual shift to widespread use of personal, reusable mugs.
- Capture a portion of cost-saving from new green initiatives for investment in a sustainability fund earmarked for future sustainability capital costs.
- Creation of an Applied Research Chair of Energy and Environmental Sustainability within three years.
- The novaNAIT Centre for Applied Research will accommodate applied research and innovation in renewable energy and the environment and sustainable infrastructure technology.

SATISFACTION RUNS HIGH

In the Class of 2007, 96% of NAIT graduates from full-time programs said they were satisfied with the overall quality of their educational experience—and 97% said they would recommend NAIT.

- Additionally, 87% of the most recent grads found work related to their fields of study.
- In the most recent 2006 study, 97% of employers said they would hire a NAIT graduate again

Workplace & student diversity

- In 2007, NAIT received the *Diversity Leadership Award of Distinction* from the Alberta Human Rights and Citizenship Commission and was an *Aboriginal Relations Award of Distinction* finalist.
- An initiative called *NAIT in Motion* takes NAIT training on the road delivering trade-related programs such as electrical, pipe trades and welding anywhere in western and northern Canada. It has been particularly successful in remote areas and Aboriginal communities through programs such as NAIT's 20-week Introduction to Trades, with job-ready skill training.
- In September 2008, NAIT held its annual Aboriginal Awareness Week, highlighting its Aboriginal role model program with the participation of its Aboriginal alumni association.
- NAIT promotes women's entry into traditionally male-dominated trades and technologies as an active partner with the Women Building Futures organization and through its Women in Technology initiative.

Promoting healthy bodies & minds

- NAIT's Athletics Community Outreach program received the Canadian Colleges Athletic Association Community Service Award for 2007/08 for its fundraising events and support of athletes and sporting events.
- In February 2008 NAIT became the first Heart-Safe designated site at any Edmonton post-secondary institute, installing Automated External Defibrillators (AEDs) in high-traffic areas on three city campuses.
- NAIT's leadership role in on-the-job learning was recognized in February 2008 with the Partners in Workplace Learning Award, an Alberta Business Award managed by the Alberta Chambers of Commerce.

Making the world a better place

- NAIT is partnering with Sherritt International to train locals for best practices in nickel mining, refinery and pipeline techniques on the Ambatovy nickel-cobalt mining and processing project in Madagascar.
- For the past nine years, NAIT has helped train Cubans in nickel refinery best practices and currently offers training at a "mini-NAIT"-like centre in Cienfuegos city with Cuba's Ministry of Labour.
- In 2008, NAIT officially launched a program in China that will train electrical instructors from vocational schools to deliver apprentice standard education to students through a partnership with China's Ministry of Labour and Social Security.
- Taking NAIT's successful training programs for Aboriginal trade workers as a model, organizations in Peru and Australia are collaborating with NAIT to build similar Aboriginal training programs in their countries.
- Currently NAIT trains close to 2,000 international students per term.

A volunteer-spirited culture

A 2007 volunteerism survey by the NAIT Academic Staff Association showed that the 200 survey respondents could claim more than 36,000 hours of volunteerism in their communities and professional associations. Some highlights of volunteerism by NAIT staff and students:

- NAIT's United Way Campaign contributions in 2007/08 reached an unprecedented \$150,000—136% of its goal.
- December 2007 marked NAIT's first Stick It to Cancer hockey draft and tournament, with \$16,360 raised for the Kids with Cancer Society.
- Food Services works with NAIT's School of Culinary Arts to ensure food prepared by students isn't wasted. Any food not sold in the cafeteria is taken by NAIT staff volunteers to local charities.
- Three NAIT dental assisting staffers went to Ecuador with *Kindness in Action* to provide much needed dental care to a small village outside the city of Tena. In total, 23 volunteers including dentists, dental assistants, hygienists and lay people participated.

"RESPECTING AND LIMITING OUR IMPACT ON OUR NATURAL WORLD AND ITS PROCESSES"