



**Lambton**  
College

**Annual Report**  
**2022-23**

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# MISSION STATEMENT

## MISSION

Lambton College is committed to student and community success

## VISION

A leader in education and applied research, challenging boundaries in a world shaped by the Fourth Industrial Revolution

## VALUES

### Innovation

- ❖ We are creative leaders in a rapidly changing society

### Caring

- ❖ We respect the dignity and uniqueness of every individual

### Quality

- ❖ We are committed to the highest standards in academics, applied research and service delivery

### Vitality

- ❖ We bring life to new opportunities

### Diversity

- ❖ We champion equity, accessibility and inclusivity

## GOALS AND COMMITMENTS FOR 2019-2024

### Our Students

- ❖ Prepare students to succeed in a world of constant economic, environmental and social change

### Our People

- ❖ Our people are highly valued and at the centre of a vibrant culture

### Our Local and Global Community

- ❖ Promote inclusivity, fairness and understanding to prepare students for a complex and interdependent world

## BOARD OF GOVERNORS 2022-23

Name	Position
Barry M. Hogan	Chair
Susan Ferguson	1 <sup>st</sup> Vice-Chair
Shannon Landry	2 <sup>nd</sup> Vice-Chair
Rob Kardas	President & CEO
Dave Mitton	Internal Governor
Carly Vandenende	Internal Governor
Shawn Fowler	Internal Governor
Christian Russi	Student Governor
Rob Dawson	External Governor
Mike Denomme	External Governor
Tania Lee	External Governor
Brian Lucas	External Governor
Jason McMichael	External Governor
Jarvis Nadhee	External Governor
Dave Park	External Governor
Dean Pearson	External Governor
Kelly Provost	External Governor
Spencer Dickson	Secretary/Treasurer



## PRESIDENT'S REPORT



The 2022-23 year was one in which we at Lambton College enjoyed engaging with our students, clients, fellow employees, and the community like never before. After years of intermittent closures and reduced capacities brought on by the pandemic, it was a joy to see our campus come to life and to watch our new and revitalized buildings fill with the people who make up our outstanding College community.

In Fall 2022, we welcomed 4,800 students to the home of the Lions. While we continued to offer flexible delivery of student services and courses for personalized learning journeys, we've heard a strong preference for an on-campus experience from our students, and that was reflected in the busy and vibrant academic year. Our Student Administrative Council once again took the lead in student life, the Lion's Heart Food Bank and Clothing Closet provided essential support to students in need, and our peer support mental health group Let's Face It officially launched Lions Pride, the Gender and Sexuality Alliance at Lambton College. We also provided a record \$440,000 in student scholarships at our Academic Awards Ceremonies.

We expanded our varsity athletics this year, adding men's and women's cross-country teams, a women's softball team, and a badminton team. We cheered on our women's varsity basketball team as they earned the silver provincial medal in the Ontario Colleges Athletic Association (OCAA) championship. Head Coach Janine Day was named the OCAA Coach of the Year.

The year 2023 marks the 30<sup>th</sup> Anniversary of Indigenous Education at Lambton College. We celebrated three decades of exemplary Indigenous student care and success with an event in March that brought together many of the individuals and community who have shaped the Indigenous student experience at Lambton College.

To keep growing and innovating, we announced a new academic structure in early 2023. We're proud to have introduced a new School of Nursing and to have invigorated two of our existing

schools with new programming focuses. With this new structure we also created a Centre for Academic Excellence and Teaching Innovation and a Centre of Access.

Our employees have played a huge role in creating a welcoming College environment, continuously demonstrating the Lambton Way in exceeding the expected for our students and clients. Our employees have also fervently embraced our inaugural Equity, Diversity and Inclusion strategy as well as our vision of creating a College where everyone has the opportunity to live a full and authentic life. We were thrilled to celebrate our outstanding employees with a return to our in-person Employee Recognition event, and our second annual Employee Appreciation Week.

We were also pleased to celebrate our donors and community as we sunsetted the Foundation's transformative Envision Tomorrow Capital and Equipment Renewal Campaign with a gratitude event. This campaign raised over \$45M for the College and resulted in two new buildings and equipment donations to a third. It also helped us create many amazing memories with our donors and partners, and we hope to see similar community engagement and success with our new capital campaign Funding Futures.

We had another impactful year of applied research at Lambton College. The Research & Innovation department became our leading co-op employer, providing paid research experience to 293 students. Lambton College also undertook a total of 305 projects with 225 partners. A significant number of those partners were local industries and businesses, allowing Lambton College to continue to propel economic growth and diversification as well as environment sustainability in our region.

As a reflection of our efforts in applied research, Lambton College was ranked third overall for research colleges in the annual rankings from Research Infosource Inc. We further ranked first for medium-sized research colleges in partnerships and paid student researchers. I'm also proud to say we were the recipient of the Colleges and Institutes Canada Gold Award of Excellence for Applied Research and Innovation for the second year in a row.

While we are certainly proud of these accolades, as always, there is no greater reward for our efforts than the persistence, success and wellness of our students. This year, we sent more than 2,700 graduates out into our local, provincial and global community, and knowing what we know about their skills, experience and tenacity, we can't wait to see what the future holds.



Rob Kardas  
President & CEO  
Lambton College

# OUR STUDENTS

## Academics

- ❖ *Excellence in teaching and learning equips students to be agile and flexible in pursuit of career aspirations*

## New Programs

Lambton College launched four new programs in 2022-23:

- Full Stack Software Development – Ontario College Graduate Certificate (International)
- Plumbing-Mechanical Techniques – Ontario College Certificate
- Sports Business Management – Ontario College Graduate Certificate (International)
- Advanced Project Management-Environmental – Ontario College Graduate Certificate (International)

## Enrolment

In Fall 2022, Lambton College's main campus enrolment as of Day 10 was up 18% compared to Fall 2021. With domestic enrolment experiencing a 3.2% drop in that timeframe, the overall increase can be attributed to a 37% increase in main campus international enrolment. Lambton College also experienced a 14.5% increase in Indigenous student enrolment from Fall 2021 to Fall 2022.

## Retention

Over the past academic year, Lambton College has introduced initiatives intended to increase student persistence and retention. These measures include four full-time Student Success Navigators, a number of emergency bursaries, and an expanded roster of mental health and wellness stepped care resources. These efforts helped lift student retention between Terms 1 and 2 based on Day 10 (from Fall 2022 to Winter 2023) to 87.6%, a five-percent increase compared to students going from Term 1 to Term 2 in the same period in the previous academic year.

## Academic Programming Highlights

The 2022-23 academic year featured a range of highlights for a College committed to supporting the needs of the communities it serves. To that end, Lambton College was proud to officially announce the launch of its School of Nursing, which will have a strong, clear vision and focus on nursing and represents a major commitment to the community and local healthcare workforce.

Within the School of Nursing, Lambton College is on track for the first intake of 66 students for its standalone Honours Bachelor of Science – Nursing degree program in Fall 2023. In the last academic year, Lambton College received approval for this program from the College of Nurses Ontario.

Lambton College is working to further bolster the healthcare and community services workforces through increased enrolment in Paramedic and Social Service Worker programs

Expanding and elevating Indigenous education is a significant priority for Lambton College, and this year saw the launch of the Liberal Studies-Indigenous Studies program. This is a 2+2 pathway that provides eligible graduates with a Liberal Studies Ontario College Diploma, and



two years of advanced standing towards an Honours Bachelor of Arts in Indigenous Studies degree with McMaster University or Wilfrid Laurier University.

Lambton College also continued to expand its experiential learning opportunities, introducing capstone courses in its Business, Human Resources, Financial Planning and Wealth Management, and Sports and Recreation Management programs.

### Quality Assurance

Lambton College strives for excellence in the development and delivery of its programs and services and has developed formalized processes to support its ongoing commitment to continuous quality improvement. Comprehensive Program Reviews are completed on post-secondary programs every six years, Triennial Program Self-Reviews are completed every three years, and Program Curriculum Checklist Reviews are completed on an annual basis.

During the 2022-23 academic year, seven Comprehensive Program Reviews were initiated: General Arts & Science/Liberal Studies, Advanced Project Management & Strategic Leadership, Welding Techniques, Personal Support Worker, Quality Engineering Management, Financial Planning & Wealth Management, and Occupational Therapist & Physiotherapist Assistant. Triennial Program Quality Assurance Self-Reviews were undertaken by seven programs.

At Lambton College's Public College Private Partner sites, seven Comprehensive Program Reviews were completed: Occupational Health & Safety Management (OHST), Advanced Project Management and Strategic Leadership (PMLT), Supply Chain Management (SCMT), Advanced Project Management and Strategic Leadership (PMLM), Supply Chain Management (SCMM), and Business Management – Human Resources (BMHT).

In the 2022-23 academic year, the Institutional Intelligence department at Lambton College launched a Data Quality Infrastructure Project that supports a data-driven decision-making strategy, leveraging data to provide insight that will contribute to decision-making efforts across the College.

### Student Life

#### ❖ *An exemplary student experience*

The 2022-2023 academic year was one defined by a strong on-campus presence and an enthusiastic embrace of the student life experience at Lambton College.

#### Student Administrative Council

Lambton College's Student Administrative Council (SAC) continued to excel at engaging students with an events calendar that averaged five events per week in the Fall, Winter and Spring semesters. These student events included bus trips to Niagara Falls, Wonderland, the Eaton Centre, and other southern Ontario destinations, local tours and events, outdoor activities, information sessions on financial planning and other life skills, giveaways on campus, and intramural athletics tournaments with Lambton College's Public College Private Partner campuses.

SAC's International Education Week was once again a highlight as students showcased their unique cultures to the College community. A cultural fashion show also prompted an impressive turnout, as did a Lambton's Got Talent competition.

SAC continued to be a strong supporter of College events and initiatives, sponsoring the Academic Award Ceremonies, Lambton Lions Sarnia Sting Night, and Funding Futures Golf Tournament.

### Varsity Athletics

In 2022-23, Lambton College added three new varsity programs: women's softball, and men's and women's cross-country, and badminton. Lambton College also offers varsity men's baseball, men's and women's soccer, men's and women's basketball, and esports.

Amongst a vibrant year for athletics, the biggest highlights came from the women's basketball team, which earned national rankings throughout their season and finished with a silver medal at the Ontario College Athletics Association (OCAA) championship. Head Coach Janine Day was named the OCAA Women's Coach of the Year.

### Convocation

The Lambton College Class of 2023 was one for the history books, with a record 2,700 graduates. More than 1,800 graduates attended Convocation, prompting the College to host two ceremonies to accommodate them.

The keynote speaker at both ceremonies was Lambton College Alumnus Dr. Bill Boyes, the Brampton Fire and Emergency Services Chief and Commissioner of Community Services for the City of Brampton. Dr. Boyes delivered an address on the power and responsibility that comes with education, and the potential college graduates have to effect change in their industries and communities. Lambton College was also honoured to have the Blue Wolf singers at both ceremonies.

In addition to the Convocation ceremonies, Lambton College also held a School Within a College graduation and Indigenous Student Success Celebration.

## Facilities and Infrastructure

### ❖ *Campuses that spark learning, collaboration and community engagement*

#### Community Engagement

The revitalization of the Lambton College campus has resulted in increased opportunities to welcome and engage the Sarnia-Lambton community. In the 2022-23 year, this notably included the hosting of the Ontario Federation of School Athletic Associations AAA Boys Basketball Championship. The Championship welcomed high school basketball teams and spectators from all over Ontario.

Lambton College was also proud to host the Western Ontario Regional FireFit Championships in August 2022, welcoming FireFit teams from across the region.

In January of 2023, an overnight fire at a local retirement residence displaced 61 residents who were transported to an emergency shelter in the gymnasium in the Cestar Athletics and Fitness

Complex at Lambton College. Employees at the College repurposed the beds and equipment from its 2020 temporary Covid-19 field hospital to provide this shelter.

#### Biology and Research Labs

Lambton College's Research & Innovation department was awarded significant funding for three projects in large part due to the College's Chemistry Wing Culmination project. The biology labs were turned over to Lambton College in late 2022, and the Natural Health Product, Capstone, and Biosafety Level II labs were completed in early 2023.

#### Ongoing Projects

Improvements and upgrades continue to be made on the Lambton College campus, and a number of projects were ongoing in the 2022-23 fiscal year. Some of these included:

- West Entrance Renovation
- Campus Shop relocation
- Box Suite project
- International and Services Realignment

## OUR PEOPLE

### Engagement & Wellness

❖ *Engaged employees and a healthy work environment*

#### Employee Appreciation

At the end of calendar 2022, Lambton College was able to return to its tradition of an in-person Employee Recognition Event. Hundreds of employees attended this luncheon and awards ceremony to celebrate the accomplishments of Lambton College employees over the last two years.

The College also held its second annual Employee Appreciation Week, with events, activities and giveaways each day. The week included the annual Interaction Day event in which approximately 170 employees participated.

#### Wellness Committee

Lambton College's Wellness Committee had an active year supporting the physical and mental health and overall wellness of employees, notably adopting the National Standard of Canada for Psychological Health and Safety in the Workplace. To further support mental health, the Committee facilitated a women's mental health webinar and made therapy light equipment available for employees to borrow.

At the beginning of spring, the Wellness Committee launched the Lambton Wellness Walking/Running Club, which tracks kilometers run or walked with members challenging themselves to beat their collective distance each month. The Wellness Committee continued with their annual Wellness Wednesdays throughout the month of May, offering five events that included a session on managing financial stress, a recipe swap, and a field trip to a nursery to make an office planter. In partnership with the College's Employee and Family Assistance Program, the Wellness Committee also provided a pop-up Nutritionist Kiosk on campus, arranging for a nutritionist to spend a day providing resources and answering questions.

### Equity, Diversity & Inclusion (EDI)

❖ *Support for diversity and equity*

#### EDI Strategy

The 2021-22 year saw the official launch of the College's first ever EDI Strategy with seven strategic pillars and actions that set a path for areas of improvement and will inform the development of the organization's annual operational plans. This past year, each of the seven pillars was assigned an executive sponsor, and a communications rollout of pillar videos began.

Departments have begun incorporating the EDI Strategy into their operational plans. Each department is providing biannual updates on their progress in continuing to grow the equity work at Lambton College and supporting everyone to achieve their true and authentic selves in the workplace and in the classroom. These biannual updates are collated and posted to the College's EDI webpage. The first was posted in January 2023.

### Supporting Student Mental Health

In June 2021, Lambton College began its journey towards adopting the National Standard for Post-Secondary Student Mental Health and Well-Being. Since that time, the College has been invited by the Mental Health Commission of Canada to speak on a panel about the National Standard at the World Federation of Colleges and Polytechnics' World Congress. The College has adopted the Mental Health Action Tracker Tool and collected data from over 1,500 students about their perceptions of student mental health and well-being on campus.

In the last academic year, Lambton College reaffirmed its commitment to continuous improvement to student mental health supports. Throughout the year, the College offered training to administrators, faculty, and staff, including More Feet on the Ground mental health literacy training and safeTalk suicide prevention training.

This year also saw the launch of the Lions Pride Gender and Sexuality Alliance at Lambton College.

## OUR LOCAL AND GLOBAL COMMUNITY

The relationship between Lambton College and the community is one of reciprocity, and 2022-23 marked another outstanding year of cooperation and collaboration.

### Internationalization

❖ *Enrich our College and community through internationalization*

#### Online Course for International Students

An online course designed to help keep international students safe as they study in Canada was developed by Lambton College in advance of the Fall 2022 semester. The new course, *Staying Safe in Canada*, is another component of Lambton College's strategy to provide supports for international students who choose Ontario as their post-secondary destination.

The course aims to inform students of common safety and health risks, explain ways in which international students may be exploited or scammed, educate them on their rights and applicable regulations, and provide information as to where they can seek assistance for various issues, both on and off campus. The areas addressed by the course include cybersecurity and identity theft, housing and related laws that protect students, mental health, labour exploitation, consent and sexual assault, and water, fire, bike, pedestrian and water safety.

The course is hosted on Lambton College's website and available as an open source educational resource for any other educational institution in Ontario.

#### Sarnia-Lambton Immigration Task Force

Lambton College remains committed to the growth and prosperity of the Sarnia-Lambton community. To help build a stronger and more sustainable community, the College continues to lead internationalization efforts. The College also continues to play an integral role in the Sarnia-Lambton Immigration Task Force.

The goal of the Task Force is to grow, diversify and strengthen Sarnia-Lambton through a strategic approach to immigration that focuses on supporting international students on their journey to permanent residency and attracting skilled worker immigrants and their families who can help drive economic growth and sustainability.

To begin to undertake a strategic and sustainable effort to grow our community, the Sarnia-Lambton Immigration Task Force engaged a consultant that conducted a series of focus groups and census analysis. The purpose of this work was to identify barriers to immigration as well as the mitigation strategies needed to ensure Sarnia-Lambton can grow at a pace that will ensure a tax base that can support an aging population while also providing ample resources for youth. This work has resulted in the Sarnia-Lambton Immigration Framework, a five-year plan for sustainably growing Sarnia-Lambton.

The goals of the Immigration Framework are being achieved through the work of the Sarnia-Lambton Immigration Task Force's Steering Committee and four action groups: College Action Group, Employment and Economic Development Action Group, Community Action Group, and Systems Action Group. The Action Groups are comprised of stakeholders from sectors integral

to immigration. Each Action Group is operating based on a strategic action plan specific to their sector, with opportunities for collaboration.

## Truth and Reconciliation

- ❖ *Leadership in advancing Truth & Reconciliation in collaboration with Indigenous communities*

### Indigenous Education Anniversary

Lambton College has been proud to mark 30 years of Indigenous Education in 2023. This important anniversary was celebrated with an event that brought together Indigenous students, Alumni, former and current employees, and former and current Indigenous Education Council members to mark 30 years of exceptional commitment and support from the Indigenous Student Centre and its dedicated employees.

The event included remarks and remembrances, an archive exhibit, and a lunch prepared by an Indigenous Lambton College Alumnus.

### National Day for Truth and Reconciliation

Lambton College held its first College-wide in-person Orange Shirt Day event. The day began with a sunrise ceremony on the grounds of the future Indigenous Outdoor Gathering Space at Lambton College. A reflection event featured an invocation from the Resident Elder at Lambton College, a discussion panel with members of the Indigenous Student Council, and remarks from representatives of the Indigenous Education department and Indigenous Education Council at Lambton College. The College was also honoured to host a screening of *Ancestors Dreams: Indigenous Education and Breaking Through Constructs*, a film by Derek Sands.

### Indigenous Gathering Space

Lambton College is moving forward with the Indigenous Gathering Space at Lambton College. The College has applied for approval of this project under Section 28 of the Financial Administration Act.

When complete, the Indigenous Gathering Space will serve as a safe space for Indigenous learners where they can feel empowerment and ownership in a western education institution. It will provide opportunities for Indigenous learners and First Nation communities to access and connect with their culture, and it will be a host site for ceremonies, events and learning opportunities.

## Research

- ❖ *Support prosperity in our local community through research, innovation and entrepreneurship*

It was another successful year for Research & Innovation (R&I) at Lambton College as applied research activities continue to propel the College and community by driving economic diversification and development within Southwestern Ontario; supporting the commercialization of new products, services, and process developments for SMEs; and propelling social and environmental innovation.

## 2022-23 Research Results

Based on the 2021-22 fiscal year, Lambton College was ranked third in Canada for research colleges by Research Infosource Inc. in its annual rankings, released in December 2022. This marks the seventh consecutive year in which Lambton College has been ranked in the top five research colleges in the country.

Lambton College prioritizes the engagement of students in applied research activities to reinforce its career-focused academic programming and enhance employability. This was reflected in Lambton College once again being ranked first in paid student researchers for medium-sized colleges, according to the Research Infosource Inc. rankings. The Research & Innovation department is now Lambton College's leading co-op employer, with a total of 293 paid student researchers employed in the last fiscal year. R&I also hired 69 Lambton College graduates in that same period.

Overall, in the 2022-23 fiscal year, Lambton College undertook 305 applied research projects with 225 partners, and engaging 211 faculty and staff.

## Equity, Diversity and Inclusion (EDI)

Research & Innovation continued to focus on EDI, specifically through its pillar of Lambton College's EDI Strategy:

*We will strengthen research excellence through embedding Indigeneity, inclusion, diversity, equity, and accessibility considerations throughout the research process.*

R&I has been developing an EDI guide to support researchers, staff, and students in incorporating EDI practices into their work and the research processes. The guide provides an overview of EDI considerations in the research process, broken down into three categories: Process for Design, Process for Execution, and Process for Dissemination.

The guide also highlights EDI considerations in the research team, including equity, diversity, and inclusion practices during recruitment and selection, and throughout project development, project execution, and dissemination. Additionally, it offers helpful definitions to clarify concepts related to equity, diversity, and inclusion. One of R&I's next goals is to develop an EDI Assessment to further support researchers and administrators in integrating EDI into their work.

## Notable Projects

In July 2022, Lambton College was honoured to welcome Member of Parliament Peter Fragiskatos to announce \$3M in funding from FedDev Ontario to establish the \$9.45M Canadian Bio-Cleantech Applied Research Network (CBARN).

CBARN is a unique applied research network in Canada with a goal of providing small- and medium-sized companies with the ability to increase their competitiveness, products, customer base, grow their businesses and increase their workforce. All industry-driven collaborative projects under CBARN will result in increased economic activity, job creation and support Canada's strategic focus to become a global cleantech leader through development of new or improved products, processes, services and/or technologies. Lambton College leads the collaborative project with member Colleges Fanshawe, Mohawk and Loyalist.



In the fall of 2022, Lambton College was named a recipient of the Natural Sciences and Engineering Research (NSERC) Mobilize Grant and will be receiving \$3.25 million over five years to develop the Lambton Circular Economy Innovation Platform. This platform will help address applied research priorities in industry, health and not-for-profit community-based organizations focused on the Circular Economy, which is a model of production and consumption that involves sharing, leasing, reusing, repairing, refurbishing, and recycling existing materials and products.

Lambton College is proud to be undertaking its first applied research project funded by the Ontario Vehicle Innovation Network (OVIN). OVIN approved \$482,000 in funding for a project that will leverage the Lambton College eBit platform to increase awareness around vehicle electrification.

Lambton College is also proud to be undertaking a project supported by Intellectual Property Ontario's (IPON) Supporting Innovation and Commercialization in Ontario program. The Introducing a Culture of IP and Commercialization Support to Applied Research and its Clients Across the Lambton Research and Innovation Network project received \$260,000 in funding from IPON.

The College's Long-Term Care Cooperative microcredential-based training model gained an increased profile over the last year. Representatives from R&I have been invited to present at the Ontario Long Term Care Association (OLTCA) Annual Meeting, and the training model is a feature story in the OLTCA quarterly magazine distributed to all long-term care homes in Ontario. R&I also participated in a webinar for AdvantAge, a stakeholder group for the province's municipal long-term care and retirement homes.

To cap off the fiscal year, Lambton College received news of the biggest research infrastructure grant funding in its history. The Ontario Research Fund approved \$2.65M for research infrastructure, matching the \$2.65M previously approved by the Canada Foundation for Innovation.

## Foundation and Alumni

The Lambton College Foundation and Alumni Association had another engaging year of strengthening the bond between Lambton College and the Sarnia-Lambton community and supporting learners from application to graduation and beyond.

In June 2022, the Foundation hosted the inaugural Funding Futures Golf Tournament, raising nearly \$50,000 for mental health and wellness supports for students. The Foundation was also able to return to hosting its Corks, Caps and Cuisine gourmet tasting event, which garnered proceeds of \$38,000. With its annual Academic Awards Ceremonies, the Foundation distributed more than \$440,000 in scholarships to over 150 students.

A major milestone for the Foundation was the sunsetting of its Envision Tomorrow Capital & Equipment Renewal Campaign. This campaign helped transform the Lambton College campus, supporting two new buildings, the NOVA Chemicals Health & Research Centre and Cestar Group Athletics & Fitness Complex, and equipment donated of a third, the Centre of Excellence in Energy and Bio-Industrial Technologies. The most ambitious campaign in the College's history, Envision Tomorrow ultimately raised over \$45M through a combination of fundraising and federal, provincial, and municipal contributions.

In all, in the 2022-23 financial year, the Foundation earned revenues in excess of \$1,100,000 and transferred \$876,000 to Lambton College.

The Lambton College Alumni Association works to enhance the student experience, offers programs and resources that support graduates in their careers and life after Lambton College, and helps alumni maintain a vibrant connection with their fellow graduates and the College.

In partnership with the Athletics department, the Alumni Association launched the Lambton College Athletics Alumni Network this year, enabling former varsity athletes to connect with each other and get engaged with their alma mater through special events and opportunities.

The Alumni Association is working with the Sarnia-Lambton Immigration Task Force to support international graduates in their journey towards obtaining permanent residency. The Alumni Association has facilitated virtual sessions for graduates with immigration lawyers and other experts and has also offered webinars for employers on the process of hiring international graduates.

To support graduates entering new chapters in their lives, the Alumni Association further facilitated virtual sessions on financial management, networking and mentoring, and starting and operating a business.

The Alumni Association also supports students while they attend Lambton College, notably contributing to wellness supports, including wellness bursaries, and sponsoring the Academic Awards Ceremonies, fundraising initiatives, and other events.

The Alumni Association once again closed out the academic year by hosting an Alumni Welcome Event for graduates and their families following Lambton College's convocations. The event included local food trucks, graduation gifts, a pop-up Campus Shop, unique photo opportunities and music.

# FINANCIAL RESULTS

Lambton College again turned in a successful financial performance, resulting in an in-year surplus of \$28,955,613. International enrollment and applied research achievements supported this positive contribution.

