



ALL IN

STRATEGIC
PLAN ✓
2025-2029



Lambton
College



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Land Acknowledgment

Lambton College campuses are located on the traditional territory of the Ojibwe, Potawatomi, and Odawa Nations. These three individual Nations make up the traditional Three Fires Confederacy. We acknowledge the grace and the welcome they have offered to all students, staff and guests at Lambton College.

THE LAMBTON WAY ✓



To be an educational institution is to be entrusted with the future. That is the simple truth that has informed every aspect of this Strategic Plan – a plan that shows us where we’re going and, just as importantly, the way we’re going to get there.

We call it the Lambton Way.

The Lambton Way is the ethos that underpins everything we do. This includes big picture work like curriculum development, design of our new and renovated spaces, enhanced focus on wellness supports, and employee recognition. It also encompasses the smaller day-to-day details, like the way our people will pause what they’re doing to make sure students, clients, or guests get where they need to be.

With a new Strategic Plan comes the opportunity to ensure our vision, mission, values, and commitments are grounded in the Lambton Way. It’s this approach that ensures education at Lambton College treats students as whole people, developing their academic and occupational potential alongside their wellness, social acuity, and global citizenship. It positions us to anticipate and meet the needs of our communities through a collaborative approach to education, research, and workforce development. And it enables us to cultivate caring by modeling it in how we treat our students, clients, and each other.

To ensure the Lambton Way is a lived culture, we have distilled it into a working definition that can act as a touchstone for everything from institutional decision-making to the actions of employees every day.

It is through that lens that we are proud to say the Lambton Way is our shared responsibility in leading with kindness and compassion, exceeding the expected, and shaping a healthy, inclusive, and prosperous future by:



Centering the holistic success and wellness of our students, who bring the standard we set into our industries and communities



Maximizing the impact of our research clients, who drive social, economic, and environmental innovation for local and global populations



And empowering our people, who make it all possible.

At Lambton College, we have the immense privilege and responsibility of working at an educational institution where a job well done translates to lives well lived, for ourselves and so many others.

We wouldn’t have it any other way.

“

I was nearing the end of a long drive home to Sarnia when our beautiful tower came into view, illuminating the night sky. It reminded me of a lighthouse, and that struck me as a symbol of what we want to be at Lambton College: an enduring beacon of safety, purposeful direction, and always, always hope.

▸ Rob Kardas
President & CEO

”



MESSAGE FROM THE PRESIDENT AND CHAIR

Every year, Lambton College is the backdrop for outcomes that might seem nothing short of miraculous. After all, this is a College where we believe every learner deserves to dream, and that every dream can become a career. Each June, we watch as graduates cross our Convocation stage with tears in their eyes for the self-doubts, barriers, and everything else they overcame, forever part of their stories but – credential in hand – becoming part of their past.

But for all the extraordinariness of the results and the diversity of our students and their success stories, every one of them achieves what they do in the same, rather ordinary way: They take it one day at a time, steadily getting a little better incrementally until their compounded efforts culminate in something great.

We guide and support them in every part of this process, of course. It's a method we know well at Lambton College.

In the ensuing pages of this Strategic Plan, you're going to see crucial goals that are nothing short of ambitious, even verging on daunting. But it's important to remember that over the course of our last Strategic Plan, we galvanized our commitment to the students who entrust us with their educations and futures and the clients who entrust us with research and innovation, corporate and industrial training, hiring and workforce development, and community enrichment. We focused on our mission and continuously worked to elevate our own standards, and along the way, we cemented our global reputation for education and research with world-class facilities to match.

Yes, there was a huge range of accomplishments that took place over the last five years, and every one of them was achieved in the same, rather ordinary way.

As we commence a pivotal five-year period in Lambton College's history, there is no greater time than this to formalize our commitment to being the best at being better – consistently challenging ourselves to find small, incremental improvements, whether in our work or as individuals and members of this community.

We say this because what we really want our employees to see in the ensuing pages of this Strategic Plan is themselves and the impact they can have by simply striving to be a little better at every opportunity while surrounded by others who are doing the same.

This Strategic Plan is an affirmation of who we are and how we lead for our students and clients, our people, and our local and global communities. It's also a confirmation that we're ready to establish a stronger and more steadfast version of Lambton College.

What it will take is for every member of this Lambton College community to make that commitment to being the best at being better.

So let's go All In.



Rob Kardas
President & CEO
Lambton College

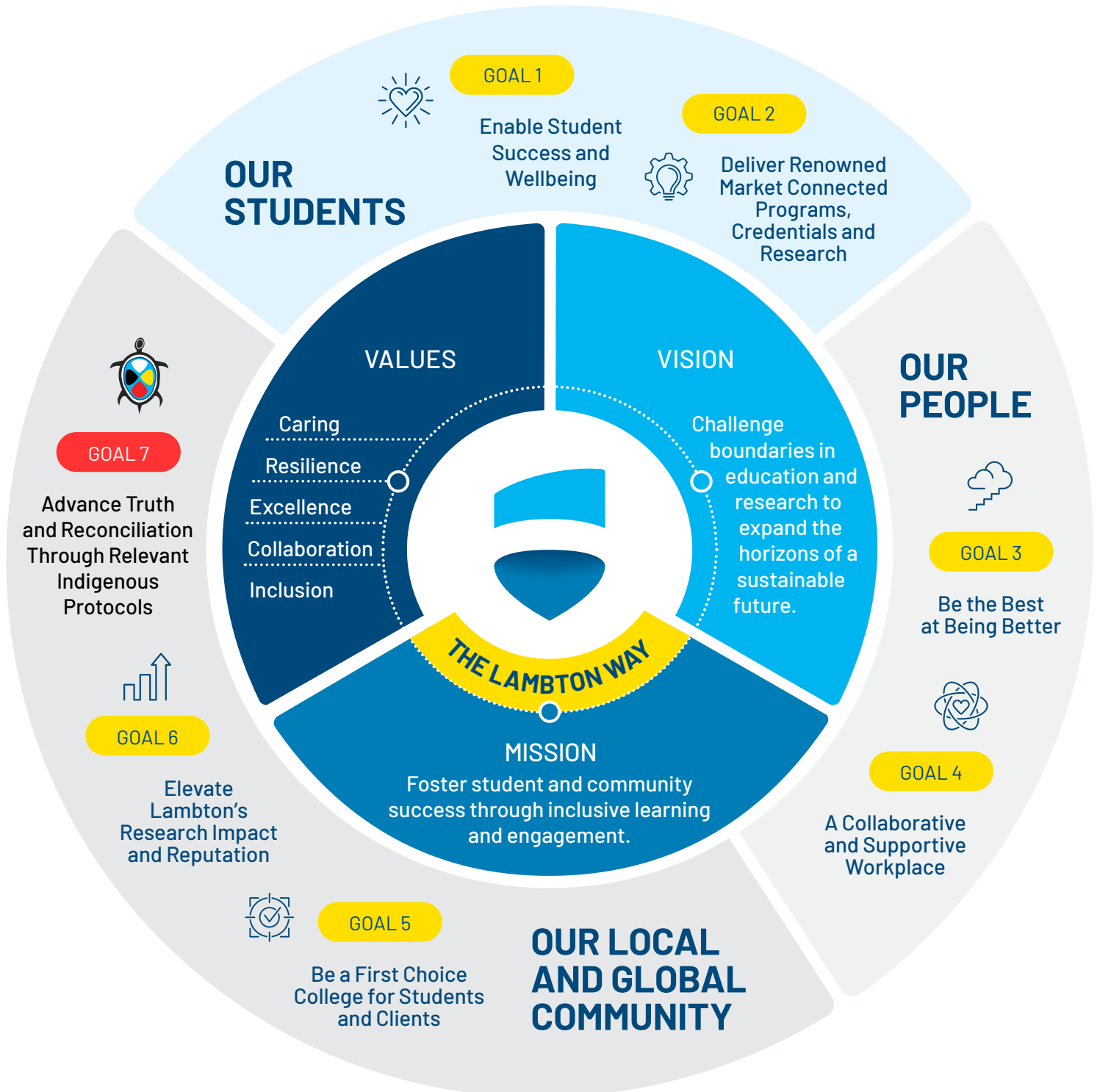


Tania Lee
Chair, Board of Governors
Lambton College

ALL IN

STRATEGIC PLAN ✓

2025-2029





“

What learning means at Lambton College goes so far beyond what I ever expected. I'm not just getting an education; I feel like I am actually doing my future job.

► Deborah Olaiya
Student, Practical
Nursing

”



VISION

Challenge boundaries in education and research to expand the horizons of a sustainable future.

The Meaning in our Vision



CHALLENGE BOUNDARIES

Pushing the limits of current knowledge creation and technological approaches in education and research.



EXPAND THE HORIZONS

Unlocking innovative solutions to address complex challenges.



SUSTAINABLE FUTURE

Building a world that is prosperous, balanced and healthy for all.



“

We make a difference here. We really do. If you stop and look around, you can see it every day.

► Scott Vegh
IT Service Desk Technician
Support Staff

”



LAMBTON COLLEGE
LIONS



Foster student and community success
through inclusive learning and engagement.

The Meaning in our Mission



STUDENT

The individuals who choose
Lambton College to grow in
their learning journeys.



COMMUNITY

The local, national, and global regions
that Lambton College serves with
campuses and client partnerships.



SUCCESS

Achieved when Lambton College's
students, clients, and the communities
reach their full potential.



INCLUSIVE LEARNING AND ENGAGEMENT

A participatory learning
environment where social, cultural,
intellectual and ability diversity are
essential components of educational
and research excellence, and
student and client success.





VALUES

Lambton's values will shape our approach to decision-making and guide us in achieving excellence together.



RESILIENCE

We are confident and creative leaders who see possibility in every challenge.



CARING

We respect the dignity and uniqueness of every individual.



EXCELLENCE

We deliver to the highest quality standards with integrity in academics, research, and service to our students and clients.



COLLABORATION

We bring together diverse ideas and create collective action through interdisciplinary, community, and industry partnerships.



INCLUSION

We are champions of equity, diversity, inclusion, accessibility, and truth and reconciliation.





“

I'm definitely getting the full college experience. Classes, events, varsity games, bus trips, meeting new people, even just the way I feel on campus – I'm proud to be a Lion.

▸ AJ Edwards
Student, Sports & Recreation
Management

”



FOCUS AREA:

OUR STUDENTS

Lambton College provides its students with the knowledge and relationships needed to thrive in a diverse, complex, and ever-changing world full of opportunity.

This involves providing our students with the best learning and research experiences to ensure that they are well-equipped to contribute to, and thrive in, a world of opportunity.



GOAL 1

Enable Student Success and Wellbeing

OUTCOME

Integrated student support services that foster academic, career and social readiness.

OUTCOME

A vibrant and engaged campus student community.

OUTCOME

An inclusive and accessible learning environment for all.

Deliver Renowned Market Connected Programs, Credentials and Research

GOAL 2



OUTCOME

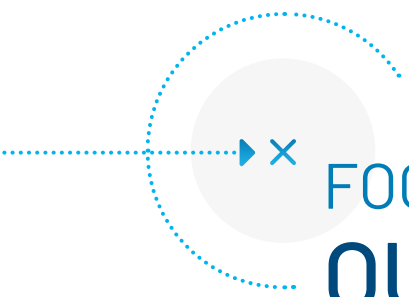
Indigenous worldviews, perspectives and historical / contemporary realities included in research and program curriculum with relevant Indigenous protocols and ongoing training.

OUTCOME

Transformative teaching and experiential learning opportunities in all programs.

OUTCOME

Market-aligned and responsive academic programs, credentials and research that lead to successful careers.



FOCUS AREA: OUR PEOPLE

Lambton College values its people and fosters a vibrant culture of community, collegiality, and professional growth.

Lambton College's competitiveness, excellence and success are driven by its people. Collaboratively working together creates dynamic and inclusive learning and research experiences that leave a lasting impact on the communities that Lambton College serves.

Be the Best at Being Better

GOAL 3



OUTCOME

An empowered culture of continuous learning and development.

OUTCOME

A diverse, equitable and inclusive mission driven workplace.

OUTCOME

A persistent effort in ensuring long-term market competitiveness and operational sustainability.



GOAL 4

A Collaborative and Supportive Workplace

OUTCOME

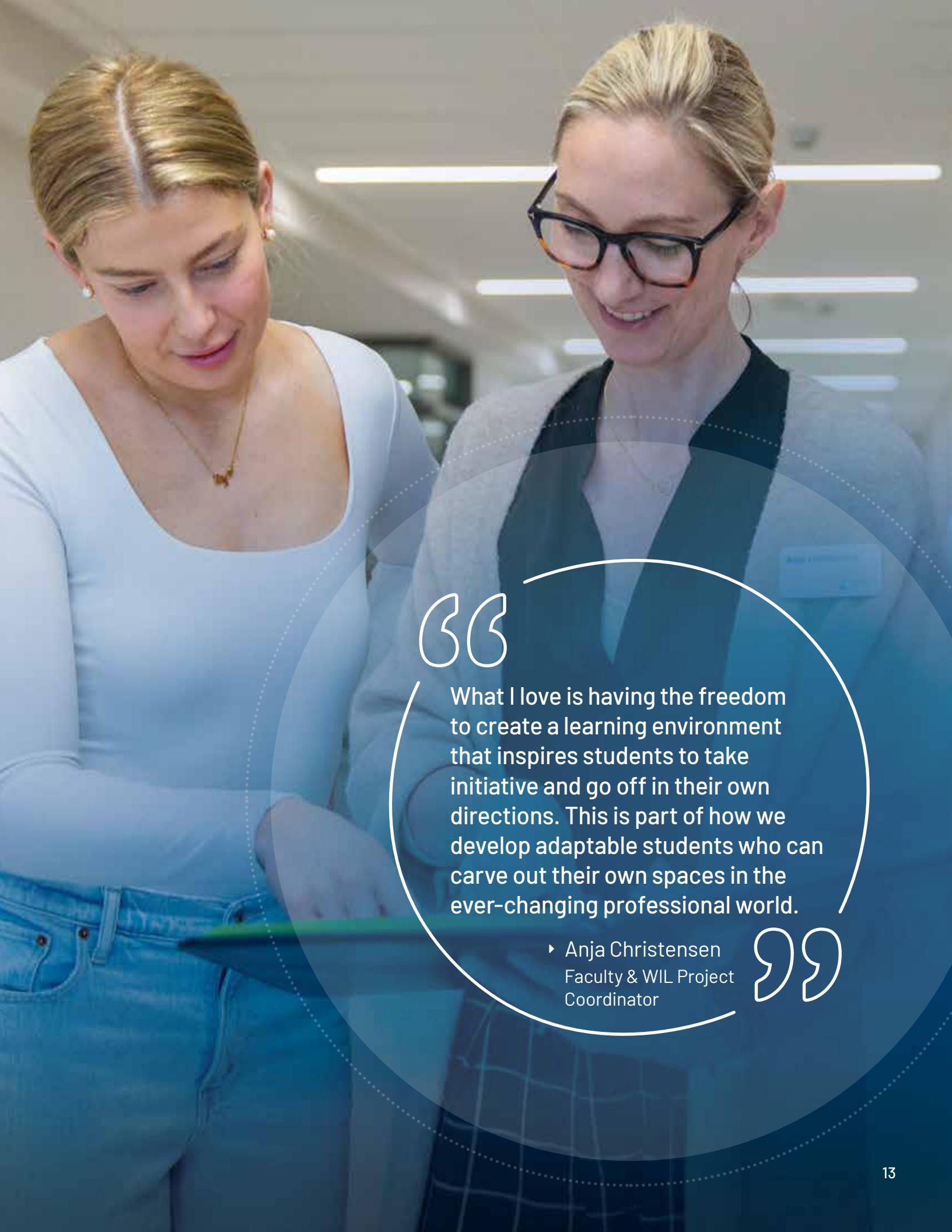
Celebrated, recognized and empowered employees.

OUTCOME

Creative and innovative cross-departmental service and program collaborations.

OUTCOME

Sustain opportunities for employee well-being and professional growth.

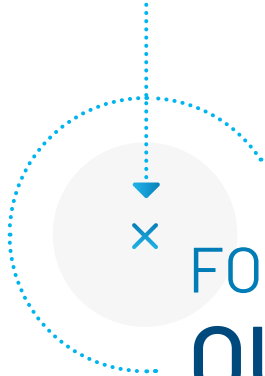


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What I love is having the freedom to create a learning environment that inspires students to take initiative and go off in their own directions. This is part of how we develop adaptable students who can carve out their own spaces in the ever-changing professional world.

▸ Anja Christensen
Faculty & WIL Project
Coordinator

”



FOCUS AREA:

OUR LOCAL AND GLOBAL COMMUNITY

Lambton College forges strong academic, research and community partnerships that elevate student and client impacts at local, national, and global scales.

Lambton College is committed to academic, research and community-building excellence and is focused on continuing to form collaborations and partnerships that break new ground and create value for the communities that it serves.

Be a First Choice College for Students and Clients

GOAL 5



OUTCOME

Community and market recognition of Lambton's brand, credentials, and research impact.

OUTCOME

A proactive partner in driving social, cultural, and economic growth through strategic, community-focused partnerships.

OUTCOME

An engaged and expanded Alumni and industry partner network.



GOAL 6

Elevate Lambton College's Research Impact and Reputation

OUTCOME

Ensure relevant Indigenous protocols to direct all Indigenous research.

OUTCOME

Equity, Diversity, Inclusion and Accessibility embedded throughout the research process.

OUTCOME

Grow experiential learning and research cross-collaborations among students, faculty and clients.

OUTCOME

New, innovative, and sustainable research collaborations and commercialized solutions.



GOAL 7

Advance Truth and Reconciliation Through Relevant Indigenous Protocols

OUTCOME

An environment that enhances Indigenous student engagement and well-being reflected through improved access, retention, graduation, and employment rates.

OUTCOME

Enhance the presence of Indigenous Peoples, worldviews, and perspectives within the College environment.

OUTCOME

Strengthen relationships with Indigenous communities by supporting education, innovation, and economic interests and needs.

OUTCOME

Ensure a college-wide, safe environment free from anti-Indigenous rhetoric and attacks.



“

Lambton College's nurturing environment and professional guidance have promoted my growth, empowering me to thrive academically and personally.

► Zorion Nahdee
Student, Bachelor of
Science – Nursing

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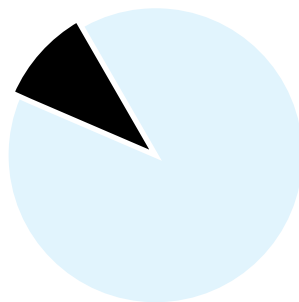


2019-2024

HIGHLIGHTS AND ACHIEVEMENTS



4,500+ Full Time Students.
Domestic Enrolment at a FIVE YEAR HIGH



INDIGENOUS STUDENTS
10.5%
of Domestic Enrolment

DEVELOPED STUDENT SUCCESS TEAM MODEL
Added Student Success Navigators to support at-risk and underrepresented student populations



The Lion's Mind
Peer Wellness
Collective



Lion's Heart
Food Bank &
Clothing Closet



Lion's Pride
Gender &
Sexualities Alliance

142%
INCREASE IN
WOMEN in Skilled
Trades Programs



Opened Lambton Ottawa Campus

1ST PUBLIC-PUBLIC
PARTNERSHIP

\$51M+ IN CAMPUS RENEWAL
and Upgrades



Launched Standalone
HONOURS,
BACHELOR OF
SCIENCE - NURSING
PROGRAM

Established the
FACULTY OF
NURSING



Construction of
**INDIGENOUS
OUTDOOR
GATHERING
SPACE**



2019-2024

HIGHLIGHTS AND ACHIEVEMENTS

\$10M

Growth in
RESEARCH REVENUE

\$11M+

RESEARCH
INFRASTRUCTURE

1,500+

RESEARCH
PARTNERSHIPS

120%

Growth in
RESEARCH CO-OPS



ESTABLISHED CENTRE
for Community Health & Social Impact
(formerly Civic Lab)

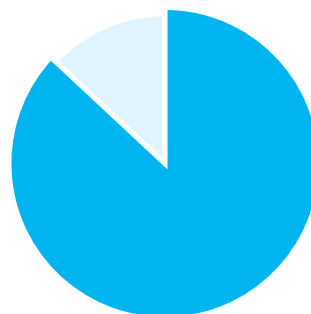
30



Projects involving
70+ COMMUNITY
PARTNERS

81%

Growth in
RESEARCH PROJECTS



Developed Five Year
EQUITY, DIVERSITY
& INCLUSION
STRATEGY



GOLD
2024

CICAN AWARD OF
EXCELLENCE in Equity, Diversity, and Inclusion



COLLEGES &
INSTITUTES
CANADA



“

As a student researcher, I'm working with an actual research partner on optimizing a process that's going to change the way they operate. I get to put that on my résumé.

▸ Nelson Lopez
Research Student

”



“

My graduation from
Lambton College was the
beginning of everything.

▸ Logan Renaud,
Border Services
Graduate

”



Lambton
College

