Ministry of Post-Secondary Education and Future Skills

2023/24 Annual Service Plan Report

August 2024



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Minister's Accountability Statement



The Ministry of Post-Secondary Education and Future Skills 2023/24 Annual Service Plan Report compares the Ministry's actual results to the expected results identified in the 2023/24 – 2025/26 Service Plan published in 2023. I am accountable for those results as reported.

Honourable Lisa Beare

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Minister of Post-Secondary Education and Future Skills

August 8, 2024

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Letter from the Minister

It is my honour to present the 2023/24 Annual Service Plan Report for the Ministry of Post-Secondary Education and Future Skills. This report summarizes our progress over the past year to ensure post-secondary, skills and trades training are more accessible, affordable, inclusive, and relevant. Doing so helps British Columbians obtain the skills needed to work and thrive in a rapidly changing economy.

As a previous school board member, supporting and promoting education is close to my heart. I am honoured to be a part of the essential work of this ministry in creating opportunities for all British Columbians to succeed and reach their full potential. Since I became minister, I've made it a priority to meet with students and learners from across the province to hear what's important to them because people are at the core of everything that our ministry does. I've also had the pleasure to engage employers and industry leaders around the province to ensure that together we develop the talented and skilled workforce needed to sustain and grow our economy.

Over the next decade B.C. will have over one million job openings. Nearly 75% will require some form of education beyond high school. Consequently, ensuring post-secondary education and training are affordable and accessible is vital to meeting today's labour force needs, closing the skills gap, and preparing British Columbians for the jobs of the future. That's why in 2023 we launched the Stronger BC: Future Ready Action Plan. It provides a strategic, focussed and sustainable pathway for B.C. to have the most inclusive and talent-driven workforce in Canada. It's a generational commitment, investing \$480M over three years to ensure people can get good jobs and build good lives in British Columbia.

Our ministry is focused on working toward true and meaningful reconciliation with Indigenous Peoples in British Columbia. We continued to engage and collaborate with Indigenous communities and partners so post-secondary education and skills training programs are relevant, responsive and receptive to the needs of Indigenous people and learners.

I am proud of all that our ministry has helped accomplish, and I look forward to continued collaboration across the post-secondary education sector to develop and deliver programs, services and supports so people can get good jobs and build rewarding lives here in British Columbia.

Honourable Lisa Beare

Minister of Post-Secondary Education and Future Skills

August 8, 2024

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Purpose of the Annual Service Plan Report

This annual service plan report has been developed to meet the requirements of the *Budget Transparency and Accountability Act* (BTAA), which sets out the legislative framework for planning, reporting and accountability for Government organizations. Under the BTAA, the Minister is required to report on the actual results of the ministry's performance related to the forecasted targets stated in the service plan for the reported year.

Strategic Direction

The strategic direction set by Government in 2020 and the <u>Minister Selina Robinson's 2022</u> <u>Mandate Letter</u> shaped the goals, objectives, performance measures and financial plan outlined in the <u>Ministry of Post-Secondary Education and Future Skills 2023/24 – 2025/26</u> <u>Service Plan</u> and the actual results reported on in this annual report.

Purpose of the Ministry

The Ministry of Post-Secondary Education and Future Skills guides collaboration for our education and skills training partners to contribute to the prosperity of British Columbians and a sustainable economy where people can gain the skills to succeed, and employers can access the talent they need and our skilled workforce continues to grow.

Underlying our work is recognition that an accessible, affordable, inclusive, and relevant post-secondary, skills and trades training system provides pathways to good-paying, high-opportunity jobs and supports sustainable economic growth.

The ministry oversees public and private post-secondary institutions through legislation, funding and accountability frameworks, and protects the interests and wellbeing of students, both domestic and international. The ministry oversees two Crown corporations: SkilledTradesBC and the British Columbia Council for International Education (BCCIE). It also supports learners' financial needs through StudentAid BC and works with institutions to provide additional supports such as student housing and mental health services.

Through federal labour market transfer agreements, the ministry provides targeted skills training opportunities to individuals, communities and employers. The ministry also provides education, labour market and career planning information so British Columbians can plan careers, access education and skills development programs and connect to jobs. This information also supports the growth of B.C.'s economy through targeted investments in education in high demand and high priority sectors.

The ministry is committed to reconciliation with Indigenous people by ensuring our institutions and training partners provide welcoming and culturally safe places to learn and work, helping Indigenous communities get training they need for economic and social wellbeing, and through implementation of the *Declaration of the Rights of Indigenous Peoples Act*.

Operating Environment

At the start of 2023/24, the worst of the COVID-19 pandemic was behind us, and a sense of normalcy had largely returned to day-to-day life. However, the relief that greeted the end of the pandemic was tempered by a number of other challenges, some new and some ongoing. These included inflation, housing shortages, labour shortages, global conflict, and the impacts of climate change. These challenges further affirmed the vital role post-secondary education and skills training serves in shaping people's lives and ensuring the prosperity and success of British Columbia's future.

Challenges were not experienced equally. The most vulnerable people, as well as workers in certain sectors, continued to experience greater impacts to their employment income, mental health, and career trajectories. Indigenous people were also disproportionately impacted. The ministry continued to collaborate and consult with our partners to deliver and enhance programs, supports, and targeted programs to address the needs of those most effected.

In December 2023, government released the <u>Distinctions-Based Approach Primer</u> to assist in building an understanding of the legal basis for, and core elements of, a distinctions-based approach in all of the Province's relations with First Nations, Métis, and Inuit in British Columbia. The Province is required to take a distinctions-based approach in all of its relations with First Nations, Métis, and Inuit. The Distinctions-Based Approach has and will continue to impact many ministry policies and programs as well as legislation.

The <u>2023 Edition of the Labour Market Outlook</u> forecasts that over the next decade B.C. will have more than one million job openings with nearly 75% requiring some form of post-secondary education or training. To help meet this demand we continued to invest in programs, supports and resources that help thousands of British Columbians retrain or improve their skills, access and afford post-secondary education and training, and provided information and resources to make informed decisions about career options.

Economic Statement

Following two years of strong recovery from the pandemic, economic growth in British Columbia moderated in 2023. After expanding by 3.9 per cent in 2022, B.C.'s real GDP increased by 1.6 per cent in 2023, the second highest growth rate among provinces (tied with Saskatchewan and Ontario) and outperforming the national average. Growth in B.C.'s real GDP was supported by service-producing industries such as real estate, rental and leasing; professional, scientific and technical services; transportation and warehousing; and healthcare. Despite steady growth in the construction and mining, quarrying and oil and gas extraction sectors, output for goods-producing industries decreased in 2023, partly due to lower manufacturing activity. While B.C.'s economy continued to expand in 2023, some sectors such as transportation and warehousing and accommodation and food services have yet to fully return to pre-pandemic levels.

B.C.'s labour market continued to grow in 2023, with employment growth of 1.6 per cent and wages and salaries increasing by 6.9 per cent. However, B.C.'s unemployment rate rose to 5.2

per cent in 2023 from 4.6 per cent in the previous year as the labour force, supported by record high immigration, grew faster than employment. High interest rates tempered consumer spending on goods in 2023 and nominal retail sales edged down 0.1 per cent. In 2023, price pressures in B.C. moderated among a broad number of goods and services but remained elevated. B.C.'s inflation rate averaged 3.9 per cent in 2023, down from 6.9 per cent in 2022. B.C. home construction activity strengthened in 2023. Housing starts totalled 50,490 units in 2023, the highest annual pace on record and up 8.1 per cent compared to the previous year. High interest rates continued to weigh on home sales activity last year. B.C. MLS home sales decreased by 9.2 per cent in 2023, while the MLS average home sale price was 2.6 per cent lower than 2022. On the external front, B.C.'s international merchandise exports declined by 13.5 per cent in 2023, due to weaker global demand and lower commodity prices compared to 2022.

Report on Performance: Goals, Objectives, and Results

The following goals, objectives and performance measures have been restated from the 2023/24 – 2025/26 service plan. For forward-looking planning information, including current targets for 2024/25 – 2026/27, please see the latest service plan on the <u>BC Budget website</u>.

Goal 1: British Columbia's workforce has access to post-secondary education and training to respond to the urgent need for more and new skills

This goal reflects government's commitment to help make life more affordable and enhance services British Columbians depend on. Accessible and inclusive post-secondary education and skills training that equips British Columbia's workforce for good-paying jobs is critical to an economy that works for everyone.

Objective 1.1: Provide more affordable access to skills training and post-secondary education

Making post-secondary education and skills training more affordable and accessible is a priority for the ministry. As the value of post-secondary education continues to increase along with the growing demand for a well-educated, highly-skilled workforce, affordable access to post-secondary education and skills training is fundamental to ensuring B.C.'s workforce can keep pace.

Key results

- Built more student housing units as part of <u>Homes for People</u>, government's housing action plan. As of March 2024:
 - o 4,735 beds via provincial government loans/grants.
 - 3,031 beds via public post-secondary institution self-financing and partnerships.
- Improved affordability through the student financial assistance program, including the B.C. Access Grant, with \$38.1 million disbursed in up-front, needs-based non-repayable financial assistance to over 35,000 students.
- Helped more than 7,000 British Columbian learners of all ages increase their skills through access to short-term training programs by providing the StrongerBC future skills grant, providing access to up to \$3,500 per person in short-term skills training to people across the province.

- Continued working with partners to further improve opportunities for former children and youth in government care through the Provincial Tuition Waiver Program.
- Provided \$3.8 million to support 26 adult basic education and English language learning pathways to high-opportunity programs like early childhood education, practical nursing, and technology programs at 12 institutions across the province.

Summary of progress made in 2023/24

As highlighted by the results above, and by the outcomes noted in the related performance measure below, the ministry made post-secondary education and skills training more affordable and accessible over the past year. Student access to affordable housing was increased while prioritising Indigenous learners and current and former youth in care. Affordability was improved through a range of student financial assistance programs, and through the StrongerBC future skills grant, which helped over 7,000 learners¹ increase their skills through access to more than 340 short-term training programs aligned with high-opportunity occupations. Approximately 1,440 youth formerly in care accessed tuition waivers² to pursue post-secondary education and skills training. About 31% of students accessing tuition waivers are Indigenous, and of those about 67% are female.

Objective 1.2: Build an inclusive workforce by bringing more people into the workforce who have historically been left behind

Breaking down barriers to get more people into the workforce is a priority for the ministry. To ensure British Columbians are equipped to participate in our rapidly changing economy, and that our workforce can meet labour market demands, education and training needs to be inclusive to support a diverse and well-represented skilled workforce.

Key results

- Reduced barriers for internationally trained professionals seeking jobs in regulated occupations through the *International Credentials Recognition Act,* which received Royal Assent on Nov 8, 2023.
- Delivered, through SkilledTradesBC with funding from the Canada-BC Workforce Development Agreement (WDA), pre-apprenticeship programs that supported approximately 1,000 under-represented people, including women and Indigenous people, to connect to trades jobs and apprenticeships.
- Helped British Columbians attach or reattach to the labour market through WDA-funded programming serving 7,800 people through skills training for employment programs. Programs were delivered by third-party service providers that supported individuals facing barriers to labour market participation to increase their skills to find jobs or take further education and training, aligned with jobs in demand.

¹ Source: StrongerBC: future skills grant Enterprise Data Warehouse (EDW)

² Provincial Tuition Waiver Program Database, StudentAid BC, 2024

 Helped British Columbians attach or reattach to the labour market through the StrongerBC: Future Ready Action Plan, providing \$24 million in grants to employers, sectors, and communities. Recipients included those impacted by downturns in the forestry sector, and projects that were funded helped train, retrain, or upgrade skills of 8,200 people across the province to meet critical labour market needs.

Summary of progress made in 2023/24

As highlighted by the results above, and by the outcomes noted in the related performance measure below, the ministry continued to break down barriers to get more people into the workforce. The *International Credentials Recognition Act* applies to 18 B.C. professional regulatory authorities responsible for 29 occupations and will help internationally-trained professionals seeking employment in regulated occupations. Through SkilledTradesBC, the ministry supports equity in the trades, including recruiting, retaining, and advancing more women in the skilled trades. Over the past year, 46,400³ people registered as apprentices - the highest ever in the province - including more Indigenous People as well as women, youth and other under-represented people. There was a 25% increase in women entering under-represented trades such as construction electrician, carpenter, automotive service technician, heavy deputy equipment technician and cabinetmaker.

Performance measures and related discussion

Performance Measure	2022/23 Actual	2023/24 Target	2023/24 Actual
[1a] Post-Secondary costs are manageable and in line with household incomes ¹			
Undergraduate tuition and fees as a percent of median household income	6.8%	<7.7%	TBD ³
Average percent of income recent grads used to repay education-related debt			
Diploma, Associate Degree & Certificate Students	4.5%	<8.0%	3.7%
Baccalaureate Graduates	7.2%	<8.0%	6.9%

Data source: Statistics Canada and BC Student Outcomes Surveys, 2023²

As stated in the 2023/24 service plan, PM [1a] targets for 2024/25 and 2025/26 were identical to 2023/24 target.

²Results are based on an annual survey of public post-secondary students eight months to two years after they complete their programs.

³Results are based on data available through Statistics Canada via the Tuition and Living Accommodation Survey and the T1 Family File from the Canadian Revenue Agency. 2023/24 results will be available from Statistics Canada in the Summer of 2024 with the release of household income data and will be available to be reported in the 2025/26 Service Plan Report.

⁴Efforts are made to contact all eligible public post-secondary graduates (over 55,000 each year), and a response rate of ~50% is consistently achieved. The margin of error for these measures is currently between +/- 0.9% and 1% (19 times out of 20).

³ SkilledTradesBC

This measure places the costs of post-secondary education in the context of people's incomes. Results reflect the average domestic undergraduate tuition and compulsory fees as a percent of provincial median household income, as well as the estimated median monthly loan repayment as a percentage of median monthly income for employed students with education-related debt at the time of leaving their institution.

Undergraduate tuition and fees as a percent of median household income results are based on data available through Statistics Canada and Canadian Revenue Agency. Average percentage of income recent grads used to repay education-related debt are based on an annual survey of public post-secondary students eight months to two years after they complete their programs. Targets align with nationwide benchmarks for loan affordability in student financial aid literature.

Performance Measure	2019/20	2022/23	2023/24	2023/24
	Baseline	Actual	Target	Actual
[1b] The percentage of individuals employed or in further education and training three months after completing a WDA skills training program	67%	73%	>70%	74%

Data source: 3-month Participant Outcomes Survey, Labour Market Development Division, Ministry of Post-Secondary Education and Future Skills.

This performance measure highlights the success of the ministry's WDA skills training programs in moving British Columbians along the employment continuum. This is accomplished by measuring outcomes three months after completing a program. Specifically, it measures the number of participants who became employed or moved on to further education and training. It does not include people who participated in the B.C. Employer Training Grant, most of whom were employed before and during training. By excluding these participants, the measure focuses on people who are unemployed, the majority of whom face systemic barriers to labour market participation. This includes First Nations, Métis and Inuit, as well as immigrants, people with disabilities, visible minorities and youth-at-risk.

¹PM 1b targets for 2024/25 and 2025/26 were stated in the 2023/24 service plan as >70%, respectively.

²2023/24 Actual figure is calculated based on available survey data at time of writing (not the full fiscal year). This includes participants with program end dates from Apr 2023 to Nov 2023.

Goal 2: British Columbia's workforce is built for change with responsive and innovative post-secondary education and training

This goal reflects government's commitment to building a strong, secure, and sustainable economy that works for everyone. The ministry works with partners to ensure post-secondary education and skills training programs, services and supports are responsive, relevant and aligned with the labour market and career opportunities.

Objective 2.1: Support a more responsive and relevant postsecondary and skills training system

A responsive and relevant post-secondary education and skills training system is necessary to enable workers to acquire new skills to meet evolving occupational requirements and labour market demands.

Key results

- Helped more apprentices benefit from increased skills, and helped more employers
 access the workforce they need with the successful implementation of Skilled
 Trades Certification for mechanical and electrical trades.
- As a part of the StrongerBC: Future Ready Action Plan, ensured post-secondary and skills training is more accessible and responsive by:
 - Providing funding to 14 public post-secondary institutions and five First Nations to develop and deliver 47 new micro-credentials.
 - Increasing access to post-secondary education in rural and remote northern communities through the Contact North BC program, which helped more than 1,460 students complete online or hybrid education programs and courses while remaining in their communities.
 - Invested a total of \$1.5 million in funding to increase and enhance co-operative education and other work-integrated learning opportunities for students at 13 of the province's smaller post-secondary institutions.
- Developed and announced new measures to improve quality, raise standards, and ensure greater accountability for institutions in B.C. through Phase I of the international education framework.

Summary of progress made in 2023/24

As highlighted by the results above, and by the outcomes noted in the related performance measure, the ministry created opportunities for British Columbians to quickly increase their skills and acquire new ones. In addition to these results, the ministry also worked with public post-secondary institutions to launch TradeUpBC, a training hub that offers flexibility for people in high demand sectors to advance their skills via short-term courses while working. As

of March 2024, TradeUpBC offers 83 short-term courses for people from six public post-secondary institutions. The ministry also continued to advance work to launch B.C.'s new medical school, and as part of the StrongerBC: Future Ready Action Plan, has begun work to add 2,000 more student spaces at public post-secondary institutions in tech-relevant programming.

Objective 2.2: Provide British Columbia's workforce with the best information available to make informed decisions about their education, training, and career opportunities

Providing accurate, high-quality information on post-secondary education, skills training and workforce development opportunities helps ensure British Columbians are connected to current and future labour market opportunities.

Key results

- Launched the 2023 Edition of the <u>B.C. Labour Market Outlook (LMO)</u>, reflecting today's demographic and industry trends, and providing information about job openings for the next 10 years to help British Columbians make informed decisions about their careers.
- The ministry, in collaboration with EducationPlannerBC, introduced the <u>Find Your Path</u> tool as part of the StrongerBC: Future Ready Action Plan. This tool offers personalized pathways outlining the steps to achieve educational and career goals, providing British Columbians centralized access to seamless educational and career guidance.
- The Find Your Fit program, an interactive event tour that helps students discover and explore careers, visited 43 schools across seven regions of the province, engaging with approximately 43,000 students. This included five Indigenous schools engaging with approximately 690 students.
- Launched Find Answers, an information campaign targeted to providing job seekers and career explorers with resources, launched in February 2024 and continued until March 31, 2024 with over 110,000 visits.

Summary of progress made in 2023/24

As highlighted by the results above, and by the outcomes noted in the related performance measure, the ministry continued to provide British Columbians the best information available for informed decision-making. From supporting learners in their learning and career goals through EducationPlannerBC to hosting Find Your Fit events, people who need to increase their skills or acquire new ones can rely on a variety of ministry resources to help make decisions about their career and education. Educators, large and small businesses, and industry use the ministry's labour market information such as the 2023 Edition of the B.C.Labour Market Outlook (LMO) in their planning. Government uses it to make informed decisions about new services, investments, policy and programs. The WorkBC website, which includes access to a sophisticated job board, high-opportunity occupations, education and

skills training, and innovative career tools had over 6.1 million visits representing a 30% increase from previous year.

Performance measures and related discussion

Performance Measure	2022 Actual	2023 Target	2023 Actual
[2a] Graduates reporting their knowledge and skills developed through post-secondary education are useful in their employment ¹	85.4%	≥ 90%	85.9%

Data source: BC Student Outcomes Surveys, 2023¹

This measure reports the percent of employed graduates who indicated the knowledge and skills they acquired through their education was *very useful* or *somewhat useful* in performing their job. Results are based on an annual survey of public post-secondary students eight months to two years after they complete their programs, which allows graduates time to reflect on their education in relation to their experience in the workforce. Results for this measure remain high, although are slightly below the target. This measure is part of the <u>Accountability Framework</u>, which is a set of planning and reporting processes for British Columbia's public post-secondary education system.

Performance Measure	2020/21	2022/23	2023/24	2023/24
	Baseline	Actual	Target	Actual
[2b] Number of online and in- person engagements with ministry-provided labour market, career planning and education information	6.43M	8.45M	Maintain or increase	10.15M

Data source: Labour Market Information (LMI), career planning resources and career opportunities, as well as information on education choices that are accessed through all available ministry sources, including the EducationPlannerBC website and WorkBC.ca.

This measure reflects ministry efforts to engage and connect British Columbians in all regions of the province through a variety of relevant and accessible platforms (online, in-person, print and social media) that provide education, labour market and career planning information, resources, and tools. This measure reports the number of times labour market information, career planning resources and career opportunities, as well as information on education choices are accessed through all available ministry sources, including the EducationPlannerBC website and the WorkBC website. The steady increase in engagements reflects the successful expansion and improvement of the information and services offered to the public, including the launch of a redesigned WorkBC.ca site, and the launch of the Find Your Path service on EducationPlannerBC.ca.

 $^{^{1}}$ Efforts are made to contact all eligible public post-secondary graduates (over 55,000 each year), and a response rate of \sim 50% is consistently achieved. The margin of error for these measures is currently between +/- 0.3% and 0.4% (19 times out of 20).

 $^{^{1}}$ PM [2a] targets for 2024 and 2025 were stated in the 2023/24 service plan as \geq 90%, respectively.

¹PM 2b targets for 2024/25 and 2025/26 were stated in the 2023/24 service plan as *Maintain or increase*.

Goal 3: Advance reconciliation and selfdetermination with First Nations, Métis and Inuit in B.C. through post-secondary education and skills training

This goal reflects government's commitment to the <u>Declaration on the Rights of Indigenous</u> <u>Peoples Act</u> (the <u>Declaration Act</u>). Meaningful reconciliation requires recognizing the rights of Indigenous Peoples to participate in joint decision-making regarding post-secondary education and skills training policies, programs, and services. Supporting self-determination in the post-secondary education and training system will help Indigenous learners and Indigenous Peoples access a range of culturally responsive and relevant programs that meet their priorities.

Objective 3.1: Implement the *Declaration on the Rights of Indigenous Peoples Act* and relevant components of the Action Plan

The objectives of the *Declaration Act* will guide government's work with Indigenous Peoples to advance reconciliation. Self-determined and culturally-relevant post-secondary education and skills training are fundamental to meeting these commitments. This goal underscores the ministry's ongoing commitment to reconciliation through the inclusion of <u>Declaration Act</u> Action Plan actions.

Initiatives are being undertaken in consultation and collaboration as outlined in the *Interim Approach to Implement the Requirements of Section 3 of the Declaration Act.*

Key results

- Collaborated with the First Nations Education Steering Committee (FNESC) and the
 Indigenous Adult and Higher Learning Association (IAHLA) to develop legislation that
 will substantively fulfill Declaration Act Action Plan Action 1.8 with respect to First
 Nations. The legislation will reflect the critical role that First Nations-mandated postsecondary institutes play in the B.C. post-secondary education system and will commit
 to ongoing operational and capacity funding for eligible institutes.
 - In support of Declaration Act Action Plan Action 1.8 for the provision of core and capacity funding, provided \$450,000 to six First Nations-mandated post-secondary institutes to support specific initiatives that contribute to continued growth and development. Nine First Nations-mandated institutes each received \$400,000 in core operational funds to provide predictability and stability to establish long-term operational and program plans that best supports their communities and learners.
- Provided \$250,000 to support Métis Nation BC in their exploration of potential models for a Métis post-secondary institute. The work supports the component of the Declaration Act Action Plan Action 1.8 as it pertains to the Métis post-secondary institute being developed by Métis Nation BC.

- Worked closely with Native Education College (NEC) to build its capacity, meeting regularly to set direction and to collaborate on specific initiatives. This work supports Declaration Act Action Plan action 1.9 with respect to NEC.
- Provided funding through the Indigenous Skills Training and Education program to
 First Nations, Métis Nation BC and the BC Association of Aboriginal Friendship Centres
 to deliver self-determined, community-based skills training and post-secondary
 education leading to labour market participation, further education and training,
 community revitalization, and socio-economic well-being. This work supports
 Declaration Act Action Plan 4.41.

Summary of progress made in 2023/24

The key results above highlight the ministry's commitment to meaningful reconciliation, and how we are working in consultation and collaboration to advance Declaration Act Action Plan commitments. Through the Indigenous Skills Training and Education program, funding was provided to 72 First Nations, First Nation-designated and partner organizations as well as to Métis Nation BC and Friendship Centers. Projects include essential skills and upgrading, literacy and numeracy, early childhood education, firefighting, various trades training programs, language training, office administration, food sovereignty, and stewardship initiatives. In addition to training and education, wraparound supports, such as childcare, transportation, life skills, counselling, and cultural supports, are provided to remove barriers to accessing and succeeding in the program.

The ministry leads four Declaration Act Action Plan actions. These actions are the result of many years of distinct consultation and co-operation with First Nations, Métis Nation BC and Indigenous organizations. The ministry also worked with partners to advance several additional Declaration Act Actions, including:

- Work in collaboration with the Ministry of Education and Child Care, the First Nations Leadership Council (FNLC) and the FNESC to develop and implement Declaration Act Action 3.03 to conduct an Indigenous-specific Racism Review in the education system. Métis Nation BC has also been informed of upcoming engagement on this work. This work is in early stages.
- Work with the Ministry of Education and Child Care, FNESC and the IAHLA on codeveloping initiatives to support Declaration Act Action 4.02, for the training, recruitment and retention of First Nations teachers. A workplan was developed in collaboration with Ministry of Education and Child Care and FNESC, and actions are being implemented.
- Collaborate with FNESC, FNLC, the Ministry of Education and Child Care, and Ministry of Children and Family Development to participate in a Technical Table supporting Declaration Act Action 4.18, to improve education outcomes of current and former First Nation children and youth in care. A Protocol and workplan have been developed and actions are being implemented.
- The Province continues to recognize the importance of First Nations language fluency degrees through a \$3 million investment over three years (2023-24 to 2025-26) from

the StrongerBC: Future Ready Action Plan. This funding supports Declaration Act Action 4.30 (Indigenous language revitalization) through the Indigenous Language Fluency Degree Framework, which was initiated by First Nations and First Nations-mandated post-secondary institutes and continues to be First Nations-led.

• Through the StrongerBC: Future Ready Action Plan, the ministry continues to support Métis Nation BC to advance increased access to culturally relevant post-secondary opportunities for Michif language revitalization in alignment with Declaration Act Action 4.30 (Indigenous language revitalization).

Objective 3.2: Co-develop approaches to the delivery of skills training and post-secondary education programs to meet the needs of Indigenous learners and communities.

Building a better B.C. for everyone must be grounded in meaningful reconciliation. Equipping all British Columbians for the jobs of the future includes thoughtful co-development of the approach in consultation and cooperation to reflect diverse Indigenous knowledge, values, and culture. This ensures for the distinct needs and priorities of First Nations, Métis and urban Indigenous people are met, respecting the contributions and perspectives of each.

The Province is committed to a distinctions-based approach. This requires that the Province's dealings with First Nations, Métis, and Inuit Peoples be conducted in a manner that acknowledges the specific rights, interests, priorities, and concerns of each, while respecting and acknowledging these distinct Peoples with unique cultures, histories, rights, laws, and governments. In many cases, a distinctions-based approach may require that the Province's relationship and engagement with First Nations, Métis and Inuit Peoples include different approaches or actions and result in different outcomes.

Key results

 Through the Canada-B.C. Workforce Development Agreement, SkilledTradesBC funded six Indigenous People in Trades Training programs around the province. The programs provided various individualized and group services and supports, hands-on trades exploration training, entry-level (pre-apprenticeship) trades technical training, industry recognized certification training, mentorship, job coaching and employment placement services.

Summary of progress made in 2023/24

The key result above provides an example of the ministry's commitment to engaging with various partners for distinctions-based approaches in the delivery of skills training and supports. Indigenous peoples' participation in skilled trades as apprentices increased by 14%, or 1,718 people, in 2023/24⁴. SkilledTradesBC works closely with an Indigenous Advisory Council and with Indigenous community training and employment service agencies, including B.C.'s Indigenous Skills and Employment Training providers.

⁴ Source: SkilledTradesBC

Performance measure and related discussion

The Province reports annually on progress made to implement the Declaration Act, with the latest report released in June 2024. This report on the Province's <u>Declaration Act website</u> is developed in consultation and cooperation with Indigenous Peoples in B.C. and uses a comprehensive and accessible model of reporting that provides information on each action that shows the progress, complexity, challenges, and collaboration.

In place of a conventional performance measure, the ministry relies on the Declaration Act annual report to show progress toward achieving the ministry's actions. The ministry works in consultation and cooperation, taking distinct approaches with First Nations, and Métis Nation BC, and other Indigenous partners to advance key legislative, policy and program initiatives, including those identified in the Declaration Act Action Plan.

Our priorities for this work are informed by the priorities identified by FNESC as well as Métis Nation BC and other Indigenous partners and progress is being made in several areas. The action items that the ministry is leading and supporting are to be implemented over five years and, as such, progress will advance more quickly on some actions than others, based on the priorities identified through consultation and collaboration.

Financial Report

Financial Summary

		Other			
		Authoriz-	Total		
	Estimated	ations ¹	Estimated	Actual	Variance
Ou anatina r Famous	(\$000)	(\$000)	(\$000)	(\$000)	(\$000)
Operating Expenses					
Educational Institutions and Organizations	2,518,465	534,425	3,052,890	3,048,984	(3,906)
Student Services Programs	75,901	0	75,901	83,571	7,670
Private Training Institutions	1	0	1	0	(1)
Workforce Development and Skills Training	40,310	14,664	54,974	47,719	(7,255)
Transfers to Crown Corporations and Agencies	106,285	438	106,723	106,723	0
Executive and Support Services	29,017	2,364	31,381	34,873	3,492
Sub-total	2,769,979	551,891	3,321,870	3,321,870	0
Adjustment of Prior Year Accrual ²	0	0	0	0	0
Total	2,769,979	551,891	3,321,870	3,321,870	0
Ministry Capital Expenditures					
Executive and Support Services	504	0	504	160	(344)
Total	504	0	504	160	(344)
Capital Plan					
Educational Institutions and Organizations- Post-Secondary Institutions	818,635	0	818,635	481,530	(337,105)
Total	818,635	0	818,635	481,530	(337,105)

¹ "Other Authorizations" include Supplementary Estimates, Statutory Appropriations and Contingencies. Amounts in this column are not related to the "estimated amount" under sections 5(1) and 6(1) of the *Balanced Budget and Ministerial Accountability Act* for ministerial accountability for operating expenses under the Act.

²The Adjustment of Prior Year Accrual is a reversal of accruals in the previous year.

Operating statement for Public Post-Secondary Institutions

Post-Secondary Education	2023/24 Budget (\$million)	2023/24 Actual (\$million)	Variance (\$million)
Combined Operating Statement	-	-	
Total Revenues	8,065	8,589	524
Total Expenses	7,943	8,423	480
Operating Results	122	166	44
Gain (Loss) on Sale of Capital Assets	0	117	117
Net Results	122	283	161

Capital Expenditures

Major Capital Projects (over \$50 million in total)	Targeted Year of Completion	Project Cost to Mar 31, 2024 (\$m)	Estimated Cost to Complete (\$m)	Anticipated Total Cost (\$m)
British Columbia Institute of Technology Student Housing	2025	79	63	142
Objective: Construction of a 470-bed student housing building at BCIT's Burnaby Campus. Project is in construction with completion expected in spring 2025.				

British Columbia Institute of Technology Trades and Technology Complex 5 213 218

Objective: The BCIT Trades and Technology Complex comprises a series of phased projects that will replace and modernize existing functionally inadequate buildings and enhance and expand the Institute's Trades and Technology teaching space. This project will include demolition of space and the construction of a replacement facilities located in the South Campus. Project is in procurement with completion expected in spring 2027.

Camosun College Student				
Housing	2027	0	155	155

Objective: 423 beds of student housing in a six-storey wood-frame building that combines five storeys of student housing on top of the first level podium that will include amenities and services. Project is in planning, with completion expected in 2027.

Capilano University Student				
Housing	2025	15	43	58

Objective: New six-storey, 362-bed wood frame Student Housing building with mass timber 250seat dining hall. Project is in construction with completion expected in winter 2024.

Objective: Purchase of 18-acres former Quest University property with 131,684 sf of existing university infrastructure, constructed in 2007: Academic Building (45,657 sf); Library (37,490 sf); University Services Building with a cafeteria and event space (26,680 sf); Recreation Centre with gym & fitness centre (21,857 sf); an all-weather sports field, and two large parking lots. Project completed in summer 2023.

Major Capital Projects (over \$50 million in total)	Targeted Year of Completion	Project Cost to Mar 31, 2024 (\$m)	Estimated Cost to Complete (\$m)	Anticipated Total Cost (\$m)
Capilano University Squamish Student Housing	2026	0	55	55

Objective: Acquisition and fit-out of three existing student housing buildings to provide 333 beds at CAPU's new Squamish Campus. Acquisition to be completed in May 2024, with fit-out and minor repairs and maintenance on the three buildings to be completed by 2026.

Douglas College Academic				
and Student Housing	2027	14	318	332

Objective: A newly constructed 20-story concrete tower that combines 11 stories of academic space and 13 stories of student housing to create a living-learning community. Project is in procurement with completion expected in spring 2027.

North Island College Student				
Housing	2025	16	62	78

Objective: Construction of two new mass timber student housing buildings with a total of 217 beds. This includes a four-storey mass timber single student building that will provide 157 beds and a four-storey mass timber family building that will provide 60 beds. Project is in construction with completion expected in summer 2025.

Okanagan College Student				
Housing	2024	49	26	75

Objective: Construction of 376 student housing beds across the Kelowna, Salmon Arm and Vernon campuses of Okanagan College. Projects are in construction with completion expected in summer 2024.

Okanagan College Centre for Food Wine and Tourism	2026	0	56	56
	2020		30	30

Objective: Construction of a four-storey hybrid mass timber building at the Kelowna campus of Okanagan College. The building will include labs, classrooms and common spaces to support culinary, viticulture and tourism programming. Project is in procurement and expected to complete in fall 2026.

Major Capital Projects (over \$50 million in total)	Targeted Year of Completion	Project Cost to Mar 31, 2024 (\$m)	Estimated Cost to Complete (\$m)	Anticipated Total Cost (\$m)
Royal Roads West Shore Learning Centre	2025	56	50	106

Objective: New 8,904 square metre (m²), five-storey West Shore Learning Centre with four storeys of mass timber construction above a concrete first level and basement. Includes flexible classrooms, Indigenous spaces, learning commons, innovation space, academic and student support offices, and staff workspaces. Project is in construction with completion expected in 2025.

Simon Fraser University				
Student Housing	2023	114	2	116

Objective: Construction of a new student housing building (383 student housing beds, 30 short term and 2 residence assistant / faculty-in-residence apartments) and renovation and expand the dining commons (800 seat capacity). Project completed in fall 2023.

Simon Fraser University				
Digital Research Infrastructure Refresh - CEDAR	2025	0	82	82

Objective: To refresh the Cedar supercomputer at SFU's Burnaby Campus. Project expected to complete in 2025.

Simon Fraser University				
Student Housing Phase 3	2027	0	188	188

Objective: Construction of an eight-storey student housing building with 445 new student housing beds at the SFU Burnaby campus. Anticipated occupancy in Fall 2027.

Objective: Construction of a 14,520 m² facility to accommodate the School of Biomedical Engineering. Project is in construction with completion expected in early 2025.

Major Capital Projects (over \$50 million in total)	Targeted Year of Completion	Project Cost to Mar 31, 2024 (\$m)	Estimated Cost to Complete (\$m)	Anticipated Total Cost (\$m)
University of British Columbia – Gateway Building	2025	104	91	195

Objective: The Gateway Building will co-locate the School of Nursing, School of Kinesiology, Integrated Student Health Services, and component of UBC Health together in a building that will facilitate inter-program interaction and synergies and contribute to students' health and wellbeing and to the continued advancement and growth of the two schools nationally and globally. This Project is funded by UBC and currently in construction with completion expected in 2025.

University of British Columbia	2024	43	25	68
- Recreation Centre North	2024	43	23	00

Objective: The new UBC Rec Centre will measure 101,000 square feet and include a fitness centre, three gyms, an indoor track, multi-purpose rooms and administration offices. This project is funded by UBC and currently in construction with completion expected in November 2024.

University of British Columbia				
– Sauder School of Business	2027	3	144	147
Power House Expansion				

Objective: This project will facilitate a purposeful shift from learning spaces that emphasize teaching through lectures to spaces that foster creativity and innovation through experiential learning and teamwork. The project includes classrooms, teaching labs and innovative learning spaces, as well as offices and support space. A new Centre for Collaborative Learning will support and grow entrepreneurial learning. This project is funded by UBC and is currently in design with completion expected in March 2027.

University of British				
Columbia - xəl sic	2026	21	98	119
snpa žnwix wtn - UBCO				

Objective: A new four-storey 13,564 m² interdisciplinary academic building containing teaching, research, office and community and engagement space, including 100-seat and 200-seat lecture theatres. This project is funded by UBC and is currently in construction with completion expected in March 2026.

Major Capital Projects (over \$50 million in total)	Targeted Year of Completion	Project Cost to Mar 31, 2024 (\$m)	Estimated Cost to Complete (\$m)	Anticipated Total Cost (\$m)
University of British Columbia – UBCO Downtown Kelowna Project	2027	22	32	54

Objective: Community-facing academic space in the heart of Kelowna, in close proximity to many of our community partners working in health, tech, business, and arts and culture. This project is funded by UBC and is currently in construction with completion expected in August 2027.

University of British Columbia	2024	153	12	165
-Brock Commons Phase 2				

Objective: The Brock Commons Phase 2 project is a mixed-use student housing and academic development that has been designed as two stand-alone buildings on either side of Water Gage Road, immediately adjacent to East Mall. The two buildings will house 600 student housing beds with associated support spaces, and the Commons block for all of Brock Commons. This project is funded by UBC and is currently in construction with completion expected in summer 2024.

University of British Columbia Student Housing – Lower Mall	2029	0	560	560
Precinct	2023		300	300

Objective: Construction of a five-building complex that includes 1,508 student housing beds, dining hall and amenity space on the St. John's College site at the UBC Vancouver campus. Redevelopment of the St. John's College site requires deconstruction of existing buildings, including 175 beds for a net new 1,333 student housing beds. Phased occupancy anticipated to start in Fall 2028 and complete in Fall 2029.

University of the Fraser Valley Student Housing	2025	9	96	105

Objective: Construction of a new six-storey, 398-bed hybrid mass timber student housing facility, with ground floor common areas and five floors of student housing. Project is in construction with completion expected in summer 2025.

Major Capital Projects (over \$50 million in total)	Targeted Year of Completion	Project Cost to Mar 31, 2024 (\$m)	Estimated Cost to Complete (\$m)	Anticipated Total Cost (\$m)
University of Victoria Engineering & Computer Science Building Expansion	2026	14	136	150

Objective: Expansion of the Engineering and Computer Science Building and construction of a stand-alone high-bay lab building. Project is in construction with completion expected in summer 2026.

University of Victoria Student				
Housing	2023	242	0	242

Objective: Demolition of the existing Emily Carr Hall, Margaret Newton Hall, and Cadboro Commons to construct two new buildings that include 782 (621 net new) student housing beds, 600 seat dining hall and multi-purpose space. The project is targeting Passive House certification. Project completed in Fall 2023.

Vancouver Community College - Centre for Clean Energy & Automotive Innovation 2027 315
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Objective: Construction of a LEED Gold, Net Zero carbon emissions building that is envisioned to be an inter-disciplinary "hub" for the Broadway Campus and the School of Trades, Technology and Design. The centre will better serve academic goals and opportunities for innovation and increase social exchanges that improve the student experience. The project is in procurement with completion expected in summer 2027.

Vancouver Island University				
Student Housing and Dining	2027	2	105	107

Objective: 266 student housing beds in a new 9,547 m² building with seven storeys of mass timber construction above a two-storey concrete podium. Levels 1 and 2: 200-seat dining hall, study rooms, multi-purpose room, teaching kitchen, bike storage, shared laundry, student housing offices. Levels 3 – 9: student housing, lounges and communal kitchens. Project is in procurement with completion expected in summer 2027.

Significant IT Projects (over \$20 million in total)	Targeted Year of Completion	Project Cost to Mar 31, 2024 (\$m)	Estimated Cost to Complete (\$m)	Anticipated Total Cost (\$m)
Modernizing StudentAidBC	2025	12.7	1.7	14.3

Objective: Modernizing StudentAidBC is a multi-year, multi-phased initiative to improve the digital tools, information systems and internal processes, to enhance the experience of financial aid services to students.

In 2023/24 the project:

- Successfully launched the institution portal to create accounts, manage profiles, request institution designation, and oversee education programs.,
- Successfully launched the ministry portal enabling ministry users to manage institution profiles, and review/approve education programs.

Appendix A: Public Sector Organizations

As of August 2024, the Minister of Post-Secondary Education and Future Skills is responsible and accountable for the following organizations:

Architectural Institute of BC

Established in 1920 under the *Architects Act*, the Institute establishes standards for entry into the architectural profession; provides services to support just over 5,100 registrants in maintaining credentials and overall professionalism; and enforces the competency, ethical and professional standards expected of those in a regulated practice. The Institute began operating under the *Professional Governance Act* in 2023.

Applied Science Technologists and Technicians of BC

The Applied Science Technologists and Technicians of BC (ASTTBC) was formed under the *Society Act* in 1958 and incorporated under the *Applied Science Technologists and Technicians Act* in 1985. ASTTBC has just under 6,700 registrants and regulates a large number of different designations, reflecting the broad scope of work of their registrants. ASTTBC began operating under the *Professional Governance Act* in 2021.

Association of British Columbia Forest Professionals (Forest Professionals BC)

Forest Professionals BC (FPBC) is the business name of the Association of BC Forest Professionals. FPBC was originally brought into being with the passage of the 1947 *Foresters Act* and now represents over 5,300 registrants, including foresters and forest technologists. FPBC began operating under the *Professional Governance Act* in 2021.

<u>Association of Professional Engineers and Geoscientists of BC (Engineers and Geoscientists BC)</u>

Engineers and Geoscientists BC (EGBC) is the business name of the Association of Professional Engineers and Geoscientists of the Province of British Columbia. EGBC was first established under the *Engineering Profession Act* of 1920. In 1990 the professional regulator expanded to include geoscientists, and now has more than 39,000 registrants. EGBC began operating under the *Professional Governance Act* in 2021.

BC Council on Admissions and Transfer

BC Council on Admissions and Transfer (BCCAT) has a key coordinating role in facilitating communication and co-operation among post-secondary institutions and in ensuring a well-articulated system of academic course equivalency and academic credit transfer between and among institutions in British Columbia.

BCcampus

BCcampus provides teaching, learning, educational technology, and open education resources and supports to British Columbia post-secondary institutions.

BC Council for International Education

BCCIE is a provincial crown corporation that supports the internationalization efforts of B.C.'s public and independent K-12 schools, public and private colleges and universities and language schools. It promotes international education in and for B.C., enhancing B.C.'s international reputation for quality education and supporting the international education activities of the provincial government.

BC Electronic Library Network

BC Electronic Library Network 's purpose is to develop and support system-wide mechanisms that allow post-secondary libraries to meet the expanding information needs of learners, educators, and researchers at the lowest possible cost.

BC Institute of Agrologists

The British Columbia Institute of Agrologists (BCIA) was created in 1947 with the *Agrologists Act*, and currently has over 1,850 registrants. The practice of agrology includes many areas relating to natural resources and agriculture, including resource economics. BCIA began operating under the *Professional Governance Act* in 2021.

BC Registered Music Teachers Association

BC Registered Music Teachers Association (BCRMTA) is a non-profit association. The objects of BCRMTA are to raise the standard of the profession, the promotion of the art of music teaching and the maintenance of the honour and interests of the music teaching profession.

BC Society of Landscape Architects

The British Columbia Society of Landscape Architects Board of Examiners sets and administers the examination necessary for the registration of members in the BC Society of Landscape Architects and reviews all applicants' qualifications to determine acceptability.

Chartered Professional Accountants of British Columbia

Chartered Professional Accountants of BC (CPABC) is the training, governing, and regulatory body for over 36,000 CPA members and 5,000 CPA students and candidates. CPABC carries out its primary mission to protect the public by enforcing the highest professional and ethical standards and contributing to the advancement of public policy.

College of Applied Biology (College of Applied Biologists)

The College of Applied Biologists (CAB) was established in 2002 with the *College of Applied Biology Act*. They regulate professional biologists, and biology-related technologists and technicians. CAB currently has approximately 3,200 registrants. CAB began operating under the *Professional Governance Act* in 2021.

Degree Quality Assessment Board

The Degree Quality Assessment Board is an independent advisory board that ensures legislated quality assurance requirements are met for post-secondary education in B.C.

EducationPlannerBC

EducationPlannerBC (EPBC) is mandated to connect students to post-secondary education opportunities and associated career paths by improving post-secondary planning and application services. Additionally, EPBC's mandate includes establishing and maintaining a provincial data exchange hub to support the transition of B.C. students into post-secondary and between institutions within the B.C. post-secondary system.

SkilledTradesBC

The *Industry Training Authority Act* was repealed and replaced with the *Skilled Trades BC Act* (STBC Act) in March 2022, to manage and support an industry training and apprenticeship system in B.C. and to ensure that the system meets the Province's need for skilled workers.

StudentAid BC Appeal Committee

The Committee includes a diverse group of representatives from across the public and private post-secondary education sector who review StudentAid BC appeals decisions at the request of student applicants. Appeal committee recommendations are presented for response to the Assistant Deputy Minister or designate.

Appendix B: Progress on Mandate Letter Priorities

The following is a summary of progress made on priorities as stated in <u>Minister Selina</u> Robinson's 2022 Mandate Letter.

2022 Mandate Letter Priority	Status as of March 31, 2024
Recognizing the global trend of labour shortages, deliver StrongerBC's Future Ready Skills plan with clear actions to continue expanding access to affordable, accessible, and relevant training so British Columbians have the skills they need for the jobs of the future.	 The StrongerBC: Future Ready Action Plan (the Plan), launched in May 2023. Budget 2023 allocated \$480 million to the Plan over three fiscal years (FY 23/24 - FY 25/26)
Continue to advance work to launch B.C.'s second medical school in Surrey.	 A new medical school at Simon Fraser University project was announced in November 2022. The new medical school is on schedule to open in summer 2026 with 48 seats, growing to 120 seats at full capacity.
Meet or exceed the Homes for B.C. Plan target of 8,000 new student housing units to build even more homes to support students and take pressure off local rental markets, and explore innovative agreements to develop and build more student rental housing.	 As of March 2024, 7,766 new student housing beds have been announced (see Appendix A): 4,735 beds via provincial government loans/grants 3,031 beds via PSI self-financing and partnerships
Explore the expansion of the Single Parent Employment Initiative.	Responsibility falls under the Ministry of Social Development and Poverty Reduction.

2022 Mandate Letter Priority	Status as of March 31, 2024
With support from the Parliamentary Secretary for Labour, help more people to choose jobs in the trades, including by continuing the implementation of Skilled Trades Certification and building on its success through considering other trades that could be included.	 The first phase of implementation occurred in December 2022 with a one-year transition period for the first seven mechanical and electrical trades completed on December 1, 2023. New apprentice registrations in Skilled Trades Certification trades between April to December 2023 is up by 28% or 7,733 news apprentices over the same period the year before. Additionally, there has been a 172% increase in the number of skilled trades workers that applied to challenge the certification exam.
To reduce financial barriers to post-secondary education, continue work to expand the B.C. Access Grant by increasing eligibility to ensure that people can access the skills they need for the jobs of the future.	As of December 31, 2023, the B.C. Access Grant has supported over 71,000 students with approximately \$129 million in up-front, needs-based, non-repayable financial assistance.
With support from the Minister of State for Workforce Development, lead work to recruit and retain people to build a skilled and flexible workforce in B.C.'s changing economy, and support career paths for skilled immigrants and services that give immigrants and refugees a strong start.	 Introduced new fair credential recognition legislation that will reduce barriers for internationally trained professionals seeking jobs in B.C. The International Credentials Recognition Act (ICRA) received Royal Assent on November 8, 2023, and will be brought into force in summer 2024.
With support from the Minister of State for Workforce Development, strengthen resources for the evaluation of skilled immigrants' credentials, including the Credential Assessment Improvement Fund.	 Implemented improvements to the Credential Assessment Improvement Fund to allow for prioritization of funding in alignment with the new ICRA. Provided \$1.5 million in new funding to the Association of Service Providers for Employability and Career Training for new grants to organizations that help internationally trained

2022 Mandate Letter Priority	Status as of March 31, 2024
	professionals navigate credential recognition processes.
	 Provided \$590,000 in financial support for regulator-led credential assessment improvement projects.
With support from the Minister of State for Workforce Development, take steps to ensure our government is able to respond quickly if private institutions promote or offer substandard education to international students, and develop protections for international students that support their fair treatment across the sector.	On January 29, 2024, the ministry announced new measures to improve quality, raise standards, and ensure greater accountability for institutions in B.C.
Advance work on a Traditional Chinese Medicine degree program for our province.	Kwantlen Polytechnic University submitted a Bachelor of Traditional Chinese Medicine degree proposal to the ministry on November 2, 2023. The proposal was reviewed and subsequently tabled by the Degree Quality Assessment Board in December 2023.