

**Ministry of Post-Secondary Education
and Future Skills**

**2024/25
Annual Service Plan Report**

August 2025



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Minister's Accountability Statement



The Ministry of Post-Secondary Education and Future Skills 2024/25 Annual Service Plan Report compares the Ministry's actual results to the expected results identified in the 2024/25 – 2026/27 Service Plan published in 2024. I am accountable for those results as reported.

A handwritten signature in blue ink that reads "J. Sunner".

Honourable Jessie Sunner
Minister of Post-Secondary Education and Future Skills

July 31, 2025

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Letter from the Minister

As Minister of Post-Secondary Education and Future Skills, it is my honor to present the 2024/25 Annual Service Plan Report. This report summarizes progress over the past year to ensure post-secondary education and training are accessible and relevant, and that immigration services help newcomers to our Province thrive and contribute towards building a strong and sustainable economy.

Accessible and responsive post-secondary education and training are critical to meeting today's labour force needs, improving the ability of employers to build the labour force of the future, and helping ensure all British Columbians can gain the skills training they need to find meaningful work throughout their lives. That's why we continue to invest in education and training, we connect people to current and future labour market opportunities, and we address workforce gaps in high-demand fields in key sectors including health, trades and technology.

As the Minister responsible for immigration policy and programs I know how important it is to ensure newcomers can contribute their knowledge, skills, and experience which are key to making this such an incredible place to call home. We welcome and support newcomers through programs such as the BC Provincial Nominee Program, the BC Newcomers Services Program and BC Safe Haven Program. With the implementation of the *International Credentials Recognition Act* we continue to reduce barriers and create clearer pathways for internationally trained persons to obtain a license to practice in their fields. I also want to recognize the work of Sunita Dhir who was appointed the Parliamentary Secretary for International Credentials and tasked with engaging internationally trained professionals and regulatory authorities to ensure system partners are meeting government expectations and celebrating those who exceed government expectations.

As we take on all of this work, my ministry stands committed to fostering meaningful and lasting reconciliation with Indigenous Peoples in British Columbia. We continue to engage and collaborate to ensure post-secondary education and skills training programs are responsive and receptive to the needs of Indigenous communities and learners.

I am proud of all that we have accomplished during these challenging and everchanging times. I look forward to supporting the programs and services that help people across our province thrive and build rewarding lives here in British Columbia.



Honourable Jessie Sunner
Minister of Post-Secondary Education and Future Skills
July 31, 2025

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 [Minister's 2022 Mandate Letter](#) shaped the goals, objectives, performance measures and financial plan outlined in the Ministry of Post-Secondary Education and Future Skills [2024/25 – 2026/27 Service Plan](#) 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, employers can access the talent they need, and our skilled workforce continues to grow.

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

Through federal labour market transfer agreements, the ministry provides targeted skills training opportunities to individuals, communities and employers. The ministry provides education, labour market and career planning information so British Columbians can plan careers, access education and skills development programs and connect to jobs.

With the recent addition of immigration services to the organization, the ministry delivers programs and services that help newcomers integrate into the province and helps facilitate economic immigration to address BC's labour market needs and to attract international entrepreneurs. This change includes the delivery of two pieces of legislation: *Provincial Immigration Programs Act*, and immigration provisions of the [Ministry of International Business and Immigration Act](#). Immigration services such as the BC Provincial Nominee Program, BC Newcomers Services Program, Safe Haven Program and the Career Paths for Skilled Immigrants Program enables community-driven, inclusive progress in support of social and economic well-being for all who make British Columbia home.

The ministry oversees professional regulatory bodies under the *Professional Governance Act* and is responsible for the *Labour Mobility Act*, which establishes that registered professionals in good standing in another province seeking to practice in BC must be licenced to practice in BC. The ministry is also responsible for the *International Credentials Recognition Act*, working to require professional regulatory bodies to be fairer, faster and more transparent in assessing internationally trained people's applications for licences to practice in their professions.

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

Operating Environment

British Columbians continued to persevere through a range of challenges, including inflation, labour shortages, global conflict and uncertainty, impacts of climate change as well as the acceleration of technological adoption and artificial intelligence breakthroughs. While not unique to British Columbia, these challenges continued to highlight the vital role post-secondary education, skills training, and immigration play in growing a sustainable economy that works for everyone and ensuring the prosperity and success of British Columbia's future. Reconciliation and the Distinctions Based Approach continue to be overarching considerations in all ministry work with First Nations and Indigenous People in British Columbia.

The 2024 Labour Market Outlook forecasts that about three quarters of the 1 million new job openings in BC over the next decade will require some level of post-secondary education or training. Our post-secondary education and training system remains foundational for a sustainable economy and is fundamental to providing pathways for BC to have the most inclusive and talent-driven workforce in Canada. Meeting the labour market demands over the next few years may prove difficult when faced with ongoing global challenges.

In 2024 the federal government made significant policy changes impacting international education, including capping the number of international study permit applications and tightening post-graduation work permit eligibility. This has had a significant financial impact on BC's post-secondary institutions and will change their recruitment and program approach. The federal government also announced significantly reduced immigration targets for 2025 to 2027, including establishing new targets for temporary residents and reducing by 50 per cent the number of immigrants that provinces can select through Provincial Nominee Programs in 2025.

Economic Statement

After several years of strong growth, economic activity in British Columbia moderated in 2024 amid high interest rates, persistent price pressures, and ongoing global economic uncertainty. BC's real GDP increased by 1.2 per cent in 2024 and ranked 8th (tied with Ontario) among the provinces following growth of 2.4 per cent in 2023. Last year, economic growth was driven by BC's service-producing industries such as real estate, rental and leasing; health care and social

assistance services; transportation and warehousing; public administration; and educational services. Output for goods-producing industries declined in 2024 due to lower construction and manufacturing activity, which was partly offset by growth in the mining, quarrying and oil and gas extraction; utilities; and agriculture, forestry, fishing and hunting sectors.

BC's labour market continued to expand in 2024. Employment in BC increased by 66,100 jobs (+2.3 per cent), supported by high immigration, and wages and salaries rose by 6.3 per cent. BC's unemployment rate averaged 5.6 per cent in 2024, up from 5.2 per cent in 2023 as strong population and labour force growth outpaced job gains. Elevated interest rates, rising construction costs, and ongoing labour shortages weighed on the construction sector last year. Housing starts totaled 45,828 units in 2024, down 9.2 per cent from the record high in 2023, but remained above the ten-year historical average. BC home sales increased by 2.1 per cent and the average home sale price increased by 1.0 per cent compared to 2023. Price pressures in BC continued to broadly moderate last year, but shelter price growth remained elevated. Overall, BC's inflation rate averaged 2.6 per cent in 2024, down from 3.9 per cent in 2023. Despite strong population growth, nominal retail sales increased by just 0.6 per cent in 2024, following a 0.1 per cent decline in 2023. On the trade front, weak global demand and lower commodity prices (primarily natural gas and coal prices) last year contributed to a 2.7 per cent decline in BC's merchandise exports relative to 2023 despite increased exports to non-US destinations including China, South Korea, and Australia.

Report on Performance: Goals, Objectives, and Results

The following goals, objectives and performance measures have been restated from the 2024/25 – 2026/27 service plan. For forward-looking planning information, including current targets for 2025/26 – 2026/27, please see the [Ministry of Post-Secondary Education and Future Skills 2025/26 – 2027/28 Service Plan](#).

Goal 1: British Columbians have access to post-secondary education and training to respond to the urgent need for more and new skills

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

Ensuring post-secondary education and skills training is affordable and accessible is a priority for the ministry as the growing demand for a well-educated, highly skilled workforce, affordable access to post-secondary education and skills training remains fundamental to ensuring BC's workforce can keep pace.

Key results

- Continued to implement programs and initiatives under the StrongerBC: Future Ready Action Plan to ensure British Columbians have the skills needed for good-paying jobs that support livelihoods and families.
- Improved affordability through the student financial assistance program, including the BC Access Grant, with \$39.2 million disbursed in up-front, needs-based non-repayable financial assistance to over 36,000 students.
- Empowered over 5,000 British Columbians to upskill and adapt to a changing economy through the StrongerBC future skills grant.
- Continued working with partners to further improve opportunities for former children and youth in government care through the Provincial Tuition Waiver Program and the Learning for Future Grant.
- Built more student housing units as part of [Homes for People](#) action plan. Responsibility for this priority is now with the Ministry of Infrastructure's mandate. As of March 31, 2025:
 - 7,734 new beds via provincial government loans/grants.
 - 3,036 new beds via post-secondary institution self-financing and partnerships.

Summary of progress made in 2024/25

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. Affordability was improved through a range of student financial assistance programs, and through the StrongerBC future skills grant which provided up to \$3,500 per person for short-term training across 350+ programs, enabling people of all ages and backgrounds - primarily mid-career learners with an average age of 37, to gain in-demand skills. By expanding access to education and workforce development, the program plays a critical role in strengthening BC's labour market, supporting economic resilience, and ensuring communities across the province are future-ready. Approximately 1,790 youth formerly in care accessed tuition waivers and about 38 per cent of students accessing tuition waivers are Indigenous, and of those about 69 per cent are women.

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

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. Breaking down barriers to get more people into the workforce is a priority for the ministry.

Key results

- Assisted over 6,300 British Columbians facing barriers to labour market participation to attach to the labour market through provincial funding and Canada-BC Workforce Development Agreement (WDA) funding skills training programming.
- Delivered, through SkilledTradesBC, pre-apprenticeship programs supporting approximately 800 people, with funding from the Canada-BC Workforce Development Agreement (WDA).
- Supported young adults, about half of whom are Indigenous, through BladeRunners, a WDA-funded program for training in key sectors including construction, healthcare, hospitality and tourism.
- Provided \$16.5 million in grants through provincially and WDA-funded programming to help employers, sectors, and communities support skills training in key sectors like healthcare, construction, and transportation.

Summary of progress made in 2024/25

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. Through SkilledTradesBC, the ministry supported equity-deserving groups with the skills they need to participate in trades occupations and apprenticeships. Provincially and WDA-funded skills training programming helped individuals increase their skills and find jobs or take further education and training. Grants through provincially and WDA-funded programming for skills training in key sectors, including those impacted by changes in the

forest sector, helped access funding to train, retrain, or upgrade the skills of 4,570 British Columbians.

Performance measures and related discussion

Performance Measure	2023/24 Actual	2024/25 Target	2024/25 Actual
1.a Post-Secondary costs are manageable and in line with household incomes			
Undergraduate tuition and fees as a percent of median household income	6.8% (target <7.5%)	TBD ²	TBD ³
Average percent of income recent grads used to repay education-related debt ¹			
Diploma, Associate Degree & Certificate Students	3.7%	<8.0%	3.7%
Baccalaureate Graduates	6.9%	<8.0%	6.3%

Data source: Statistics Canada and BC Student Outcomes Surveys, 2024

¹PM 1.1 targets for 2025/26 and 2026/27 for *Average percent of income recent grads used to repay education-related debt* were identical to 2024/25 target.

² Undergraduate tuition and fees as a percent of median household income targets are based on the Canadian average and are determined each reporting year. Future year targets are to be determined.

³ Results 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. 2024/25 results will be available from Statistics Canada in the Summer of 2025 with the release of household income data and will be available to be reported in the 2026/27 Service Plan Report.

These measures place 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 the 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	2021/22 Baseline	2023/24 Actual	2024/25 Target	2024/25 Actual
1.b The percentage of individuals employed or in further education and training three months after completing a Ministry skills training program aimed at unemployed or precariously employed people ^{1,2}	67%	74%	>70%	69%

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

¹PM 1.2 targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan as >70%, respectively. Success in obtaining employment is influenced by labour market conditions and therefore may exceed target during tight labour market conditions and be below target during weak labour market conditions.

²The 2024/25 PM is based on first ten months of the year. 2024/25 Actual is based on three-month survey results, however, participants who completed training near the end of 2024/25 fiscal year have yet to be surveyed.

This performance measure highlights the success of the ministry's Workforce Development Agreement (WDA)-funded 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. This 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. Results for this measure remain high and above the baseline, although they are slightly below the target. Success in obtaining employment is influenced by labour market conditions and therefore may exceed target during tight labour market conditions and be below target during weak labour market conditions as experienced during the 2024-2025 reporting period.

Goal 2: British Columbia has a high-quality post-secondary and training system that is relevant, responsive and innovative

Objective 2.1: Support a more responsive and relevant post-secondary and skills training system

A responsive and relevant post-secondary education and skills training system is necessary to enable British Columbians to acquire new skills to keep pace with evolving occupational requirements and help meet labour market demands.

Key results

- Increased priority programming at public post-secondary institutions including:
 - Worked closely with Ministry of Health as part of delivering on BC's Health Human Resources Strategy, including creating 65 new nurse practitioner seats.
 - Supported the creation of over 1,100 tech-relevant spaces in year 2 of the StrongerBC: Future Ready Action Plan.
 - As part of ongoing work with the Ministry of Education and Childcare continued to increase training in Early Childhood Education, with 579 new spaces funded through the StrongerBC: Future Ready Action Plan.
 - Upgraded pathways, with dedicated funding for English language learning and adult basic education programs tailored to students' target disciplines, supporting them to train for high-priority careers.
- Continued investment in micro-credential initiatives across 23 public post-secondary institutions and five First Nations to improve British Columbians' ability to quickly obtain in-demand skills in a changing economy.
- Continued to create opportunities for British Columbians working in the trades to quickly increase their skills and acquire new ones through TradeUpBC.
- Continued to support the expansion of the province's medical school system through allocated funding for the operations and interim space of Simon Fraser University's new medical school, and completion of the University of British Columbia's 40-seat medical school expansion.
- Continued to partner with public post-secondary institutions to create more than 900 new work-integrated learning placements, providing students with relevant work experience to secure jobs after completing their studies.

Summary of progress made in 2024/25

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. As of 2024/25, over 200 micro-credential programs have been funded. Of these, 130 programs have been launched and enrolled over 9,000 learners to-date. The TradeUpBC a training hub offers 130 short-term courses for people from public post-secondary institutions. By working with public post-secondary institutions, TradeUpBC offers flexibility for people in high demand sectors to advance their skills via short-term courses while working. In addition to these results, the ministry also supported student mental health and wellness through Here2Talk, a 24/7 counselling service that can be accessed free-of-charge and is open to any student attending the 25 public post-secondary institutions and more than 300 private institutions across the province. During the 2024/25 fiscal year, Here2Talk provided support for a total of 3,765 counselling cases through both chat and phone services.

Objective 2.2: Ensure BC provides a quality post-secondary education experience for international students and has fair, transparent processes to recognize international credentials

Ensuring quality international education with high standards for student learning, student supports, and labour market outcomes contributes to a diverse, globally connected post-secondary education system that attracts international talent to British Columbia. The ministry is prioritizing creating clear streamlined pathways for skilled people with international credentials that helps respond to the demand for people with in-demand skills and contributes to a strong, diverse economy.

Key results

- Published [International Student Enrolment Guidelines for Public Post-Secondary Institutions](#) that include the expectation public post-secondary institutions to provide tuition fee transparency.
- Made amendments to the *Private Training Regulation* and the *Fees and Student Tuition Protection Fund Regulation* which came into force January 1, 2025, to strengthen student supports and ensure a high-quality education for international students at private training institutions through higher standards and stricter requirements for institutions that enrol international students.
- Implemented a new Code of Practice to help students receive the education they expect and deserve by setting higher standards for institutions for student support and protection.
- Reduced barriers for internationally trained professionals seeking jobs in regulated occupations through the *International Credentials Recognition Act*, which came into force on July 1, 2024. Regulations pertaining to the prohibition of Canadian work experience came into effect on January 1, 2025, which is the start of a six-month transition period.
- Parliamentary Secretary for International Credentials, Sunita Dhir, was appointed in November 2024. Supported the Parliamentary Secretary's engagement with regulatory authorities under the Act to discuss the challenges and opportunities presented by implementing the Act, and with immigrant-serving organizations to raise awareness of the Act and to ensure information relevant to the Act is provided to internationally trained professionals.

Summary of progress made in 2024/25

As highlighted by the results above, the ministry continued to ensure the ability to act quickly and decisively to protect international students and help ensure institutions deliver a high-quality education and have strong supports that students need to study, find a good and meaningful job after graduation, and build a successful life in BC. The ministry developed new measures to bring in higher standards and greater accountability for educational institutions in BC and help ensure institutions deliver a high-quality education and offer strong supports that international students need to succeed. Tuition fee transparency helps to prevent

unexpected international student tuition fee increases and ensures incoming international students know the entire cost of their education before they start their program. Key changes to the *Private Training Regulation and the Fees and Student Tuition Protection Fund Regulation* include requiring greater program content standards and improving protections for students at private training institutions, including more generous refund policies, shorter maximum terms on contracts, and banning high pressure sales.

Objective 2.3: 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 all British Columbians remain connected to current and future labour market opportunities.

Key results

- Launched the 2024 Edition of the B.C. Labour Market Outlook (LMO), 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.
- Continued to support learners in their learning and career goals through EducationPlannerBC, a centralized online platform delivered in partnership with the post-secondary system, that enables learners to prepare for post-secondary education as well as find, compare, and apply to their chosen institutions.
- Continued to provide British Columbians with personalized and responsive career pathways and supported access to high-opportunity occupations through the new Find Your Path digital service.

Summary of progress made in 2024/25

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 for their education and career planning options. 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 2024 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 6.2 million visits.

Performance measures and related discussion

Performance Measure	2023 Actual	2024 Target	2024 Actual
2.a Graduates reporting their knowledge and skills developed through post- secondary education are useful in their employment	85.9%	≥ 90%	85.8%

Data source: BC Student Outcomes Surveys, 2024²

¹PM 2.1 targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan as ≥ 90%, respectively.

²Efforts are made to contact all eligible public post-secondary graduates (over 60,000 each year), and a response rate of ~40% is consistently achieved. The margin of error for these measures is currently between +/- 0.4% and 0.5% (19 times out of 20).

This measure reports the percentage 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 [Accountability Framework](#), which is a set of planning and reporting processes for British Columbia's public post-secondary education system.

Performance Measure	2020/21 Baseline	2023/24 Actual	2024/25 Target	2024/25 Actual
2.b Number of online and in-person engagements with ministry-provided labour market, career planning and education information	6.43M	10.15M	Maintain or increase	12.1M

Data source: [EducationPlannerBC](#) website, [WorkBC.ca](#) and other ministry sources.

¹PM 2.2 targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan as *Maintain or increase*, respectively.

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](#).

Goal 3: Advance reconciliation and self-determination with First Nations, Métis and Inuit in BC through post-secondary education and skills training

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

The objectives of the Declaration Act continue to 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 underscores the ministry's ongoing commitment to reconciliation through the inclusion of the [Declaration Act Action Plan](#), and the ministry's continued commitment to work with Indigenous partners to ensure that First Nations, Metis, and Inuit learners can achieve their higher educational goals in ways that reflect their distinct rights and the diverse Indigenous cultures and values.

Initiatives continue to be undertaken in consultation and cooperation as outlined in the *Interim Approach to Implement the Requirements of Section 3 of the Declaration Act*.

Key results

- Supporting Declaration Act Action 1.08, the *First Nations Mandated Post-Secondary Institutes Act* was co-developed with the First Nations Education Steering Committee (FNESC) and the Indigenous Adult and Higher Learning Association (IAHLA) and received Royal Assent on May 16, 2024. Collaborative work was started towards developing regulations, policies and procedures for implementation of the legislation. Also supporting the implementation of Action 1.08 was the provision of:
 - Operational funding of \$600,000 to each of the eight First Nations-mandated institutes to establish long-term operational and program plans that best support their communities and learners.
 - Capacity funding of \$75,000 to each of the six First Nations-mandated post-secondary institutes towards specific initiatives that contribute to continued self-determined growth and development.
- Also supporting Declaration Act Action 1.08, Métis Nation BC was provided with \$250,000 towards the development of a Métis post-secondary institute for the completion of consultation with Métis Chartered Communities and application for private institute status.
- Supporting Declaration Act Action 1.09, worked closely with Native Education College (NEC) to guide its capacity building and operational processes including provision of annual funding.
- Supporting Declaration Act Action 4.41, \$30.7 million was provided to over 41 community-based agreements through the Indigenous Skills Training and Education

(ISTE) program to First Nations, FNEESC, Métis Nation BC, the BC Association of Aboriginal Friendship Centres, and other Indigenous programs. Funding supported self-determined skills training, post-secondary education programming, and participant supports to remove barriers to access and to enhance success.

Summary of progress made in 2024/25

The ministry leads four Declaration Act Action Plan actions. These actions are the result of many years of consultation and engagement with First Nations, as well as the First Nations Education Steering Committee, Métis Nation BC, and other Indigenous organizations. As described above, progress on the implementation of these Actions continues.

The ministry also worked with partners to advance several additional Declaration Act actions, including:

- Worked in collaboration with the Ministry of Education and Child Care (ECC), the First Nations Leadership Council (FNLC), and FNEESC to plan for the development and implementation of 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.
- Worked with ECC, FNEESC, and IAHLA on co-developing initiatives to support Declaration Act Action 4.02 for the training, recruitment and retention of First Nations teachers. Launched a call for proposals and provided \$3.3 million for nine community-based teacher education programs, including three Bachelor of Education programs.
- Collaborated with FNEESC, FNLC, ECC, and Ministry of Children and Family Development (MCFD) to advance Declaration Act Action 4.18, focused on advancing the First Nations Children and Youth in Care Protocol towards improving opportunities and education outcomes for current and former First Nations children and youth in care. In January 2025, the first *Children and Youth in Care: How Are We Doing?* report was published.
- Continued to support First Nation language revitalization through the provision of funding to FNEESC for the First Nations-led Indigenous Language Fluency Degree Framework, initiated by First Nations and First Nations-mandated post-secondary institutes. This work supports Declaration Act Action 4.30.
- Supported Métis Nation BC to advance increased access to culturally relevant post-secondary opportunities for Michif language revitalization. This work supports Declaration Act Action 4.30.

Performance measures and related discussion

The Province reports annually on progress made to implement the Declaration Act, with the latest report released in June 2025. This report on the Province's [Declaration Act website](#) is developed in consultation and cooperation with Indigenous Peoples in BC and uses a comprehensive and accessible model of reporting that provides information on each action and shows 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 collaboration, taking distinct approaches with First Nations, 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 First Nations, Métis, 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 is advancing more quickly on some actions than others, based on the priorities identified through consultation and collaboration.

Goal 4: Communities are vibrant, inclusive, and enriched by the contributions of newcomers¹

Objective 4.1: International talent helps to address BC's skills need and support sustainable economic development in communities across the province

This objective focusses on how province-led immigration policy and program delivery support broader provincial goals relating to sustainable economic development. The ministry relies upon several levers to do this, including administering the BC Provincial Nominee Program (BC PNP), collaboration with community and other partners, and federal advocacy. These levers afford the province the ability to prioritize occupations in essential sectors as well as regions outside the Metro Vancouver Regional District.

Key results

- The BC PNP nominated workers in key strategic occupations, including healthcare workers, early childhood educators, veterinarians, and construction workers.
- 45 per cent of BC PNP nominees encouraged regional development by settling in communities outside of major urban centers, up from 37 per cent in the previous fiscal year.
- The Entrepreneur Immigration Regional stream, which helps participating regional communities grow their economies and create jobs by attracting international entrepreneurs, transitioned from a pilot into an ongoing part of the BC PNP at the beginning of the fiscal year.

¹ This goal and the related objective statements were originally from the [2024-2025 Ministry of Municipal Affairs Service Plan](#) and reflect the responsibilities which have been assigned to the Ministry of Post-Secondary Education and Future Skills at the time of this report.

- By awarding regional candidates with additional points in the Skills Immigration registration system, the BC PNP enhanced attraction and retention of newcomers in communities throughout BC.
- The BC PNP expanded its existing collaboration with regional communities into the Regional Immigration Collaboration (RIC), further supporting retention objectives and help regional communities meet their economic development needs for both entrepreneurs and workers.

Summary of progress made in 2024/25

In 2024/25, the British Columbia Provincial Nominee Program (BC PNP) worked on a variety of initiatives to support to regional communities' economic development, on both the Skills Immigration and Entrepreneur Immigration sides of the program. The BC PNP has been collaborating with approximately 50 regional communities in the delivery of the EI Regional stream to attract international entrepreneurs to small communities (population less than 75,000) since 2019. Through the BC PNP Regional Immigration Collaboration Initiative (BCPNP RIC), this collaboration has expanded to include skilled talent attraction and retention for regional communities.

Objective 4.2: Provide services to help support newcomers to settle and integrate

This objective recognizes how newcomers continue to play a critical role in supporting strong and vibrant communities across this province. Offering a wide range of labour market and newcomer supports help to enhance their social and economic integration while building community capacity. The objective statement has been changed to reflect the responsibility for community gaming grants moving to the Ministry of Tourism, Arts, Culture and Sport and newcomer integration joining the ministry.

Key results

- The BC Newcomers Services Program launched in 2024/25 to help newcomers on work or study permits and new citizens integrate into their communities and connect with a range of employment, language learning and other supports. The program served approximately 47,000 clients in 2024/25.
- Safe Haven launched in 2024/25 as a new program that provides wrap around supports to help refugee claimants settle in BC.
- Over 1,300 new clients enrolled in the Career Paths for Skilled Immigrants program, supporting skilled newcomers to find work and address underemployment.

Summary of progress made in 2024/25

With the launch of these new programs, the province quadrupled funding for newcomer programming to address the evolving service needs of newcomers in BC. Service providers are reporting the benefits of the new services and the increased access for clients. Vulnerable refugee claimants are accessing more accurate information and receiving wrap around

supports through the new Safe Haven program. For the first time, under this new program, refugee claimants have access to formal language training which will increase their ability to find work and make social connections.

Performance measures and related discussion

Performance Measure	2021/22 Baseline	2023/24 Actual	2024/25 Target	2024/25 Actual
4.a Percentage of BC Provincial Nominee Program nominees living and working in regional communities outside Metro Vancouver ¹	24%	37%	30%	45%

Data source: Internal Ministry of Post-Secondary Education and Future Skills tracking

¹PM 4.1 targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan as 33% and 35%, respectively.

In 2024/25, the British Columbia Provincial Nominee Program (BC PNP) continued to increase the portion of the program's nominations that went to newcomers living and working in regional communities. Primarily because of the continued success of changes made to the Skills Immigration registration system points in November 2022 to improve the prospects of regional candidates, the program significantly surpassed its target and increased its regional share of nominees from 37 per cent in FY 2023-24 to 45 per cent in FY 2024-25.

Performance Measure	2023/24 Actual	2024/25 Target	2024/25 Actual
4.b Percentage of Career Paths Clients employed in their field upon program completion ¹	76%	70%	70%

Data source: Internal Ministry of Post-Secondary Education and Future Skills tracking

¹PM 4.2 targets for 2025/26 and 2026/27 were stated in the 2024/25 service plan as 70%, respectively.

Skilled newcomers are improving their financial futures by joining the Career Paths for Skilled Immigrants program, securing jobs that fully utilize their skills, education and experience. To date the program has served over 4,900 clients with 85 per cent of clients completing the program and achieving an average wage increase of \$10.30 an hour. This program prevents under-employment and contributes to BC's skilled talent pool, as the program has a specific focus on supporting people in high priority occupations needed in the province. The program continues to meet its goal of ensuring that 70 per cent of clients are working in a job that matches their pre-arrival experience and overcoming underemployment. While still within the target range, this is a slight decrease from the previous fiscal actual of 76 per cent, reflecting the overall softening in the labour market for newcomers.

Financial Report

Financial Summary

	Estimated (\$000)	Other Authoriz- ations ¹ (\$000)	Total Estimated (\$000)	Actual (\$000)	Variance (\$000)
Operating Expenses					
Educational Institutions and Organizations	3,119,664	79,947	3,196,611	3,177,606	(19,005)
Student Services Programs	73,697	10,000	83,697	93,782	10,085
Private Training Institutions	1	0	1	0	(1)
Labour Market Development	39,469	24,500	63,969	66,483	2,514
Immigration Services and Strategic Planning (Transfer from Ministry of Municipal Affairs)	0	38,291	38,291	37,822	(469)
Transfers to Crown Corporations and Agencies	106,960	260	107,220	107,220	0
Executive and Support Services	31,252	(1,455)	29,797	36,333	6,536
Sub-total	3,371,043	148,543	3,519,589	3,519,246	(340)
Adjustment of Prior Year Accrual ²	0	0	0	(474)	(474)
Total	3,371,043	148,543	3,519,586	3,518,772	(814)
Ministry Capital Expenditures					
Executive and Support Services	504	0	504	0	(504)
Total	504	0	504	0	(504)
Capital Plan					
Educational Institutions and Organizations – Post-Secondary Institutions	1,107,256	(1,107,256)	0	0	0
Total	1,107,256	(1,107,256)	0	0	0

¹ "Other Authorizations" include Supplementary Estimates, Statutory Appropriations, Contingencies and Government Reorganization.

² The Adjustment of Prior Year Accrual of \$0.5 million is a reversal of accruals in the previous year.

Operating statement for Post-Secondary Institutions

Post-Secondary Education	2024/25 Budget (\$000)	2024/25 Actual (\$000)	Variance (\$000)
Combined Operating Statement			
Total Revenues ¹	8,848,334	9,184,078	335,744
Total Expenses ²	8,722,385	8,888,922	166,537
Operating Results	125,949	295,156	169,207
Gain (Loss) on Sale of Capital Assets	0	1,767	1,767
Net Results	125,949	296,923	170,974

¹ Higher than anticipated one-time grant funding, research grants, and expected rate of return on investments

² Higher salaries due to one-time grant funding, increase in grants to other government reporting entities, scholarships, offset by drop in grants to foundations.

Capital Expenditures

Significant IT Projects (over \$20 million in total)	Targeted Year of Completion	Project Cost to Mar 31, 2025 (\$m)	Estimated Cost to Complete (\$m)	Anticipated Total Cost (\$m)
Modernizing StudentAidBC	2025	14.7	0,000	14.7
<p>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.</p> <p>In 2024/25 the project achieved:</p> <ul style="list-style-type: none"> Successfully launched the student portal for all BC part-time students applying for Student Financial Assistance. 				

Appendix A: Public Sector Organizations

As of August 1, 2025 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 & 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.

[Association of Professional Engineers and Geoscientists of BC \(Engineers and Geoscientists BC\)](#)

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

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

BC Electronic Library Network

BC Electronic Library Network (BC ELN)'s develops and supports 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 BC.

[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 BC students into post-secondary and between institutions within the BC post-secondary system.

[SkilledTradesBC](#)

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

[StudentAid BC Appeal Committee](#)

The Committee reconsiders appeals at the request of StudentAidBC applicants or borrowers. It provides feedback, when requested, to StudentAidBC on proposed changes to key case review processes.

Appendix B: Progress on Mandate Letter Priorities

The following is a summary of progress made on priorities as stated in Minister's [2022 Mandate Letter](#).

2022 Mandate Letter Priority	Status as of March 31, 2025
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.	<ul style="list-style-type: none"> The StrongerBC: Future Ready Action Plan (the Plan), launched in May 2023. Now entering its third year, the Plan is fully implemented, on budget, and has helped more than 356,000 British Columbians through 24 initiatives.
Continue to advance work to launch BC's second medical school in Surrey.	<ul style="list-style-type: none"> A new medical school at Simon Fraser University project was announced in November 2022. The Ministry of Post-Secondary Education and Future Skills (PSFS) is working in partnership with the Ministry of Health (HLTH) and Ministry of Infrastructure (INF) to support the development of a second medical school for British Columbia at Simon Fraser University (SFU) adjacent to its Surrey campus. 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.	<ul style="list-style-type: none"> As of March 2025, 10,770 new student housing beds have been announced: <ul style="list-style-type: none"> 7,734 beds via provincial government loans/grants 3,036 beds via PSI self-financing and partnerships Responsibility for this priority is now with the Ministry of Infrastructure's mandate.

2022 Mandate Letter Priority	Status as of March 31, 2025
Explore the expansion of the Single Parent Employment Initiative.	<ul style="list-style-type: none"> Responsibility falls under the Ministry of Social Development and Poverty Reduction.
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.	<ul style="list-style-type: none"> The first phase of implementation began 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 for 2024/25 have increased by 61% since introduction. Additionally, there has been a 165% 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.	<ul style="list-style-type: none"> As of December 31, 2024, the B.C. Access Grant has supported over 85,000 students with approximately \$166 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 BC's changing economy, and support career paths for skilled immigrants and services that give immigrants and refugees a strong start.	<ul style="list-style-type: none"> Introduced new fair credential recognition legislation that reduces barriers for internationally trained professionals seeking jobs in BC. <i>The International Credentials Recognition Act (ICRA)</i> came into force on July 1, 2024, and the Act and regulations will be fully implemented on July 1, 2025.

2022 Mandate Letter Priority	Status as of March 31, 2025
<p>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.</p>	<ul style="list-style-type: none"> 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 professionals navigate credential recognition processes. Provided \$992,701 in financial support for regulator-led credential assessment improvement projects.
<p>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 sub-standard education to international students, and develop protections for international students that support their fair treatment across the sector.</p>	<ul style="list-style-type: none"> In 2024, the ministry implemented a suite of regulatory amendments and policy changes under the International Education Framework that improve quality, raise standards, and ensure greater accountability for institutions in BC. These new requirements are now in effect.
<p>Advance work on a Traditional Chinese Medicine degree program for our province.</p>	<ul style="list-style-type: none"> Kwantlen Polytechnic University's Bachelor of Traditional Chinese Medicine degree proposal was approved by the Minister of Post-Secondary Education and Future Skills in June 2024.
<p>Continue providing strong supports for newcomers to British Columbia with WelcomeBC programs, including the Provincial Nominee Program and settlement services.</p>	<ul style="list-style-type: none"> The Provincial Nominee Program nominated 8,000 skilled workers and entrepreneurs in 2024, including 1,825 health authority workers, 1,279 childcare workers and 496 skilled construction workers. This fiscal year saw the launch of two new programs: the BC Newcomers Services Program and Safe Haven program. These programs have significantly expanded services to

2022 Mandate Letter Priority	Status as of March 31, 2025
	<p>meet a high demand and address newcomer integration needs. The Career Paths for Skilled Immigrants program connects skilled newcomers to the right jobs that meet their skills and experiences.</p> <p>This priority is from the Minister of Municipal Affairs 2022 mandate letter and has transferred to the Ministry of Post-Secondary Education and Future Skills.</p>