

**Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour**

Estimates Notes - July 2013

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(updated June 28, 2013)

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: BC Provincial Nominee Program (PNP) 2012/13 Results

Revised: June 10, 2013

Issue: Attraction of new workers and entrepreneurs through the PNP in 2012/13

Recommended Response:

- The PNP nominated 4,035 foreign workers and entrepreneurs in 2012/13, exceeding the Ministry's Service Plan target of 3,875.
- The PNP also approved 116 entrepreneurs for initial entry on work permits to establish businesses prior to nomination, involving expected new investment of \$300 million and 340 jobs to be created or maintained.
- 66 per cent of these entrepreneurs intend to locate their businesses outside of Metro Vancouver/Abbotsford.
- The PNP recovered approximately 60 per cent of its gross expenditures (\$4.7 million) through application fees in 2012/13.

Background/Status:

- The PNP nominates foreign workers and entrepreneurs for permanent residence based on B.C.'s economic needs and priorities.
- Citizenship and Immigration Canada (CIC) sets the province's annual allocation of nominations: this was capped at 3,500 annually for calendar years 2010 – 2012, and was raised to 3,800 for 2013. (In 2012, B.C. obtained extra nominations under a pilot with CIC allowing the PNP to exceed its 2012/13 Service Plan target).
- The PNP has two streams: Strategic Occupations (new workers) and Business Immigration (entrepreneurs). In the Business Immigration stream successful applicants are initially approved for a two-year work permit in order to establish a business and create jobs, and are nominated only when they meet their performance commitments.
- From 2008 to 2012, the Business Immigration stream has attracted over \$580 million of new investment creating 1,068 new jobs – 85% of investment and 57% of jobs were outside of Metro Vancouver/ Abbotsford.
- The Strategic Occupations stream has enabled B.C. employers to attract and retain over 16,000 workers for hard-to-fill positions over the same period.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Contact:

ADM	Shannon Baskerville	Labour Market and Immigration Division	(250) 387-5640
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: B.C. Provincial Nominee Program Strategic Direction 2013/14

Revised: June 10, 2013

Issue: B.C. Provincial Nominee Program (PNP) Strategic Direction and 2013/14
Priorities

Recommended Response:

- The PNP will continue to focus on supporting B.C.'s economic growth by attracting skilled workers and entrepreneurs to increase innovation, job-creation and investment in the province.
- B.C. will continue to work with the federal government to expand the PNP and ensure that provincial and federal immigration programs align to maximise the benefits of economic immigration for B.C.
- Key 2013-14 strategic priorities include:
 - Increasing the number of entrepreneurs investing and creating jobs in B.C., particularly in the regions outside of Metro Vancouver/Abbotsford.
 - Introducing new pilot projects to encourage the world's best and brightest technology minds to relocate to B.C. and to attract skilled workers in high-demand occupations to regions outside of the Lower Mainland.
 - Expanding targeted outreach efforts to promote the PNP domestically and internationally.

Background/Status:

- The PNP is an immigration program operating under the 2010 Canada - B.C. Immigration Agreement and a key tool supporting the B.C. Jobs Plan. The PNP allows the Province to nominate economic immigrants for permanent residence based on B.C.'s economic needs, priorities and selection criteria.
- Citizenship and Immigration Canada (CIC) makes the final selection decision and is solely responsible for issuing permanent resident visas to nominees and their eligible family members. CIC also sets the province's annual allocation of nominations: this was capped at 3,500 annually for 2010 – 2012, and has been raised to 3,800 for 2013.
- The success of the PNP is attributable to its ability to respond quickly to changing needs and priorities, focus on client service, and strong relations with business and community stakeholders.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Federal Settlement Funding Allocation

Revised: June 20, 2013

Issue: Federal settlement funding is terminating March 31, 2014

Recommended Response:

- For 2013/14, B.C. will receive \$100.6 million in federal settlement funding under the Canada-BC Immigration Agreement (the Agreement) to design and deliver settlement services for newcomers in B.C. – a decrease of \$9.2 million from 2012/13.
- The federal government will be terminating the Settlement Annex (Annex A) under the Agreement and resume responsibility for the delivery of settlement services in B.C. as of April 1, 2014. B.C. will no longer receive federal settlement funding.
- B.C. will continue to monitor the proportion of federal settlement funding being allocated for settlement service delivery in the province to ensure parity with other provinces and that the needs of newcomers are addressed.

Background/Status:

- B.C.'s federal funding fluctuates annually and is determined through a national settlement allocation formula based on a three year rolling average of permanent immigration relative to other provinces/territories. Refugees are given additional weighting to account for their more immediate service needs.
- Until 2005/06, B.C. received approximately \$40 million from the federal government under the Agreement. National settlement funding began to increase in 2006/07, with funds for B.C. reaching a high of \$120.7 million in 2009/10.
- Between 2005/06 and 2011/12, Ontario received a pre-determined amount of federal settlement funds as per its immigration agreement, resulting in a disproportionately high level of funds for Ontario despite a declining share of immigration.
- To address concerns expressed by provinces/territories over parity in federal settlement funding, Ontario was included back in the federal settlement allocation model in 2012/13, which resulted in B.C.'s allocation increasing to \$109.8 million in 2012/13 regardless of a continued decrease in B.C.'s share of immigration relative to other provinces/territories.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- The decrease in B.C.'s share of national immigration is primarily due to a decline in economic immigrants coming to the province, resulting from cuts to the number of workers allowed in under the Federal Skilled Worker program combined with a federal cap on the number of immigrants allowed under the B.C. Provincial Nominee Program.
- Federal settlement funds are expended under WelcomeBC in three priority areas: English Language Development (for adults), Settlement and Inclusive Communities, and Labour market Participation.
- About 100,000 newcomers per year are assisted to gain the skills, knowledge and experience to settle and integrate in B.C.'s labour market and communities.
- Only permanent residents are eligible for federally funded services. Other provinces are expanding services and client eligibility with provincial funding to meet their respective settlement and integration priorities.
- In addition to federal program funding, the federal government has provided B.C. with \$7.1 million per year to support costs of administration of settlement services.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Foreign Qualifications Recognition (FQR) budget for 2013/14

Revised: June 10, 2013

Issue: Ministry investing \$4 million in recognizing the skills of foreign trained workers.

Recommended Response:

- Foreign Qualifications Recognition (FQR) policy and initiatives serve to support immigrants in fully utilizing their skills in B.C.'s economy, for their own benefit but also to match the needs of B.C. employers.
- \$4 million will be invested in 2013/14 by the Ministry to improve the time, ease, and efficiency for immigrants having their skills and qualifications assessed and recognized by provincial regulators.
- FQR investments prioritize B.C.'s high demand occupations such as the trades, technical occupations, and engineering to support the BC Jobs Plan and Skills Training Plan.

Background/Status:

- Foreign Qualifications Recognition (FQR) determines if the education, knowledge, skills and work experience obtained in another country are comparable to the standards established for professionals and tradespersons practicing in B.C. The assessment of academic credentials as substantially equivalent to Canadian credentials – referred to as Foreign Credential Recognition – is a subset of the scope of FQR.
- The assessment and recognition of qualifications is the responsibility of 67 regulators that oversee more than 280 regulated occupations. Regulators' authority to assess and recognize is granted by the Province through dozens of provincial statutes. B.C. regulatory bodies are mandated to ensure all individuals seeking licensure or certification meet and maintain occupational standards that uphold public health and safety in B.C.
- With approximately 40,000 immigrants coming to B.C. per year, FQR addresses a significant labour market challenge: the under-utilization of immigrants' skills. The unemployment rate of new immigrants (less than 5 years) is 9.7 per cent while for Canadian born the rate is 6.5 per cent. At the same time, surveys suggest that 36 per cent of immigrants are employed at a lower level than their country of origin.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- The Ministry is the lead organization in the province responsible for FQR policy and initiatives that in collaboration with B.C. regulators, aim to improve the timing, ease, and efficiency of assessing and recognizing international qualifications so immigrants have the opportunity to fully utilize their skills in B.C.'s economy.
- The Province, along with other Canadian jurisdictions, has committed to the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications, which establishes mutual FQR objectives to develop fair, consistent, transparent, and effective processes to assess the qualifications of immigrants and support integration into the labour market.
- In 2012/13, the Ministry commissioned a comprehensive investigation into real and perceived barriers to the successful certification and workplace integration of foreign trained workers. The project involved three regulators and nine high demand occupations and resulted in 24 concrete recommendations to improve the FQR system in B.C. Recommendations from this review form the basis of the 2013/14 FQR investment plan which was publicly announced November, 2012.
- The Ministry prioritizes FQR investments to support priority industries and occupations to help advance the BC Jobs Plan. This includes, for example, an investment focus on key occupations such as engineers, technologists and technicians, and tradespersons.
- FQR initiatives are primarily funded by a contribution agreement with Human Resources and Skills Development Canada (HRSDC), with amounts historically of \$1 million to \$1.5 million per year. For 2012/13 and 2013/14 the FQR budget has been supplemented with federal settlement funding through the Canada British Columbia Immigration Agreement (CBCIA). For 2013/14 the total budget is \$4.0 million.
- Supplemental funding from the CBCIA will not extend beyond 2013/14 and the contribution agreement with HRSDC is set to expire in December, 2013.

s13, s16

- The Ministry of Health (HLTH) receives funding from Health Canada to lead initiatives addressing FQR barriers specific to Internationally Educated Health Professionals. JTST plays a supportive role in these occupational areas. For fiscal year 2013/14 HLTH will access up to \$1.4 million in funding.

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s13, s17

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

s13, s17

Contact:
ADM Shannon Baskerville Labour Market and Immigration 250 387-5640

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Transition of Responsibility for Federally Funded Immigrant Settlement Services

Revised: June 6, 2013

Issue: On April 12, 2012, the federal government announced its intent to resume administration of federally-funded settlement services in British Columbia in April 2014.

Recommended Response:

- BC will continue to administer federal immigration settlement dollars accountably to March 31, 2014.
- The province has been working closely with Citizenship and Immigration Canada (CIC) to ensure a smooth transition and minimize disruption for newcomers and service providers.
- A formal mechanism is being developed and will be in place by April 2014 to guide the future relationship between CIC and BC regarding our shared interest in immigrant settlement services in the province.
- The Immigration Business Model, reflecting BC priorities of matching immigrants to jobs at their appropriate skill level and attracting and retaining immigrants to fill labour demand in regions outside the Lower Mainland, has been developed to support immigrant settlement post April 2014.

Background/Status:

- BC has been administering federal immigrant settlement dollars under Annex A (Responsibilities for Federally Funded Settlement and Integration Services) of the Canada-BC Immigration Agreement (CBCIA) since 1998.
- Annex A of the CBCIA is being terminated effective April 1, 2014.
- CIC has decided to repatriate administration of federally-funded settlement services to support consistency and create efficiencies within the national immigration system.
- The forecasted expenditure for immigrant settlement services administered by BC in fiscal 13/14 is \$142.9M, of which approximately \$100M is federal, \$9M is provincial, and the balance is deferred federal allocations.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Hon. Shirley Bond

- As of April 1, 2014 British Columbia will be administratively responsible only for provincial immigrant settlement dollars. The estimated immigration policy and immigrant settlement program expenditure for fiscal 2014/15 is \$11M.
- On June 03, 2013 CIC initiated a Call for Proposals (CFP) to invite applications for funding to provide federal settlement services in British Columbia post April 2014. CIC developed the funding priorities for the British Columbia-specific CFP in consultation with the province.
- The post April 2014 BC Immigration Business Model, approved at the ministerial level in January 2013 will focus on six lines of business:
 - Provincial Nominee Program
 - Labour Market Programs
 - Dissemination of Information
 - Foreign Qualification Recognition
 - Targeted Community Programs
 - Core functions (strategic policy, forecasting & analysis, and stakeholder engagement)
- BC is building on research to develop policy to guide its approach to serve newcomers who are ineligible for federal immigrant settlement services (e.g. naturalized Canadians, refugee claimants, temporary foreign workers).

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Temporary Foreign Worker (TFW) Program – Skills Shortages

Revised: June 25, 2013

Issue: The TFW Program plays a critical role in supporting British Columbia's regional labour market and economic development when critical positions cannot be filled domestically

Recommended Response:

- In allowing employers to fill critical labour and skills shortages, the Temporary Foreign Worker (TFW) Program plays a critical role in supporting British Columbia's regional labour market and economic development, including the delivery of major projects.
- The Province supports the federal government's review of the TFW Program to ensure it is only used when domestic sources of workers have been exhausted and that appropriate mechanisms are in place to protect TFWs.
- British Columbia will continue to press the federal government to ensure continued access to TFWs for employers who play by the rules and are committed to employing Canadians and Permanent Residents first.

Background/Status:

- The Temporary Foreign Worker Program is a federal program jointly administered by Citizenship and Immigration Canada (CIC) and Human Resources and Skills Development Canada (HRSDC).
- HRSDC is responsible for issuing Labour Market Opinions, through which the Department confirms that employers have made reasonable attempts to fill their vacancies domestically, while CIC is responsible for issuing work permits.
- The 2010 Canada-BC Immigration Agreement includes a TFW Annex, which allows the Province to streamline the entry of TFWs into the Province through exempting foreign nationals from the LMO requirement. CIC's decision to reassume responsibility for the administration and delivery of settlement services will not impact British Columbia's authorities under the TFW Annex.
- Since 2000 the number of TFWs in British Columbia has increased by 380 percent. At the end of 2012, there were 74,216 TFWs in the province, accounting for 21 percent of the national total.
- A large proportion of TFWs in British Columbia (40 per cent) are admitted under youth mobility programs, which allow foreign nationals to work for any employer

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Minister Responsible: Hon. Shirley Bond

while they experience Canada. Only 21 per cent of TFWs in the province are admitted to work for a specific employer under an LMO.

- TFWs are a key source of applicants to B.C.'s Provincial Nominee Program (PNP). Approximately 90 per cent of nominees under the PNP's Skilled Occupations stream are TFWs currently working in the province.
- While in British Columbia, TFWs are subject to and protected by a number of federal or provincial laws that apply to their situation. For more information on employment standards and TFWs, see the Labour Policy and Legislation Estimates Note entitled The Protection of Temporary Foreign Workers.
- In late fall of 2012, the International Union of Operating Engineers and the Construction & Specialized Workers Union sought judicial review of HRSDC's decision to issue a positive LMO approving the hiring of 201 Chinese TFWs by HD Mining, claiming the company failed to make sufficient efforts to recruit Canadians. While the LMO was upheld, s13

s13

s13 see the Labour Policy and Legislation Estimates Note entitled The Protection of Temporary Foreign Workers).

- In response to widespread concerns with the TFW program, the federal government announced it would be accelerating its review of the TFW Program, first unveiled in Budget 2012. A first set of changes were released in April 2013, with the purpose to address areas of immediate concern. The changes include:
 - Suspension of the Accelerated LMO process, allowing employers to secure a permission to recruit one or more TFWs in a matter of days as opposed to months;
 - Cancellation of the flexible wage structure, introduced to allow employers to pay TFWs the same wages as Canadian workers; and,
 - Introduction of a requirement for employers to provide a plan showing how they will transition to a domestic workforce.
- The business community has expressed concern with the changes, emphasizing that they will result in delays in accessing TFWs required to maintain and grow their operations.

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Contact:

ADM Shannon Baskerville Labour Market and 250 387-5640
Immigration

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: WelcomeBC Overview

Revised: June 6, 2013

Issue: WelcomeBC is B.C.'s strategic framework for immigrant settlement services and welcoming communities initiatives

Recommended Response:

- B.C. will invest \$142.9 million in federal and provincial program funding in WelcomeBC in 2013/14. WelcomeBC programs support immigrants and their families to settle and integrate into their new communities and the labour market, maximizing the economic benefits of immigration.
- Initiatives also support communities, sectors, and employers to be more welcoming and inclusive of newcomers.
- WelcomeBC has three lines of business: Adult English Language Development (\$66.7 million), Settlement and Inclusive Communities (\$48.1 million), and Labour Market Participation (\$28.1 million).

Background/Status:

- B.C. welcomes approximately 40,000 new immigrants each year.
- Over the next ten years, it is expected that 30 per cent of the 1.1 million job openings will need to be filled by immigrants.
- WelcomeBC aims to maximize immigrants' contributions to B.C.'s social and economic prosperity.
- The majority of 2013/14 funding for WelcomeBC (\$134.2 million) comes from the federal government under the *Canada-B.C. Immigration Agreement*. In addition to the annual allocation (\$100 million), this amount includes funds deferred from previous years (\$34 million). Provincial program funding accounts for \$8.7 million. Partnerships are critical to deliver WelcomeBC. The Ministry works:
 - with other ministries, sectors and 100 service providers to deliver settlement and integration programs for immigrants
 - across government to ensure immigrants and their families can access the public services needed to settle and integrate
 - with communities and employers to build capacity to be welcoming and inclusive so that newcomers successfully integrate and remain in B.C.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Budget Breakdown:

WELCOMEBC	FY 2013/14 in \$ million
<i>English Language Development</i>	66.7
<i>English Language Training for Adults</i>	64.6
<i>Alternative Service Delivery</i>	0.6
<i>Regional Access</i>	1.5
<i>Labour Market Participation</i>	28.1
<i>Skills Connect for Immigrants</i>	15.2
<i>Labour market information and referral services</i>	5.0
<i>Foreign qualifications recognition (FQR)</i>	3.1
<i>Engaging Employers</i>	1.6
<i>Workplace focused language training</i>	3.2
<i>Settlement and Inclusive Communities</i>	48.1
<i>Settlement and Information Services</i>	28.6
<i>Vulnerable Populations</i>	12.2
<i>Immigration Portal</i>	0.8
<i>Welcoming Communities</i>	4.8
<i>EmbraceBC</i>	1.7
TOTAL	142.9

Contact:

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Immigration

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Industry Training Authority - Apprenticeship System
Statistics

Revised: June 21, 2013

Issue: While BC's industry training system has achieved significant progress since its launch in 2004, employer participation increased steadily to 2008 but has slowly been declining over recent years. Increased employer participation is needed to meet long-term labour market demand for skilled trades people.

Recommended Response:

- In 2004, Government implemented a new industry-driven, flexible and responsive model for industry training. It replaced the Industry Training and Apprenticeship Commission (ITAC), which was not able to respond quickly enough to the growing needs of BC's economy.
- Government continues to invest over \$100 million annually in industry training through the ITA. 2013/14 investments of about \$1091 million are approximately \$35 million (or 49%) higher than the \$73.7 million provided in 2000/01.
- There are now over 35,000 registered apprentices (including high school youth) in BC, double the number registered in December 2001.
- ITA awarded 8,042 Certificates of Qualifications to journeypersons in BC in 2012/13, almost triple the amount issued in 2004/05 when the ITA was established.
- Increasing employer sponsorship of apprentices continues to be a key area of focus for ITA and the Ministry.
- Nation-wide, it's estimated that less than 20% of employers who can sponsor an apprentice participate in industry training.
- That's why ITA launched an employer engagement campaign aimed at encouraging more employers to sponsor and provide on the job training to apprentices. Moving forward employer engagement will continue to be a key priority for ITA and the Province.

See Attachment 1 for year-over-year details.

¹ Provincial investments only, i.e. \$94.4 million Core Grant, plus almost \$14.5 million from the Canada-BC Labour Market Agreement and Foreign Credential Recognition Program. Excludes around \$1 million in revenues that ITA expects to receive from other sources.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

A. ITA Accomplishments (current to March 31, 2013)

Trainees and Credentials Issued

- There are now over 35,000 registered apprentices (including high school youth) in BC, double the number registered in December 2001.
- Youth participants in high school programs have increased by 287 percent, from 861 in 2004, to over 3,330 in March 2013.
- In 2012/13, ITA purchased almost 25,500 apprenticeship and foundation training seats at public and private institutions. s13
- The ITA surpassed their 2012/13 target for the number of credentials issued. This fiscal year, 8,042 Certificates of Qualification have been issued (target was 7,500) triple the number issued in 2004/05 when ITA was established.

Employer Sponsorship

- The number of employer sponsors is up 36 percent from 2004; currently 9,188 BC employers are sponsoring apprentices.
- However, employer sponsorship has been declining in recent years, due partially to the recent recession. Numbers have declined from a peak of 10,884 sponsors in 2008/09 fiscal year to 9,188 currently.
- To address this issue, in 2012/13, ITA hosted a series of Employer Recognition Events to promote employer participation in trades training, and hosted Community Dialogue and social media sessions to get the feedback improvements it could make to ensure the trades training system is relevant and responsive to the needs of industry and employers.

Attracting New Entrants to the Trades

- Since 2008/09, ITA has invested over \$32 million in Canada-BC Labour Market Agreement funding initiatives to increase the participation of women, immigrants Aboriginal people, and unemployed low-skilled in the trades. By March 2013, over 5,700 individuals will have participated in these programs.
- Aboriginal participation in apprenticeship technical training has doubled since 2006/07.
- 10 percent of all registered apprentices are currently women, up from 8 percent in 2009.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Honourable Shirley Bond
Customer Satisfaction

- Key findings of the most recent (2012) Apprenticeship Student Outcomes Survey of trades trainees (APPSO) include:
 - 95% of respondents are *very satisfied* or *satisfied* with their in-school training (**up 2% from 2011**);
 - 92% of respondents are *very satisfied* or *satisfied* with their overall workplace experience (**down 1% from 2010**).
 - Of those surveyed and employed, the median hourly wage was \$28, approximately \$4.40 over the 2012 B.C. average wage rate.
- In 2012/13 ITA established baselines for three new measures intended to measure client satisfaction, these are: Satisfaction with ITA Credentials-credential holders; satisfaction with ITA credentials – employers; and the sponsor value index.

B. Future Need

- B.C.'s efforts to take full advantage of emerging economic opportunities, particularly in Northern BC, may be hampered by a shortage of skilled workers in trades and technical occupations. It is projected that B.C. may face a shortage of between 22,000-32,000 trades and technical workers by 2020.
- ITA's current investments in trades training are sufficient to meet short and mid-term regional employer demand for apprentices and maintain training capacity (instructors and infrastructure) to meet the long term demand.
- However, in order to ensure that the future demand for fully qualified trades people is met, the training system requires an increased commitment from employers to sponsor and train apprentices. Subsequently, the training system may require additional resources to train additional apprentices.
- In addition to launching a series of initiatives under the Skills and Training Plan, Government has committed to expand and modernize BC's industry training system to address this issue, and to help young people become certified and get working as soon as possible.
-

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Contact:

Position	Name	Branch	Phone
ADM	Shannon Baskerville	Labour Market and Immigration Branch	(250) 387-5640

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Attachment 1 Industry Training Apprenticeship System Statistics: 1997-2013²

- 1) **REGISTERED APPRENTICES** *(includes high school students participating in secondary school apprenticeship programs)*

Industry Training and Apprenticeship Commission (ITAC)

Calendar or Fiscal Year	Total Registered Apprentices	Comments
1997	14,739	
1998	15,245	
1999	15,353	
2000	15,794	
2001	16,277	
2002	16,281	
2003/04	Not available	Transition year prior to formation of the ITA

Industry Training Authority (ITA)

Calendar or Fiscal Year	Total Registered Apprentices	Comments
2004	14,676	Baseline used in ITA Annual Reports
2004/05	20,050	
2005/06	26,525	
2006/07	34,049	
2007/08	39,797	
2008/09	40,281	
2009/10	38,208	
2010/11	34,645	Declines are due to downturn in the economy as fewer employers hire and train apprentices.
2011/12	35,245	
2012/13	35,041	

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² Industry Training and Apprenticeship Commission (ITAC) existed from November 28, 1997 to March 31, 2002. Industry Training Authority (ITA) was established on March 31, 2004.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

2) CREDENTIALS AWARDED

ITAC

Fiscal Year	Provincial Credentials	Red Seal Credentials	Total Credentials	Comments
1996/97	1,764	2,707	4,471	
1997/98	1,029	3,096	4,125	
1998/99	937	2,866	3,803	
1999/00	921	3,093	4,014	
2000/01	848	2,794	3,642	
2001/02	1,149	2,791	3,940	
2002/03	835	2,566	3,401	Transition year prior to formation of ITA
2003/04	445	1,883	2,328	Transition year prior to formation of ITA

ITA

Fiscal Year	Provincial Credentials	Red Seal Credentials	Total Credentials	Comments
2004/05	453	1,925	2,378	First year ITA was fully operational
2005/06	577	2,322	2,899	
2006/07	1,430	2,121	3,551	
2007/08	1,829	3,417	5,246	
2008/09	1,939	4,099	6,038	
2009/10	2,434	4,745	7,179	
2010/11	2,562	4,756	7,318	
2011/12	Not yet available	Not yet available	8,750	
2012/13	Not yet available	Not yet available	8,042	

Notes:

- a) Credentials awarded include individuals that received a credential upon successful completion of an apprenticeship program and those who successfully challenged the Certificate of Qualification exam.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

PROVINCIAL FUNDING

ITAC

Fiscal Year	Core Operating Contributions (\$ millions)	Comments
1997/98	\$25,034	Four months only (Dec 1997 – March 1998)
1998/99	\$68,596	
1999/00	\$70,105	
2000/01	\$73,668	
2001/02	\$81,189	
2002/03	Not Available	Transition year prior to formation of ITA
2003/04	Not Available	Transition year prior to formation of ITA

ITA

Fiscal Year	Operating Contributions from the Province (\$ M)	Comments
2004/05	\$77,281	First year ITA is fully operational
2005/06	\$77,281	
2006/07	\$90,281	
2007/08	\$96,938	
2008/09	\$100,538	
2009/10	\$94,444	September 2009 Service Plan Update (budget reduced 10% from \$104,938 to \$94,444)
2010/11	\$94,444	
2011/12	\$94,444	
2012/13	\$94,444	
2013/14	\$94,444	

Notes:

- a) ITAC table does not include contributions the Province made to ITAC capital costs
- b) In addition to “core” funding, from 2009/10 – present, ITA has also received funding through sources such as the Canada-BC Labour Market Agreement and/or the Canada BC Labour Market Development Agreement, which increased the Province’s overall financial contribution to over \$100 M per year for those years.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Industry Training Authority (ITA) Service Plan and Budget

Revised: June 11, 2013

Issue: While ITA is playing a key role in delivery of the Skills and Training Plan, its 2013/14 – 2015/16 Service Plan shows a significant drop in its budget, starting in 2014/15.

Recommended Response:

- By helping to ensure there are the right amount of workers, with the right skills, in the right place, across all sectors, BC's industry training system will play a critical part in achievement of the economic goals outlined in the BC Jobs Plan: Skills and Training Plan.
- Currently there are approximately 35,000 apprentices (including high school youth participants) in the system; more than double the number registered in 2001.
- Since 2004, the ITA has issued almost 51,400 Certificates of Qualification to journeypersons in BC.
- Government continues to invest over \$100 million annually through the ITA - almost \$30 million, or 39% higher than when ITA was established in 2004.
- The 2014/15 and 2015/16 budget reductions noted within ITA's Service Plan reflect assumptions that when the Labour Market Agreement (LMA) expires on March 31, 2013, it would not be renewed. However, subsequent to release of ITA's Service Plan in February 2013, the Federal Government has announced that it intends to enter into discussions with the Provinces, including BC, to renew this funding partnership.
- Government is also ensuring that BC has the infrastructure to support trades training. Since 2001, we have provided almost \$238 million in capital funding to support trades training in the Province. This includes \$17 million recently provided for trades equipment.

2013/14 Service Plan priorities

ITA will focus on implementing priority actions identified in the Skills and Training Plan aimed at achieving government's economic growth objectives and ensuring regional and sectoral specific skill needs are addressed.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Key initiatives noted within ITA's Service Plan include:

- Promoting and facilitating entry into industry training for underrepresented groups such as Aboriginal people, Women and Immigrants, with an increased focus on youth.
- Improving continuation and completion by increasing supports for participants and employers who sponsor them (e.g. apprentice coaches, on-line resources, web site improvements).
- Developing flexible delivery options that decrease apprentices time away from the workplace and accelerate completion times.
- Improving skills assessment capacity for those with existing skills, through the development of additional competency-based/practical assessments.
- Increasing the quality of technical training through the continued development and implementation of standard level exams.

2013/14 – 2015/16 Service Plan Budget

a) 2013/14 Budget

- ITA's 2013/14 budget is \$110.018 million, about \$1.729 million more than the \$108.289 million in actual revenue ITA received in 2012/13.
- Of ITA's total budget of \$110.018 million, the vast majority (\$109.010 million) is made up of contributions from the Province. The remainder comes from fees, royalty revenues, and contribution agreements with the Federal Government.
- The Province's \$109.010 million contribution is broken out into two components:
 - \$94.44 million in core funding
 - \$14.46 million from the Canada-BC Labour Market Agreement (LMA) and other sources.¹
- The increase in the Provincial contribution reflects ITA's key role in delivering commitments under the Skills and Training Plan component of the BC Jobs Plan. This money will be used to support initiatives to attract under-represented groups to trades careers, and to develop skills assessment tools.

¹ \$13.46 million in LMA, plus \$1 million in Foreign Qualifications Recognition program funding.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

b) Budget Reductions in 2014/15 and 2015/16

- s13, s17
- s13, s17
- The future year budgets are conservative estimates, and assumes that the Canada-BC Labour Market Agreement will expire without renewal on March 31, 2014.
- However, the Federal Government has committed, as part of its March 21, 2013 budget announcement, to renegotiation of this funding partnership with all Provinces, including BC. While it is not clear how much LMA funding, if any, may be available after March 31, 2014, s13
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- Alternatively, if LMA funds are not available, s13
s13

c) 2012/13 Surplus

- ITA's 2012/13 Annual Report shows it had a budget surplus of almost \$3.6M for the last fiscal year. The majority of this surplus is due to a softening in demand for technical training (i.e. the demand for apprentices is currently lower than years prior to the recession and as a result the uptake on apprenticeship seat is lower than anticipated).
- Industry's demand is currently for fully qualified journey people rather than apprentices. This trend will likely continue while the economy recovers.
- However, ITA continues to maintain training delivery investments at the current level to ensure that the training system retains the capacity (i.e. instructors and infrastructure) to meet future demand as the economy recovers.

d) Potential Budget Pressures

- s13

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Contact:

Position	Name	Branch	Phone
A/Director	Katherine Rowe	Labour Market Programs	(250) 387-7570
A/Executive Director	Suzanne Ferguson	Labour Market Programs	(250) 387-3661

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Canada-BC Labour Market Agreement (LMA): 5 Year Outcomes

Revised: July 17, 2013

Issue: BC's LMA continues to demonstrate strong outcomes

Recommended Response:

- Over 91,000 British Columbians have benefitted from LMA programs and services since 2008.
- These programs are highly successful with over 90% of participants reporting the services sufficiently prepared them for employment opportunities.
- Approximately 70% of participants surveyed reported that they were either in school or employed, three months after the end of their program.
- BC has consistently met or exceeded its LMA targets and accountabilities.

Background/Status:

- The LMA began in April 2008, and has provided services to over 91,000 individuals from 2008/09 to 2012/13.
- For fiscal 2012/13, LMA funding was targeted to deliver labour market programs and services for over 16,500 individuals (over 17,500 actually served).
- Since 2008, LMA programs supported approximately:
 - aboriginals 14,400 (16 %)
 - immigrants 18,500 (20%)
 - women 40,100 (44%)
 - persons with disabilities 5,700 (6%)
 - youth (≤ 29) 31,800 (34%)
 - older workers (≥ 55) 7,800 (9%)
- Since 2008, LMA programs supported approximately:
 - Employed individuals 27,400 (31%)
 - Self-employed individuals 2,000 (2%)
 - Unemployed individuals 47,500 (52%)
 - Unknown 14,700 (17%)

Contact:

Shannon	ADM	Labour Market and Immigration	250 387-5640
Baskerville		Division	

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Canada/BC Labour Market Agreement (LMA) - Programs and Funding

Revised: June 20, 2013

Issue: Overview of LMA Labour Market Programs and Funding.

Recommended Response:

- The Canada/BC Labour Market Agreement (LMA) funds labour market programs and services for eligible unemployed and employed British Columbians.
- The LMA is one of the key funding mechanisms to address BC's labour and skill shortages, a key commitment of the BC Jobs Plan.
- Through the LMA, thousands of British Columbians are receiving training and support to secure new employment or advance in their careers, positioning the Province for strong economic growth.

Background/Status:

- The LMA provides BC with \$396 million over six years (approximately \$66 million annually) from 2008 to 2014 to fund skills training and employment programs and services for eligible unemployed and employed British Columbians.
- Investments focus on assisting:
 - Employed individuals who are low skilled – that is lacking a high school diploma, certification or essential skills, and,
 - Unemployed individuals who are non Employment Insurance clients.
- The LMA funding allocation for fiscal 2013/14 is \$99.7 million as a result of unused carry-over funding from previous fiscal years.
- The current Canada/BC Labour Market Agreement ends March 31, 2014. BC is developing a strategy to renew the LMA and will be working with the Federal Government to ensure the renewed LMA will continue to meet BC's labour market and skill shortage needs over the years to come.
- Existing LMA investment priorities include:
 - Funding skills training that supports sectors in the BC Jobs Plan, with a particular focus on the trades and other occupations in high demand.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- Increasing labour market participation rates for Aboriginal persons, youth, older workers, and persons with disabilities.
- Responding to community and industry needs as identified through regional consultation and collaboration such as the Regional Workforce Tables.
- LMA investment priorities are informed by up-to-date labour market information.

LMA Investment Plan Summary

BUSINESS LINE	12-13 BUDGET	13-14 BUDGET
Skills Training for the Low-skilled Employed e.g. Training to upskill employed individuals and increase workplace productivity. -Labour Market Sector Solutions -Targeted Skills Shortage -Essential Skills Workplace Training Program -MicroBusiness Training -Northern Skills Training Pilot Program	15.11M	14.50M
Skills Training for the Unemployed (Non-EI) e.g. Training programs at public post secondary institutions based on local labour market priorities. -Employment Skills Access Program -Skilled Trades for Employment Program -Aboriginal Community-based Partnership Program -ITA Trades Training -Youth Entrepreneur Pilot Program	39.05M	39.44M
Job Supports for the Unemployed (Non-EI) e.g. Training programs for individuals to support individuals enter or re-enter the workforce. -Job Options BC -BladeRunners -Youth Workplace Training -Aboriginal Training for Employment Program -Women's Mentorship	39.20M	34.75M
Foundational Supports and Administration	11.76M	11.00M
Total	\$105.12M (\$102.2M expensed)	\$99.70M (forecast)

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Contact:

Position	Name	Division	Phone
ADM	Shannon Baskerville	Labour Market and Immigration	(250) 387-5640

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Labour Market Agreement Renewal

Revised: June 24, 2013

Issue: The Canada-BC Labour Market Agreement (LMA) expires March 31, 2014.

Recommended Response:

- The LMA is one of the key funding mechanisms to support initiatives that respond to BC's labour and skills shortages.
- The federal government has announced its intention to renew the LMA in 2014 with new terms and conditions, including the introduction of the Canada Job Grant (CJG), a new program intended to directly connect skills training with employers and jobs.
- Under the BC Jobs Plan, we are making significant investments in skills training to ensure that British Columbians are first in line for the good jobs created here at home. In fact, just last year, BC issued a record number of trades tickets.
- It is critical that we ensure B.C. has the skilled workforce required to support long term labour market needs and economic growth, especially considering the major economic opportunity ahead of us in LNG – and in order to do so we need a training system that is responsive to the needs of employers.
- British Columbia has an excellent record of skills training under our partnership with the federal government and feel that provinces are in the best position to deliver these programs going forward.
- And our evidence supports that fact – in a short period of time we have achieved significant results for British Columbians, getting them the credentials they need to get jobs in BC.
- In BC we have worked hard to identify the training needs of employers today, tomorrow, and ten years from now. Through sector and regional workforce tables we are aligning the skills of British Columbians with the jobs on the ground.
- We remain hopeful that the approach the federal government establishes will be responsive to the needs of employers and aligns with the training priorities we have established.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Background/Status:

- The LMA provides BC with \$394M over six years (approximately \$66M annually) from 2008 to 2014 to fund skills training and employment programs for non-Employment Insurance (EI) eligible individuals and low-skilled employed individuals.
- The newly announced CJG will account for 60% of LMA funding allocation upon full implementation in 2017/18, and requires 1/3 matching funding from employers and the province, which could require up to \$40M in new provincial “matching” funds annually. The remaining 40% (or \$26M) of LMA funds will support program administration and other provincial priorities.
- The federal government plans to present a LMA renewal “federal offer” to provinces in July 2013, at which point BC will be in a better position to assess the full impacts of CJG implementation on future LMA funding and programming.

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- LMA renewal was a priority topic of discussion for Premiers at the June 16-17 Western Premiers’ Conference and will be again at the July 25-26 Council of the Federation meeting.
- Provincial and territorial Deputy Ministers of the Forum of Labour Market Ministers will met on June 25 to discuss LMA renewal and the CJG.

Contact:

Position	Name	Branch	Phone
ADM	Shannon Baskerville	Labour Market and Immigration	250 387-5640

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Employment Insurance (EI) numbers May 2013

Revised July 18, 2013

Issue: EI numbers for B.C. and development regions¹

Recommended Response:

- The average number of regular EI beneficiaries in B.C. decreased in the past twelve months to May 2013 and is 12 per cent lower from one year ago, down from 63,400 to 55,900.
- All but one development region in B.C. experienced decreases as well, ranging from 2 per cent to 18 per cent. The Northeast region experienced an increase in regular EI beneficiaries. In March 2013, the number of EI claimants in the province also dropped by 8 per cent from one year ago.

Background/Status:

- On average, there were 55,900 beneficiaries receiving regular EI benefits in B.C. in the past twelve months to May 2013. This is 12 per cent lower than one year ago. Over the same time period, the number of regular EI beneficiaries in Canada dropped by 6 per cent.
- All but one development region in B.C. experienced a decrease in the number of regular EI beneficiaries.
- For the past twelve-month period to May 2013, compared to one year ago, the percentage **changes** are:
 - Thompson/Okanagan: down 18 per cent
 - Kootenay: down 14 per cent
 - Mainland/Southwest: down 11 per cent
 - Vancouver Island/Coast: down 11 per cent
 - Cariboo: down 7 per cent
 - North Coast & Nechako: down 2 per cent
 - Northeast: up 8 per cent
- There were 50,900 regular EI beneficiaries in the province in May 2013, which is 15 per cent lower than the 59,600 regular EI beneficiaries one year ago.

¹ The most recent data available for EI **beneficiaries** is May 2013. The most recent data available for EI **claimants** is March 2013.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and

Minister Responsible for Labour

Minister Responsible: Honourable Shirley Bond

- In March 2013, there were 140,800 EI claimants, 8 per cent lower than one year ago. Over the same time period, the number of EI claimants dropped by 6 per cent in Canada.

Contact:

ADM

Shannon Baskerville

Labour Market and
Immigration

250 387-5640

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Labour Force Survey – June 2013

Revised: July 5, 2013

Issue: B.C. unemployment rate is 6.3%

Recommended Response:

- B.C.'s unemployment rate at 6.3 per cent is the fourth lowest in the country (behind Saskatchewan, Alberta, and Manitoba) and is below the national rate of 7.1 per cent.
- B.C.'s service-producing sector continues to make strong gains and has added 17,800 jobs since June 2012. Growing industries in this sector over the last twelve months include: wholesale and retail trade (+34,100), professional, scientific and technical services (+21,000) and public administration (+17,500 jobs).

Background/Status:

- Employment in B.C. was 2,320,700 (people working) in June, up by 8,900 jobs from May and down 1,200 jobs from this month last year as the loss of 11,100 part-time jobs was partially offset by the gain of 9,900 full-time positions. Since August 2011, B.C. has added 50,400 jobs representing a gain of 77,500 full-time jobs and a decline of 27,100 part-time positions.
- In June there were 2,477,300 British Columbians in the labour force (people either employed or looking for work), 8,000 fewer people than in June 2012.
- June's unemployment number was 156,600. Unemployment is down 6,800 compared to June 2012. There are approximately 43,000 fewer British Columbians unemployed now than during the peak of the 2009 recession. Employment is up 116,300 since its lowest month of the recession.
- B.C.'s unemployment rate in June was 6.3 per cent. This was the fourth lowest rate in the country (behind Saskatchewan, Alberta, and Manitoba) and is 0.3 percentage points lower than it was in the same month last year.
 - At 11.2 per cent, B.C.'s June youth unemployment rate ranks fourth in the country for the lowest rate (behind Saskatchewan, Alberta, and Manitoba). It is down from 12.9 per cent in June 2012. The unemployment rate for youth remains more than double that of those aged 25 and over (5.5 per cent in June).

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- The unemployment rate for immigrants in June was 6.7 per cent. The immigrant unemployment rate is 0.5 percentage points higher than that of the Canadian-born population (6.2 per cent). Compared to a year ago, the unemployment rate for immigrants decreased slightly, by 0.2 percentage points, while the Canadian-born rate declined 0.4 percentage points from 6.6 per cent.
- Since June 2012, the goods-producing sector has seen a decrease of 18,900 jobs (- 4.1 per cent). The largest decrease was in manufacturing which lost 30,100 (-15.5 per cent) jobs over the 12-month period. Compared to one year ago, the service-producing sector has added 17,800 jobs (1.0 per cent). The largest gains were in wholesale and retail trade (up 34,100 or 9.6 per cent), professional, scientific and technical services (up 21,000 or 12.6 per cent), and public administration (up 17,500 or 17.8 per cent).
- Compared to one year ago, three regions have made employment gains: Vancouver Island/Coast (+7,300), Kootenay (+5,300), North Coast and Nechako (+1,500), and Mainland/Southwest (+1,300). Losses were seen in Thompson-Okanagan (-13,500), Cariboo (-4,500), and Northeast (-2,300).

Contact:

ADM	Shannon Baskerville	Labour Market and Immigration	250 387-5640
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Labour Market Scenario Model – Key Findings

Revised: June 20, 2013

Issue: Labour market forecasts over the next ten years

Recommended Response:

- The B.C. Labour Market Scenario Model examines the possible future state of supply and demand in the labour market for 140 occupations across the province's seven development regions over a ten-year period.
- We know that over one million job openings are expected in B.C. from 2010 to 2020.
- Demand for workers is expected to grow faster than the supply of workers in all regions, making it crucial that B.C. workers have the skills needed for in-demand jobs.
- JTST continues to analyze long term labour market demand and supply on a regional and provincial basis to inform appropriate policy, program and training responses, as well as to support citizens in making informed training and career choices.
- Tight labour market conditions, with demand exceeding supply, are projected province-wide by 2016.

Background/Status:

- Over one million job openings are expected in B.C. by 2020.
- Close to two-thirds of these openings will be due to retirements and an aging workforce; one-third of job openings will be new jobs due to economic growth.
- New migrants to B.C. are expected to fill one-third of total job openings to 2020.
- Approximately 78 per cent of total job openings over the next decade will require some post-secondary education and training or a university degree. Currently 70 per cent of the labour force in B.C. has some post-secondary education or university degree.
- Tight labour market conditions, with demand exceeding supply, are projected province-wide by 2016. If economic and labour market growth is stronger than expected, or if growth in the labour supply is lower than expected, the gap between the demand for workers and supply of workers will be larger.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- The occupation groups expected to have the fastest demand growth rate are Health Occupations (an annual average growth rate of 2.4 per cent), Natural and Applied Sciences and Related Occupations (1.6 per cent annually), and Occupations in Art, Culture, Recreation and Sport (1.6 per cent annually).
- The occupation groups with the most expected job openings from new jobs and retiring workers are Sales and Service Occupations (224,600 job openings), Business, Finance and Administration Occupations (182,000 job openings) and Trades, Transport and Equipment Operators and Related Occupations (153,300 job openings).
- In all regions of B.C. the demand for workers is expected to increase at a higher rate than the supply of workers, leading to tightening labour market conditions over the next decade.
- Two regions, Northeast (1.7 per cent annually) and Mainland/Southwest (1.6 per cent annually), are expected to experience the fastest demand growth, above the annual average provincial rate of 1.4 per cent. In the northwest, demand growth in the North Coast and Nechako region is expected to grow at an average annual rate of 1.3 per cent.
- The model is currently scheduled to be updated for the outlook period of 2012-2022 in the fall of 2013, which will include new major projects coming on line across the province.

Contact:

ADM Shannon Baskerville Labour Market and Immigration (250) 387-5640

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Trades Outlook

Revised: July 24, 2013

Issue: Labour market outlook for trades occupations over 2010-2020

Recommended Response:

- The labour market for trades occupations is expected to tighten, meaning that the demand for trades workers is expected to grow more than the supply and it will become more challenging for employers to find the workers they need, which reinforces the need for the training actions identified in the Skills and Training Plan.
- Demand growth for trades occupations is expected to be highest in the northwest and northeast regions of the province, where substantial major projects activity is anticipated. New developments such as LNG will boost this demand even higher.
- One in ten job openings by 2020, or 104,600 job openings, are expected to be in trade occupations, including new jobs and jobs to replace retiring workers.
- The number of workers needed in trades occupations is expected to exceed the supply of workers starting in 2016. Some regions are expected to have excess demand for workers even sooner (such as Vancouver Island/Coast and North Coast and Nechako).
- Actions under the BC Jobs Plan to address this scenario include:
 - a) Continuing to invest over \$100 million annually in trades training through the Industry Training Authority (ITA) and aligning those investments with regional labour market needs; and
 - b) Continued implementation of initiatives under the Skills and Training Plan, such as:
 - a \$75 million investment in training and equipment,
 - investing today in activities such as trades awareness and expanding pathways for high school students to enter into the trades, and
 - building the right mix of trades and technical programs, including \$5 million in funding for sector specific programs, coaches to support apprentices and their employers, and, flexible training models that better meet the needs of industry and workers.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Background/Status:

- The BC Trade Occupations Outlook is based on the BC Labour Market Scenario Model for the period of 2010 to 2020.
- Medium-term growth in trade occupations employment is expected to be relatively strong, averaging 2.0 per cent annually. This means an average of 5,700 new trade jobs each year to 2015.
- Employment growth for trade occupations is expected to taper off in the latter half of the forecast, averaging 0.4 per cent annually. From 2015 to 2020, an annual average of 1,000 new trade jobs are expected in the province. This is primarily tied to certainty around major projects data. The Labour Market Scenario Model relies in part on known, approved projects listed in the Major Projects Inventory. Most major projects are expected within the first five years of the forecasts; in the longer term there is more uncertainty regarding major projects activity, which contributes to lower expected employment growth.
- The BC Jobs Plan may accelerate growth and major project investment, which would likely result in stronger job growth than currently forecasted. It could also lead to predicted shortages emerging sooner than anticipated.
- ITA works to ensure technical training investments align with regional labour market demand.
- ITA's 2013/14 training delivery funding levels have been based on a thorough supply and demand analysis, which uses the BC Trades Occupations Outlook Report as its basis.
- Some populations (women, Aboriginal people and immigrants) are underrepresented in trade occupations. Increased participation within these groups could help alleviate expected shortages for trade occupations.
- As demand for workers in trades occupations is expected to outpace labour supply, there is an increasing need to train new entrants to the labour market as well as existing local workers for these careers. If demand cannot be met by the local workforce, then additional workers from other regions and outside B.C. will be needed to support the anticipated growth.
- The top in-demand construction trades (by total job openings) to 2020 are expected to be:
 - Carpenters and cabinetmakers (13,200)
 - Automotive service technicians (11,000)
 - Electrical trades and telecommunication occupations (10,100)
 - Machinery and transportation equipment mechanics (except motor vehicle) (10,000)

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- Other construction trades (includes painters and decorators, roofers and shinglers and floor covering installers) (8,300)
- Technical occupations in personal service (includes hairstylists and barbers, and funeral directors and embalmers) (7,000)
- Metal forming, shaping and erecting trades (includes welders, sheet metal workers, and metal and platework fabricators and fitters) (6,800)
- Heavy equipment operators (6,400)
- Plumbers, pipefitters and gasfitters (4,900)

In addition, service-related trades are expected to have strong job openings numbers:

- Chefs and cooks (14,400 job openings)
- Technical occupations in personal service (includes hairstylists and barbers, and funeral directors and embalmers) (7,000)

Contact:

ADM	Shannon Baskerville	Labour Market and Immigration	(250) 387-5640
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: WorkBC Labour Market Information Services

Revision: June 20, 2013

Issue: High quality, accessible labour market information is key to supporting citizens to prepare for, return to, or keep employment and become productive participants in British Columbia's labour force.

Recommended Response:

- Labour market information empowers millions of British Columbians to make informed decisions by providing them with current and future labour market trends in their communities.
- LMI projects focus on providing relevant information to specific target groups through appropriate mediums.
- The program, which has expanded significantly since the B.C. Government assumed responsibility for it in 2010, has a budget of \$6.4 million in 2013/14.
- This expansion reflects government's commitment to ensuring that job seekers and employers in BC have the information necessary to support a strong economy.
- Examples of some LMI tools include: WorkBC website (serving more than 2.5 million clients in 2012), Career Trek, and the Labour Market Navigator with information on more than 500 occupations in B.C.

Background/Status:

- LMI Products and Services are primarily funded through the Research and Innovation (R&I) Measure in the Canada-British Columbia Labour Market Development Agreement (LMDA).
- LMDA programs devolved from the federal government to the provincial government in February 2009.
- The R&I Measure has been significantly expanded since 2010, reflecting the B.C. government's commitment to ensuring job seekers and employers have the information necessary to support a strong economy.
- There are currently five successful LMI pilot projects:
 - WorkBC website and Job Bank – B.C.'s integrated online gateway to information about careers, labour market outlooks, training options and

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employment opportunities serving more than 2.5 million clients in its first year. www.workbc.ca

- Labour Market Navigator – a mobile application that provides labour market information on more than 500 B.C. occupations, including: salary data, employment outlooks and regional workforce characteristics, the monthly Labour Market Snapshot, BC Regions Labour Outlook, and Trending Industries. www.workbc.ca/Navigator/
 - Career Trek – a mobile website that uses entertaining YouTube videos to showcase a variety of in-demand careers in sectors across the province. www.careertrekbc.ca/
 - Build-a-Career App – a suitability quiz that offers career information on more than 500 occupations and includes education, salary and job prospects information. www.buildacareer.ca/
 - Boss Yourself – a mobile application designed to encourage youth to explore their entrepreneurial potential and consider entrepreneurship as a career option. www.bosseyourselfbc.ca/
- Since April 2010, \$13.4 million has been invested in the R&I Measure.
 - The 2013/14 budget for the R&I program is \$6.4 million.

Contact:

Position	Name	Division	Phone
ADM	Shannon Baskerville	Labour Market and Immigration	(250) 387-5640

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Labour Market Partnerships Program

Revised: June 21, 2013

Issue: The Labour Market Partnerships Program (LMPP) provides funding to industry sector partnerships to help them identify and plan for their skill and workforce needs.

Recommended Response:

- The BC Jobs Plan made a commitment of \$6 million per year to assist industry, employer associations and communities in identifying and developing human resource strategies to address critical labour market issues.
- There are over 23 Labour Market Partnerships Program (LMPP) agreements in place, valued at over \$6.9 million for 2013/14.
- The Province has LMPP agreements in key Jobs Plan sectors: Mining, Natural Gas, Agrifoods, Tourism, Transportation and Forestry.
- This commitment reflects the Province's commitment to ensuring employers and industry have the human resources necessary to support a strong economy.

Background/Status:

- Key deliverables for many LMPP projects include collecting current labour market statistics, developing a workforce strategy, and piloting workforce initiatives to address labour gaps.
- The 2013/14 budget for the program is \$7.9 million.
- LMPP is funded through the Canada-British Columbia Labour Market Development Agreement (LMDA). LMDA programs devolved from the federal government to the provincial government in February 2009.
- The LMPP has significantly expanded since 2009, reflecting the Province's commitment to help employers, industry and communities identify their skill and workforce needs.
- There are currently over 23 LMPP agreements in place targeting government priorities to address growth sector workforce challenges and align regional training to regional labour market needs, including:

Advice to the Minister

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Minister responsible for Labour

Minister Responsible: Hon. Shirley Bond

- The B.C. Natural Gas Workforce Committee, led by B.C. Resource Training Organization, received \$278,450 in LMPP funding to develop a comprehensive workforce strategy and action plan for the B.C. natural gas industry to meet the anticipated expansion of the sector.
- The Province provided \$280,000 in LMPP funding to assist the Northeast and Northwest Regional Workforce Tables to review and analyze regional labour market demand and supply, local training opportunities, potential gaps in regional training and gather input from a broad cross-section of regional sector groups and communities to help develop regional skills training plans. These plans align existing training programs with local jobs to help people take advantage of the significant economic development opportunities within B.C.
- The Northwest Labour Market Partnership (formerly the Northwest Transmission Line Phase Two) is a \$549,274 agreement over two years to implement the HR strategy developed during phase one. Led by BC Hydro, this strategy will help the Northwest take advantage of the business and employment opportunities associated with the construction of the NTL and other major projects planned for the area. Members of this project were active on the Northwest Regional Workforce Table (RWT) and are taking a leadership role to implement the components of the RWT Training Plan that fit within their mandate.
- Over the next two years the Province is providing the shipping building and repair sector with a \$321,000 LMPP funding to BC Ferry Services Inc to support labour market development activities led by for the BC Shipbuilding & Repair Board. This partnerships provides industry leadership, coordination and integration of cross-industry workforce development, technology and process development, and industry development projects.
- Over a three year period, LMPP is providing \$1,188,600 to the Association for Mineral Exploration BC (AME BC), the Mining Association of BC, Aggregate Producers Association of BC and their industry partners to coordinate, develop, and implement human resource strategies designed to meet the increasing demand for skilled labour in B.C.'s mining sector. Activities include conducting an underground miner occupational analysis and skills development, and developing a strategy to link immigrants to labour market shortages in mining communities across B.C., and to provide best practices that other industries can implement insuring B.C. better utilize the skilled workforce.

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Minister responsible for Labour

Minister Responsible: Hon. Shirley Bond

- LMPP has provided over \$1million in funds to forestry related initiatives. These initiatives focus on a range of HR issues in Pulp and Paper, Silviculture, and the coastal forest industry.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Labour Market Sector Solutions Program

Revised: June 11, 2013

Issue: The Labour Market Sector Solutions Program provides funding to industry sectors to strengthen skills development and training

Recommended Response:

- The Labour Market Sector Solutions (LMSS) Program is providing up to \$7.5 million in training dollars for fiscal 2013/14 to support B.C.'s key growth sectors by encouraging organizations to address training gaps for high demand occupations in their sector, allowing government to respond quickly and efficiently to those needs.
- The program combines the knowledge, expertise and resources of sector-based organizations with qualified service providers who can efficiently deliver training opportunities for a targeted population of workers.
- Currently, there are 12 LMSS agreements in place, valued at over \$6.5 million in total, to help British Columbians get the skills they need to benefit from employment opportunities in their own communities.

Background/Status:

- Sector organizations have been invited to apply through two calls for funding. The first closed January 31, 2012 and the second is open until December 31, 2013.
- 33 applications have been received from sectors and regions across the province, reflecting areas of economic growth.
- There are currently 12 agreements in place, covering the forestry, mining, manufacturing and exporting, construction, agri-foods, and other services industries. Highlights include:
 - \$1.48 million for the Central Interior Loggers Association to train 75 people to be log or chip truck drivers and heavy equipment operators for the transportation and harvesting sectors in the central interior region. The agreement runs until October 31, 2013.
 - \$1 million for the PTP ASEP Training Society to train 33 First Nations individuals for entry-level positions in the BC mining industry, with a particular focus on projects in North Central B.C. The agreement runs until March 31, 2013.

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Minister Responsible: Hon. Shirley Bond

- Program staff continue to work with applicants to clarify and refine their proposals to meet sector training needs and program requirements.
- The Labour Market Sector Solutions Program is funded through the Canada-British Columbia Labour Market Agreement (LMA).
- LMA investments must be focused on assisting:
 - Employed individuals who are low-skilled – that is, lacking high school diploma, certification or essential skills, and,
 - Unemployed individuals who are non-Employment Insurance clients.
- Training projects must be complete by March 31, 2014 when the current LMA is set to expire.

Contact:

A/Executive Director	Suzanne Ferguson	Labour Market Programs	250.387-3661
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Natural Gas Workforce Strategy

Revised: July 23, 2013

Issue: Ensuring there are enough skilled workers to meet anticipated natural gas sector expansion

Recommended Response:

- The Ministry is allocating \$278,450 (March 2012 – August 2013) to support the development of a comprehensive workforce strategy and action plan for the B.C. liquid natural gas industry.
- The funding enables a BC Natural Gas Labour Market Partnership committee to conduct labour market research needed to develop labour demand-supply projections.
- The workforce strategy and action plan was released on July 22, 2013

Background/Status:

- The BC Natural Gas Labour Market Partnership committee is funded through the Labour Market Partnerships Program (LMPP). The LMPP supports sectors to identify and address labour market issues and is funded under the Canada-British Columbia Labour Market Development.
- The goal of the project is to develop the following deliverables: skills and qualifications transferability matrix, supply-side analysis of potential labor market supply, analysis of industry best practices to develop successful workforce strategies, and a comprehensive workforce action strategy and action plan.
- Committee membership includes First Nations and representatives of the petroleum and pipeline industries (e.g., Spectra Energy, Canadian Association of Petroleum Producers, Kitimat LNG, Trinidad Drilling, Shell Canada, Canadian Energy Pipeline Association). See appendix for complete list of members.
- Consultations for the development of an action plan included discussions with the two northern regional workforce tables.
- Industry has indicated interest in a second phase for the project that would focus on implementation of key elements from the workforce strategy and action plan.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Contact:

ADM Shannon Baskerville Labour Market and 250 387-5640
Immigration

APPENDIX 1 – BC NATURAL GAS WORKFORCE STRATEGY COMMITTEE MEMBERS

Tessa Gill – Pacific NW LNG (Petronas)
Elizabeth Aquin – Petroleum Services Association of Canada
John Amos – Haisla Nation
Cheryl Knight – Petroleum Human Resources Council – a division of Enform Canada
Elio Artuso – Apache
Murray Slezak – Shell Canada Limited
Doug MacLaren/Victoria Pazukha – Resource Training Organization
Manley McLachlan – BC Construction Association
Bob Affleck – Spectra Energy Corp.
Kathleen Williams – BG Group
Clyde Scollan – Construction Labour Relations Association of BC
Ziad Saad – Canadian Energy Pipeline Association
Jon Koop – Trinidad Drilling Ltd.

Geoff Stevens, Chair
Randall Gerlach – B.C. Ministry of Advanced Education, Innovation and Technology
Ministry of Advanced Education
Ines Piccinino/Kursti Calder – Ministry of Energy, Mines & Natural Gas
Suzanne Manahan – Ministry of Energy, Mines & Natural Gas
Joan Westran – Ministry of Jobs, Tourism and Skills Training

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: MIO contracts in 2012-2013.

Revised: July 22, 2013

Issue: MIO contracting budget and projects completed since 2012.

Recommended Response:

- The MIO may source external services from time to time to assist with major investments and job creation projects in B.C.
- Results included:
 - increased investor confidence that British Columbia is open for business,
 - enhanced government capacity to help investors meet critical deadlines,
 - maximize the value of Crown land assets, and
 - increased government confidence of investor business plans.
- The total amount spent and accrued between March 2012 and June 2013 was \$212,000.

Background/Status:

The following is a complete list of contracts supported from the MIO. The Hosting program, resident in the office, is under a separate budget and not included herein.

- Kitimat Refinery (\$38,782): Navigant Consulting Inc.
 - To assist the Province of British Columbia with its appraisal of a proposed greenfield refinery on the west coast of Canada at Kitimat, the following aspects of the project were considered:
 - A technical review, including an estimate of the likely economic performance of the refinery; and
 - An assessment of the Asian fuel supply / demand balance and whether the
- s13, s17
- s13, s17
- Kitimat Refinery (\$3,000): BC Stats conducted an analysis of the economic impact associated with a proposed large oil refinery using the B.C. Input-Output Model.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Hon. Shirley Bond

- Value-added natural gas study (\$100,000): Navigant Consulting Inc. A high level analysis of the value-added market potential for natural gas in B.C. was conducted
 - The report focuses on four specific applications that create channels for natural gas consumption and value creation: Gas-to-Liquids (GTL), ammonia production, methanol production and ethylene production.
 - Rather than the conventional ways of using natural gas as a source for heating or fuel, these four applications turn natural gas into other final products or feedstock material s13, s17
 - The study evaluates each of the four identified value-add applications across a variety of drivers that are grouped into three categories: structural, financial, and environmental.
- Arrowleaf Project cost benefit analysis (\$5,375): D.C. Dean Associates Inc.
 - A cost estimate and a business case for the improvements (consolidation of driveways) s13
s12 was developed.
 - This was conducted to inform a future TRAN determination regarding potential joint funding (provincial/private) of the intersection infrastructure, if there are other beneficiaries from the intersection other than Arrowleaf.
- Arrowleaf water and sewer service assessment (\$4,259): AECOM Canada Ltd.
 - The total project cost of \$26,000 was cost-shared between the City of Penticton, Federal government, Penticton Indian Band and MIO. The report documented stakeholder requirements and strategy to service the local airport and adjacent properties with water and sewer.
- Guidance for First Nations relations (\$1600): Heenan Blaikie Consulting
 - Provided information to an international proponent in relation to best practices for doing business with First Nations in British Columbia.
- Fertilizer plant assessment (\$15,000): Grant Thornton LLP.
 - A review was conducted of all content in a pre-feasibility report provided by the proponent.
 - The report assessed the viability and risks of a fertilizer plant proposal in Campbell River.

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Hon. Shirley Bond

- First Nations consultation support (\$10,000): Good Synergies Inc.
 - Worked with FLNR to hire a contractor that reviewed background strength of claim information for First Nations consultation s13, s17
s13, s17
- Grassy Point land services (\$25,000): Brian Clarke Land Strategies Ltd.
 - To assist in the identification, management and coordination of real estate services for potential industrial land dispositions in Northwest B.C.
 - s13, s17
- MIO Client Satisfaction Survey (\$8950): Sentis Research
 - A satisfaction survey was conducted including clients and stakeholders in other government agencies.
 - The survey confirmed the MIO is providing valuable services to clients and stakeholders.

Contact:

Associate DM	Tim McEwan	Major Investments Office	604-290-4012
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: HD Mining and use of Temporary Foreign Workers (TFWs)

Revised: June 6, 2013

Issue: Federal Court dismisses judicial review of HD Mining's use of TFWs for the Murray River project

Recommended Response:

- HD Mining's Murray River project has received approvals for a bulk sample application from the Ministry of Energy and Mines
- BC Government is committed to having B.C. workers on the project where possible
- Judicial Review concluded in May 2013
- Decision was positive for HD Mining as the judge dismissed the application filed by the unions

Background/Status:

- Citing a lack of local skill sets required for its underground mining operations, HD Mining applied for and received permission to recruit up to 201 TFWs between April – July 2012.
- HD Mining recruited these TFWs from amongst its operations in China and began deploying them to the Murray River site in October 2012.
- The International Union of Operating Engineers Local 115 and the Construction and Specialized Workers Union Local 1611 sought judicial review of the federal government's decision to grant the Labour Market Opinions and work permits in the Federal Court of Canada, alleging that HD Mining had made insufficient efforts to recruit Canadian workers and had used Mandarin as a job requirement to be certain that it would be able to use workers from China.
- HD sent the TFWs back to China in early 2013, citing the litigation's cost and disruption and the uncertainty it has caused.
- The Federal government is conducting a review of the TFW program, first announced in federal Budget 2012, and announced preliminary changes to the program in April 2013. The final review is anticipated to be completed this fall, at which point further changes to the Program are expected.
- Now that the Judicial Review is complete, HD Mining is continuing its efforts towards the bulk sample and the environmental assessment process.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Contact:

Associate DM	Tim McEwan	Major Investments Office	604-290-4012
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Hosting Program Update

Revised: July 03, 2013

Issue: Hosting Program exceeds targets and is under budget

Recommended Response:

- The Hosting Program, part of the Major Investments Office, is the government's lead for designing and facilitating personalized hosting services for significant foreign and domestic investors, ensuring they have a positive experience when visiting B.C.
- Since the Program was launched, more than 103 investors have been looked after and 6 high profile investor-related conferences and activities have been supported. This has advanced investment decisions—such as Namco Bandai's \$25 million investment in a gaming development studio which will create 50 jobs—and helped introduce numerous potential investors interested in natural gas-related opportunities.
- Of particular value for future investment activities was the introduction of an expedited clearance process at YVR for high potential investors. The Hosting team led the design, negotiation, and implementation of this federal/provincial pilot program.

Background/Status:

In 2011 the Government launched *Canada Starts Here: The BC Jobs Plan*, and committed to establish a new Hosting Program to lead design and facilitation of personalized hosting services for significant foreign and domestic investors.

Hosting efforts focussed on three areas:

1. Initiation of cross-government collaboration leading to introduction of a broad-based tool or process that will enhance investment strategies and/or improve the investor experience. Of particular value for future investment activities was the introduction of an expedited clearance process at YVR for high potential investors. The Hosting team led the design, negotiation, and implementation of this federal/provincial pilot program.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Hon. Shirley Bond

2. Support for events focussed on advancing investment opportunities in B.C.'s strategic sectors. Events supported included:
 - Abbotsford Airshow
 - BC-India Global Business Forum
 - BC International LNG Conference
 - Canada-China Energy and Environmental Forum
 - Canada-China Investment Forum
 - Canada-Korea Natural Gas
3. Assistance for individual/company visits, helping to ensure appropriate planning and memorable attention would lead to continued relationship building and eventual positive investment decisions. This included details such as specialized site tours and meetings with senior government officials.

The Hosting Program was delivered under budget, due in part to prudent fiscal management and the desire to help meet the Government's goal of achieving a balanced budget . This can also be attributed to the following:

- Challenges the office faced with its initial start-up, including staff recruitment;
- Most hosting activities rely heavily on staff time with minimal funding outlays. The added value provided in terms of creative ideas or individual attention requires minimal additional financial support to operational plans already approved; and,
- Hosting is a two-way street: many of the companies who were "hosted" by senior government officials responded in kind when the next opportunity arose, therefore, reducing total anticipated spending.

Because of a growing awareness of its services, it is anticipated the Hosting Program will receive an increased number of requests for assistance and, therefore, be operating on budget target in FY 2014.

Contact:

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Kitimat Clean: Proposed Oil Refinery in B.C.

Revised: June 25, 2013

Issue: Kitimat Clean is proposing to construct an oil refinery north of Kitimat and south of Terrace for shipment to Asian customers.

Recommended Response:

- The proposed Kitimat Clean oil refinery represents a significant investment opportunity for BC that has the potential to create thousands of well-paying jobs.
- The refinery would take s13, s16 create “value-added” fuel products such as gasoline.
- The Province is committed to working with the proponent s13, s16
s13, s16
- The refined oil products produced by Kitimat Clean lessen environmental risks related to shipping when compared with bitumen.
- For the project to proceed, it will maintain world class environmental and safety standards with some of the newest and best technologies in the industry making it one of the greenest proposed oil refineries.
- s13, s17
- s13, s17
- The project is still in the early phases of development and is subject to the Province's permitting and environmental review process.

Background/Status:

- Kitimat Clean is a Victoria-based company led by David Black, a senior BC business leader.
- The refinery would s13, s16
creating “value added” fuel products such as gasoline, jet fuel and diesel fuel.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- The refined products would be shipped to market in Asia via tanker vessels.
- The proposed refinery, with a processing capacity of 550,000 barrels per day of diluted bitumen, will be the largest refinery on the west coast of North America.
- The total project, including port infrastructure and refinery, represents a \$25 billion investment resulting in 5,000-7,000 construction jobs and 3,000 operational jobs.
-

s13, s16

- All environmental regulatory processes will be followed to ensure the project is a world class development.
- The project is still in the early stages of development and no commitments have been made by the Province relating to project approval.
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s13, s17

Contact:

Assoc. DM	Tim McEwan	Major Investments Office	604 290-4012
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Klappan Region and Fortune Minerals

Revised: June 10, 2013

Issue: Fortune Minerals is planning an anthracite coal mine in the Klappan

Recommended Response:

- The project will benefit BC through \$850 million of potential capital expenditures and the creation of 500 direct high paying jobs.
- Metallurgical coal, together with iron ore, are the principal raw materials used to make steel. Anthracite is the highest quality metallurgical coal, measured by carbon and energy content, and represents just 1% of world coal reserves. There is a global shortage of metallurgical coal which has pushed the value of this coal significantly higher in the last five years.
- As the project proceeds, it will maintain world class environmental and safety standards.
- The project is in the early stages and will be required to go through a full Environmental Assessment Process.
- Fortune Minerals is in the process of gathering the necessary information for an environmental assessment and is continuing to work with local communities and First Nations.
- The Province will continue to appropriately work with the proponent, First Nations and communities to maximize the benefits to B.C. while protecting our environment.

Background/Status:

- Arctos Anthracite (Arctos) is a metallurgical coal project with the only known significant Canadian deposit of anthracite, a key ingredient in steel and metal processing.
- s13, s17
- Capital expenditures for the project potentially amount to \$850 million and it is forecasted to create as many as 500 jobs.
- s13, s16

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Hon. Shirley Bond

- Shell held coal bed methane rights in the Klappan Valley which were extinguished through a partnership with Shell, the Tahltan and the Provincial Government. This did not affect other rights in the valley including Fortune Mineral's coal exploration rights.
- The BC Liberal platform mentions the Klappan area and states: "A B.C. Liberal government will work with communities, First Nations and industry to examine the feasibility of developing a provincially designated protected area in the Klappan."

s13

Contact:

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Major Investments Office: Activities

Revised: July 19, 2013

Issue: Major Investments Office Mandate, Budget, Activities and Successes

Recommended Response:

- The Major Investments Office (MIO) works with proponents, communities, First Nations and government agencies to facilitate major investment projects in B.C. The MIO strives to make it easier for major investors to create jobs in B.C. while ensuring that all permitting and consultative requirements are met.
- MIO projects represent billions of dollars in prospective investment and thousands of potential B.C. jobs.
- The MIO supports and accelerates the government decision-making process without fettering approving authorities. MIO projects must meet the same rigorous health, safety, environmental, and consultation requirements as other projects. There is no free pass for MIO projects.
- In FY 2013, the MIO was under budget: in FY 2014 it is anticipated the MIO will have an expanded list of projects and therefore be operating on budget target.
- The Hosting Program ensures high potential investors have a positive experience when they visit B.C.

Background/Status:

- The Major Investments Office supports proponents, government, communities, and First Nations by:
 - Facilitating solutions to complex, cross-government problems facing proponents.
 - Fostering community outreach and First Nations engagement with major investors.
 - Acting as a neutral broker within government where differences arise related to major investors.
 - Ensuring strong communication among clients, communities and government.
 - Providing strategic advice to proponents.
- MIO projects face unique challenges and opportunities, and require specialized attention and services. MIO projects:

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Hon. Shirley Bond

- Cross traditional ministry boundaries and require cross-government coordination.
 - Involve issues beyond traditional permitting authorities.
 - Often involve foreign investors unfamiliar with B.C.
 - Are very large in scope and scale.
 - Deserve specialized support because of the potential for economic development, jobs and revenue.
- To build and maintain its list of priority projects, the MIO: maintains a public web presence that encourages proponents to contact the MIO to discuss how the office may be able to support them; consults and engages with stakeholders, including business, communities and First Nations; and, works across government to identify projects that could benefit from MIO services.
- If a project is deemed to be better suited for support from another area of government, the MIO ensures a smooth transition.
- Budget: of the \$2.677M allocated in FY 2013, the MIO spent \$1.385M. This under-spending, due in part to prudent fiscal management and the desire to help meet the Government's goal of achieving a balanced budget, can be attributed to challenges the Office faced with its initial start-up. These included a careful recruitment process to ensure a professional and focussed team was established, resulting in a delay in recruitment. In FY 2014 it is anticipated the MIO will have an expanded list of projects and therefore be operating on budget.
- In addition to its project management work, the MIO also addresses broader economic development challenges and opportunities facing British Columbia.
- The MIO is providing value to investors, stakeholders and government colleagues. A recent MIO client survey showed 100 per cent of proponent respondents were satisfied with MIO services and the majority indicated that MIO had greatly increased the likelihood they would invest in B.C.
-

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Contact:

Assoc. DM	Tim McEwan	Major Investments Office	604 290-4012
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Aboriginal Business and Investment Council (ABIC)

Revised: June 7, 2013

Issue: ABIC's progress to date and priorities for remainder of term

Recommended Response:

- ABIC's mandate is to help improve Aboriginal participation in the economy and promote economic certainty in the province by encouraging economic growth in Aboriginal communities.
- Members were selected for their understanding of business, Aboriginal cultures, relationship building and successful business models.
- ABIC has a key role to play in connecting First Nations (FN) to economic growth and advising government on how to support FN economic growth.
- The Council delivered a symposium in December—bringing together around 250 Aboriginal and non-Aboriginal leaders from across B.C.—, launched an online playbook to promote best practices in Aboriginal economic development, and is currently undertaking an FN economic asset inventory.

s13

Background/Status:

- ABIC currently has eleven members, representing business and Aboriginal communities, and two vacancies (see attached membership list). Their appointments expire December 15, 2013.
- ABIC is chaired by Chief Councillor Ellis B. Ross (Haisla). Chief Councillor Ross also sits on the BC Jobs and Investment Board.
- ABIC's strategic objectives are to advance Aboriginal people's participation in the economy by:
 - Identifying successful investment models.
 - Providing investors with tools to engage and partner with Aboriginal people.
 - Providing expert advice on Aboriginal economic development policy.
 - Developing relations between Aboriginal communities, industry and government.

Advice to the Minister

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Minister Responsible for Labour
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- ABIC has successfully delivered a “Success through Sharing” Symposium (December 3-4, 2012) which brought together Aboriginal and non-Aboriginal leaders to showcase successful partnership ventures and is developing an online playbook to promote best practices and tools for doing business with Aboriginal communities and launched an on-line “Success through Sharing Playbook.”
- Ministry of Jobs, Tourism and Skills Training provides secretariat services for ABIC.
- The Ministry has allocated \$290,000 this fiscal year for ABIC activities.

Contact:

Executive Director	Dean Sekyer	Economic Initiatives and Analysis Branch	(250) 952-0409
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2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Hon. Shirley Bond

Appendix 1: AIBC Members

Aboriginal Business and investment Council Current Members	
Name	Organization/Position
Assu, Brian	Councillor, Wewikai First Nation
Baird, Kimberley C.	Tsawwassen First Nation
Bellis, Arnold R.	Chief Executive Officer and President of Gwaii Wood Products
Gottfriedson, Shane	Chief, Kamloops Indian Band (Tk'emlups te Secwepemc)
Harris, Roger B.	Principal, Harris Palmer Consultancy Firm Former MLA for Skeena
Kruger, Jonathan J.	Chief, Penticton Indian Band
Macfarlane, Fiona J.	Managing Partner, Vancouver and Western Canada and Chief Inclusiveness Officer, Ernst & Young
McInnes, Donald A.	Executive Vice Chairman, Alterra Power Corporation
Orr, Derek D.	Chief, McLeod Lake Indian Band
Peltier, Sidney A.	Owner and President of White River Helicopters Inc. and Pelair Helicopters. Vice President of the Northwest BC Metis Association.
Ross, Ellis B.	Chair of ABIC Chief Councillor, Haisla Nation
2 Vacant Positions	

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: British Columbia Jobs and Investment Board

Revised: June 21, 2013

Issue: s13, s17
Board s13, s17 the British Columbia Jobs and Investment
s13, s17

Recommended Response:

- As a part of the commitment in the BC Jobs Plan: Canada Starts Here, the BC Jobs and Investment Board (BCJIB) works with industry on identifying barriers impeding investment in British Columbia and makes recommendations to government on clearing the way for job creation while continuing to monitor key economic indicators.
- The BCJIB's primary deliverable is the preparation of an interim and a final report to government outlining its recommendations for attracting investment and fostering economic development in key sectors where British Columbia has strategic competitive advantages.
- The BCJIB released its interim report in the fall of 2012. Government has reviewed the interim report and, as the result of a coordinated effort of 10 ministries, has taken action aligned with 28 of the 33 identified recommendations which have been addressed through government programs, projects or initiatives (See Appendix B). The remainder of recommendations continue to inform government actions.
- BCJIB is currently in the process of drafting its final report. It is anticipated that the final report may have as many as 34 additional recommendations.

Background/Status:

- The BCJIB currently has 16 members (see Appendix A) representing industry, research, First Nations, and labour. The members were appointed by Ministerial Order which expires on December 15, 2013.
- BCJIB members include experts from industry, policy and trade who provide advice and direction to government on policies and programs to help attract sustainable investment and support job creation.
- The Ministry supports the BCJIB by providing secretariat services.
- \$290,000 is allocated in 2013/14 for BCJIB operations.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Contact:
A/Executive Director Glen Scobie Economic Initiatives and Analysis Branch (250) 356 1488

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

APPENDIX A

BRITISH COLUMBIA JOBS AND INVESTMENT BOARD

Members

1. **Raymond Castelli (Chair)**, Chief Executive Officer, Weatherhaven.
2. **Ellis Ross**, Chief Councilor of the Haisla Nation.
3. **Kaity Arsoniadis-Stein**, President and Secretary-General of the International Ship-owners Alliance of Canada Inc. (ISAC).
4. **Frenny Bawa**, Serves on the Dean's Advisory Board at the Beedie School of Business and Simon Fraser University's (SFU) India Advisory Council.
5. **Kathy D. Butler**, Managing Director and Co-Head of CIBC World Markets' Vancouver Investment Banking Group.
6. **Stockwell Day**, Principal, Stockwell Day Connex.
7. **Richard Dunn**, Vice-President, Regulatory and Government Relations for the Canadian Division of the Encana Corporation.
8. **Henry Ketcham**, President, Chief Executive Officer, and Chair of West Fraser Timber.
9. **Gary Kroeker**, Director, Community Savings Credit Union.
10. **V. Paul Lee**, Managing Partner of Vanedge Capital.
11. **Wendy Lisogar-Cocchia**, Executive Vice-President, Century Plaza Hotel and Spa. President, Absolute Spa Group. Chair, Vancouver Board of Trade.
12. **Gerry J. Martin**, President, Shames Mountain Ski Corporation.
13. **R. Harry McWatters**, President and Chief Executive Officer of Vintage Consulting Group Inc.
14. **Ralph Nilson**, President and Vice-Chancellor of Vancouver Island University.
15. **Susan Spratt**, British Columbia and Alberta Area Director for the Canadian Auto Workers.
16. **Marcia M. Smith**, Senior Vice President, Sustainability and External Affairs with Teck Resources Ltd.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

APPENDIX B

BRITISH COLUMBIA JOBS AND INVESTMENT BOARD FINAL REPORT

Summary of Recommendations per Sector

FORESTRY			
Recommendation		s13	s13
1.	Provide a secure and reliable timber supply	s13	
2.	Establish a vision for the future of the industry	s13	s13
3.	Create a global centre of excellence	s13	
MINING			
Recommendation		s13	s13
4.	Redraft First Nations guidelines	s13	s13

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible: Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

			s13
5.	Address the labour shortage	s13	s13
6.	Maintain a competitive tax policy	s13	s13
NATURAL GAS & LIQUEFIED NATURAL GAS			
Recommendation		s13	s13
Natural Gas			
7.	Reinforce and enhance the single-window regulatory model	s13	s13

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

			s13
8.	Modify the carbon tax	s13	s13
9.	Expand the domestic uses of natural gas	s13	s13
Liquefied Natural Gas (LNG)			
10.	Address the labour shortage	s13	s13

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

			s13
11.	Support relationships between industry and First Nations	s13	s13
12.	Provide investment certainty for LNG developers	s13	s13
AGRIFOODS			
	Recommendation	s13	s13
13.	Grow the aquaculture and commercial fisheries market	s13	s13
14.	Develop new blueberry products	s13	s13
15.	Expand the wine industry	s13	s13

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

			s13
TECHNOLOGY			
Recommendation		s13	s13
16.	Enhance B.C.'s investment tax credit program	s13	s13
17.	Increase access to venture capital	s13	s13
18.	Attract international venture capital and talent	s13	s13
TOURISM			
Recommendation		s13	s13
19.	Develop a province-wide destination marketing effort	s13	s13
20.	Improve access for international travellers	s13	s13
21.	Focus on niche markets	s13	s13

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

			s13
TRANSPORTATION			
Recommendation		s13	s13
Ports & Marine			
22.	Support the development and expansion of northern ports	s13	s13
23.	Attract international shipping headquarters to B.C.	s13	s13
24.	car' on 'ax s13		s13
Aerospace			
25.	Increase industry presence	s13	s13
26.	Improve access to markets in	s13	s13

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and

Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

	Canada and around the world		s13
27.	Attract prime contractor and IRB programs	s13	s13
INTERNATIONAL EDUCATION			
Recommendation		s13	s13
28.	Establish a centralized application process	s13	s13
29.	Establish a coordinated recruitment effort	s13	s13
30.	Attract foreign students to skills training and technology	s13	s13

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Hon. Shirley Bond

Summary of Recommendations – India Focus

Recommendation		s13	s13
31.	Create a mentorship program to advise B.C. companies	s13	s13
32.	Recruit young Indian entrepreneurs	s13	s13
33.	Recruit recent Indian graduates to B.C.	s13	s13

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Beetle Action Coalitions

Revised: June 21, 2013

Issue: Government Support for Mountain Pine Beetle Impacted Communities

Recommended Response:

- The battle against the mountain pine beetle is long-term, and though significant progress has been made, there is work still to be done.
- We have to give communities the tools they need to expand their economies and diversify existing and new industries.
- The three Beetle Action Coalitions (BACs) have been doing a lot of great work on this front developing and funding projects that will stimulate economic development and job creation growth in sectors such as tourism, value-added wood and green energy.
- We'll continue to work with the BACs to develop the best possible strategies going forward.

Background/Status:

- Since 2001, the Province and the Government of Canada have committed more than \$1 billion (\$884 million Provincial and \$340 million Federal) to respond to the epidemic, some of which is targeted to help communities with the mountain pine beetle epidemic.
- In April 2011, the province provided an additional \$3 million in funding to each of the three regional BACs to support their activities for the next three years.
- To date, total funding of \$17 million has been provided to the BACs as follows:

Beetle Action Coalition	Funding from the Province April 2011	Funding from Federal Partners 2005-2010
Cariboo-Chilcotin Beetle Action Coalition (CCBAC)	\$3M	\$3.175M
Omineca Beetle Action Coalition (OBAC)	\$3M	\$2.67M
Southern Interior Beetle Action Coalition (SIBAC)	\$3M	\$2.1M
Funding to BACs	\$9M	\$7.945M

- As of June 2013, each BAC has approximately \$2 million remaining of the total funding provided by the Province and federal transfers.

2013/2014 Estimates Note Advice to the Minister

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- In 2012/13 the BACs collectively invested over \$1.6 million in 45 projects that had a total value of \$5.3 million. The following are some examples of those projects:
 - Mountain Pine Beetle Epidemic Response Branch (MPBER), Columbia Basin Trust (CBT) and the three BACs collaborated on the Wood Waste to Heat in Rural Communities project. The purpose of the project is to create opportunity for wood waste to be used in a more effective and environmentally appropriate manner while creating new and more environmentally appropriate heating systems.
 - Omineca Beetle Action Coalition (OBAC) and Natural Resources Canada are jointly funding the Northern Interior BC Aboriginal Forestry Business Initiative to help establish aboriginal owned and operated forest sector businesses. Main activities include: establishing support networks and mentorships, business support and workplace skills development.
 - OBAC and Cariboo-Chilcotin Beetle Action Coalition (CCBAC) jointly funded the Northern Agriculture Research Initiative to improve the capacity and profitability of the agriculture and agri-food sector of northern British Columbia. The initiative will promote and support agricultural research, development and training in northern B.C.
 - Southern Interior Beetle Action Coalition, along with CBT and partners funded A Place Based Cultural Tourism Strategy for the Upper Columbia Valley to develop the area as a destination for place based cultural tourism.
- For 2013/14:
 - The estimates provide \$886,000 for Mountain Pine Beetle Epidemic Response under the Economic Development sub-vote on page 128.
 - The BACs will continue to focus on regional and community economic development and diversification.
 - The Economic Development Division will continue to assist the regional BACs and impacted communities to develop projects and initiatives that will assist with economic development and impact mitigation.

Contact:

Executive Director	Gordon Borgstrom	Pine Beetle Epidemic Response Branch	(250) 371-3741
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Burns Lake (Babine Forest Products) Mill Explosion and
Fire – Provincial Economic Recovery Response

Revised: June 18, 2012

Issue: The Village of Burns Lake and surrounding area has undergone
significant socio-economic transition as a result of the fire that
destroyed the Babine Forest Products sawmill in January, 2012

Recommended Response:

- Our government's first priority has always been to meet the needs of community, to help it in whatever way possible.
- Over the past eighteen months, recovery efforts focussed on planning and advancing economic development and mill rebuild opportunities, assisting workers towards re-training and re-employment, and ensuring critical community services were maintained.
- Since the tragedy, over \$17 million in investments have been accelerated in the Burns Lake region, supporting highway upgrades, expansion of the community arena and recreation centre, a number of community projects such as trails and community safety initiatives, jobs fairs, tourism, labour market and economic recovery planning, and skills training.
- Recently, seventeen former millworkers completed a training program through the College of New Caledonia District Campus (funded through the Canada-B.C. Labour Market Agreement) that provided theoretical and practical shop time in three trades as well as essential skills training and industry certifications. This training will enable the former mill workers to pursue job opportunities in several fields.
- The Province worked with the Village of Burns Lake and the First Nation communities to secure a timber supply to support a new mill in Burns Lake. We are very pleased that Hampton Affiliates has commenced construction of the new mill, which will bring further jobs back to the community.
- We will continue to work with the community, First Nations and industry to ensure that good jobs return to the region.

Background/Status:

- On January 20, 2012 a fire occurred near Burns Lake at the Babine Forest Products sawmill, which resulted in the loss of two lives and injured 19 others.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- The event resulted in the complete loss of the saw mill, which was the major employer in the community, with 252 full time and 17 part-time employees.
- Following the initial emergency response by Emergency Management BC, JTST was tasked with leading the government's on-the-ground response efforts and established a team to coordinate a community recovery response for Burns Lake.
- Over the last eighteen months, JTST has worked with the Village of Burns Lake, Regional District of Bulkley-Nechako, provincial ministries, and neighbouring First Nation communities.
- The focus of the recovery efforts was on advancing economic development opportunities including review of timber supply, assisting workers towards re-training or re-employment, and ensuring critical community services were maintained.
- Since the fire, the Province has accelerated \$17 million in local infrastructure investments into the Burns Lake region to support community recovery.
- The funding supported highway upgrades in the Burns Lake area, downtown revitalization, expansion of the community arena and recreation centre, a number of community projects such as trails and community safety initiatives, jobs fairs, tourism, labour market and economic recovery planning.
- Seventeen former mill employees just completed a 19-week Pre-Apprenticeship and Essential Skills program, created and delivered through the College of New Caledonia Lakes District Campus and funded through the Canada-B.C. Labour Market Agreement (LMA). The program, which was funded at \$344,000 over two years, provided theoretical and practical shop time in three trades (millwright, heavy duty mechanic and constructions trades), as well as a strong focus on Essential Skills training and industry certifications.
- As of June 2013, 135 workers are currently re-employed, 119 hourly and 16 salaried. In addition, 23 salaried staff continued to be employed at Babine Forest Products since the fire. Fourteen workers are currently on Worksafe claims, and an additional 21 are on vocational rehab.
- Following from the August 2012 report of the Special Committee on Timber Supply, which made recommendations on addressing the loss of mid-term timber supply in the central interior, the Ministry of Forests, Lands and Natural Resource Operations worked with the community and First Nations to secure fibre to support a new mill in Burns Lake.
- Hampton Affiliates is rebuilding the mill, and construction is underway. It is expected to be operational by the second quarter of 2014.

2013/2014 Estimates Note Advice to the Minister

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Minister Responsible: Hon. Shirley Bond

- Additional projects that will bring further jobs into the area include the new Lakes District hospital (total project cost is \$55 million and construction expected to start soon), and the Pacific Trails Pipeline Project, a 463-kilometre pipeline that will carry natural gas from Summit Lake to Kitimat, expected to start construction later this year.
- The Village of Burns Lake has recently hired an Economic Development Officer, who will further implement the economic recovery action plan that was developed last April (by the Economic Development Association of BC and funded by JTST).

Contact:

Executive Director	Sarah Fraser	Regional Economic Operations	(250) 952-0644 Cell (250) 213- 5087
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Tourism Operators' Concerns About Logging in the
Discovery Islands

Revised: June 30, 2013

Issue: Some tourism operators are concerned logging in areas where they
take their clients will alter viewscapes, affecting the quality of
experiences and the numbers of visitors.

Recommended Response:

- This government values the economic contributions of both tourism and forestry. Both sectors are an important source of jobs and revenue and both are identified as priority growth sectors in the BC Jobs Plan.
- Forestry remains a key employer in coastal BC and the tourism sector is increasingly important for the coastal economy. We want to ensure tourism industry voices are heard and contribute to balanced decision-making.
- We've directed staff from FLNRO and JTST to be more closely engaged with the tourism, forestry, small business and First Nations interests in the area to address the concerns being raised. We encourage concerned groups to work with government staff.
- One of the actions that will occur is a review of visual quality objectives in the area to ensure they are achieving the appropriate balance for managing visual and timber resources.

s13

Background/Status:

- Some tourism operators in the Discovery Islands (between Campbell River and the mainland) are concerned that logging in the area will compromise their businesses. They have requested a moratorium on logging in Okisollo Channel, "Hole in the Wall," and White Rock Passage, as well as cancellation of a BCTS sale awarded on June 14 (see associated BCTS Estimates Note).
- While still a primary economic driver, this area has seen a reduction in the forestry sector – particularly in milling. Forest markets are recovering after an extended downturn. Additionally, this area has seen growth in the tourism sectors.

2013/2014 Estimates Note

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Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Honourable Shirley Bond

- The Discovery Island Marine Tourism Group has cited growth of its sector, contraction of the logging sector along with log exports, as reasons to undertake a stakeholder driven comprehensive land use plan for the Discovery Islands that reflects changes in relative economic and employment contributions in the area.
- Over the past 18 months, FLNRO staff have engaged the Discovery Island Marine Tourism Group in an attempt to gain more information about their concerns. s13

s13

- Staff from the Ministry of Jobs, Tourism and Skills Training have recently reached out to leadership of the Discovery Islands Marine Tourism Group to better understand their concerns. A meeting is being planned for early July.
- The holder of the BCTS sale on Maurelle Island plans to begin harvesting in September. TimberWest may harvest a very small area in “Hole in the Wall” during the summer. No other licensee plans to harvest in the area subject to the moratorium request this year.
- Tourism sectors active in this area include land- and water-based nature viewing, saltwater fishing, scuba diving and power and sail cruising.
- The islands are administratively in FLNRO’s Campbell River District and Sunshine Coast District. Visual quality objectives (VQOs) in Campbell River reflect the Vancouver Island and the Great Bear Rainforest land and resource management plans. The northern Discovery Islands are part of the Great Bear Rainforest and the western area is part of the Vancouver Island Land Use Plan. Planning for protected areas is completed for the whole area.
- Visual quality objectives in the Discovery Islands were established in 2005 and clearly reflected the area’s growing tourism sector at that time.
- Greenpeace, Sierra Club and Forest Ethics are working with the Discovery Islands Marine Tourism Group.

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Contact:

Director, Intergovernmental Relations	Andrew Little	Tourism Branch	250 952-6022
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Christy Clark, Premier of British Columbia

Dear Christy Clark,

Help save a vibrant local economy – and the natural beauty that sustains communities in the Discovery Islands. As soon as June 14, logging could begin in pristine marine corridors that attract thousands of visitors from BC and around the world. Before it's too late, please put a temporary halt on imminent logging plans that will destroy valuable recreation areas and the local tourism economy. Be progressive and initiate a Discovery Islands land use plan that includes new ecosystem information, all voices, and all community values

Name	From	Comments
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Pages 95 through 96 redacted for the following reasons:

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Mountain Pine Beetle Zone Mid-Term Timber Supply

Revised: June 21, 2013

Issue: Mid-Term Timber Supply in the Mountain Pine Beetle Epidemic Zone

Recommended Response:

- I know my colleague, Minister Steve Thomson, Minister of Forests, Lands and Natural Resource Operations and his ministry are conducting a comprehensive review of the mid-term timber supply in the Mountain Pine Beetle Epidemic Zone.
- In October 2012 the Ministry of Forests, Lands and Natural Resource Operations released Beyond the Beetle: A Mid-Term Timber Supply Action Plan. This plan represents the next stage in the government's ongoing response to the mountain pine beetle infestation and is a commitment to continued investment in our forests and communities.
- I will continue to work with my colleague, Minister Thomson, to explore options on how we can mitigate the impacts of the mountain pine beetle epidemic on communities.

Background/Status:

- In 2006, the provincial-level projection model of the mountain pine beetle outbreak estimated that up to 80 per cent of susceptible pine could be killed by the mountain pine beetle.
- The most recent (2013) projection now estimates that only 58 percent of the total volume of susceptible pine in the province will be killed.
- Four years ago both the Cariboo-Chilcotin and Southern Interior Beetle Action Coalitions (BACs) completed some mountain pine beetle timber impact assessment work; and the Omineca Beetle Action Coalition has made submissions to the Chief Forester on Timber Supply Reviews in the Prince George Timber Supply Area.
- The Special Committee on Timber Supply was appointed by the Legislative Assembly on May 16, 2012 to examine and make recommendations to address the loss of mid-term timber supply in the central interior. The BACs made presentations and provided written submissions to the Special Committee.

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Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- The Special Committee on Timber Supply released its report, on August 15, 2012, recommending ways in which the mid-term timber supply in the central interior could be increased.
- We will continue to consult with the BACs on mountain pine beetle timber supply issues as appropriate.

Contact:

Executive Director	Gordon Borgstrom	Pine Beetle Epidemic Response Branch	(250) 371-3741
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: North Island-Coast Development Initiative Trust (ICET)
provincial grant of \$50 million s13, s17

Revised: June 25, 2013

Issue: s13, s17

Recommended Response:

- In 2006 the Province provided a one-time grant of \$50 million to ICET to manage and use as they saw fit for diversifying the local economy.
- This one-time funding commitment was expressly outlined in the *North Island-Coast Development Initiative Trust Act*.
- I appreciate that ICET has been engaging with staff s13, s17
- s13, s17
- I also appreciate that ICET has used this funding to support a number of local projects in the North and Central Vancouver Island and has used it to leverage ~\$250m in total funding which has made a significant impact on those communities – which was the intent of the funding.
- Although we have no plans for additional funding, government is supporting economic development on the North Island in a number of ways, including:
 - Concentrated efforts to identify and advance key economic opportunities in specific geographic areas – e.g. Campbell River Economic Development Pilot (2012-13) and Port Alberni Community First Agreement (2011-12).
 - An Economic Development Essentials training session was held in Port McNeill in February, 2013 for North Island community leaders.
 - The Business Attraction Toolkit for BC Communities was launched in April, 2013 to enhance communities' investment readiness.
 - Other provincial and federal funding sources are available to North Island communities to support economic development initiatives, dependent on project parameters and requirements.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Background/Status:

- Established in 2006 under the *North Island-Coast Development Initiative Trust Act*, the North Island-Coast Development Initiative Trust (also known as the Island Coast Economic Trust or ICET) was provided one-time Provincial funding to help grow and diversify the economy of the North Island-Coast area. The North Island-Coast area consists of all regional districts and municipalities on Vancouver Island north of the Malahat as well as Powell River and the Sunshine Coast.
- Since its inception, ICET has invested almost \$47 million in over 90 projects situated in 45 different communities.
- Unlike the Northern Development Initiative Trust (Northern Development) and the Southern Interior Development Initiative Trust (SIDIT), which were established under similar legislation, ICET adopted a spend-out, rather than a legacy model, choosing to distribute the majority of its funds for on-the-ground economic development. Northern Development, originally allocated \$185 million, has invested its funds, choosing to spend only the return on investment, while SIDIT, originally allocated \$50 million, has adopted an investor model, investing generated revenues primarily in businesses not eligible for traditional banking loans and higher risk/return venture capital opportunities.
- ICET reports its investments have generated significant economic benefits to the region and to the province, including:
 - Leveraged investments of more than \$250 million.
 - \$4.58 dollars leveraged for every dollar of ICET funding; over \$2.00 of this was leveraged from federal and non-government sources.
 - Estimated 2500 person years of employment created through project construction work.
 - Estimated 2100 permanent jobs created in the operational phase (within 3-5 years of project completion, with potential for continued job growth over the long term).
 - Estimated \$16.5 million in provincial tax revenue during project construction work.
 - Estimated \$9.4 million in annual provincial revenue.

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2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

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Contact:
Executive Director Greg Goodwin Regional Economic Policy and Projects (250) 356-0778

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Regional Economic Investment Pilots 2011-2013

Revised: June 21, 2013

Issue: Three 12-18 month pilots initiated in 2011/12 focused on attracting strategic investments and creating regional jobs in the priority sectors of the BC Jobs Plan

Recommended Response:

- As part of the Regional Economic Investment Pilots, the Province partnered with the City of Campbell River, the McBride to Barriere Corridor region, and the North Fraser region to identify and advance priority projects over a 12 to 18 month period.
- Significant progress has been made in partnership with the communities involved in this initiative.
- We will continue to support those key projects within each of the areas where provincial involvement is important as the pilot phase of this project concludes.
- Pilot experience and learnings have informed development of other economic development support initiatives such as regional economic collaboratives, which are currently underway in Clinton to Lytton to Lillooet and Quesnel.
- Communities/regions across the province are also being supported in their economic development initiatives through 15 Economic Development Essentials for Local Leaders workshops held across the province in early 2013 and a Business Attraction Toolkit for BC Communities launched in April 2013.

Background/Status:

- **Campbell River:**
 - Completed North Vancouver Island Exploration Geoscience Project. Results of airborne magnetic survey released at the January 2013 Mineral Exploration Roundup in Vancouver to help geoscientists target their mineral exploration activities.
 - Completed Biomass Inventory Report for Campbell River, which offers detailed technical information about biomass sources and volume near Campbell River.
 - Completed Consolidated Community Marketing Initiative and hosted B.C.'s International Trade and Investment Representatives in October 2012.

2013/2014 Estimates Note Advice to the Minister

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- **North Fraser:**

- Facilitated Pitt Meadows Regional Airport presence at premiere aerospace trade show and conference in Lynwood, WA as part of B.C.'s exhibition in February 2013. Completed communications and marketing materials and business attraction strategy for the airport.
- Completed surfacing of first portion of forest service road leading to proposed site of Tim Horton Children's Foundation Camp in Mission. Analysis demonstrated that timing for further work would necessitate further progress on camp development, including development permits.
- Completed the North Fraser tourism corridor branding strategy.
- Supporting work to develop agrifood distribution hub business model.

- **McBride to Barriere Corridor:**

- BC Hydro and proponents are continuing discussions on the development of a 138 kilo volt transmission line from Valemount substation to a new substation at McBride and the requirements for entering into electricity purchase agreements.
- Bridges II project, a two-year partnership to assist community forests and small woodlot licence holders to identify new business opportunities was initiated in Fall 2012.
- Completed repairs to the Trophy Mountain Road and Clearwater River Road in Wells Gray Park.
- Work on a sub-regional tourism strategy was initiated in October 2012 and a final plan, including an implementation strategy, is nearing completion.

Contact:

Executive Director	Greg Goodwin	Regional Economic Policy and Projects	(250) 356-0778
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Resort Municipality Initiative Funding

Revised: June 25, 2013

Issue: Resort Municipality Initiative Funding 2013/14

Recommended Response:

- The BC Resort Municipality Initiative recognizes the important role of local governments in the successful development of world-class resorts, and the significant role of local governments in the growth of B.C.'s tourism economy.
- *Gaining the Edge*, a Five-year Strategy for Tourism in B.C., has a goal to see \$18 billion in tourism revenues by 2016. Resort-orientated municipalities and this program investment will help to support that goal.
- Since 2007, over \$66 million dollars has been invested in tourism infrastructure and programs to support local and regional tourism economies.
- Government is committed to support this program, funding dependent, and demonstrated this by signing a Memorandum of Understanding for 2012 to 2016.

Background/Status:

- Approved by Cabinet in 2006, the BC Resort Municipality Initiative (RMI) addresses the unique circumstances of small resort-oriented municipalities and creates an ongoing revenue stream to develop and enhance local tourism related infrastructure and amenities to grow local and regional tourism economies.
- Until 2010, RMI provided eligible municipalities with a portion of the provincial hotel room tax. When the hotel room tax was eliminated with the introduction of the HST,
s17, s12
s17
- There are 14 communities that are eligible and participate in this initiative: Fernie, Golden, Harrison Hot Springs, Invermere, Kimberley, Osoyoos, Radium Hot Springs, Revelstoke, Rossland, Sun Peaks, Tofino, Ucluelet, Valemount and Whistler.
- The Mountain Resort Municipality of Jumbo will be eligible for funding once they have accommodation built and collect the Municipal and Regional District Tax.
- The RMI program objectives are to increase: tourist visitation, visitor activities and amenities, employment, private investment, and municipal tax revenue.

- Each RMI municipality enters into a five year results-based Memorandum of Understanding (MOU) with the Province. MOUs for the 2012 to 2016 term have been signed with 13 of the eligible municipalities.
- Attached to each MOU is a Resort Development Strategy that identifies the municipality's vision, goals, and projects to be constructed or implemented to support program objectives in the five year timeframe.
- Sun Peaks is now finalizing their Official Community Plan, which enables the completion of their Resort Development Strategy. They currently work under an annual plan and receive annual transfers payments.
- Before the implementation of the HST, the Hotel Room Tax was used as a direct transfer tax funding source. Since implementation of the HST, funds for this program have been allocated from the s17, s12
- To mimic the incentive-based aspect of the tax transfer program, the annual RMI funding amount for each participating community is calculated based on Municipal and Regional District Tax collected. The following formula is used:

Percentage value assigned (1 to 4%) based on the number of accommodation units / 2%	X	Amount of Municipal and Regional District Tax collected from the previous calendar year
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- The Ministry undertook a program review with stakeholders in January, 2013 to identifying areas for program administration improvements. To date improvements have been implemented and/or are underway.

Contact:

Executive
Director

Greg Goodwin

Regional Economic
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2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Appendix 1: RMI Funding 2007 to March 2013

RMI Funding 2007 to March 2013				
Resort Municipality	Percentage Rate Assigned* (based on accommodation units)	Year Started	RMI Allocations	Project Examples
Fernie	3%	2009	\$ 1,635,019	Recreational trails, cultural and heritage tourism development, museum and information centre, signage, Elk River access, shuttle.
Golden	4%	2006	\$ 3,994,114	Signage, Visitor Amenity Hub, Community Square, green spaces and paths.
Harrison Hot Springs	2%	2007	\$ 1,953,882	Village centre renewal, lakeshore promenade, beach and lagoon improvements, sand sculpting competition.
Invermere	3%	2009	\$ 927,827	Public space development, Kinsmen Beach Improvements, mountain valley shuttle, trails.
Kimberley	2%	2007	\$ 528,729	Signage, Platzl development, collaborative reservation system, mini golf course.
Osoyoos	2%	2008	\$ 1,563,233	Trail system, signage, beach cleaner, public art, boat parking, marina enhancement.
Radium Hot Springs	2%	2007	\$ 776,628	Shuttle bus service, downtown beautification, public art displays, events and festivals, signage, adventure youth camp.
Revelstoke	3%	2008	\$ 2,431,770	Snowmobile infrastructure development, trails, museum enhancements, public art projects, outdoor performance space, visitor information centre, airport improvements.
Roseland	1%	2007	\$ 154,935	Signage, shuttle service.
Sun Peaks	3%	2011	\$ 764,896	Music and Oktoberfest events, portable stage.
Tofino	2%	2008	\$ 3,389,854	Lighthouse trail, multi use path, beach access and infrastructure, downtown improvements.
Ucluelet	2%	2008	\$ 768,887	Wild Pacific Trail development, pedestrian link, public washrooms, conference centre infrastructure, aquarium.
Valemount	1%	2007	\$ 325,376	Winter and spring events, trail development.
Whistler	4%	2006	\$ 47,395,183	Employee housing, trail development, festivals and events, outdoor ice rink.
			\$ 66,610,333	

*Percentage rate assigned is based on the ratio of population to accommodation.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Rural B.C. Project – Government Response

Revised: June 25, 2013

Issue: Government support to rural B.C. communities.

Recommended Response:

- Ministry staff are continuing to work with the three regional Beetle Action Coalitions (BACs) on key components of the Rural BC Project recommendations.
- Likewise, government will continue to work with the BACs, rural communities, First Nations and other stakeholders to create economic opportunities in rural B.C.
- Government recognizes the critical importance of rural B.C. to the province and we will commence revenue sharing discussions with rural resource communities.
- Through significant projects such as LNG, Site C, and the establishment of the BC Prosperity Fund, rural communities will have support to prepare for future opportunities.

Background/Status:

- The Rural BC Project is a joint initiative of the three regional Beetle Action Coalitions (BACs). The stated purpose of the Rural BC Project is to stimulate discussion and understanding of the challenges facing rural B.C. and the actions required to help rural B.C. communities succeed.
- The final five major recommendations of the Rural BC Project are to:
 - create a Rural B.C. Strategy
 - develop new rural and regional development programming
 - create a “Rural Dividend”
 - designate a senior cabinet minister for rural development and create and fund rural catalyst organizations for B.C.
 - create a B.C. equivalent to the highly successful U.S. Community Development Venture Capital Program

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- Representatives of the three BACs met on March 6, 2013 with Ministers Bell, Thomson, Bennett, Stillwell, and Parliamentary Secretaries Barnett and Rustad to present and discuss the findings of the Rural BC Project.
- At the end of the March 6 meeting there was direction to the Ministry of Jobs, Tourism and Skills Training staff to work with the BACs on key components of the Rural BC Project recommendations:
 - to work with the BAC representatives to shift the focus from developing a rural strategy to a rural economic development “framework”;
 - to examine how existing economic development programming and funding could be better coordinated;
 - to explore the link between the proposed “Prosperity Fund” and the rural dividend recommendation;
 - to further explore the potential mandate/function of a rural advocacy and catalyst organization; and
 - to further explore the rural venture capital fund concept in terms of existing funding and initiatives.
- Staff will continue to work with the BACs on this initiative.

Contact:

Executive Director	Gordon Borgstrom	Pine Beetle Epidemic Response Branch	(250) 371-3741
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Leveraging economic growth from the Seaspan shipbuilding program

Revised: June 21, 2013

Issue: s13, s17 Award of the
National Shipbuilding contracts to Seaspan

Recommended Response:

- A new era is beginning for the B.C. shipbuilding and repair industry.
- The Province is supporting the expansion and upgrading of the B.C. shipbuilding workforce by providing training tax credits, supporting the Shipbuilding Workforce Table, the industry led Shipbuilding and Repair Board and working closely with Seaspan to ensure British Columbians benefit from this work.
- In addition, we are partnering with Seaspan, other industry partners and other levels of government to support the growth and competitiveness of the greater marine industry in B.C. for the long term.
- Seaspan has been actively improving its facilities and has spent over \$10 million to date towards an overall \$200 million capital investment program in shipyard modernization.
- The federal government controls the timing of the tender of the individual vessel contracts. This winter, they awarded \$15.7 million in contracts to Seaspan for design work on the first offshore fisheries research vessel.
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s13, s17

- This work will create significant benefits in terms of employment, materials and equipment necessary to construct this vessel.

Background/Status:

- The package of vessels that Seaspan will build over the next seven years include:
 - three offshore fisheries research vessels for the Canada Coast Guard (CCG)
 - one offshore oceanographic research vessel (for the CCG)

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- one arctic icebreaker (for the CCG)
 - two joint supply ships for the Royal Canadian Navy.
- The total capital cost of building these seven vessels is \$8 billion.
- The Province has committed \$6.9 million over the next seven years to support Seaspan's Value Proposition to the greater marine industry as a result of Seaspan's successful bid to build Canada's current order book of large non-combat vessels.
- The \$6.9 million is to fund initiatives that will enhance the human resource, technology and industrial development of the greater B.C. marine industry.
- B.C. will partner with Seaspan, industry stakeholders and other levels of government to maximize the benefits to the provincial economy.
- An executive team representing the Ministry, Seaspan and BC Ferries has been formed to develop a coordinated approach to supporting industry wide initiatives.
- An industry led Shipbuilding and Ship Repair Board has been established to provide industry leadership on priority industry wide initiatives as well as advice to government on potential supportive government actions.

Contact:

A/Executive Director	Glen Scobie	Economic Initiatives & Analysis	(250) 356-1488
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Watson Island Industrial Site Redevelopment

Revised: June 25, 2013

Issue: Perception that the Province isn't doing enough to repurpose Watson Island or address the on-site chemical risks

Recommended Response:

- The Province has been actively engaged on Watson Island for many years looking for ways to assist the community.
- s13, s17
- This site is not within the jurisdiction of the Province but privately owned, with ongoing court issues between Sun Wave and the City of Prince Rupert. I cannot comment on those matters before the courts and between two other parties.
- What I can say is that the Province has been providing advice and expertise while issues remain before the courts and is assisting with assessing the chemical storage issues as they arise.
- s13, s16, s17
- The Province is currently in discussions with the City of Prince Rupert to potentially provide further assistance to address more immediate health, safety and environmental concerns should the court proceedings drag out.
- We are optimistic the matter will be resolved shortly and that, with all the activity in the area, an industrial buyer will acquire the site and return it to productive use.

Background/Status:

- Prior to 2001, government incurred costs of \$270 million that included debt guarantee payments, environmental and other related liabilities, and writing off outstanding claims for taxes, forestry charges and environmental fees related to the site.

Advice to the Minister

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Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- An additional \$30 million in environmental remediation has been spent in recent years to ensure the safety of the site.
- In 2009, the City of Prince Rupert (the City) assumed ownership of the Watson Island pulp mill and 270 acres of land on Watson Island after an unsuccessful tax sale that resulted from Sun Wave not paying property taxes owed for the site.
- In 2012, the Watson Island Development Corporation (WatCo) entered into an agreement with the City to purchase the site for \$5 million. The offer is contingent on a number of conditions relating to site remediation, outstanding fees and resolution of pending court actions. WatCo is comprised of Colonial Coal and the Metlakatla Development Corp. and the Lax Kw'ala Development Corp.
- In January 2013, WatCo presented a conceptual site remediation plan to the Province.
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- The City and local First Nations have also requested the Province's assistance in addressing health, safety, and environmental concerns related to hazardous chemicals that remain on site
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- The City maintains on-site environmental monitoring functions and has a good working relationship with local Ministry of Environment (ENV) officials. In the summer of 2012, ENV took regulatory action to remediate an imminent risk of a sulfuric acid leak on site. In December 2012 and June 2013, ENV sent teams on-site to investigate concerns raised in relation to aging tank infrastructure – no further imminent risks has been identified to date.

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Province's Position:

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- Of note, the Elk Falls site in Campbell River just sold without Provincial contribution for around \$8 million.

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Contact:

Executive Director	Chris Gilmore	Industrial and Land Initiatives	(250) 952-0139
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Pages 114 through 115 redacted for the following reasons:

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Attract Bollywood Productions to B.C.

Revised: June 27, 2013

Issue: Platform Commitment – Build on efforts to attract Bollywood productions to British Columbia through initiatives like the Times of India Film Awards.

Recommended Response:

- British Columbia's recent hosting of the Times of India Film Awards was a tremendous success for both the show and for B.C.
- From a jobs & economic perspective:
 - 6,000 direct and indirect employees were hired to stage TOIFA events.
 - 24 local B.C. corporations were contracted to provide services ranging from media relations, logistics, catering, printing and security.
 - And 3,000 hotel room nights were booked.
- The event also provided a huge boost for B.C. tourism, resulting in over \$6.8 million of travel media coverage of B.C. in Indian print publications.
- Already our international strategy is paying off – exports of goods to India and India-related tourism are both on the rise. We will continue to build upon our success with the aim of strengthening our cultural and economic ties with India.
- Ministry staff will work with Creative BC and engage with industry to explore the opportunities and best avenues for bringing more Bollywood productions to B.C.

Background/Status:

- [See Times of India Film Awards (TOIFA) Estimates Note – attached]
- With 900 films produced annually (about double Hollywood's output), Bollywood is the world's most prolific cinema factory. Entertainment production in Bollywood is one of the fastest growing sectors in the country, providing employment to more than 175,000 people and growing at a rate of 11.2% per year.
- While a number of Bollywood producers reside in B.C. Bollywood productions have not been a focus for the local industry

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Advice to the Minister

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Minister Responsible: Honourable Shirley Bond

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- Additional research will be required to determine the best opportunities for B.C. and the most appropriate path for capitalizing on those opportunities.

B.C.'s India Tourism & Trade Efforts

- India has always been a Priority Market for B.C., but the focus and emphasis has increased significantly over the last 6 months. There has been a significant increase in BC's interest and involvement with India.
- The BC-India Global Business Forum was held in Vancouver on March 12, 2013.
 - Attended by over 450 business leaders (including over 50 attendees from India), the Forum kick-started numerous conversations on building B.C.-India business relations.
- The increased profile has set a solid base for B.C.'s expanded trade and investment presence in India. The B.C. trade and investment presence in India has tripled from one office (Bangalore) and 4 managers to three offices (with the addition of Mumbai & Chandigarh) and 12 managers, covering an expanded range of sectors.
 - B.C. now has the most comprehensive trade/investment network of any Canadian province in India.
 - We are leveraging the increased profile of B.C. and the strong cultural and social ties between BC and India.
- India is now a top-10 source country for tourists to B.C.
 - 2012 saw a 7% increase in B.C. arrivals from India as compared to 2011.
- B.C.'s entry into the Indian market is well timed – many industries are still in the formative stages with a growing demand for international partners.

B.C.-India Trade Statistics

- B.C. exports to India were up 60% from 2011 to 2012 (\$201 million to \$322 million).
- Total BC-India bilateral trade in 2012 was up 25% to \$616 million.
 - The first time B.C.-India bilateral trade broke the \$600 million mark.

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Ministry: Ministry of Jobs, Tourism and Skills Training and
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- B.C.'s share of total Canadian exports to India nearly doubled from 2011 to 2012 (from 8% up to 14%).
- Mineral exports (Coal & Copper) from B.C. to India doubled from 2011 to 2012.

Attachment: Estimates Note – Times of India Film Awards 2013

Contact:
A/Assistant Deputy Minister Kaaren Lewis Tourism & Small Business Division (250) 952-0367

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Times of India Film Awards 2013

Revised: July 10, 2013

Issue: Times of India Film Awards

Recommended Response:

- We identified India as a key market in The BC Jobs Plan over a year ago, and our work to take advantage of their rapidly growing middle class is just beginning.
- Our outreach strategy will open new doors in growing markets in India so that we can create jobs at home.
- Hosting the Times of India Film Awards (TOIFA) show was one piece of that strategy - a once-in-a-generation economic opportunity for British Columbia – and one that our government was not prepared to let pass us by.
- The millions injected into our economy as a direct, and indirect, result of TOIFA make hosting the awards well worth the investment, but it's just a start.
- TOIFA is a catalyst for building awareness of B.C. to Indian businesses, deepening relationships and kick-starting enhanced trade activities.
- While we've had success building initial, high-level relationships, we need help in telling average Indian businesses and travellers what B.C. has to offer.
- The Times Group is estimating a total, global audience of 60 million viewers for their first broadcast of the TOIFA show.
- During the 5 hour broadcast, B.C.'s promotional material received 35 minutes of air time.
- The Times Group is planning up to eleven further re-broadcasts across their network, ultimately reaching approximately 400 million people.
- With their extraordinary reach across the Indian diaspora, the Times Group is uniquely positioned to help British Columbia access that audience.
- In 2011, the Premier committed to bidding on the 2013 IIFA (International Indian Film Academy awards), however, B.C. was not ultimately selected.
- Wizcraft was asking for much more than we had budgeted and our initial bid was not accepted and there was no counter-proposal from Wizcraft.
- The Province's bid did not require that Wizcraft move the date of IIFA to April.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Our bid was monetary only.

- Times Group approached us about a month after our discussions with Wizcraft had stalled with a much better proposal that included extensive, guaranteed media coverage in India and pre and post awards activities.
- In their initial presentation to the Province, Times Group preferred a late March or early April awards presentation date.
- In this case, we were able to negotiate a mutually-agreeable amount with Times Group, one that aligned with the value we would receive from media coverage as well as from direct spending in B.C. during the event.
- No provincial politicians were provided with free passes to the TOIFA awards gala. All politicians in attendance had purchased their own tickets.

Background/Status:

The total funding committed for the event was \$11 million: \$9.5 million to Times of India for production costs and an additional \$1.5 million for promotional activities (Global Business Forum, B.C. opening act, advertising and promotion of the event in B.C., 30 second tourism commercial and resourcing for B.C. project team). These amounts are set and cannot increase.

Economic Impact: Preliminary estimates of immediate economic impact provided by The Times Group include: more than 6000 direct and indirect employees hired in British Columbia to stage TOIFA events, more than 25 local corporations contracted to provide services to the Times of India Group in British Columbia (including security, ground transportation, media relations, catering, technical support, logistics, printing) and 3000 hotel room nights booked by the Times Group in Vancouver for TOIFA. Over \$9 million was spent in British Columbia to produce and deliver the awards show and related activities.

Media Value: Media coverage in India guaranteed by the Times Group as part of the TOIFA contract total \$3.1 million. Coverage of the event earned in media outlets outside the Times Group network was approximately \$4.5 million.

TOIFA Vancouver 2013 was telecast worldwide on Sony Entertainment Television, and in North America on the Asian Television Network (ATN) on June 16, 2013. The 5 hour program included 35 minute of promotional material on Vancouver and British Columbia. The estimated media value in India and internationally for the original and 11 repeat telecasts is approximately \$10 million.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Viewership: While the BC government has yet to receive a final report from the Times Group, we were able to obtain the following audience data from them:

- The number of people who watched the Sony telecast on the 16th of June stands at 32 million.
- Also, the show was telecast around the world, and we estimate that the show was watched by around 20 million South Asian diaspora (as we don't get the exact data on this).
- In addition, Sony also simulcast the TOIFA show on Sonyliv, their internet arm, which had a viewership of 8 million.
- So, as per Times Group estimates the numbers for the original telecast stand at 60 million.

These are only the numbers from the first telecast. Sony will be running the show several times through the year (a maximum of 11 more times) and the Times Group estimates they should ultimately have audience numbers close to the 400 million mark.

As part of the TOIFA contract, a travelogue television program (2 episodes) about Vancouver was aired in India on June 29 and 30, 2013, and repeated on June 30 and July 1, 2013. Viewership data for these broadcasts is unavailable at this time.

Bennett, Coleman and Co Ltd, or known as *The Times of India Group* is the largest mass media company in India with businesses in newspaper, magazines, television stations, radio stations, and on the internet. It is estimated their products reach 90 million people per day. *Times of India Group* is the 50 year producer of the *Filmfare Awards* – the true “Oscars” of India.

Wizcraft (IIFA): During her Jobs and Trade Mission to India in November 2011, Premier Christy Clark announced that the B.C. government was bidding on IIFA's 2013 event.

The B.C. government submitted a bid to IIFA organizer Wizcraft. The bid was for \$5 million to Wizcraft for the event and budgeting for another \$2.5 million for promotional events. The bid was based on the negotiating mandate at the time of \$7.5 million.

In May, 2012, Wizcraft responded that the bid was not accepted. They did not make a counter-proposal. They told JTST staff that they would require the Province to provide \$15 million for the awards, bringing the total cost well above the Province's negotiating mandate.

The Province did not submit a second bid and negotiations stalled. A change of date was not part of the negotiations.

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

In June, 2013, The Times Group approached the Province with a proposal to host a Awards event in Vancouver. The Times Group proposed to use the film awards event to promote tourism in B.C. and leverage trade and investment activities from India. Unlike the Wizcraft event, the Times Group's proposal included multiple events over several months and guaranteed extensive media coverage in India.

The negotiating mandate was revised due to the size and scale of the Times Group proposal and the expected media exposure to be gained from an agreement with Bennett Coleman.

TOIFA Tickets: No complimentary tickets for the TOIFA awards gala were offered to or accepted by B.C. provincial politicians.

Floor seats normally set aside for the use of BC Pavilion Corporation were offered to B.C. business representatives who would benefit from the opportunity to meet officials attending from India. The list was developed by non-partisan public servants working in the Ministry of Jobs, Tourism and Skills Training's Trade and Investment Division. They chose representatives from B.C. companies who were known to have an interest in expanding or developing new markets in India.

The BC Pavilion Corporation's reserved suite at BC Place was set aside to ensure local media had an opportunity to report on the Awards event.

Contact:

Executive Director	Vera Sit	Economic Development Division	(250) 387-6061
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: B.C. Film Office in Los Angeles

Revised: June 25, 2013

Issue: Platform Commitment – Establish a B.C. Film office in Los Angeles (LA) to work with regional film commissions and encourage television & film production in British Columbia.

Recommended Response:

- British Columbia's film and television industry infuses more than \$1.2 billion a year into our economy, which supports about 25,000 direct and indirect jobs.
- Hollywood, and the greater Los Angeles area, is a vibrant North American hub for film and television activity. As such, it is critical that B.C.'s film industry have a more direct connection and local representation for the promotion of our products and services.
- Over the next six months, staff from the Ministry will be working with Creative BC, industry and the Ministry of International Trade to develop the best options for marketing B.C.'s production capabilities and expanding relationships with key clients in Los Angeles and other international production centres.

Background/Status:

- Los Angeles has long been regarded the entertainment capital of the world.
- Over 75% of B.C.'s total production expenditures are derived from major U.S. studios who are predominantly based in Los Angeles.
- In September 2011, the Motion Picture Production Industry Association of British Columbia (MPPIA) appointed Los Angeles-based industry consultant Peter Wetherell to represent the Association's interests in U.S. markets. Mr. Wetherell is under contract to MPPIA until March, 2014.
- Among the services provided to the Association by Mr. Wetherell are timely market information, streamlined client relations and new business development.
- MPPIA also conducts an annual group marketing trip to Los Angeles each November, as well as smaller targeted marketing missions throughout the year.
- Industry's priorities are: to focus on group marketing trips to Los Angeles in partnership with Creative BC; to work closely with their LA based industry consultant to attract specific projects to B.C.; and host B.C. market

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

'familiarization' tours to bring potential clients to B.C. and familiarize them with our industry resources.

- Improving U.S. market presence is be part of a larger international market development strategy that markets B.C. production capability, encourages co-productions and attracts inward investment.
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Contact:
A/Assistant Deputy Minister Kaaren Lewis Tourism & Small Business Division (250) 952-0367

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Creative BC

Revised: July 15, 2013

Issue: Provincial investments in arts need to be maintained and a new focus on fostering the next generation needs to be prepared for the future creative economy.

Recommended Response:

- Earlier this year, government announced the creation of Creative BC as an independent, non-profit society combining services previously available through separate agencies (BC film Commission and BC Film + Media).
- In FY2013/14, the province is providing \$2.3 million to Creative BC.
- Creative BC administers provincial film and television tax credits, provides on-location/production support for filmmakers/ TV producers and allocates funding for international marketing and domestic content development.
- In FY 2013/14, Creative BC is dedicated to working with the creative industry in the province to develop and implement a broad strategy that capitalizes on the sector's strengths and identifies new opportunities for the future. It will focus on:
 - Increasing support for the development of B.C.-originated film and television content.
 - Extending digital and market access programs to its expanding client base in publishing, music and interactive content development.
 - Providing continuing assistance to the province's regional film commissions.

Background/Status:

- In January 2013, the government launched BC Creative Futures, a three-part strategy to support sustainable, long term success for the province's creative sector.
- As a part of this strategy, Creative BC Society (Creative BC) was established in 2013 as an independent non-profit society under the *Society Act* by amending the constitution of FDBC - Film Development Society of BC (BC Film + Media). It began operations in April 2013.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- Creative BC combines services previously offered by the BC film Commission and BC Film + Media; it also expands the mandate to the larger creative industry sector (including interactive digital media, music, book and magazine publishing).
- Creative BC administers provincial film and television tax credits, provides on-location/production support for filmmakers/ TV producers and allocates funding for international marketing and domestic content development.
- With funding from the Province of B.C., Creative BC invests in the province's creative sector to meet its development needs.
- In addition to transferring the \$2.25 million budgets from the BCFC and BCFM, our Ministry provided an additional \$2 million at the end of last fiscal to Creative BC towards research, development and international marketing in FY2013/14.
- Through fees charged for services and revenue from investment income, Creative BC will have access to over \$1 million to further assist screen-based industries.
- Funds for 2013/14 will be used to address priorities including:
 - Increasing support for the development of BC originated film and television content.
 - Extending program support to its expanded client base in publishing, music and interactive content development.
 - Marketing the province as an attractive destination for business investment and a desirable filming location; improving international market access for BC companies.
- Over the next year, Creative BC will work with BC's creative industries to develop a strategic approach to capitalize on the sector's strengths and identify opportunities for future growth.
- On April 1, the BC Film Commission staff were transitioned from government to Creative BC. During the transition, client services were not interrupted.
- Creative BC has begun discussions with the new sectors to be served under its expanded mandate.
- Creative BC is currently in the early stages of developing a strategic plan. This process will involve both industry and government.

Contact:

A/Assistant
Deputy Minister

Kaaren Lewis

Tourism & Small
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(250) 952-0367

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Distant Location Regional Tax Credit for Victoria

Revised: July 11, 2013

Issue: Platform Commitment – Apply the Rural Film Distance Credit of 12 per cent to Victoria, putting it on a better competitive footing with the rest of B.C.

Recommended Response:

- Regional tax credit programs and distant location credits introduced by the provincial government have supported over 551 film productions in regions and distant locations around the province.
- The Province's Distant Location Regional Tax Credit of 6% for foreign and B.C.-owned film productions currently applies to areas north of Whistler, east of Hope and north of the Capital Region District.
- Assuming that the level of production activity returned to pre-2008 levels, which averaged \$13.75 million, the incremental annual cost for extending the distant tax credit to the CRD is estimated at \$1.60 million.
- The Victoria area offers a diverse base of settings and unique locations not found elsewhere in the province.
- By making Victoria eligible for the Distant Location Regional Tax Credit, government is putting our beautiful capital city on a better competitive footing and enhancing accessibility by industry.

Background/Status:

- All film productions shot outside Metro Vancouver are eligible for a Regional Tax Credit set at six per cent for foreign productions and 12.5 per cent for B.C.-owned productions.
- In 2008, the Province established the Distant Location Regional Tax Credit providing a six per cent credit for foreign and B.C.- owned film productions.
- The Province applied the Distant Location Regional Tax Credit to productions filming north of Whistler, east of Hope or north of the Capital Regional District (CRD).
- This geographic application excluded productions in Vancouver and the Capital Regional District from the Distant Location Tax Credit.

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- While film makers in the Capital Regional District qualify for the six per cent (foreign) or 12.5 per cent (B.C.) Regional Tax Credit, they also want the additional six per cent Distant Location Tax Credit.
- Regional tax credit programs and distant location credits introduced by the B.C. provincial government have supported over 551 film productions in regions and distant locations around the province.
- Greater Victoria Film Commissioner, Kathleen Gilbert, noted that since the introduction of the Distant Location Regional Tax Credit, the CRD has experienced an decline in film and TV activity such that annual levels are now averaging ~\$4.7 million below the typical pre-tax credit levels.

Considerations

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Contact:
A/Assistant Deputy Minister Kaaren Lewis Tourism & Small Business Division (250) 952-0367

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: 2012/13 Film & Television Sector Performance

Revised: July 10, 2013

Issue: Overview of performance of B.C.'s Film and Television sectors

Recommended Response:

- In 2012, \$1.2 billion was expended by industry in B.C. directly supporting the production of almost 300 film and television projects, including:
 - 82 feature, DVD films (including visual effects only projects)
 - 97 TV movies, mini-series, pilots or documentaries
 - 31 animation projects
 - 135 foreign projects
- Those projects created approximately 13,600 full-time jobs in B.C.
- FY2013/14 budget provides more than \$340 million in tax credits for film and television and another \$35 million for interactive digital media.
- To date, B.C. tax credit certifications for fiscal year 2013/14 include a total of 40 certified projects, with an estimated tax credit of \$42 million, triggering approximately \$208 million in additional B.C. production expenditures.

Background/Status:

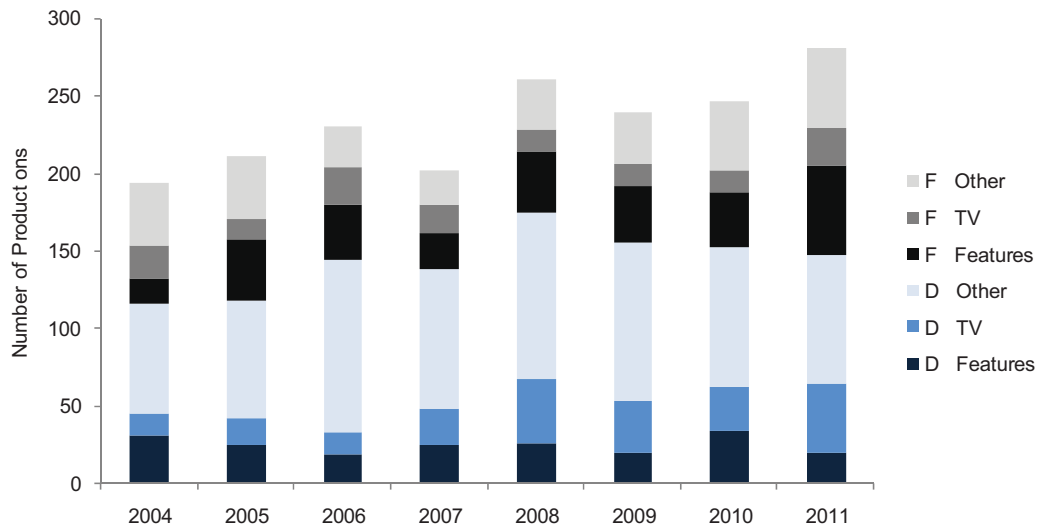
2012	Number of Projects	Production Spend in BC (\$M)
DOMESTIC		
Features/DVD Features	24	27.99
TV Series	58	196.57
TV Movies, Mini Series, Pilots, Documentaries & Other	72	76.22
Animation	5	23.46
Total Domestic	159	324.24
FOREIGN		
Features/DVD Features	58	323.85
TV Series	26	418.1
TV Movies, Mini Series, Pilots, Documentaries & Other	25	77.98
Animation	26	71.73
Total Foreign	135	891.66
TOTAL	294	1,215.90

- Production activity in 2012 included almost 300 projects with a B.C. spend of \$1.2 billion.
- 58 foreign features and visual effects-only projects generated \$324 million in activity.
- 159 domestic productions included 24 features/DVD features, 58 TV series and 72 TV movies, pilots or mini-series.
- Over the past five years Vancouver has become one of the world's leading centres for the production of visual effects and digital animation.
- A total of 31 animation projects were undertaken; 26 represent foreign productions attracted to B.C.

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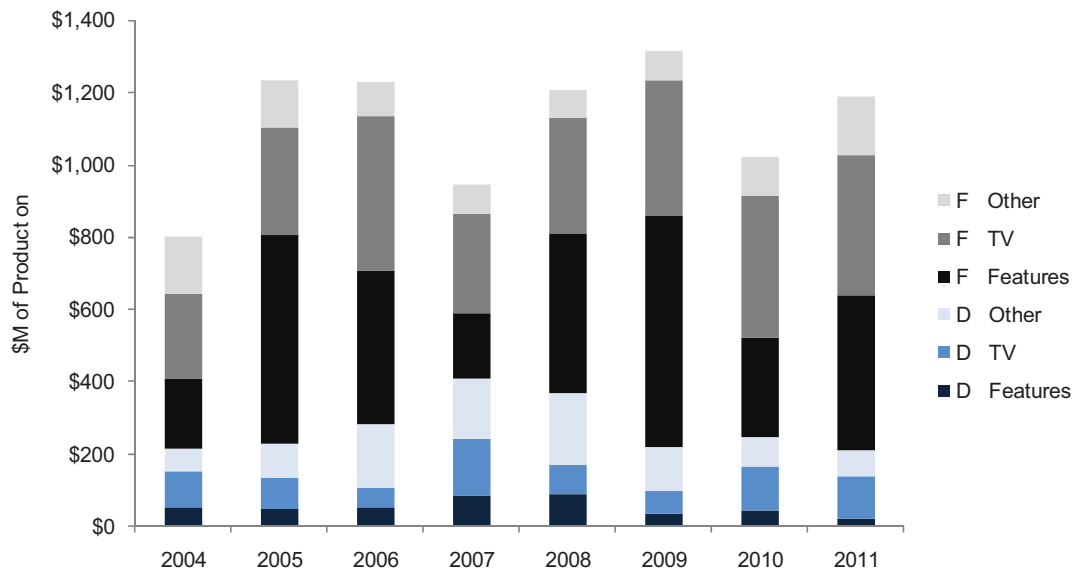
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Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible: Minister Responsible for Labour
Honourable Shirley Bond



- Historical data shows that the majority of the sector growth over the last decade has been in foreign (F) productions and that the bulk of the domestic (D) production activity has been in non-feature, non-TV series productions,
- Canadian productions accounted for just over half of all B.C. productions in 2011.
- Though the growth in foreign productions is somewhat variable, the segment has increased since 2004.

BC Film and TV Production Spend by Type, 2004 – 2011

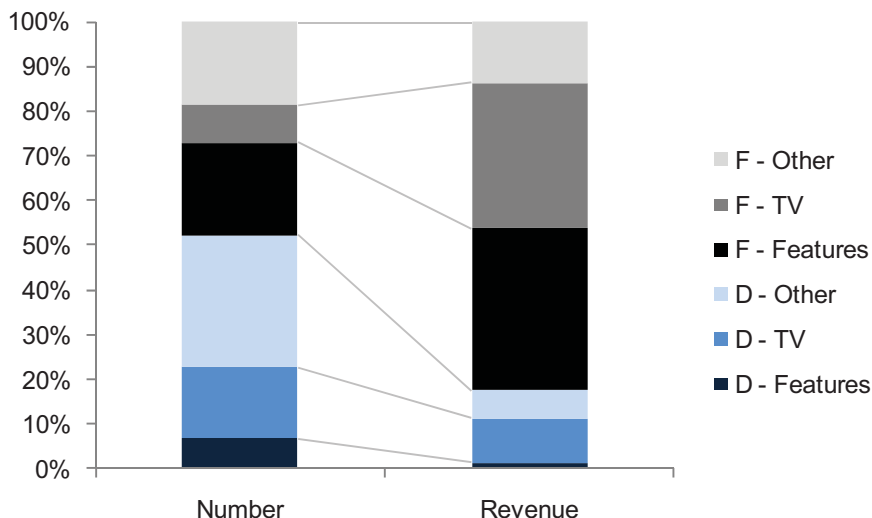


Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Honourable Shirley Bond

- The graph above shows clearly that production spending in B.C. by the industry has been relatively flat over the last decade, averaging approximately \$1.16 billion.
- Over the past five years, B.C. has experienced significant growth in visual effects and digital animation production. Many international companies (PIXAR, Sony Imageworks, MPC, Industrial Light + Magic) have established Vancouver studios. Additionally, a number of domestic companies have grown significantly over this period (Nerdcorps, Atomic Cartoon, Image Engine).

Number vs. Revenue of Production by Type, 2011



- Comparing the number of productions vs. revenues generated we see that although foreign productions are less than 50% of the total number of B.C. productions, they comprise roughly 75% of film and television production expenditures in B.C.
- Foreign features and television series are generally budgeted significantly higher than domestic productions. Consequently, maintaining foreign production activity is essential to sustaining industry expenditures and employment.
- While smaller in initial spend, B.C. companies retain ownership of the intellectual property rights for domestic products and the ability to sell product into international markets.
- In 2013, the Province will support the industry through the following initiatives:
 - Formation of Creative BC (established April 1, 2013)
 - Application of the Distant Location Regional Tax Credit to Victoria to put it on a better competitive footing with the rest of the province.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- Include post-production as eligible for the Digital Animation or Visual Effects (DAVE) Tax Credit to encourage further post-production in British Columbia.
- Increased foreign market presence.
- A new campus for Emily Carr University of Art and Design (ECUAD)
- Implementation of BC Creative Futures Strategy

Contact:
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Film and Television 2013 Performance

Revised: July 10, 2013

Issue: Early indications of Film & Television sector performance for 2013

Recommended Response:

- In the first quarter of 2013, physical production activity (not including digital animation and visual effects work) was slower than in the same period of 2012.
- By June however, activity in the sector had caught up and surpassed last year's numbers.
- As of June 12, 2013, Creative BC's internal production lists contained 24 projects, including 6 Feature films, 2 DVD features, 6 Movies of the Week, 9 TV series and 1 Reality series.
- This is ahead of last year's 22 projects in production at the same period in June of 2012.

State of Screen-Based Production in B.C. as of June 2013

- In the **first quarter** of 2013, physical production activity (not including digital animation and visual effects work) was slower than in the same period of 2012 due to a decrease in the number of projects choosing to locate production in B.C.
 - The biggest decline was in feature/DVD film projects although the number of TV series and movies of the week (MOWs) was also down.
 - In February and March 2013, the number of projects began to increase, driven by an increase in the number of TV pilots and MOWs.
 - British Columbia hosted 9 TV pilots during this period, which was consistent with 2012.
- The **second quarter** of 2013 has seen an increase in production activity, as well as an increase in the number of projects choosing to shoot in the province.
 - While industry payroll numbers for physical production (from Entertainment Partners Canada) in the first quarter of 2013 showed a 33% decrease compared to the same period in 2012, the second quarter results show an increase for April and May compared to 2012, which is consistent with production activity numbers.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- **Moving forward**, it is anticipated that production activity in the summer and fall will be steady with a significant number of feature films and TV series in production. An increase in the number of projects to be confirmed to shoot in B.C. in 2013 is also a positive indicator.
- As of June 12, 2013, Creative BC's internal production lists includes 24 projects:
 - 6 Feature films (Big Eyes, Grace, Godzilla, The Visitors, Tomorrowland and Seventh Son reshoots)
 - 2 DVD features
 - 6 Movies of the Week
 - 9 TV series
 - 1 Reality series
- This compares to 22 projects in production at the same period in June of 2012.
- B.C. tax credit certifications for fiscal year 2013/14 include a total of 40 certified projects, with an estimated tax credit of \$42 million, triggering approximately \$208 million in B.C. production expenditures.
- Digital animation and visual effects production activity in B.C. remains strong in 2013; not all activity in this sector is included in the production numbers reported in the table below.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

2013 – Productions Confirmed to Shoot in BC

# of Confirmed to Shoot Projects	Jan 2013	Feb 2013	March 2013	April 2013	May 2013	June 2013
Features	2	6	7	8	5	6
DVD Features	0	0	0	0	1	2
Movies of the Week (MOWs)	0	2	7	5	5	6
TV Series	9	9	8	7	6	9
Reality Series	1	1	1	1	1	1
TV Pilots	0	8	9	1	0	0
Total	12	26	32	22	18	24
To be confirmed Projects						
Features	4	2	2	3	1	4
TV Series	4	4	5	5	11	11
Total	8	6	7	8	12	15

**Source: Creative BC Internal Film List*

2012 – Productions Confirmed to Shoot in BC

# of Confirmed to Shoot Projects	Jan 2012	Feb 2012	March 2012	April 2012	May 2012	June 2012
Features	5	5	5	5	4	5
DVD Features	2	2	2	2	3	2
Movies of the Week	1	6	6	4	3	4
TV Series	11	11	8	8	5	6
Reality Series/Mini	0	1	1	1	1	3
TV Pilots	1	9	9	0	1	2
Total	20	34	31	20	17	22
To be confirmed Projects						
Features	1	0	0	0	1	3
TV Series	5	5	2	0	1	10
Total	6	5	2	0	2	13

Source: Creative BC Internal Film List

Contact:
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Film and Television Tax Credits

Revised: July 10, 2013

Issue: Overview of Industry Tax Credits

Recommended Response:

- To date, B.C. tax credit certifications for FY13/14 include a total of 40 projects with an estimated tax credit of \$42 million.
- There are two tax credit programs: Film Incentive BC (FIBC) for Canadian projects owned by BC companies, and the Production Services Tax Credit (PSTC) for foreign owned projects that are made in BC.
- In fiscal 2012-13, the B.C. government made \$352 million in tax credits available to film and television and an additional \$26 million for interactive digital media.
- Of the \$352million available, more than \$279million in credits were certified through the Production Services Tax Credit program (\$205 million) and the Film Incentive BC program (\$74.5 million).
- B.C. remains a top location in North America for film and television production as well as digital animation and visual effects.
- Though other Canadian jurisdictions offer higher effective production incentives, B.C. continues to capture a large portion of productions due to qualitative advantages.
 - B.C. has the 2nd largest film and television labour force in Canada
 - B.C.'s film infrastructure is well-developed, with the largest net studio space in Canada
 - B.C.'s geography is uniquely diverse, comprising nine climate zones
- The Province is continuing to engage with industry and evaluate the most effective means of utilizing production incentives. This work will inform decisions on the future structure of such incentives.

Background/Status:

The Tax Credit Programs

- There are two tax credit programs: Film Incentive BC (FIBC) for Canadian projects owned by BC companies, and the Production Services Tax Credit (PSTC) for foreign owned projects that are made in BC.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- Tax credits are based on amounts that are paid by qualified production companies to BC residents to work on eligible projects.
- Wages, salary and remuneration paid to non-BC residents and amounts paid for non-labour expenditures (i.e. rent, goods, etc.) are not eligible for tax credits.
- Tax credits are fully refundable to the qualified production companies.
- Film, television, animation and visual effects projects can access the program.
- The two programs are made up of the following incentives.

Film Incentive BC	Value	Tax credit amount calculated on...
Basic	35%	The qualified BC labour expenditure of the corporation to a maximum of 60% of the total cost of production.
Regional	12.5%	For projects filmed primarily outside of the designated Vancouver area. This tax credit must be accessed in conjunction with the Basic tax credit.
Distant Location Regional	6%	For projects filmed in locations beyond the Regional area. This tax credit must be accessed in conjunction with the Regional tax credit.
Training	30%	The amount paid to a BC-based individual registered in an approved training program. This tax credit is capped at 3% of the corporation's qualified BC labour expenditure and must be accessed in conjunction with the Basic tax credit.
Digital Animation or Visual Effects (DAVE)	17.5%	The BC labour expenditures directly attributable to digital animation or visual effects activities. This tax credit must be accessed in conjunction with the Basic tax credit.

Production Services Tax Credit	Value	Tax credit amount calculated on...
Basic PSTC	33%	The accredited qualified BC labour expenditure of the corporation.
Regional PSTC	6%	For projects filmed primarily outside of the designated Vancouver area. This tax credit must be accessed in conjunction with the Basic PSTC.
Distant Location Regional PSTC	6%	For projects filmed in locations beyond the Regional area. This tax credit must be accessed in conjunction with the Regional PSTC.
Digital Animation or Visual Effects PSTC (DAVE)	17.5%	The accredited qualified BC labour expenditures directly attributable to digital animation or visual effects activities. This tax credit must be accessed in conjunction with the Basic PSTC.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

The Application Process

- Production companies make an application to Creative BC for certification.
- Certification ensures the production company and the project meet the requirements of the legislation and regulations.
- The production company makes the project, pays individuals and companies, and completes the accounting for the project.
- Assuming the project is certified by the certifying authority (Creative BC), the production company files a claim with the Canada Revenue Agency once the project is completed (a completion certificate is also required for FIBC applications to ensure that Canadian creative requirements have been met).
- The legislation allows production companies to file a claim with the CRA up to 36 months after the tax year in which filming of the project began.
- The CRA will audit and pay the claim.
- The CRA reconciles the amounts that are paid in a period with the Ministry of Finance on a regular basis.
- For the year ending March 2013, the following amounts were certified.

Tax Incentive	FIBC	PSTC
Basic	\$60,464,478	\$ 168,719,397
Regional	\$ 8,746,862	\$ 1,791,441
Distant Location	\$ 434,175	\$ 676,013
Training	\$ 14,781	N/A
DAVE	\$ 4,812,483	\$ 34,630,680
TOTAL	\$74,472,779	\$205,817,531

The History

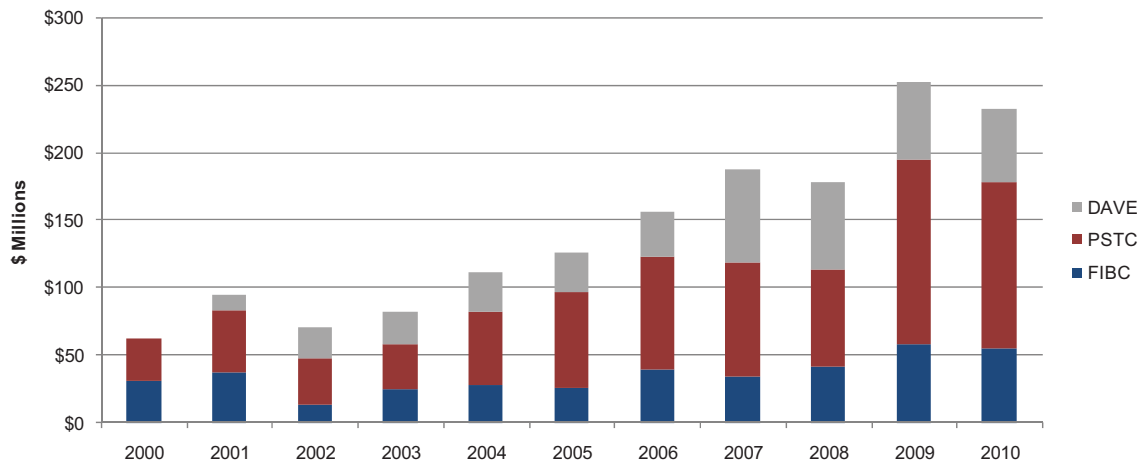
- B.C. remains a top location in North America for film and television production as well as digital animation and visual effects.
- Production, in terms of \$ spend in B.C., has been effectively flat since 2003.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- Production incentives have increased consistently over the same time period, with an uncertain impact on the overall development of the film and television industry.
- BC tax credit certifications for fiscal year 2013/14 include a total of 40 certified projects, with an estimated tax credit of \$42 million, triggering approximately \$208 million in BC production expenditures.

BC Film and TV Production Incentives, 2004 – 2011

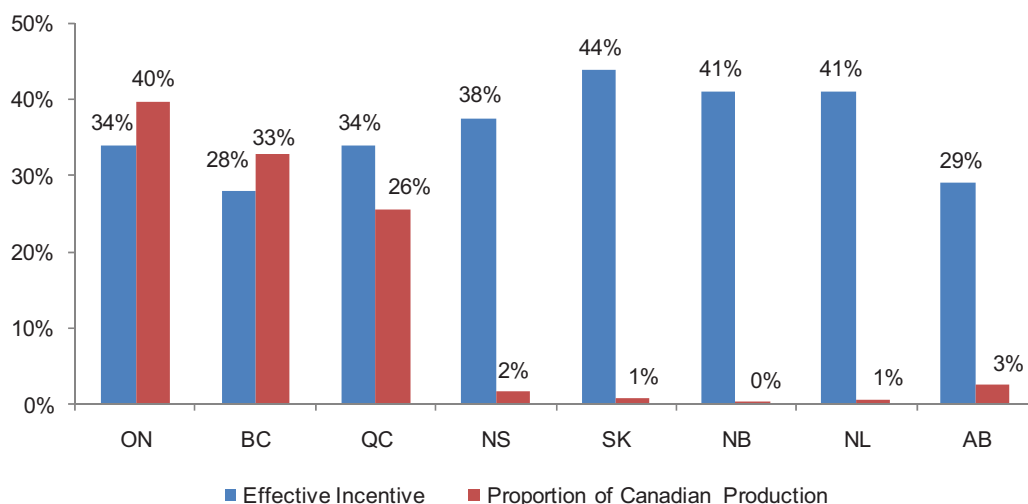


- Though smaller Canadian jurisdictions offer higher effective production incentives, BC still captures a large portion of productions due to qualitative advantages.
 - B.C. has the 2nd largest film and television labour force in Canada
 - B.C.'s film infrastructure is well-developed, with the largest net studio space in Canada
 - B.C.'s geography is uniquely diverse, comprising nine climate zones

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

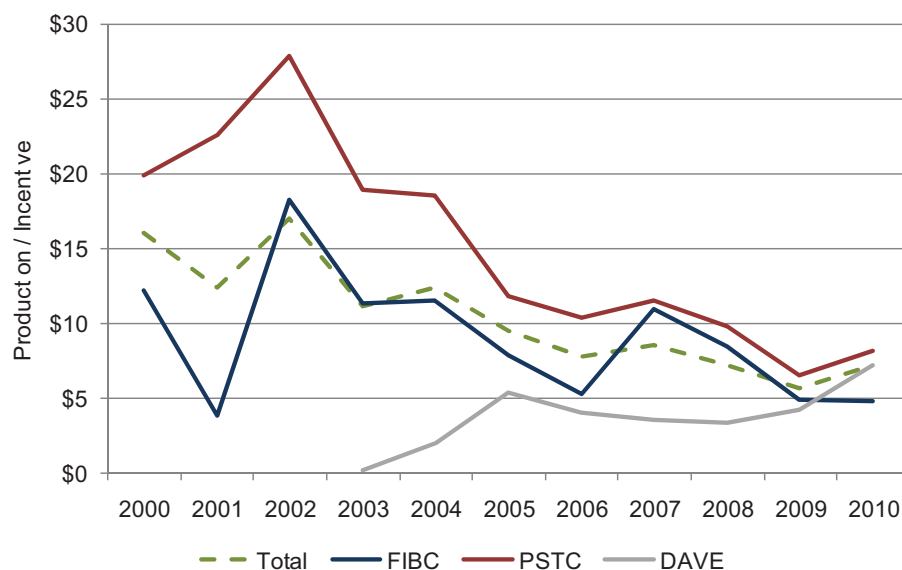
Effective Incentive¹ and Proportion of 2011 Canadian Production



Note 1: Total effective incentive is weighted average of labour and total budget incentives as calculated using a number of detailed production budgets.

- In 2010, production dollars per incentive dollar issued converged between \$5 - \$8, a steady decline from 8 – 10 years prior

Dollars of Production Spend per Dollar of Incentive



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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Post-Production Eligibility for Digital Animation or Visual Effects (DAVE) Tax Credit

Revised: June 25, 2013

Issue: Platform Commitment – Include post-production as eligible for the Digital Animation or Visual Effects (DAVE) Tax Credit to encourage further post-production in British Columbia.

Recommended Response:

- The cost of implementing additional DAVE tax credits for post-production is estimated by industry to be \$1-1.5 million per annum.
- British Columbia's DAVE tax credit currently applies to only some aspects of post-production.
- It does not currently include finishing work (both picture and sound) such as: audio effects, in camera effects, credit rolls, subtitles, animation, visual effects created by editing activities, or animation or visual effects created for promotional material.
- The post-production process was traditionally a physical one that included some digital elements. In recent years, however, it has shifted to a digital process. This has essentially eliminated the divide that once separated it from digital animation and visual effects.
- By making post-production activities eligible for DAVE tax credits we are better aligning B.C.'s incentives to the modern digital environment that today's industry operates in.

Background/Status:

- B.C.'s post-production and sound houses contend that applying the digital animation tax credit to post-production activities is critical for maintaining the competitiveness of our industry in the short term.
- Implementation requires a regulatory change - Film and Television Tax Credit Regulation (*Income Tax Act*).
- Post-production is typically five to eight per cent of the overall production budget. Industry estimates that an approximate cost in additional tax credits associated with amending the DAVE Tax Credit as requested would be \$1 million to \$1.5 million per annum.
- According to industry, the most important impact of this measure will be the retention of existing jobs and post-production activity in B.C.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Regulatory Reform Overview

Revised: July 11, 2013

Issue: SMART De-Regulation and Streamlining Government Processes
(SMART Regulation)

Recommended Response:

- Since 2001, the Province has reduced regulatory requirements by more than 42 per cent.
- Streamlining and simplifying government processes and reducing the regulatory burden on citizens and businesses are key to ensuring B.C.'s economic competitiveness.
- Regulatory reform reduces the cost and time of doing business in the province, which can be reinvested in the business to create more jobs.
- Modernizing B.C.'s regulatory environment is not just about reducing regulations; it is about transforming the way we do business.
- B.C. is the first jurisdiction in Canada to enact regulatory reform legislation and regulations.
- B.C.'s continuing leadership in regulatory reform has been widely recognized, including receiving the highest provincial mark (A) from the Canadian Federation of Independent Business in its 2012 and 2013 provincial report cards.

Background/Status:

- In the early 2000s, the Province along with the international regulatory reform community shifted from a policy of deregulation (removing regulations) and focused more broadly on policy evaluation and streamlining government processes (SMART Regulation).
- The goals of SMART Regulation are:
 - To improve transparency and consultation processes that invite broad citizen and business participation.
 - To develop regulatory reform performance measures that are meaningful and easily understood by the public .

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- To sustain the Province's global leadership in regulatory reform, by continuing to make qualitative improvements in regulations and policies that are recognized and valued by citizens and businesses.
- The B.C. Jobs Plan committed government to follow through with "SMART Regulation" by:
 1. Committing to a net zero regulatory gain from now until 2015.
 2. Implementing the *Regulatory Reporting Act* to mandate annual reporting on regulatory reform.
 3. Undertaking online consultations with citizens and businesses to develop outcome-based performance specifications for provincial regulatory processes.
 4. Consulting with local governments to expand mobile business licences, allowing employers to operate across municipal and provincial borders.

1. Net Zero Increase in Regulatory Requirements

- Government is committed to maintain a net zero increase in regulatory requirements through to 2015.
- As of March 31, 2013 the province's regulatory requirements count was 9.9 per cent below the June 2004 baseline.
- Since 2001, a 42.8 per cent reduction in regulatory requirements has been achieved.

2. Regulatory Reform Annual Report

- Under the Regulatory Reporting Act, government is required to publish an annual report on its progress with regulatory reform by June 30 each year.
- If the report is not posted by June 30th each year, the Minister must release a public statement giving the reason for the delay.
- The 2012/13 Regulatory Reform Annual Report was developed with input from all ministries and Government Communications and Public Engagement staff. The report was posted on the Regulatory Reform website and a news release announced the report on June 28, 2013.

3. Consultations and Improved Performance Measures

- Establishing outcome based performance specifications for regulatory processes, using a public consultation process, was a commitment in the BC Jobs Plan.

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

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4. Expansion of Mobile Business Licenses (MBL)

- The MBL program was expanded in January 2013 with the implementation of two one-year pilot projects involving 12 communities:
 - The Fraser Valley Intermunicipal Business Licence involves nine municipalities in the Fraser Valley region including the City of Langley, Township of Langley, Surrey, Abbotsford, Chilliwack, Mission, Maple Ridge, Pitt Meadows and Hope.
 - Tri-Cities municipalities of Port Coquitlam, Coquitlam and Port Moody.

Regulatory Reform Leadership

- British Columbia is considered an international leader in regulatory reform and our success has been used as a model in other jurisdictions including Ontario, Alberta, New Zealand, California, Mexico, Australia and Scotland.
- In 2012 and 2013, the Canadian Federation of Independent Business' (CFIB) awarded B.C. an A rating, which was the top mark in Canada.
- Minister Falcon was awarded the inaugural CFIB Golden Scissors award (2012) for his leadership in cutting red tape and for legislating the *Regulatory Reporting Act*, which requires the province to publish an annual report on its regulatory reform progress.

Contact:

A/Executive Director	Lesley Ballman	Regulatory Reform Branch	(250) 387-1548
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Regulatory Count

Revised: June 25, 2013

Issue: Continued commitment to a net zero increase in regulatory requirement to 2015.

Recommended Response:

- Regulatory reform continues to be a key priority for government.
- Government is committed to maintain a zero net increase in regulatory requirements through to 2015.
- Between 2001 and 2012, government eliminated over 42 percent of regulatory requirements while continuing to protect public health, safety and the environment.
- The goal is to make it easier, faster and less costly for citizens and business to access government information and services and to comply with regulation.
- To meet government's open data commitments, progress on the regulatory count is reported quarterly on the Regulatory Reform BC website and our regulatory count data is posted on the DataBC website.

Background/Status:

- In 2001, government committed to reducing the regulatory burden by one-third within three years. A comprehensive count of all regulatory requirements contained in legislation, regulations and policies was conducted to establish a baseline against which to measure, and a central database was created to monitor the count.
- In 2001, the baseline count of regulatory requirements was 360,295. By 2004, government had surpassed its initial goal, reducing the number of requirements by 131,354 – a 36.5 percent reduction. At that time, a new baseline count of 228,941 regulatory requirements was established.
- In 2004, government announced it would maintain a net zero increase in the regulatory count through 2008.
- In June 2008, government extended the net zero increase goal to 2012, and in June 2011, government extended the net zero increase goal to 2015.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- As of March 31, 2013 the count was 206,059. Since 2001, government has reduced the number of regulatory requirements by a total of 42.8 percent. This represents a 10.0 percent reduction in regulatory requirements, since 2004.
- In the past year, government has successfully maintained our trajectory for achieving our goal of zero net increase until 2015.

Adjustments to Regulatory Baseline Count

- Adjustments to the 2001 and 2004 baselines are made bi-annually to correct errors and omissions. The last adjustment was made in December 2010. The adjustments equate to less than one percent net change in the baseline and performance reported.
- As the Initiative has matured, counting methodology has improved. The adjustments made to correct errors and omissions ensure the integrity of the regulatory count.

Reporting and Transparency

- To ensure an ongoing commitment to transparency, the regulatory reform initiative reports the regulatory count on its website.
- The Regulatory Reform Annual Report is also published on the website to meet the requirements of the *Regulatory Reporting Act*, which was enacted in November, 2011.
- To meet the BC Jobs Plan commitment to open information and data, an overview of the count by ministry is published on the regulatory reform website. In addition, the data from the regulatory count database is posted on the DataBC website.

British Columbia's Leadership in Regulatory Reform

- British Columbia is considered an international leader in regulatory reform and our success has been used as a model in other jurisdictions including Ontario, Alberta, New Zealand, California, Mexico, Australia and Scotland.
- In January 2013, the Canadian Federation of Independent Business awarded British Columbia an 'A' grade in regulatory reform, the highest grade of all provinces. The Federation recognized British Columbia's achievements in reducing regulatory requirements by over 42 percent and for legislating regulatory reporting.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Honourable Shirley Bond

Contact:

A/Executive Director	Lesley Ballman	Regulatory Reform Branch	(250) 387-1548
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: *Regulatory Reporting Act*

Revised: June 29, 2013

Issue: Regulatory Accountability Legislation

Recommended Response:

- The *Regulatory Reporting Act*, enacted in 2011, institutionalizes accountability and transparency of regulatory reform activities and fulfils a commitment made in Canada Starts Here: The BC Jobs Plan.
- The passing of the *Regulatory Reporting Act* re-affirms B.C.'s commitment and leadership to regulatory reform.
- British Columbia is the first province in Canada to enshrine in law a commitment to publish an annual provincial report on regulatory accountability.
- Under the *Regulatory Reporting Act*, the first annual report was published in June 2012. The second annual report was announced and published on the Regulatory Reform BC website on June 28, 2013.

Background/Status:

- June 22, 2011, the Minister responsible for Regulatory Reform announced BC would enshrine in law a commitment to publish an annual provincial report on regulatory accountability.
- On November 24, 2011, government enacted the *Regulatory Reporting Act* which requires government to produce a annual report on its progress in regulatory reform, by June 30 of each year.
- Under the related regulations, each report must include the following information:
 - the goals and objectives of government's regulatory reform initiative
 - the number of regulatory requirements (the count) as of March 31, of the year in question
 - an explanation of the count and the methodology used to determine the count
 - a historical comparison of the number of regulatory requirements
 - an overview of government's regulatory reform initiatives undertaken during the fiscal year ending on March 31

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- The objective of annual regulatory reform reporting is:
 - to institutionalize government's accountability for regulatory reform
 - increase transparency of regulatory reform progress and achievements
 - demonstrate government's ongoing commitment to reduce the regulatory burden on citizens and businesses

Contact:
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: Small Business Branch Overview

Revised: June 21, 2013

Issue: Small Business Branch – 2013/14 Budget and Key Deliverables

Recommended Response:

- The fiscal year (FY) 2013/14 budget allocation for the Small Business Branch is \$2,360,000.
- The Small Business Branch is divided into three areas of responsibility:
 - Small Business Programs (FY 2013/14: \$1,124,000)
 - Strategic Initiatives (FY 2013/14: \$1,066,000)
 - Small Business Roundtable Secretariat (FY 2013/14: \$170,000)
- The Small Business Branch delivers its programs and projects through a variety of mechanisms, including partnerships (Small Business BC), project management, and IT systems (BizPal).
- The Small Business Branch plays a critical role for the small business sector, and focuses on projects and priorities that continue to ensure that B.C. is the most small business friendly jurisdiction in Canada. Development of a strong small business sector directly support the creation of new jobs, thereby enhancing B.C.'s economy.

Background/Status:

The Small Business Branch's (SBB) mandate is to enhance the small business climate in British Columbia, through strategies that support the growth and success of small business, thereby furthering the corporate goal of job creation.

Small business is defined in B.C. as a business with fewer than 50 employees, or self-employed without paid help. 98 percent of all businesses in British Columbia meet this definition. SBB's programs and responsibilities fall within the following categories.

Small Business Programs work with public and private sector organizations to deliver tools, training and information to assist small business start-up and growth. The

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

allocation for Small Business Programs in FY 2013/14 is \$1,124,000, which includes funding for Small Business BC (\$686,000) and approximately four FTE's.

- Small Business BC (SBBC) – oversee provincial investment in SBBC, including ongoing interactions with federal/territorial counterparts to protect provincial interests in the Canada Business Network. Small Business BC is a non-profit organization jointly funded by the federal government (\$1.2 million) and the province (\$686,000) annually.
- BizPaL – oversee the BizPaL program, which provides online resources for business owners and start-ups to navigate their licensing responsibilities, and actively participate in the National BizPaL Secretariat.
- Mobile Business Licence (MBL) – market and provide support to local governments to establish MBL Agreements, which allow businesses to operate in multiple participating communities with one common business licence.
- Small Business Action Plan –report out for 2013 on the 2010-13 Action Plan and develop and drive a new Action Plan for 2013-2016, aligned with the B.C. Small Business Accord.

Small Business Secretariat supports the work of the Small Business Roundtable Board (SBRT), including planning and facilitating Board meetings, supporting the “Open for Business” awards, drafting the Board’s Annual Report to Government, organizing and facilitating consultations with small business owners, and producing Small Business publications: Small Business Profile, Starting a Small Business Guide, and Import/Export Guide. The allocation for Small Business Secretariat for FY 2013/14 is \$170,000, which includes funds to support the SBRT and approximately one FTE.

Strategic Initiatives works in partnership with public and private sector organizations to develop and implement a variety of strategic projects in support of small business. Activities vary from year to year as projects are completed and new projects come on board. Current responsibilities include the following. The allocation for Strategic Initiatives for FY 2013/14 is \$1,066,000.

- Building Skills for Small Business Fund - monitoring expenditures, identifying partnership opportunities; develop and implement funded projects, such as the Women’s Enterprise Centre - Women’s Mentorship Program. Funds are held in trust by the BC Chamber of Commerce. In 2007 the former Ministry of Small Business and Revenue contributed \$1 million, and \$92,861 remains in the fund.
- B.C. Small Business Accord – implement the newly established set of principles to guide government interactions with small business owners.

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

- Business Service Integration Initiatives - partner with Citizen Services in Governments 2.0 Strategy to streamline and simplify information, access to business services and commitment to “One Business One Number” initiative.

Contact:

Executive Trish Sterloff Small Business Branch (250) 952-6268
Director

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: Action Plan for Small Business

Revised: June 21, 2013

Issue: Development of the Action Plan for Small Business

Recommended Response:

- In fiscal year 2013/14, \$65,000 is allocated through operating funds within the Small Business Branch, to cover the work of approximately 3/4 FTE plus development and printing costs.
- The new Action Plan will outline government's strategy and actions for supporting small businesses over the next three years, and will be delivered by ministries across government built on principles of the B.C. Small Business Accord.
- In 2013/14, the new Action Plan for Small Business 2013-2016, will be developed by the Small Business Branch in consultation with ministries across government.
- Small business will continue to be a key priority for government.

Background/Status:

- In support of the small business sector, the provincial government released its first Action Plan for Small Business (Action Plan) in October 2007, and its second Action Plan in October 2010.
- These Action Plans responded to recommendations from the Small Business Roundtable Annual Report to Government, and to issues and opportunities identified by small business owners during public consultations.
- The previous Action Plan 2010-13 focused on six key strategic areas: simplify the regulatory environment; communicate with small business; support human resources and succession planning; increase productivity and competitiveness; innovation and growth; and foster an entrepreneurship culture in B.C. It focused on six key strategic areas, including simplifying the regulatory environment, communicating with small businesses, and a focus on productivity and competitiveness.
- The Action Plan for Small Business, 2013-2016, is currently under development. It will utilize the B.C. Small Business Accord and its guiding principles to formulate key action items throughout the provincial government, be consistent with the BC Jobs

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Plan and will also reflect government's responses to recommendations by the Small Business Roundtable.

- The Small Business Branch is responsible for developing the plan, and will work with other ministries to manage and track government activities that support delivery of the plan and ensure that they are aligned with government's strategic priorities and objectives.
- Approximately \$65,000 is allocated through operating funds within the Small Business Branch, to cover the work of approximately 3/4 FTE and development and printing costs.

Contact:

Executive Director	Trish Sterloff	Small Business Branch	(250) 952-6268
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: BizPaL- Business Permit and Licence Identification Program

Revised: June 21, 2013

Issue: BizPaL - Status

Recommended Response:

- BizPaL is funded by a federal-provincial agreement; \$127,703 federally and \$76,622 provincially for fiscal year (FY) 2013/14. In addition, \$126,000 is allocated by the Small Business Branch for two FTE's to support this program.
- BizPaL is a web based service that makes it easier and faster for businesses to identify federal, provincial and local government permit and licence requirements to start a business in a specific location.
- The funding and data operations are centralized with the federal government and each provincial and territorial partner is responsible for their own data and that of the participating local governments in their respective jurisdictions.
- There is no cost to local governments to join the service. Currently, BizPaL is available in 112 local governments in B.C, representing 86 per cent of the population. The target is to have 90 per cent population coverage in the province.
- In FY 2013/14, the Province will continue work with Industry Canada, all partners and local governments to continue to expand the service and also improve BizPaL with service innovation and integration efforts.

Background/Status:

- BizPaL is a web based service that makes it easier and faster for business to identify federal, provincial and local government permit and licence requirements to start a specific business at a specific location. It also provides information on how to obtain the necessary permits and licences.
- BizPaL was initially implemented in Kamloops in 2004, as part of a pilot project with the federal government and other provincial/territorial and local governments. The Small Business Branch leads BizPaL planning and operations in British Columbia.
- BizPaL is supported by a Memorandum of Understanding among federal, provincial and territorial partners to ensure long-term sustainability.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

- In March 2013, a five year renewal of the original Intergovernmental Letter of Agreement was signed by the Province and Industry Canada which outlines agreed upon costs and service level standards. The province has an annual contribution of approximately \$77,000.
- In 2011, Industry Canada secured permanent funding for BizPaL with a \$3 million annual commitment. This allows the program to provide even greater value to businesses through continued expansion and service improvements.
- All of the provinces, territories, as well as the federal government and over 600 local government nationally are committed to the BizPaL initiative.
- Since 2006, the Province has contributed \$488,626 towards the expansion of BizPaL in British Columbia, and the federal government has contributed \$814,377.

Attachment: List of B.C. Communities Where the BizPaL Tool is Available

Contact:

Executive Director	Trish Sterloff	Small Business Branch	(250) 952-6268
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Attachment:

List of B.C. Communities Where the BizPaL Tool is Available

Name of Community	Date of Online Activation*
100 Mile House	February 9, 2009
Abbotsford	January 28, 2011
Armstrong	March 17, 2008
Barriere	August 10, 2010
Burnaby	July 31, 2009
Cache Creek	March 24, 2009
Campbell River	June 4, 2008
Castlegar	August 5, 2008
Central Okanagan Regional District	June 23, 2008
Central Saanich	March 14, 2012
Chetwynd	June 17, 2008
Chilliwack	March 4, 2008
Coldstream	December 17, 2008
Colwood	April 22, 2008
Coquitlam	February 20, 2009
Creston	June 21, 2010
Dawson Creek	July 29, 2008
Delta	January 16, 2012
Elkford	March 23, 2009
Enderby	August 11, 2010
Esquimalt	July 3, 2009
Fort St. James	March 19, 2009
Fort St. John	November 23, 2009
Fraser Lake	March 31, 2009
Fruitvale	March 31, 2011
Gibsons	October 30, 2008
Golden	January 26, 2009
Grand Forks	March 9, 2009

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Name of Community	Date of Online Activation*
Hazelton	March 20, 2009
Hope	February 27, 2009
Hudson's Hope	February 9, 2009
Kamloops	August 30, 2007
Kaslo	January 20, 2009
Kelowna	April 4, 2007
Keremeos	April 18, 2008
Kimberley	February 17, 2009
Kitimat	March 29, 2011
Ladysmith	June 5, 2008
Lake Country	August 20, 2008
Lake Cowichan	June 25, 2010
Langford	March 12, 2012
Langley	July 9, 2007
Lillooet	February 26, 2010
Logan Lake	February 22, 2011
Lumby	July 10, 2008
Maple Ridge	January 21, 2009
Mackenzie	December 8, 2011
Merritt	July 25, 2008
Metro Vancouver Regional District	June 10, 2011
Mission	January 26, 2011
Nanaimo	July 18, 2007
Nelson	October 19, 2011
New Hazelton	March 9, 2009
New Westminster	February 9, 2012
North Cowichan	January 6, 2010
North Saanich	June 1, 2010
North Vancouver (City)	October 9, 2008
North Vancouver (District)	April 9, 2008
Northern Rockies Regional Municipality	July 16, 2009
Oliver	February 22, 2008

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Name of Community	Date of Online Activation*
Osoyoos	March 4, 2008
Parksville	May 27, 2008
Peachland	July 22, 2008
Penticton	June 25, 2008
Pitt Meadows	May 16, 2012
Port Alberni	March 11, 2009
Port Coquitlam	March 6, 2009
Port Hardy	October 27, 2008
Port McNeill	July 9, 2008
Port Moody	December 15, 2011
Powell River	May 1, 2012
Prince George	March 18, 2009
Prince Rupert	July 16, 2008
Princeton	August 20, 2008
Qualicum Beach	October 30, 2008
Queen Charlotte	February 23, 2011
Quesnel	October 1, 2007
Radium Hot Springs	September 24, 2008
Revelstoke	April 23, 2008
Richmond	March 25, 2011
Rossland	January 19, 2009
Saanich	October 5, 2007
Salmon Arm	January 30, 2009
Sayward	March 8, 2011
Sechelt	December 23, 2011
Sicamous	March 28, 2008
Sidney	September 24, 2008
Smithers	October 11, 2011
Sooke	February 25, 2009
Spallumcheen	February 03, 1009
Sparwood	November 23, 2009
Squamish	September 2, 2011

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Name of Community	Date of Online Activation*
Summerland	March 14, 2008
Sunshine Coast Regional District	June 25, 2010
Surrey	March 17, 2008
Terrace	December 17, 2008
Tofino	June 1, 2009
Township of Langley	March 25, 2008
Trail	June 17, 2009
Tumbler Ridge	March 29, 2011
Ucluelet	June 25, 2010
Valemount	October 26, 2011
Vancouver	September 18, 2008
Vanderhoof	May 1, 2010
Vernon	May 12, 2008
Victoria	September 25, 2008
View Royal	June 30, 2009
West Kelowna (formerly Westside)	June 26, 2008
West Vancouver	February 5, 2008
Whistler	February 28, 2008
White Rock	March 10, 2008
Williams Lake	January 26, 2009

Total number of BizPaL communities:	112
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* The **Date of Online Activation** is when the municipal permit and licence information is added to the BizPaL database and is available to users through BizPaL's online tool.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: Mobile Business Licence Program

Revised: June 21, 2013

Issue: Mobile Business Licence- Status

Recommended Response:

- The Mobile Business Licence (MBL) program is funded through existing operating funds within the Small Business Branch. Approximately \$140,000 is allocated to this project in fiscal year (FY) 2013/14 to cover two FTE's.
- The MBL is an inter-municipal licence that reduces red tape by allowing mobile businesses (e.g. contractors and caterers) to operate in more than one municipality by purchasing one licence, rather than obtaining non-resident licences in each municipality in which they operate.
- The MBL was successfully piloted in the Okanagan-Similkameen in 2008 and has since been adopted by 19 communities in that region as a permanent licence under the name of the "Inter-Community Business Licence".
- In 2013/14, the Small Business Branch is expanding this concept to the "Metro West Region" (Lower Mainland) and mid-Vancouver Island regions of the province.
- It results in improved compliance for municipalities and reduces their business licensing process.
- It provides residents with greater choice in service providers.

Background/Status:

- Inter-municipal licences have existed in some British Columbia municipalities since 1986. Inter-municipal licence agreements are in place in Trail, Courtenay and Comox, North and West Vancouver, Cowichan Valley, and the Capital Region.
- The province's role began, however, in 2006 during the 2006 Union of British Columbia Municipalities convention, when the province challenged municipalities to develop a Single Business Licence framework.
- In response to concerns raised by municipalities, the framework was revised by limiting it to mobile businesses, such as contractors, electricians and plumbers, and the initiative was renamed the Mobile Business Licence program.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

- The MBL was piloted by 17 municipalities in the Okanagan and Similkameen regions during 2008. Under this model, the annual licence is purchased from the business' home municipality for \$150 in addition to their basic business licence fee. It allows the business to operate in all 17 municipalities. The issuing municipality retains all revenue generated by the sales of the MBL.
 - The MBL program was expanded in January 2013 with the implementation of two one-year pilot projects involving 12 communities:
 - The Fraser Valley Inter-municipal Business Licence involves nine municipalities in the Fraser Valley region including the City of Langley, Township of Langley, Surrey, Abbotsford, Chilliwack, Mission, Maple Ridge, Pitt Meadows and Hope.
 - Tri-Cities municipalities of Port Coquitlam, Coquitlam and Port Moody.
 - Discussions for adopting a Mobile Business Licence are currently underway among other communities within British Columbia, s13
- s13
- The Province provides analysis, technical support and a shared database to local governments interested in implementing a MBL agreement.
 - British Columbia is the only province in Canada with a MBL initiative.

Contact:

Executive Director	Trish Sterloff	Small Business Branch	(250) 952-6268
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: B.C. Small Business Accord

Revised: June 21, 2013

Issue: B.C. Small Business Accord - Status.

Recommended Response:

- In fiscal year (FY) 2013/14, \$440,000 is committed to implement the B.C. Small Business Accord (Accord) - wages for 4 FTEs and \$150,000 operating.
- The Accord is a document, developed in consultation with the small business community, that outlines six key principles that guide government interactions with small business owners, and reduce the complexity for small business when dealing with government.
- In FY 2013/14, the Small Business Branch will continue to deliver key action items resulting from the Accord consultation work, including implementation of the Mentoring database, continued work on Small Business Awareness, increased procurement opportunities for small business, development of a mobile trainers program and extension of key training opportunities.
- Additionally, in FY 2013/14, a new Action Plan for Small Business 2013-2016 will be developed, based on the Accord principles and outlining cross-government projects and initiatives that support the Accord (see related note on the Action Plan for Small Business).

Background/Status:

- In support of the small business sector, the Accord was launched in October 2012. The intent was to develop a set of principles to guide government interactions with small business owners, and reduce the complexity and frustration for small business when dealing with government.
- In November 2012, the then Minister of State for Small Business travelled throughout B.C., holding consultations for the Accord. Participants included members of the local small business community, the Small Business Roundtable, Chambers of Commerce and business service delivery organizations such as Small Business BC and Community Futures.
- Participants were encouraged to raise topics of concern and identify opportunities for

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

changes that government could make to better support small business. Online surveys and a Twitter Town Hall were also used in the consultation process, reaching over 35,000 individuals across the province.

- The six Accord principles guide the manner in which government interacts with and considers the interests of the small business community. The principles were approved by government and announced on March 19, 2013 and announced with related action items. The principles are:
 - Consider the needs and impacts of small businesses in policy and program decisions to enhance business certainty, access to qualified labor, access to capital and technology adoption.
 - Foster a regulatory environment that small business can access, navigate and influence effectively and efficiently.
 - Design government programs and resources affecting small business so that they are well developed, accessible, properly funded and effectively communicated.
 - Foster thoughtful collaboration among all levels of government, including First Nations.
 - Deploy educational and training programs that are future-focused and aligned to meet the changing needs of small business and the labour talent it develops.
 - Create long-term growth opportunities for small business through government procurement.
- On February 5, 2013, the Ministry of Jobs, Tourism and Skills Training held a Small Business Accord Forum (Forum) with 15 small business owner-operators drawn from all regions of the province. During this Forum, participants endorsed the Accord and proposed six initiatives for government action: Small Business Awareness Strategy; Provincial/Municipal Cooperation; Mobile Training Program; Small Business Procurement; Small Business Mentoring Program; and Skills Training.
- Prior to the interregnum, significant progress was made in initiating or completing deliverables under the actions:
 - Small Business Awareness Strategy: developed a video showcasing small business and held events led by small business organizations and local

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

- governments in six communities; developed a website; provided \$25,000 to the International Women's Forum Leadership Conference in October 2013.
- Provincial/Municipal Cooperation: developed the "Open for Business" award, to be adjudicated by the Small Business Roundtable, which will provide a \$10,000 incentive in up to 20 communities to highlight local governments that operate within the spirit of the Accord.
 - Small Business Procurement: announced the future appointment of a senior government official to undertake a procurement consultation process directly with small business; updated a booklet intended to clarify the procurement process available in the small business resource website.
 - Small Business Mentorship: provided BC Innovation Council (BCIC) with a grant of \$300,000 to expand their mentoring program by adding a resource database/website to specifically serve small business owners in finding mentoring programs offered throughout the province.
 - Mobile Training Program: draft project plan developed in collaboration with industry, colleges, the Industry Training Authority and the Ministry of Advanced Education to fund a unit of trades skills trainers who could travel to local communities and provide basic trades certifications and skills training within the community using existing equipment in colleges and industry.
 - Skills Training: s13

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- In fiscal 2012/13, the Ministry contributed approximately \$470,000 towards the Accord and six action items.

Contact:

Executive Director Trish Sterloff Small Business Branch (250) 952-6268

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Small Business and Tourism

Title: Small Business BC

Revised: June 21, 2013

Issue: Funding of Small Business BC in 2013/14.

Recommended Response:

- Small Business BC (SBBC) is co-funded by the provincial and federal governments. B.C. contributes \$686,000 annually, and the federal government contributes \$1.054 million.
- SBBC is a not-for-profit organization providing small businesses information and support services in areas such as exporting, e-business, registration, planning, and market research.
- SBBC is located in Vancouver and delivers its services to business clients across the province through a toll-free telephone service, seminars and webinars, email, a library and bookstore and one-on-one coaching. The organization also has a partnership agreement with Community Futures, to ensure all areas of the province can access their services.
- Essential information is available to business clients anywhere in the province free of charge, while Small Business BC may charge a nominal fee for enhanced services such as seminars and one-on-one coaching.
- Small Business BC exemplifies governments working together to provide small business with seamless, coordinated access to information, services and tools.

Background/Status:

- Small Business BC is British Columbia's premiere resource centre for business information and services relating to starting, growing, or exiting a small business. This includes business information and registration services, seminars, one-on-one advisory services for business planning, general business, import/export and market research, e-business services, a business library and bookstore.
- Small Business BC employs 21 full-time equivalent staff, and is governed by a 12 seat Board of Directors, with 7 positions currently filled. As part of the respective contribution agreements, and as outlined in the society's by-laws, both the Province and Federal Government have permanent seats on the Board.

Board members are:

- **Pino Bacinello** (Chair) - founder and CEO of Sunbelt Business Brokers Pacific Inc., and Pacific Mergers and Acquisitions.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Small Business and Tourism

- **Cybele Negriz** (Vice-chair) – Co-founder of Webnames.ca (also on the Small Business Roundtable).
 - **Cheryl Carter** (Secretary) – VP, Business in Vancouver Media Group.
 - **Judy Brooks** (Treasurer) – Co-founder, Blo Blow Dry Bar Inc., ProActive ReSolutionsinc, and BodyLogic Health Management.
 - **Sandra Miles** – Co-founder, President & CEO of Miles Employment Group Ltd.
 - **Trish Sterloff** (Provincial Government Seat) - Executive Director, Small Business Branch, Ministry of Jobs, Tourism and Skills Training.
 - **Naina Sloan** (Federal Government Seat) – Director General, Western Economic Diversification.
- Small Business BC was created in 1993 as a federal/provincial partnership, and was transitioned to a not-for-profit society in 2002 as part of Government's Core Review. The Province of British Columbia and Western Economic Diversification provide funding and ongoing leadership in the development of operational and governance structures of the organization.
 - A three year Contribution Agreement between the Province and Small Business BC has been in effect since April 1, 2011 and continues until March 31, 2014. The Provincial contribution is \$686,000 per year. The Federal Government has also committed to funding Small Business BC through March 31, 2014 with a contribution of \$1.054 million for 2013/14. Work is currently underway to establish a renewed contribution agreement.

Contact:

Executive Director	Trish Sterloff	Small Business Branch	(250) 952-6268
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: Small Business Roundtable

Revised: June 21, 2013

Issue: Small Business Roundtable - Status

Recommended Response:

- The Small Business Roundtable is funded through operating funds in the Small Business Branch (FY 2013/14 allocation \$60,000).
- The Roundtable is an advisory body chaired by the Minister of State for Tourism and Small Business. It brings together small business owners and industry association leaders quarterly to both provide advice and recommendations to government.
- The Roundtable produces an Annual Report to government with recommendations on possible actions to further the growth and success of small business.
- Through its diverse membership and connection to the small business community, the Roundtable has proven to be a very useful forum for government and the sector.

Background/Status:

- The permanent Small Business Roundtable (Roundtable) was established in 2005 to provide small business with a direct voice to government.
- The Roundtable's mandate is to provide advice to government and to the small business sector on issues, strategies and potential actions to support the growth and success of British Columbia's small business sector.
- Roundtable members are currently advocating for:
 - local governments to adopt mobile business licence agreements,
 - the continued expansion of BizPaL to reduce the cost and complexity of doing business in their regions, and
 - new programs or initiatives that operate within the spirit of the newly created B.C. Small Business Accord.
- The Board produces an Annual Report to Government each year, presented to the Minister during Small Business Month in October. The Report outlines the

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
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Board's activities during the year and makes recommendations to government and to the small business community on ways to support the success and growth of small business.

- In 2012, the Roundtable held its second annual "Most Small Business Friendly Community" award, to acknowledge the significant contribution of small businesses to their communities and the efforts of local governments to support them. Winners of the 2012 award were: Nanaimo, North Vancouver District, Kamloops, Nelson, Prince George and Smithers.
- As requested by the Roundtable, the "Most Small Business Friendly Community" award was re-launched on April 11, 2013 as the "Open for Business" award.
 - The Roundtable was provided with a grant of \$200,000, held in trust by the BC Chamber of Commerce, to execute the 2013 awards.
 - This award will provide \$10,000 for up to 20 local governments that best demonstrate they are operating within the spirit of the B.C. Small Business Accord principles.
 - The intent of the financial award is to fund a local small business friendly initiative, in whole or in part, that is aligned with principles of the Accord.
 - Award winners will be announced at UBCM's Annual Convention in September.
- The Roundtable has provided a small business perspective in the design of several government programs or initiatives, such as the training tax credit, B.C. Chamber of Commerce Micro-Business Training Pilot Program, Venture Connect Pilot Project (Succession Planning), LivesmartBC's: Small Business Program, and the Roundtable-developed Small Business Lens which was incorporated into government's Regulatory Criteria Checklist in 2007.
- The Roundtable Board is chaired by the Minister of State for Tourism and Small Business, Honourable Naomi Yamamoto, and currently has 17 board members. Members are drawn from all regions in the province, and are affiliated with a wide range of organizations associated with the small business community (see attachment). The Board generally meets quarterly, typically in March, June, September and December. The Spring 2013 meeting was not held.

Attachment: Small Business Roundtable Members

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Contact:

Executive Director Trish Sterloff Small Business Branch (250) 952-6268

SMALL BUSINESS ROUNDTABLE MEMBERS			
Name	Company / Organization	Affiliations	City
Hon. Naomi Yamamoto Chair	Minister of State for Tourism and Small Business MLA, North Vancouver - Lonsdale	<ul style="list-style-type: none"> BC Chamber of Commerce (formerly) North Vancouver C.O.C.(formerly) Small Business Roundtable (formerly) 	North Vancouver
Cybele Negris Vice-Chair	President & Co-Founder, Webnames.ca Inc.	<ul style="list-style-type: none"> Wired Women Forum for Women Entrepreneurs Vancouver Economic Dev. Commission Small Business BC Vancouver Canary Derby 	Vancouver
Sue Adams	Managing Partner, Bevendale Enterprises Inc.	<ul style="list-style-type: none"> Whistler Chamber of Commerce Women's Enterprise Centre Whistler Alliance for Cultural Tourism 	Whistler
MaryAnne Arcand	Principal, M. Arcand & Associates	<ul style="list-style-type: none"> BC Forest Safety Council BC Trucking Safety Council 	Prince George
John Cameron	CEO, Rock Solid Business Coaching Inc.	<ul style="list-style-type: none"> Gas Fireplace Association of Langley 	Langley
Cindy Choi, FCGA	Partner Chan Choi & Company, Certified General Accounts	<ul style="list-style-type: none"> CGA-BC Board of Governors JABC Board Member 	Victoria
Robert Fine	Executive Director, Economic Development Commission of the Central Okanagan	<ul style="list-style-type: none"> International Economic Dev. Council Okanagan Innovation & Research Centre 	Kelowna
Garth Frizzell	Founder & CEO, Terra Cognita Software Systems Inc.	<ul style="list-style-type: none"> City of Prince George (Councillor) Prince George Chamber of Commerce 	Prince George

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

SMALL BUSINESS ROUNDTABLE MEMBERS			
Name	Company / Organization	Affiliations	City
David Littlejohn	Owner/Operator, Living Forest RV Park / Oceanside Campground	<ul style="list-style-type: none"> • Council of Tourism Associations of BC • Tourism Nanaimo • BC Lodgings and Campgrounds Assoc. 	Nanaimo
Kelly McCormack	Owner, McCormack Management	<ul style="list-style-type: none"> • Smithers & District Chamber of Commerce 	Burns Lake
Murray Presley	Partner, Presley & Partners	<ul style="list-style-type: none"> • City of Courtenay (Councillor) • Comox Valley Economic Dev. Society • Institute of Chartered Accountants BC • Regional District of Comox-Strathcona • Community Futures <ul style="list-style-type: none"> ◦ Strathcona & Mt. Washington • Opportunity Ventures Inc. • Strathcona Employ. & Econ. Dev. Soc. 	Courtenay
Mark Startup	Vice President, MySTORE Retail Council of Canada	<ul style="list-style-type: none"> • Coalition of BC Businesses • Rotary Club of Vancouver • Canadian Society of Assoc. Executives • Tourism Vancouver • Immigrant Employment Council of B.C. 	Vancouver
Ian Tostenson	President & CEO, British Columbia Restaurant & Food Services Association	<ul style="list-style-type: none"> • BC Wine Institute • David Foster Foundation • H.A.V.E. Training Culinary School 	Vancouver
Sonia Virk	Lawyer and Partner, Virk Sabharwal, Lawyers	<ul style="list-style-type: none"> • Indo-Canadian Business Association • Surrey Board of Trade 	Surrey
MJ Whitemarsh	CEO, Canadian Home Builders Association of British Columbia	<ul style="list-style-type: none"> • Homeowner Protection Office's Provincial Advisory Council • National Labour Market Initiative Comm. • Technology Education & Careers Council • Conasys Inc. (Chair of Advisory Council) 	Burnaby
Judy Wilson	Chief, Neskonlith Indian Band (Skatsin)	<ul style="list-style-type: none"> • Shuswap Nation Tribal Council • Union of B.C. Chiefs • B.C. Assembly of First Nations 	Chase

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

SMALL BUSINESS ROUNDTABLE MEMBERS			
Name	Company / Organization	Affiliations	City
		<ul style="list-style-type: none">• Assembly of First Nations (National)	
John Winter	President & CEO, British Columbia Chamber of Commerce	<ul style="list-style-type: none">• Chancellor, University Canada West• Prime Minister's Advisory Council on Volunteer Awards• Immigration Employment Council of B.C.• Coalition of BC Businesses• Tourism Vancouver• United Way (Lower Mainland)• Business Laureates Award Cabinet	Vancouver

Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Aboriginal Tourism British Columbia (ATBC) Funding

Revised: July 16, 2013

Issue: Government's continuing support for Aboriginal Tourism British Columbia's new five-year strategy.

Recommended Response:

- I would like to commend Aboriginal Tourism British Columbia on the accomplishments they have achieved to date.
- The Province has provided \$6.0M to Aboriginal Tourism British Columbia since 2007.
- Aboriginal tourism is one of the key products highlighted in the *Gaining the Edge Tourism Strategy*.
- Destination BC Board and Executive will be considering how to support Aboriginal tourism marketing and ATBC in future.

Background/Status:

- In 2007, Aboriginal Tourism British Columbia (ATBC) partnered with funding partners that included the Province of B.C. and the Federal government to develop a comprehensive multi-year business plan for Aboriginal cultural tourism development and marketing.
- The original Blueprint Strategy and a subsequent five-year strategy, implemented in fiscal 2011/12, resulted in multi-year contributions of \$6.0M from the Province and approximately \$7.0M from the Federal government.
- According to an independent report prepared for ATBC, in 2010 approximately 3.7 million visitors experienced Aboriginal tourism in B.C. and spent an estimated \$40 million on Aboriginal tourism trip activities in B.C., doubling 2006 levels.
- ATBC is currently in the second year of its new five-year plan. The plan makes reference to Aboriginal tourism aligning closely with the Province's tourism strategy. To be successful, ATBC has indicated it requires continued support from the Province. The Federal government, through the Strategic Partnership Initiative Program, has committed \$2.0M to ATBC until fiscal 2016/17.

Estimates Note Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- The Destination British Columbia's Board of Directors & Executive will assess how to support ATBC relative to other priorities, as part of the fiscal 2014/15 budget planning process.

Contact:

Director	Peter Harrison	Tourism Partnership Branch	(250) 920-8439
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Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training
Minister Responsible: Hon. Shirley Bond

Title: Direct Award Contracts for Tourism

Revised: July 17, 2013

Issue: Direct Award Contracts Issued by the Ministry of Jobs, Tourism and Skills Training during Fiscal 2012/13 that are now held by Destination British Columbia

Recommended Response:

- The following direct award contracts have a value in excess of \$25,000 and are now the responsibility of Destination British Columbia:
 - **Certified Folder Display Service:** \$65,000 for the distribution of the 2012 vacation planner and travel guides
 - **Travelzoo Canada Inc.:** \$55,000 for online advertising to support the 2012 Spring/Summer campaign
 - **Travelocity.com:** \$47,000 for online advertising to support the 2012 Spring/Summer campaign
 - **Town of Golden:** \$65,000 for planning at the British Columbia Visitor Centre at Golden
 - **Jack Ho:** \$34,000 for tour escort and guiding services for Asian familiarization tours
 - **Roger Barnes Ltd.:** \$29,000 for the creation of a consumer market research plan
 - **Receiver General for Canada:** \$60,870 for an air exit survey with Statistics Canada

Background/Status:

- **Certified Folder Display Service:** \$65,000 for the distribution of the 2012 vacation planner and travel guides (sole source/one supplier of these services). Certified Folder is the only company that provides this type of distribution service in western Canada and the United States.
- **Travelzoo Canada Inc.:** \$55,000 for online advertising to support the 2012 Spring/Summer campaign (sole source/one supplier of these services). Travelzoo

Estimates Note Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training
Minister Responsible: Hon. Shirley Bond

Canada Inc. owns travelzoo.com/.ca, internationally recognized travel-deals websites. Advertising on these websites can only be purchased directly with Travelzoo.

- **Travelocity.com:** \$47,000 for online advertising to support the 2012 Spring/Summer campaign (sole source/one supplier of these services). Travelocity owns Travelocity.com/.ca, internationally recognized travel-deals websites. Advertising on these websites can only be purchased directly with Travelocity.
- **Town of Golden:** \$45,000 for planning at the British Columbia Visitor Centre at Golden. The British Columbia Visitor Centre at Golden, operated by Destination British Columbia (DBC), is housed in a purpose-built facility managed by Golden and Area Community Economic Development Society (GACEDS). The Town of Golden funds GACEDS and is a stakeholder in the facility. In order to provide a more welcoming experience for visitors, the Town of Golden and the Ministry of Jobs, Tourism and Skills Training (MJTST) agreed to jointly undertake the development of a “plaza” on site. This agreement is in the form of a memorandum of understanding (MOU) that was signed by both parties in February 2013. The MOU states that the financial contribution (\$65,000) is to aid the planning and implementation of the project. MJTST paid \$45,000 in fiscal 2012/13 and the remaining \$20,000 will be paid by DBC upon completion of the plaza in July 2013.
- **Jack Ho:** \$34,000 for tour escort and guiding services for Asian familiarization tours (sole source/one supplier of these services). Jack Ho provides itinerary coordination (including coach charters, sightseeing and activities) and escorting services for Destination British Columbia’s Chinese language trade and media familiarization trips. This service includes itinerary research and commentary in Chinese, as required. At the time this contract was issued, this was the only provider who could offer this service. It is anticipated that any future requests for service agreements/approved vendor lists (RSAs) for tour services would include Chinese service.
- **Roger Barnes Ltd.:** \$29,000 for the creation of a consumer market research plan. A contract with Roger Barnes Ltd. was initiated, to conduct consumer travel-planning research, when the contractor was on the Ministry’s approved vendor list. This project was initiated after the approved vendor list (RSA) had expired, therefore the initial contract (under \$25,000) was direct awarded. Subsequently the scope of the project was expanded to include more information from consumers. An RFQ for research vendors is currently open to bid.
- **Receiver General for Canada:** \$60,870 for an air exit survey in U.S. waiting areas with Statistics Canada, part of a Federal/Provincial agreement.

Contact:

A/CFO Alex Mackie Destination BC (250) 920-8866

Sum of Original PO Amount	Column Labels						
Row Labels	6001	6002	6101	6309	6321	6331	6501
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C13145088	8,000						
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C13219002							
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C13441001	138						

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C13441002	1,710					
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C13441005	138					
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207	188					
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207				-			
Grand Total	646,475	23,042	50,000	24,000	23,200	16,000	6,375

6701	6702	6938	8001	8007	8009	Grand Total
55,000						55,000
55,000						55,000
						5,000
						5,000
						120
						120
						7,000
						7,000
						8,000
						8,000
						20,000
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					20,000	20,000
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						138
						1,710
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						138
						75
						75
						100
						100
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						2,800
						1,445
						1,445
						2,430
						2,430
						150
						150
						100
						100
						2,670
						2,670
						400
						400
						2,710
						2,710
						125
						125

						175
						175
						125
						125
						75
						75
						1,440
						1,440
						120
						120
						2,500
						2,500
						2,210
						2,210
						400
						400
						400
						400
						1,500
						1,500
						2,220
						2,220
						2,250
						2,250
						20,000
						20,000
						22,500
						22,500
						5,000
						5,000
						900
						900
						3,900
						3,900
						22,500
						22,500
						3,900
						3,900
23,750						23,750
23,750						23,750
						5,000
						5,000
						3,900
						3,900
						5,000
						5,000
						3,900
						3,900
						5,000
						5,000
						8,000
						8,000
65,000						65,000
65,000						65,000
						4,000

						4,000
						25,000
						25,000
4,500						4,500
4,500						4,500
120,000						120,000
120,000						120,000
11,200						11,200
11,200						11,200
	2,500					2,500
	2,500					2,500
1,000						1,000
1,000						1,000
						12,000
						12,000
22,000						22,000
22,000						22,000
6,000						6,000
6,000						6,000
4,925						4,925
4,925						4,925
4,480						4,480
4,480						4,480
						5,000
						5,000
						4,342
						4,342
				4,800		4,800
				4,800		4,800
				2,000		2,000
				2,000		2,000
						5,000
						5,000
						1,286
						1,286
						3,500
						3,500
						3,500
						3,500
						1,500
						1,500
			13,832			13,832
			13,832			13,832
						3,750
						3,750
						600
						600
		65,000				65,000
		65,000				65,000
						2,000
						2,000
						7,900
						7,900
						3,060
						3,060

						250
						250
						8,000
						8,000
						6,375
						6,375
						6,500
						6,500
						16,835
						16,835
						2,500
						2,500
						2,200
						2,200
			50,000			50,000
			50,000			50,000
			50,000			50,000
			50,000			50,000
			50,000			50,000
			50,000			50,000
			29,000			29,000
			29,000			29,000
			20,600			20,600
			20,600			20,600
			14,655			14,655
			14,655			14,655
			50,000			50,000
			50,000			50,000
			50,000			50,000
			50,000			50,000
			250,000			250,000
			250,000			250,000
			50,000			50,000
			50,000			50,000
			50,000			50,000
			50,000			50,000
			35,743			35,743
			35,743			35,743
			-			-
			-			-
			12,500			12,500
			12,500			12,500
			8,250			8,250
			8,250			8,250
			12,500			12,500
			12,500			12,500
			7,490			7,490
			7,490			7,490
						3,200
						3,200
						20,000
						20,000
						9,000
						9,000
						24,900

					24,900
					24,900
					24,900
					24,900
					24,900
					24,900
					24,900
2,185					2,185
2,185					2,185
					15,000
					15,000
					900
					900
					10,000
					10,000
					15,192
					15,192
					22,500
					22,500
					9,500
					9,500
					8,000
					8,000
					6,863
					6,863
					16,000
					16,000
					60,870
					60,870
					18,000
					18,000
					5,200
					5,200
					8,100
					8,100
					400
					400
			100,000		100,000
			100,000		100,000
			200,000		200,000
			200,000		200,000
			610,039		610,039
			610,039		610,039
				8,500	8,500
				8,500	8,500
					200
					200
					400
					400
					3,000
					3,000
			367,426		367,426
			367,426		367,426
			610,000		610,000
			610,000		610,000

			100,000			100,000
			100,000			100,000
						19,300
						19,300
						750
						750
			150,000			150,000
			150,000			150,000
			100,000			100,000
			100,000			100,000
			302,575			302,575
			302,575			302,575
						-
						-
320,040	2,500	65,000	3,294,610	15,300	50,000	4,536,541

Sum of Original PO Amount	Column Labels						
Row Labels	6001	6002	6101	6309	6321	6331	6501
207	5,000						
200	60,870						
201		5,000					
205							
207	580,605	18,042	50,000	24,000	23,200	16,000	6,375
209							
Grand Total	646,475	23,042	50,000	24,000	23,200	16,000	6,375

STOB 60	669,517
STOB61	50,000
STOB63	63,200
	<u>782,717</u>

6701	6702	6938	8001	8007	8009	Grand Total
						5,000
		65,000				125,870
277,405						282,405
			13,832			13,832
42,635	2,500		7,490	15,300		786,147
			3,273,288		50,000	3,323,288
320,040	2,500	65,000	3,294,610	15,300	50,000	4,536,541

Ministry of Jobs, Tourism and Skills Training
Tourism Division Direct Awards with Start Dates Between April 1, 2012 and March 31, 2013

Supplier Name	Description	Original PO Amount
RECEIVER GENERAL FOR CANADA	REPORTS ON AIR EXIT SURVEY IN US. WAITING AREA COMPLETIONS	60,870
HO, JACK	PROVIDING TOUR ESCORT & GUIDING SERVICES FOR ASIAN TRAVEL TRADE & TRAVEL MODE MEDIA FAM TOURS	5,000
DEVELOPMENTAL DISABILITIES ASSOCIATION OF VANCOUVER-RICHMOND	PROVIDE ASSEMBLY OF PRINTED MATERIALS INTO SUBSCRIPTION/RETAIL PKGS AND DELIVER TO SPECIFIC DISTRIBUTION POINTS	5,000
THRELFALL, JOHN ADDISON	HISTORIC FERNWOOD PIECE ON THIS SPECIAL NEIGHBOURHOOD.	120
CARTER, SUZANNE BEVERLEY	CARTER, SUZANNE B-CREATE CUSTOMIZED TRAINING SOLUTION	7,000
ADAMS, SARAH NICOLE	CREATE A SHORTLIST PRIORITY ACTIONS FOR CLIENTS CARE PRGM	8,000
NRG RESEARCH GROUP INC.	DESIGN, IMPLEMENT & REPORT ON SURVEY RESULTS	20,000
STENTON, KATHERINE A	CONSULT WITH EMERGENCY MANAGEMENT PROFESSIONALS, ORGANIZATIONS AND THOSE WHO HAVE BEEN INVOLVED IN EMERGENCY EVENTS THAT CONCERN TOURISTS. IDENTIFY BEST PRACTICES	22,500
CARIBOO-CHILCOTIN-COAST TOURISM ASSOCIATION	CCCTA WILL WORK WITH THE FIVE OTHER REGIONAL DESTINATION MANAGEMENT ORGS IN THE PROVINCE TO PRODUCE AN EVALUATION & PRIORITIZATION OF STRATEGIC TOURISM ISSUES	20,000
CARIBOO-CHILCOTIN-COAST TOURISM ASSOCIATION	CCCTA WILL BRING ITS PERSPECTIVE TO A STEERING COMMITTEE ON DISASTER MGMT. IN ORDER TO BETTER UNDERSTAND THE ISSUES AFFECTING TOURISTS & TOURIST BUSINESSES DURING A DISASTER	7,500
TOMLINSON-WILLIS, KIMBERLY JOHN	TO PROVIDE HIGH QUALITY PHOTOGRAPHS OF SPORT & RECREATION FACILITIES & EVENTS IN BC	3,500
CONSUMER INTELLIGENCE GROUP INC.	PROVIDE ASSEMBLY OF PRINTED MATERIALS INTO SUBSCRIPTION/RETAIL PACKAGES & DELIVER TO SPECIFIC DISTRIBUTION POINTS	3,700
HINKEL, KATHLEEN	PHOTOGRAPHY FOR DUE WEST - SUSAN MUSGRAVE AT HER HAIDA GWAI B&B	3,500
JACKSON, JEREMY	PHOTOGRAPH A SELECTION OF PHOTOS OF HOPE BC FOR SPRING ISSUE DESTINATION DEPARTMEN IN THE MAGAZINE	2,200
GLUNS, DAVID ROBERT	TAKE A SELECTION OF COLOUR PHOTOS FOR A FEATURE ARTICLE ABOUT A PADDLING TRIP ON OKANAGAN LAKE	4,500
HINKEL, KATHLEEN	TAKE SELECTION OF PHOTOS OF VARIOUS VANCOUVER BEACHES IN THE SUMMER TO SHOW DIVERSITY OF THE BEACHES & ACTIVITIES AT THE BEACHES	3,500
KEGGENHOFF, MANU	TAKE A SELECTION OF COLOUR PHOTOS OF THE AREA AROUND THE DISAPPEARING GLACIAL RIVER NEAR ATLIN, AND THE TOWN OF ATLIN, BC	3,250
STRATHCONA PHOTOGRAPHIC SERVICES LTD.	PHOTOGRAPH A SELECTION OF FIRST NATIONS COMMUNITY OF RIVERS INLET	4,350
STRATHCONA PHOTOGRAPHIC SERVICES LTD.	TAKE A SELECTION OF PHOTOS OF s17	4,500
BOSDET, JEFFREY	PHOTOGRAPH INDOOR SCENCE AT B&B	1,200
GLUNS, DAVID ROBERT	TAKE A SELECTION OF PHOTOS FOR A FALL FEATURE IN THE OKANAGAN REGION	4,500
BEDNAR, MICHAEL EDWARD	TO TAKE A SELCTION OF COLOUR PHOTOS OF THE TOWN OF GRAND FORKS & SURROUNDING AREAS	3,000
KIRKBY, BRUCE	PHOTOGRAPH THE AVALANCE TRAINING SESSIONS IN GOLDEN AND FERNIE BC.	3,500
SZYMCZAKOWSKI, SZYMON	PHOTO A SELECTION OF UCLUELET AND SURROUNDING AREA FOR A DESTINATION DEP FOR A WINTER ISSUE IN BC MAG	3,000
BANKS, KEVIN JAMES	PREPARE A WORD PIECE ON WESTWOLD STEAM SHOW FOR DUE WEST DEPARTMENT	138
TAKEI, MASA	INTERVIEW SUSAN MUSGRAVE AT HER HAIDA GWAI B&B	1,710
VARDO CREATIVE INC.	EXPERIENCE THEN PROFILE FIVE RETREATS IN THE KOOTENAY-ROCKIES	3,706
ISABELLA, JUDE M	PREPARE A 275 WORD ARTICLE FOR DUE WEST SECTION BCMAG	138
ISABELLA, JUDE M	PREPARE A 150 WORD ARTICLE FOR DUE WEST BCMAG	75
HEINRICHS, CYNTHIA	PLEASE PREPARE A 200-WORD ARTICLE FOR THE CULTURE SECTION OF OUR DUE WEST DEPT	100
SCALZA, REMY T	WRITE A DESTINATION ARTICLE ABOUT THE TOWN OF HOPE	2,625
STUART, RYAN P	WRITE ARTICLE FOR DUE WEST DEPARTMENT ON THE RECENT DISCOVERY OF NEW CAVE BACTERIA IN KAMLOOPS	188
PAYTON, BRIAN	WRITE A CONVERSATION ARTICLE ABOUT THE FIRST NATIONS COMMUNITY OF RIVERS INLET	5,215
BACKHOUSE, FRANCES	1500 WORD ARTICLE ABOUT THE STORY BEHIND THE ICONIC COWICHAN SWEATER.	2,100
BACKHOUSE, FRANCES	C13441012-BACKHOUSE, FRANCES-WRITE A WILDLIFE FEATURE	2,650
BACKHOUSE, FRANCES	CREATE ECHOES ARTICLE ABOUT THE COLLIER FAMILY AND "LALA'S LEGACY"	1,500
VARDO CREATIVE INC.	ECHOES FEATURE ON THE BRITANNIA MINES	1,280
LEE, JOHN ANTHONY	WRITE ABOUT 6 CRAFT PICKS IN THE LOWER MAINLAND	1,408
TEPEDELEN, ADEM	WRITE ABOUT SIX CRAFT PICKS IN GREATER VICTORIA	1,208
UNGER, ZAC	WRITE A SCIENCE/TRAVEL STORY ABOUT THE DISAPPEARING GLACIAL RIVER NEAR ATLIN, BC	4,450
BURGESS, WILLIAM STEPHEN	WRITE AN ESSAY ABOUT THE BEACHES OF VANCOUVER	3,225
PYNN, LARRY	WRITE AN ARTICLE ABOUT FIRST NATIONS POTLATCH & ASSOCIATED FESTIVITIES IN ALERT BAY	3,528
PYNN, LARRY	REPORT ON THE GROUPS ACROSS COASTAL BC WHO ARE INVOLVED IN HYDRPOPHONE RESEARCH	2,713
PYNN, LARRY	WRITE FOUR OUTDOOR ADVISOR COLUMNS	2,800
VARDO CREATIVE INC.	CREATE A 1700 WORD ECHOES STORY ABOUT THE HOME CHILDREN OF GREAT BRITAIN WHO CAME TO THE COWICHAN VALLEY'S FAIRBRIDGE FARM	1,445
EGAN, DANIELLE	C13441023 - EGAN, DANIELLE SUSAN - 1600 WORK TRAVEL PROFILE OF GRAND FORKS FOR OUR DESTINATION DEPARTMENT	2,430
ISABELLA, JUDE M	C13441025 - ISABELLA, JUDE MARY - 300 WORD DUE WEST ARTICLE ON THE SUBJECT OF BEDROCK BOWLS	150
HEINRICHS, CYNTHIA	PREPARE A 200 WORD NUMBERS BASED ARTICLE FOR THE WILDLIFE SECTION OF DUE WEST DEPT ON THE NORTHERN ALLIGATOR LIZARD	100
WILLIS, ANITA COLEEN	WRITE A DESTINATION ARTICLE ABOUT THE DISTRICT OF UCLUELET.	2,670
CHRISTIE, ROBERT JOHN	WRITE ORIGINAL COPY ABOUT THE TOTE ROAD TRAIL IN THE CARIBOO CHILCOTIN FOR A DAY TRIP DIARY FOR SUMMER 2013	400
KIRKBY, BRUCE	TRAVEL TO THIS YRS CANADIAN AVALANCE RESCUE DOG ASSOCIATION GENERAL TRAINING & VALIDATION COURSE IN GOLDEN AND WRITE A 2000 WORD ARTICLE ABOUT THE ORGANIZATION	2,710
HEINRICHS, CYNTHIA	PREPARE 250 WORD NUMBERS BASED ARTICLE FOR THE WILDLIFE SECTION OF OUR DUE WEST DEPT., CLARKS NUTCRACKER	125
STUART, RYAN P	PREPARE A 350 WORD SCIENCE ARTICLE FOR DUE WEST DEP ON THE RECENT EARTHQUAKE OFF HAIDA GWAI	175
WILLIS, ANITA COLEEN	PREPARE A 250 WORD ARTICLE FOR SUMMER DU WEST DEP INTRODUCING READERS TO THE DELIGHTFULLY ABSURD "COLOR ME RAD" PAINT RACE IN VANCOUVER	125
WILLIS, ANITA COLEEN	PREPARE A 150 WORD BLURB FOR SUMMER DU WEST DEP ON THE PARKSVILLE KITE FESTIVAL IN JULY	75
THRELFALL, JOHN ADDISON	CREATE A FEATURE ABOUT THE s17 FOR THE FALL 2013 EDITION	1,440
BANKS, KEVIN JAMES	FILL IN THE ANSWERS FOR OUR MY 'HOOD SECTION FOR A PIECE IN BC MAG	120

Ministry of Jobs, Tourism and Skills Training
Tourism Division Direct Awards with Start Dates Between April 1, 2012 and March 31, 2013

Supplier Name	Description	Original PO Amount
WILLIS, ANITA COLEEN	CREATE A HIGHLY VISUAL, SERVICE-ORIENTATED , "HIKING B.C.'S GEOLOGY"	2,500
ISABELLA, JUDE M	CREATE AN ARTICLE ABOUT BEAR (BLACK & GRIZLY) HIBERNATION.	2,210
FOLLETT, AMANDA	500 WORD DAY TRIP DIARY ABOUT YOUR HIKE OF THE METLAKATLA WILDERNESS TRAIL	400
DELANEY, RACHELLE KRISTIN	500 WORD DAY TRIP DIARY ON YOUR RECENT SNOWSHOE TREK WIHT SHANNA B AT MOUNT SEYMOUR	400
VARDO CREATIVE INC.	CREATE ECHOES ARTICLE ABOUT s17	1,500
VARDO CREATIVE INC.	CREATE A FEATURE STORY BASED ON YOUR s17	2,220
WILLIS, ANITA COLEEN	200 WORDS FOR THE PHOTO ESSAY, THEN DEVELOP A DESCRIPTIVE PASSAGE FOR EACH THEN & NOW	2,250
GRANT THORNTON LLP	PREPARATION OF VISION & KEY OBJECTIVES FOR A NEW PROVINCIAL TOURISM MARKETING ENTITIY	20,000
T4G LIMITED	TO PROVIDE ONLINE CONSULTING & WEB DEVELOPMENT SUPPORT FOR THE CONSUMER WEB & TRAVEL MEDIA PLATFORMS THROUGH A RANGE OF SERVICE	22,500
TRUMPY, CHRISTOPHER MICHAEL	GOVERNMENT ORIENTATION TO DIVISON STAFF & COACHING SERVICES TO ADM	5,000
GOBIN, CINDY	PROVIDE SUBJECT MATTER EXPERTISE IN BOTH WRITTEN & VERBAL FORMS & SPECIFIED FORMATS	900
VAN SON, BRENDAN T	PROVIDE "SERVICE OFFERING" FOR THE MANAGEMENT, MONITORING & SUPPORT OF THE DMS, CW, TIMS & BIM/IMS APPLICATION SUPPORT	3,900
GROW COMMUNICATIONS INC.	MANAGEMENT & PROCESSING FOR THE AD TILES SPRING/SUMMER UPDATE TO ASSIST THE MINISTRY JTI WITH HELLOBC.COM	22,500
ROSITA, DINA	PROVIDE "SERVICE OFFERING" FOR THE MANAGEMENT, MONITORING & SUPPORT OF THE DMS, CW, TIMS & BIM/IMS APPLICATION SUPPORT	3,900
PARADIGM CONSULTING GROUP	2011 TOUR OPERATOR LISTING ANALYSIS OF KEY ACCOUNT TOUR OPERATOR PROGRAMS OFFERING BC PRODUCT IN BOTH BROCHURE & ONLINE CAMPAIGNS	5,000
LLOYD, ROBERT NOEL	PROVIDE "SERVICE OFFERING" FOR THE MANAGEMENT, MONITORING & SUPPORT OF THE DMS, CW, TIMS & BIMS/IMS	3,900
MACDONALD, ANGELA J	C13858003R-MACDONALD, ANGELA J - VARIOUS PROJECTS- REVIEW OF DESTINATION SKI WEBSITES,DRAFTING RESEARCH, REVIEW OF OTA	5,000
KOUDYS, RYAN HENDRIK	PROVIDE SERVICES OF THE "SERVICE OFFERING" OR THE MANAGEMENT SYSTEM DMS, CW, TIMS & BINS/IMS	3,900
PARADIGM CONSULTING GROUP	DEVELOPMENT/EXECUTION AND PRESENTATION - 2013 NORTH AMERICAN LISTING ANALYSIS	5,000
MOSCA, JOHN P	REVIEW OF DINING LISTINGS ON HELLOBC.COM FOR ACCURACY/INVESTIGATE & MAKE RECOMMENDATIONS REGARDING ALTERNATIVE WAYS TO ACQUIRE DINING DATA	8,000
ROGER BARNES LTD.	CREATE A CONSUMER MARKET RESEARCH PLAN	4,000
INSIGNIA MARKETING RESEARCH INC.	QUALITATIVE CONSUMER RESEARCH & ANALYSIS & FINDINGS OF THIS RESEARCH	25,000
BERTUZZI, PAM JAYNE	PROJECT MANAGEMENT OF PR STUNTS & ACTIVITIES RELATED TO THE 2012 N.A. CONSUMER DIRECT CAMPAIGN	12,000
MACLENNAN, KATHERINE ELIZABETH	PROVIDE WRITING SERVICES/CONTENT DEVELOPMENT & EDITORIAL AS RELATED TO CONSUMER DATA	5,000
WONDERLAND TOURS INC	PROJECT MANAGEMENT PERTAINING TO THE VANCOUVER MARATHON 2012 SEMINAR /& CELEBRATION EVENT	4,342
SILKWAY TRAVEL AND CRUISE INC.	SERVICES PERTAINING TO THE C61 TAB VANCOUVER STOP OVER FAM	1,286
KENDLER, MEGUMI	TO WORK AS A FIELD REPORTER TO INCREASE WEB CONTENT TO THE ASIA WEBSITES.	3,500
SUO, JIAN	FIELD REPORTER TO INCREASE WEB CONTENT TO THE ASIA WEBSITES	3,500
JETDOG SOLUTIONS LTD.	PROVIDE TEMPLATE CUSTOM APPLICATION FOR THE BCVC FACEBOOK PAGE	1,500
2020 COMMUNICATIONS INC.	DELIVER SALES TRAINING WORKSHOP FOR BCVC STAFF AT THE NETWORK CONFERENCE	3,750
DOYLE, MARGARET ELIZABETH	PREPARATION AND DELIVERY OF SOCIAL MEDIA COMMUNICATIONS WRKSHP FOR BCVC MANAGERS & SUPERVISORS	600
CARTER, SUZANNE BEVERLEY	DELIVERY OF TOURISM VISITOR INFORMATION COUNSELLOR TRAIN THE TRAINER/IMMEDIATELY PRIOR TO THE 2012 ANNUAL VISITOR CENTRE NETWORK CONF/ & A SECOND WORKSHOP AS WHEN REQUIRED	2,000
DOYLE, MARGARET ELIZABETH	DEVELOP A SOCIAL MEDIA BEST PRACTICES GUID FOR COMMUNITY VISITOR CENTRES	7,900
0711214 B.C . LTD.	CONTRACTOR CREATING PROMOTIONAL COLLATERAL PIECES FOR WORLDHOST TRAINING SERVICES	3,060
0711214 B.C . LTD.	CREATING & PRINTING 7,500 UNITS OF YELLOW STRESS STARS FOR USE WITH OUR WORLDHOSTS FUNDAMENTASL PRGM.	250
CLASSIC INSIGNIA	PRODUCING 2000 WORLDHOST TRAINING SERVICES PINS FOR WH FUNDAMETALS WRKSHP WHICH FORMS PART OF THE MATERIALS ORDER KIT.	8,000
NRG RESEARCH GROUP INC.	CONDUCT ONLINE SURVEY OF THE ONLINE REPUTATION MANAGEMENT WRKSHPS OFFERED THROUGH THE TBE PRGM	6,500
1265444 ALBERTA INC.	PROVIDE HOSTING, SUPPORT & MAINTENANCE FOR THE BCMAG.CA SHOPPING CART SITE	3,200
AGILITY INC.	TO ASSIST W/CUSTOMIZATION & SET UP OF THE WEBSITE & ONGOING HOSTING & SUPPORT	20,000
KINETIX MEDIA COMMUNICATIONS LTD.	PROVIDE EMAIL NEWSLETTER PRODUCTION, DISTRIBUTION AND LIST MANAGEMENT SERVICES	9,000
COTTRELL, ERIC ALLAN	GENERIC CONTRACT TO COVER SMALLER PROJECTS	24,900
MONTEREY PHOTOGRAPHY LTD.	CULL PHOTO SHOOTS & UPLOAD PHOTOS TO DAM	15,000
KINETIX MEDIA COMMUNICATIONS LTD.	DESIGN & DISTRIBUTION OD EDM FOR WORLD HOST CUSTOMER WITH DISABILITIES ON-LINE COURSE LAUNCH	900
PATEL, SMITA	COMPETITIVE AUDTI OF SELECT REGION/CITY/COUNTRY TOURISM MARKETING EFFORTS & CORPORATE ACTIVITIES AS RELATED TO THE BRAND REVEIW PROCESS	10,000
BRAIN COMMUNICATIONS	PROVIDING CREATIVE SERVICES INCLUDING PRODUCTION, DESIGN, DIRECTION & MANGEMENT RE; TOURISM BC POCKET MAP	15,192
DTM SYSTEMS CORP.	PROVIDE THE TOURISM DIVISION WITH AN AUDIT OF THE MAXIMIZER CRM AS WELL AS TRAINING & MAKING RECOMMENDATIONS UPON COMPLETION OF THE AUDIT	22,500
EXPRESS DATA LIMITED	EXPRESS DATA LIMITED - DATA ENTRY SERVICES,DATA CLEANING,DATA CODING WORLDHOST	9,500
NRG RESEARCH GROUP INC.	C13976003 - NRG RESEARCH GROUP INC - WRITE SEVEN REPORTS (1 OVERALL & 6 REGIONAL REPORTS) SUMMARIZING THE FINDINGS FROM THE IN-MARKET CONSUMER RESEARCH PREVIOUSLY CONDUCTED	8,000
PHOCUSWRIGHT INC	A COMPREHENSIVE SURVEY OF US SKIERS & SKI TRAVELLERS	6,863
DATSTAT	ANNUAL LICENCE ALLOWING RESEARCH, PLANNING AND EVALUATION THE USE OF DATSTAT SURVEY DEVELOPMENT, DEPLOYMENT, MANAGEMENT, ANALYSIS AND REPORT GEN SOFTWARE	16,000
ADAMS, SARAH NICOLE	PROVIDE RESEARCH DESIGN, PROJECT MGMT SERVICES IN SUPPORT OF THE VARIOUS TRANSITION INITIATIVES OF DESTINATION BC	18,000
MORTEN, KRISTA LYNN	MORTEN, KRISTA DBA ALIGN CONSULTING - PRODUCE A REPORT THAT WILL BE THE FIRST STEP OF A STRATEGIC REVIEW & RE-THING OF THE ROLE & STRATEGIC DIRECTION OF DBC	5,200
RESEARCH RESOLUTIONS & CONSULTING LTD.	SUMMARIZE INFORMATION FROM THE INTERNATIONAL TRAVEL SURVEY (ITS) & TRAVEL SURVEY OF RESIDENTS OF CANADA FOR USE IN THE REGIONAL PROFILE PUBLICATIONS.	8,100

Ministry of Jobs, Tourism and Skills Training
Tourism Division Direct Awards with Start Dates Between April 1, 2012 and March 31, 2013

Supplier Name	Description	Original PO Amount
VARDON CREATIVE INC.	CREATE A FINAL DOCUMENT SUMMARIZING THE ANNUAL BP ASSOCIATED WITH GAINING THE EDGE	400
MARSHALL FENN	INCREASE QUALITY & QUANTITY OF MEDIA ATTENDANCE AT THE TORONTO SKI MEDIA EVENT	200
JOHNSON, BENJAMIN WALTER JAMES	TO DELIVER A SEMINAR TO THE MINISTRY & TOURISM INDUSTRY PERSONNEL ON SOCIAL MEDIA EVALUATION & ENGAGEMENT	400
PUDDLE DUCK PRODUCTIONS LTD. LES PRODUCTIONS PUDDLE DUCK LTEE	PRODUCE A PRESENTATION HIGHLIGHTING TRAVEL MEDIA SKI PROJECTS	3,000
VARDON CREATIVE INC.	PROVINCE IS UNDERTAKING A REVIEW OF WORLDHOST TRAINING SERVICES (WHTS) & REQUIRES THE ASSISTANCE OF THE SUBJECT MATTER TO DETERMINE THE SUBJECT MATTER EXPERT TO DETERMINE THE BEST FUTURE MANAGEMENT MODEL OF THE PROGRAM	19,300
VARDON CREATIVE INC.	APPROVED ACCOMMODATION GUIDE PUBLICATION AND LISTING PRGM	750

Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: International Overnight Custom Entries for 2012

Revised: July 4, 2013

Issue: B.C. international visitor numbers continue to be solid, despite global economic challenges

Recommended Response:

- Overall, total international overnight entries to British Columbia in 2012 were up 1.2 percent compared to 2011.
- Total overnight entries from Asia to British Columbia were up 3.1 percent in 2012 compared to the previous year.
- We continue to see growth from China, up 18.2 percent in 2012 over 2011.
- We also saw strong gains from other key Asia/Pacific markets such as Australia, Japan and India, up 6.2 percent, 6.7 percent and 7.2 percent, respectively.
- Of the 1.3 million visitors from Asia to Canada in 2012, 48.7 percent arrived in B.C. Overnight visitors arriving from China were up 18.2 percent in 2012. China's Sichuan Airlines started a new three flights a week service to Vancouver in June 2012. BC continues to see strong growth from Australia, up 6.2 percent in 2012.
- Of the 16.3 million visitors to Canada in 2012, 25.9 percent arrived in B.C.

New Provincial Tourism Strategy:

- Tourism is one of the key economic sectors identified in *Canada Starts Here: The BC Jobs Plan*. Our tourism strategy, *Gaining the Edge*, builds on the jobs plan, providing a framework for government and industry to work together to attract more visitors and create jobs for British Columbians.
- Data on tourism industry growth in 2012 will be released by BC Stats in September 2013.

Background/Status:

Stats Canada released their international visitor arrivals for December 2012 and all of 2012 on February 19, 2013. The results for 2012 are as follows:

Total International Overnight Custom Entries to BC for January - December 2012: 4,219,669

Total International Overnight Custom Entries to BC for January - December 2011: 4,168,373

Change: + 1.2%

Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

This is a summary taken from Stats Canada's source file.

For BC	Total 2012 vs. 2011
US Overnight	0.9%
US Same-day	-3.0%
Overseas Overnight	2.0%
Europe Overnight	-2.5%
Asia Overnight (not including Oceania)	3.1%
Mexico Overnight	7.3%
UK Overnight	-2.2%
Germany Overnight	-3.5%
China Overnight	18.2%
Japan Overnight	6.7%
Australia Overnight	6.2%
TOTAL OVERNIGHT (US & OVERSEAS)	1.2%

For Canada	Total 2012 vs. 2011
US Overnight	2.2%
US Same-day	-0.9%
Overseas Overnight	0.9%
Europe Overnight	-2.5%
Asia Overnight (not including Oceania)	3.5%
Mexico Overnight	7.3%
UK Overnight	-3.8%
Germany Overnight	-1.3%
China Overnight	18.3%
Japan Overnight	7.2%
Australia Overnight	6.5%
TOTAL OVERNIGHT (US & OVERSEAS)	1.8%

Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Analysis:

- Overall, international overnight entries to British Columbia during 2012 were up 1.2 percent compared to the previous year. In 2012, total international overnight entries to Canada were up 1.8 percent compared to the previous year. Of the 16.3 million visitors to Canada in 2012, 25.9 percent arrived in B.C.
- Overnight entries from the US increased 0.9 percent in 2012 over 2011. It is encouraging to see positive growth from the US market despite the limiting factors to growth such as the strong Canadian dollar, slow economic recovery in the U.S. and high gas prices.
- By mode, US overnight visitors arriving by plane were up 6.2 percent and those arriving by vehicle were up 1.0 percent indicating growth in both the higher yield, long-haul market and the nearby, touring market.
- In 2012, US overnight visitors to Canada were up 2.2 percent compared to the previous year. Of the 11.9 million US overnight visitors to Canada in 2012, 24.0 percent arrived in B.C.
- Overnight entries from Asia to British Columbia were up 3.1 percent while those from Asia to Canada were up 3.5 percent in 2012 compared to the previous year. Of the 1.3 million visitors from Asia to Canada in 2012, 48.7 percent arrived in B.C.
- Overnight visitors arriving from China were up 18.2 percent in 2012. China's Sichuan Airlines started a new three flights a week service to Vancouver in June 2012.
- BC continues to see strong growth from Australia, up 6.2 percent in 2012.
- Overnight entries from Europe to British Columbia were down 2.5 percent while those from Europe to Canada were also down 2.5 percent in 2012 compared to 2011. Of the 2.2 million visitors from Europe to Canada in 2012, 19.6 percent arrived in B.C.

Economic impact (2011 Estimates)

- International visitors spend over \$3 billion each year in B.C. In 2011, over 4 million international overnight visitors came to B.C., accounting for 28% of overall visitor volume but 41% of visitor expenditures.
- The United States is the largest overnight international market for B.C., comprising 68% of international visitor volume and 46% of visitor expenditures. Within the US, Washington and California are the largest markets, representing 54% of US visitor volume and 46% of expenditures.
- Overnight visitors from Asia/Pacific accounted for 16% of international visitor volume and 27% of visitor expenditures. Between 2006 and 2011, visitor expenditures from Asia/Pacific increased by 5%. Australia is the largest Asia/Pacific market, representing 20% of the Asia/Pacific visitor volume and 23% of Asia/Pacific visitor revenues in 2011.

Estimates Note Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- Overnight visitors from Europe accounted for 13% of international visitor volume and 23% of visitor expenditures. Between 2006 and 2011, visitor expenditures from Asia/Pacific increased by 6%. The UK is the largest European market, representing 39% of the European visitor volume and 35% of European visitor revenues in 2011.
- Data on the economic performance of the BC tourism industry (industry revenue, GDP, employment, etc) in 2012 will be released by BC Stats in September 2013.

Contact:

Director Richard Porges Destination BC (250) 356-9936

Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: B.C. Tourism Performance

Revised: July 4, 2013

Issue: Early indicators of tourism performance in 2013 show growth over 2012.

Recommended Response:

- Despite the current global economic challenges, B.C. visitor numbers continue to be stable and solid.
- Year to date 2013 (January to April), international overnight arrivals to British Columbia were up 1.4% over the same period in 2012.
 - Total overseas overnight entries were relatively stable, down 0.4%.
 - Asia/Pacific was up 4.1% while Europe was down 10.4%.
 - We continue to see strong growth from China, up 21.3%.
 - Overnight entries from the U.S. increased by 2.3 percent in January to April 2013 over 2012.
- Year to date 2013 (January to April), accommodation statistics show similar results compared to the same period in 2012:
 - The year to date provincial occupancy rate (52%) was down slightly (1.3 points) from 2012.
 - The year to date provincial daily room rate (\$124) remained stable, down slightly (0.2%) compared to 2012.
- Data on the economic performance of the BC tourism industry in 2012 (industry revenue, GDP, employment, etc) will be released by BC Stats in September 2013.

Background:

- For 2012, the total number of international overnight visitor arrivals (includes U.S. overnight) to B.C. increased by 1.2% compared to 2011.
 - Overnight entries from the U.S. increased by 0.9 percent.
 - Asia/Pacific was up 3.9% while Europe was down 2.5%.
 - We continue to see strong growth from China, up 18.2%.
- For 2012, accommodation statistics show similar results compared to 2011:
 - The 2012 provincial occupancy rate (59.6%) was up 0.2 points from 2011.

Estimates Note Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- The 2012 provincial daily room rate (\$131) increased by 0.1% compared to 2011.
- Tourism is one of the key economic sectors identified in *Canada Starts Here: The BC Jobs Plan*. Our tourism strategy builds on the jobs plan, providing a framework for government and industry to work together to attract more visitors and create jobs for British Columbians.
- In 2011, the sector contributed over \$13.4 billion dollars in revenue, a 1.4% increase over 2010.
- Tourism provided employment for over 126,700 British Columbians in 2011, across every region of the province — roughly one out of every 15 workers.
- The tourism industry continues to face significant challenges that are beyond its control, such as the strength of the Canadian dollar, slow economic recovery around the globe, a weaker currency in Europe and an increase in fuel prices.
- The Province's tourism industry strategy, *Gaining the Edge*, set an aggressive target of 5% growth in tourism industry revenue for 2012. Data on tourism industry growth in 2012 will be released by BC Stats in September 2013.

Contact:

Director Richard Porges Destination BC (250) 356-9936

Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training
Minister Responsible: Hon. Shirley Bond

Title: Destination British Columbia Transition and Renaming Costs

Revised: July 16, 2013

Issue: Transition of Tourism Marketing responsibility to a new Crown corporation and renaming costs

Recommended Response:

- Our government is committed to providing the best marketing support for British Columbia's tourism industry, which generates important jobs for B.C. families.
- The full budget formerly used to fund tourism marketing was allocated to Destination British Columbia 1 April 2013.
- All costs to establish Destination British Columbia were absorbed by the various Ministries involved in establishing it.

Background/Status:

- Destination BC was established on November 2, 2012 under the *British Columbia Business Corporations Act* and continued as a statutory Crown corporation pursuant to the *Destination BC Corp. Act*.
- Destination BC is an industry-led Crown corporation that works collaboratively with tourism stakeholders across the province to coordinate marketing at the international, provincial, regional and local levels.
- Destination British Columbia began operations on April 1, 2013 with the transfer of 130 staff positions, assets and programs from the Tourism Division of the Ministry of Jobs, Tourism and Skills Training.
- For 2013/14 Destination British Columbia will receive government transfers totalling \$48.89 million, the full funding that government used for tourism marketing in 2012/13.
- Government has committed to change Destination BC funding to a portion of provincial sales tax, initially to be set at the equivalent to \$48.89 million.
- Corporate services are currently provided by government ministries (human resources, financial services, facilities and property management, information management/information technology services, legal and logistics and business services).

Estimates Note Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training
Minister Responsible: Hon. Shirley Bond

Transition Costs to establish DBC were paid out of the base budget of JTST, as follows:			
Nature of Cost	Description	Amount	Staff Time
Management Services	Staff time (about 7,000 hours) within JTST and across various government agencies in support of the transition	\$400,000 est. *	About 7,000 hours
Legal	Preparation of new legislation and incorporation matters	\$367,000	Not separately estimated
	Manage risks and issues in relation to the assignment and assumption of contracts.		
	Assignment and re-registration of existing trademarks from the Province of British Columbia to the corporation.		
Renaming costs	Stationery (\$5.4K); registering new trademarks (\$3.7K); systems upgrades (\$5.9K)	\$15,000	Not separately estimated
Professional Service Contracts	Third party consultants assisting with transition	\$52,000	Not separately estimated
Total		\$834,000	> 7,000 hours

*This is not an additional cost, this is the salary cost of the government staff who supported the transition.

Contact:

A/CFO Alex Mackie Destination BC (250) 920-8866

Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training
Minister Responsible: Honourable Shirley Bond

Title: Concerns over Perceived Costs of Switching from Tourism BC to Destination British Columbia

Revised: June 27, 2013

Issue: Use of Tourism BC trademarks continue. There is a misperception that Tourism BC was arbitrarily replaced with Destination BC, at a high cost.

Recommended Response:

- Our government is committed to providing the best marketing support for British Columbia's tourism industry, which generates important jobs for B.C. families.
- Tourism BC is a trademark. It continues to be used where it makes business sense.
- Costs were incurred to re-register our trademarks, including Tourism BC, to the new ownership of Destination British Columbia.
 - There are approximately 24 trademarks, used in Canada, the USA and key overseas markets.
 - The re-registration of these trademarks from the Ministry to Destination British Columbia ownership cost approximately \$86,000.
 - New trademarks were registered for Destination British Columbia at a cost of approximately \$5,900.
- Costs incurred due to switching from existing trademarks (such as Tourism BC) to Destination British Columbia were minimised.
 - It did not make business sense to change the established consumer-facing sites. So they remain in use today; e.g., HelloBC.com and existing Tourism BC Facebook and Twitter accounts.
 - Obviously the organization's materials were updated to the Crown name – Destination British Columbia. This includes the official website.
- Destination British Columbia is accountable to make decisions on the best ways to market British Columbia's tourism. Use of trademarks are a key consideration.

Background/Status:

- Tourism BC was established as a Crown corporation in 1997.
- At that time, "Tourism BC" was both the Crown corporation's name, and also the key trademark name used for marketing BC.
- The Crown corporation operations were brought into the Government Ministry structures in 2009. On public-facing materials, the use of Tourism BC continued.

Estimates Note Advice to the Minister

Crown corporation: Destination British Columbia
Ministry: Ministry of Jobs, Tourism and Skills Training
Minister Responsible: Honourable Shirley Bond

- In November 2012 Destination BC Corp. Act, Destination BC was established. Destination BC Corp. is wholly owned by the Province of British Columbia. Destination British Columbia began operations on April 1, 2013.
- Costs were incurred to re-register trademarks, including Tourism BC, to the new ownership of Destination British Columbia.
 - There are approximately 24 trademarks, used in Canada, the USA and key overseas markets.
 - The re-registration of these trademarks from the Ministry ownership to Destination British Columbia ownership cost approximately \$86,000.
 - New trademarks were registered for Destination British Columbia at a cost of approximately \$5,900.
- Costs of switching from existing trademarks (such as Tourism BC) to Destination British Columbia were minimised.
 - It did not make business sense to change the established consumer-facing sites. So they remain in use today.
 - For example, HelloBC.com is the primary consumer-focused website, helping travellers with trip ideas. It remains HelloBC.com;
 - Existing Facebook and Twitter accounts continue under "Tourism BC."
 - The organization's materials were updated to the Crown corporation's name – Destination British Columbia. The costs include the registration of the new trademarks and developing the new stationery package. The costs for this exercise totalled less than \$15,000 (this includes the \$5,900 noted above).
- Destination British Columbia will provide the business analysis to determine if future renaming consumer-facing sites would be beneficial.

Contact:

Executive Dir. Jennifer Davis JTST (250) 387-0130

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Minister of State, Honourable Naomi Yamamoto

Title: Destination British Columbia Formula- Funding Model

Revised: June 21, 2013

Issue: Funding for Destination British Columbia

Recommended Response:

- For the first year of operations in 2013/14, Destination British Columbia will receive government transfers totalling \$48.89 million, the full funding that government used for tourism marketing in 2012/13.
- Our government is committed to providing the best marketing support for British Columbia's tourism industry, which generates important jobs for B.C. families in every community of our province.
- Government has committed to establishing a regulation during 2013/14, whereby future funding will be based on a portion of annual provincial sales tax in accordance with the *Destination BC Corp. Act*.
- The *Destination BC Corp. Act* established Destination BC as a statutory Crown corporation. The legislation establishes that the funding for the corporation will be based on a portion of provincial sales tax activity.
- Government intends to work with the tourism industry during 2013 to develop an appropriate formula that recognizes the sector's contribution to provincial sales tax revenues received from the tourism sector.

Background/Status:

- Established on November 2, 2012 under the *British Columbia Business Corporations Act* and continued as a statutory Crown corporation pursuant to the *Destination BC Corp. Act*, Destination BC Corp. is wholly owned by the Province of British Columbia. Operating as Destination British Columbia, the organization is an industry-led Crown corporation that works collaboratively with tourism stakeholders across the province to coordinate marketing at the international, provincial, regional and local levels.
- For the first year of operations in 2013/14, Destination British Columbia will receive government transfers totalling \$48.89 million, the full funding that government used for tourism marketing in 2012/13.
- Government has committed to establishing a regulation during 2013/14, whereby future funding will be based on a portion of annual Provincial Sales Tax in accordance with the *Destination BC Corp. Act*.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Minister of State, Honourable Naomi Yamamoto

- Tourism BC, the former tourism Crown corporation, was funded through a portion of hotel room tax. At that time, the *Hotel Room Tax Act* (HRTA) existed to facilitate this.
- The Hotel Room Tax was reinstated with the reintroduction of the Provincial Sales Tax (PST). However, it is now covered in the *Provincial Sales Tax Act* (PSTA) instead of the HRTA. The PSTA does not require hotels to separately report hotel tax revenue; this is part of the streamlining of government processes. The new PSTA simplifies and reduces administration and compliance costs for tourism sector businesses, a specific commitment of government with the return to the PST.
- Acting under Section 20 of the *Destination BC Corp. Act*, regulations to determine a funding formula will consider:
 - (i) establishing the class of provincial sales tax revenue, the period and the portion to be transferred to Destination BC,
 - (ii) prescribing a method for determining the amount to be transferred,
 - (iii) establishing dates for the payment of instalments, and
 - (iv) prescribing a procedure for calculating and making adjustments.
- The *Destination BC Corp. Act* established Destination British Columbia as a statutory Crown corporation.
- The legislation establishes that the funding for the corporation will be based on a percentage of Provincial Sales Tax activity. The legislation does not, however, specify what portion of Provincial Sales Tax will fund Destination British Columbia.
- As accommodation businesses no longer separately register, collect, report and remit tax revenue in relation to accommodation activity, defining an appropriate funding formula for Destination British Columbia within the new PST regime requires a more detailed description best addressed through regulations.
- Government intends to work with the tourism industry during 2013 to develop an appropriate formula that recognizes the sector's contribution to Provincial Sales Tax revenues received from the tourism sector.
- The formula will be designed such that the initial tax revenue based funding for Destination British Columbia will be \$48.89 million.
- Once funding is based on a portion of the Provincial Sales Tax, Destination British Columbia's revenue will increase as tax revenue rises, or decrease if tax revenue declines.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Minister of State, Honourable Naomi Yamamoto

Summary Financial Outlook

The following table reflects the financial projections contained in the 2013/14 to 2015/16
Destination BC Service Plan (*Note 1*).

	2013/14 BUDGET (\$M)	2014/15 BUDGET (\$M)	2015/16 BUDGET (\$M)
Revenue			
Government transfers	48.890	48.890	48.890
Deferred government contributions (<i>Note 3</i>)	0.500	0.500	0.500
Other revenue (retained earnings from programs)	3.540	3.540	3.540
Total Revenue	52.930	52.930	52.930
Expenditures			
Tourism Marketing	27.555	27.555	27.555
Tourism Partnerships	21.820	21.820	21.820
Research, Planning and Evaluation	1.355	1.355	1.355
Board and corporate support	1.700	1.700	1.700
Amortization	0.500	0.500	0.500
Total Expenditures	52.930	52.930	52.930
Net Income	0.000	0.000	0.000
Total Debt	0.000	0.000	0.000
Retained Earnings	0.000	0.000	0.000
Capital Expenditures (<i>Notes 2 and 3</i>)	1.800	TBD	TBD

Financial Outlook Assumption Notes:

1. Fiscal 2013/14 is the first year of operations for Destination British Columbia. As such, prior year actual and current year forecast is not presented.
2. Capital expenditures for 2013/14 reflect an investment in information technology necessary to support achieving business objectives. Amounts for 2014/15 and 2015/16 are yet to be determined.
3. Pending Government approval.

Contact:

Executive Director	Jennifer Davis	Tourism Branch Tourism and Small Business Division	(250) 387 0130
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Gaining the Edge – Accomplishments

Revised: July 15, 2013

Issue: Activities under Gaining the Edge

Recommended Response:

- Despite tough economic times and fierce competition around the globe for tourists, B.C.'s tourism sector grew revenues and GDP grew in 2011, following an outstanding year in 2010 - the year of the Winter Olympic Games.
- It is a positive sign that the tourism industry did not give back any of the surge in growth that occurred in 2010, but rather saw a further increase in industry revenue and real GDP in 2011 – despite the continued slow economic recovery in the US and economic turmoil in Europe.
-
- While we have (and continue) to deliver on the actions within Gaining the Edge, if I had to pick the top three accomplishments of last year they are:
 1. Destination British Columbia. Achieving industry buy-in and support for the new Crown corporation, and enacting it through legislation.
 2. Summer and Winter Campaigns. The “100 BC Moments” campaign and “Ski It To Believe It” campaigns were highly successful.
 3. Securing New Air Access:
 - new direct flights (e.g. Virgin Atlantic Airways service from London-Heathrow to Vancouver; Sichuan Airlines service from Chengdu, China to Vancouver; United Airlines service to Kelowna from Los Angeles) and
 - increased service during tourism seasons (e.g. Air Canada non-stop services between Vancouver and Sydney, Australia over the peak December and January ski season; Air New Zealand non-stop service between Vancouver and Auckland, New Zealand from November to March ski season).
- 2012 was the first full year operating under the Gaining the Edge strategy. While revenue statistics are not yet available, we are looking forward to the results.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

- Tourism is, and will continue to be, a key sector in the success of our economy and there is substantial growth potential for the industry in the years to come.

Background/Status:

Sector Performance

BC Stats published data on the 2011 performance of the tourism sector on October 31, 2012. 2011 is the most up to date data available. BC Stats' tourism sector statistics program is supported and partly funded by the Ministry of Jobs, Tourism and Innovation and Destination BC. The data in this report is estimated by BC Stats in partnership with the Ministry and Destination BC.

Gaining the Edge: Gaining the Edge proposes to increase tourism revenues in British Columbia to \$18 billion by 2016. Between 2011 and 2016, this would mean a 5% increase per year. However, according to BC Stats report on tourism industry performance, 2011 saw only a 1.4% increase in tourism revenues. This is in part due to the very successful tourism year in 2010 due to hosting the winter Olympics.

Tourism Revenues:

In 2011, the tourism industry generated \$13.4 billion in revenue. This represents a slight 1.4% increase from 2010 and a 39% increase from 2001. Three out of the four contributing major industry groups (accommodation and food services, transportation, retail and "other") saw revenues increase compared to the previous year. Revenues in the retail industry registered the largest advance (+5.2%), accounting for 28.2% of all tourism revenues.

For comparison, B.C.'s mining industry generated \$10 billion in revenue in 2011, up \$2 billion from 2010 (PricewaterhouseCoopers Annual Survey).

Tourism GDP:

The tourism industry contributed \$6.5 billion of added value to the BC economy, as measured through GDP (in 2002 constant dollars). While only a small increase of 1.2% over 2010, this is a significant increase of 23% since 2001. Tourism accounts for just over 4% of GDP in the provincial economy, and contributed more to GDP than each of the other primary resource industries. However, tourism growth slightly underperformed the provincial economy as a whole, which grew 2.9%.

Since 2000, provincial GDP has expanded by 29.6% and the GDP of all service-producing industries has fared even better, climbing 34.0%. Comparatively, GDP generated by the tourism sector has grown 22.8%, with tourism-related transportation increasing 16.6%, and accommodation & food services rising 20.4%.

In 2009, the sector posted its first decline (-3.6%) since 2002, when tourism contracted sharply following the 9/11 attacks. Recovery in the tourism sector in 2010 placed GDP just below (-0.29%) pre-recessionary levels. In 2011, GDP in the sector surpassed 2009 levels by 0.9%.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Tourism Export Revenue:

In 2011, tourism export revenue generated \$3.2 billion, 1.4% decline over 2010, and a 12% decline since 2001.

Tourism export revenue was similar to that of the mineral (\$3.5B) and agriculture & fish (\$2.5B) primary resource industries, but lower than that of forest products (\$10.0B) or energy products (\$10.1B).

Tourism Tax Revenues:

Tourism-related provincial tax revenue generated \$1.13 billion in 2011, an increase of 23% over 2010, and of 61% since 2001. This increase was due to the growth of the tourism industry and the implementation of the Harmonized Sales Tax (HST), in which more services became subject to sales tax.

Employment:

In 2011, there were 126,700 people were employed in tourism-related businesses, similar to 2010 (down 0.5%), and a 15% increase since 2001. Tourism provides a job for roughly 1 out of every 15 people employed in the province. Job losses were dispersed across key industries, with the exception of other tourism-related services, which had no change in employment. However, it should be noted that average weekly hours increased in every key component, suggesting there may have been a minor increase in the number of employees working full-time hours.

Since 2000, tourism sector employment has risen 23.7%, slightly faster than the provincial average (+22.2%). The number of people working in the province has increased 22.2% since 2000, primarily due to heightened employment in the service sector (+25.0%).

Wages and salaries

In 2011, the tourism industry paid \$4.4 billion in wages and salaries, similar to 2010 (down 0.7%), and a 30% increase since 2001. Average compensation in the tourism industry, in 2011 was \$34,538, essentially the same as in 2010 (down by 0.2%), but up 12% since 2001.

Minimum wages increased for the first time since 2001, which may have helped to offset the downward pressure on earnings from lower levels of employment throughout the sector in 2011.

The decline was driven by reduced earnings in the sector's two largest components, accommodation & food (-1.6%), and tourism-related transportation (-1.2%) services.

Visitor Entries

Total visitor entries to Canada through British Columbia fell 3.6% following a 10.4% increase in 2010.

As the Canadian dollar hovered around parity with the greenback, entries from the US declined 3.7%, with same-day visits (-4.5%), and overnight visits both contracting (-3.3%). Relative to 2000, the number of entries via the United States (overnight and same day) has dropped sharply (-34.6%), from 7.0 million to 4.6 million.

After several years of steady recovery (following 9/11 and SARS), entries originating from overseas were severely dampened in 2009 (-13.2%), due to global recessionary conditions, and widespread concern regarding the H1N1 epidemic.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Entries from overseas spiked (+9.1%) during the Olympic year (2010), but fell 3.3% in 2011, as entries from Europe (−10.1%) declined, and visits from the Asia-Pacific region (−0.6%) contracted slightly.

Over the period of 2009 to 2011, total entries increased 5.5%.

Gaining the Edge – Key Accomplishments To Date

Note: Destination BC was created during this time. This summary includes both Marketing and Policy items.

The key accomplishments list is included below and organized by the Gaining the Edge Theme Area. The top three accomplishments are:

1. Destination BC. Achieving industry buy-in and support for the new Crown Corporation, and enacting it through legislation.
2. Summer and Winter Campaigns. The “100 BC Moments” campaign and “Ski It o Believe It” campaigns were highly successful.
3. Securing New Air Access. During 2012/13 BC acquired new direct flights (e.g. Virgin Atlantic Airways service from London-Heathrow to Vancouver; Sichuan Airlines service from Chengdu, China to Vancouver; United Airlines service to Kelowna from Los Angeles) and increased service during tourism seasons (e.g. Air Canada non-stop services between Vancouver and Sydney, Australia over the peak December and January ski season; Air New Zealand non-stop service between Vancouver and Auckland, New Zealand from November to March ski season).

Area 1. Leadership through Partnership and Coordination

Destination British Columbia. Government collaborated with B.C.’s tourism industry to create a new industry-led, formula-funded Provincial Destination Marketing Organization (PDMO) called Destination British Columbia. Destination British Columbia is a legislated Crown, and was officially launched on April 1, 2013.

Marketing Partnerships. The marketing partnership programs continued to build on previous year’s successes. During 2012/13 there were:

- Community Tourism Opportunities program. Through partnerships with over 100 communities across B.C., the Community Tourism Opportunities program leveraged over \$1 million to support and promote local tourism initiatives.
- Experiences BC. 13 sectors involved in the Experiences BC program, which provides funding and support for sector marketing activities. This results in a \$760,000 provincial investment transforming into a \$1.52 million investment.
- Regional Destination Marketing Organizations. Investment of \$6 million annually across the Province through the six Regional Destination Marketing Organisations for partnership marketing activities, primarily targeting B.C., Alberta and Washington.

Aboriginal Tourism

- Aboriginal Tourism Association of BC (AtBC) “A Five-year Strategy for Aboriginal Cultural Tourism in British Columbia (The Next Phase: 2012 – 2017)” has been released and government continues to partner with AtBC. Government provided a contribution of \$1 million to AtBC in 2012/13, to further facilitate the development of Aboriginal cultural tourism.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Area 2. Focused Marketing

2012 Summer Campaign. Government launched the '100 BC Moments' summer marketing campaign in mid April 2012. This targeted key long haul North America markets. Three strategies were used to achieve this goal – inspire, connect and capture.

- Inspire: A 14-foot-high '100 BC Moments' vending machine in San Francisco in mid May connected B.C. to about 7,000 individuals, but the vending machine video also garnered over 129,000 YouTube views, attention from over 180,000 Twitter users and over 40 media stories, as far away as India, Germany and Japan.
- Connect: The 100BCMoments.com site featured travel ideas from around the province, generated over 1.13 million page views. Connecting consumers to tourism business throughout the province was also a key component of the campaign. Over the course of four months, the campaign generated over 98,000 page-views of trip ideas, 350,000 page-views of tourism business special offers and over 61,000 referrals directly to tourism business websites.
- Capture: As a complement to the campaign, the '100 BC Moments' contest generated an unprecedented 115,000 contest entries, half of whom registered for future contact through email.

2012 Winter Campaign The 2012/13 North America ski campaign was launched at the Toronto Ski, Snowboard and Travel Show, in early October 2012 with the theme of 'Ski It To Believe It'.

- The campaign was developed in collaboration with the Canada West Ski Areas Association (CWSAA), representing B.C.'s 13 destination ski resorts. The campaign website, www.skiittobelieveit.com, also included special offers and snow conditions. Visitors could sign up for an electronic version of the BC Ski Guide and enter a contest to win a \$15,000 ultimate ski vacation.
- The key target markets were Ontario, California, and Washington.
- Initial results demonstrate strong results. While industry information will take some time to capture, data shows consumer interest was strong: e.g. 100,980 website visits; 780,000 direct e-mails to consumers who want further information on campaigns; and 40,860 contest entries, representing the second best ski contest in the past eight years, after the Olympic ski campaign.

2013 Summer Campaign, Planning and production for the 2013 summer campaign took place in the final quarter of 2012/13 and will launch in mid April.

- The 100BC Moments campaign targeting Ontario and California has generated over 228k web visits and over 21k consumers have clicked through to BC tourism businesses from links in online campaign content.

Emerging Markets

- China: Investment and visitation from China was up in 2012. Marketing in China increased from \$1.1 million in 2011/12 to \$1.9 million in 2012/13, and correspondingly, visitation was up in 2012 by 18.2%.
- India: The 2012/13 strategy and tactical plans for India have been developed and co-op marketing campaigns with the Canadian Tourism Commission have been launched.

HelloBC.com HelloBC.com is the Province's consumer-facing website. The technology powering this website has been upgraded, and deployed on five international websites (UK, Germany, France, Australia and India). Also, third-party user-generated reviews have been added to the North America consumer website through Trip Advisor. HelloBC's Facebook page has been refreshed to increase fans in priority

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markets. As of June 2013, a 100k Facebook “likes” milestone was achieved; over 43k individuals follow the tourism account on Twitter.

Area 3. World-Class Visitor Experiences

Visitor Centres. There are 115 visitor centres located throughout all regions of the Province (107 community run centres, 6 Provincially run centres). These welcomed over 2.7 million visitors and 90% of visitors rated their experience as “very satisfied”, the highest rating.

Tourism Labour Market Strategy. Tourism businesses need employees. Developed in consultation with the Province, go2 (the tourism industry human resources association) developed and released the Tourism Labour Market Strategy (2012-2016), June 2012. The strategy includes recruitment campaigns and industry-specific training in rural and remote areas, providing advice to employers on how to access under-represented talent pools like Aboriginal People, youth, immigrants, older workers and people with disabilities. The strategy estimates there will be 44,220 new tourism and hospitality jobs by 2020 due to growth in the sector.

WorldHost. To provide world-class experiences, tourism businesses need talented and trained staff. WorldHost Training Services equip frontline staff with the skills required to provide service excellence. In 2012, WorldHost launched online training for the first time with two customer service courses: ‘Communication Tools for Service Professionals’ and ‘Customers with Disabilities’. WorldHost Training Services was also successfully licensed to the London Olympic Games Organizing Committee to train staff and volunteers ahead of the 2012 Summer Olympics.

British Columbia Magazine. British Columbia Magazine has over one million readers. The magazine was honoured for journalistic excellence in eight award categories at this year’s International Regional Magazine Association conference, including Silver for Travel Feature for ‘High Tide in Tofino’. In addition, the magazine was also awarded Best Photograph (Architectural, Landscape or Still Life) at the 30th Annual Western Magazine Awards for Bruce Kirkby’s Tatshenshini River photograph.

Area 4. Removing Barriers to Industry Sustainability and Competitiveness

Beyond the Border Action Plan. Provincial government agencies have worked closely with federal and state counterparts to improve the speed with which travellers can cross into B.C. This includes efforts to support actions in the Canada-U.S. ‘Beyond the Border Action Plan’ related to low-risk travellers, border wait times and visa processing.

Air Access.

- Aviation Strategy for B.C. In December 2012, B.C. launched its aviation strategy, Connecting with the World. While led by the Ministry of Transportation, Tourism was a key collaborator in the development of this strategy. Government is working to increase B.C.’s access to the world, especially Asia, and reduce the cost of air travel to British Columbia. For example, as of April of 2012 government eliminated the B.C. tax on jet-fuel, which is one component in increasing B.C.’s air competitiveness. B.C. continues to encourage the federal government to address Canada’s air competitiveness issues.
- Improved air access
 - Virgin Atlantic Airways launched its inaugural service from London-Heathrow to Vancouver in May.

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- Sichuan Airlines launched its inaugural service from Chengdu, China to Vancouver in June.
- Air Canada increased its daily, non-stop services between Vancouver and Sydney, Australia to ten flights per week over the peak December and January ski season.
- Air New Zealand increased its non-stop service between Vancouver and Auckland, New Zealand from November to March for the ski season.
- United Airlines launched a new direct service to Kelowna from Los Angeles in December.

Integrated Decision Making British Columbia continues to be seen as a global leader for sustainable and integrated decision making on the use of our natural resources. While we addressed numerous issues that have become barriers to sustainability and competitiveness, 2012 provided an opportunity to focus on land-based issues in partnership with Ministry of Forests, Lands and Natural Resource Operations, to better equip decision makers to incorporate the tourism values that create our global brand (*Super, Natural British Columbia*) into their statutory role in integrated decision making.

Family Day. Based largely on feedback from the tourism-industry and public advice, Government shifted the proposed date for Family Day. Originally proposed for the same date as the USA President's Day, many businesses already had high bookings. The new date enabled more opportunities for families to enjoy our tourism activities. Also, Government added Family Day content on HelloBC.com and provided story ideas and content to travel-media outlets.

Contact:

Ministry:

Executive Director Jennifer Davis Tourism Branch (250) 387 0130

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Gaining the Edge – Growing Tourism this Year

Revised: July 15, 2013

Issue: Activities under Gaining the Edge to Grow Tourism this Year

Recommended Response:

Tourism has a huge role to play in our vision of a strong tomorrow.

That's why we've set out an ambitious goal in our Gaining the Edge Strategy: to grow tourism revenues to \$18 billion by 2016.

We're proud of the steps we've already taken toward this goal, including the creation of Destination British Columbia, a new industry-led, formula-funded Crown corporation responsible for marketing B.C. around the world.

Moving forward, **the Ministry is focussing on:**

- Making B.C. even more business-friendly for our tourism businesses through streamlining the regulatory environment to support our flourishing small businesses, not bog them down in red-tape.
- Improved business certainty, so that entrepreneurs can invest in their businesses and increase their competitiveness in the global marketplace for tourism.
- Maintaining B.C.'s tourism brand *Super, British, Natural British Columbia*[®]; therefore we will be considering tourism interests in every natural resource decision government makes.
- Ensuring the tourism sector's labour market needs of tourism sector are addressed, such as ensuring the tourism trades are a key element of the province's 10 year skills training plan.
- Ensuring both our visitors, and our businesses, are cared for during emergency events through an Emergency Preparedness and Response strategy that takes the unique needs of tourists into consideration.
- And we will continue working with our Federal and US counterparts to ensure British Columbia's needs are accounted for in Federal decisions, particularly with improvements to our border crossings and air access to all of BC's airports.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Honourable Shirley Bond

Moving Forward – **Destination British Columbia** is focussing on:

- Long term strategic planning with the Tourism Marketing Committee, Tourism Regions and other key stakeholders.
- Supporting strategic planning in five remaining tourism regions and seeking alignment with provincial and community strategies.
- Making further improvements to the community Visitor Centre program.
- Identifying technology barriers to information access for visitors and improving access.
- Matching our products and markets to provide BC with the best competitive advantage.

Background/Status:

Growth Target: *Gaining the Edge* targets an increase in tourism revenues to \$18 billion by 2016. This would mean a 5% increase per year.

Fast Facts: Gaining the Edge:

Gaining the Edge (GTE) is Governments 5-year strategy for Tourism (2012 – 2016), a sector specific plan under the Jobs Plan. Tourism is one of the eight key sectors in the Jobs Plan. GTE is organized into four key focus areas. Activities noted below are organized by these areas. *Gaining the Edge* is the result of a long and inclusive consultation with industry.

- Over 1,300 tourism industry stakeholders participated in survey (August 2010)
- Industry workshops (2010)
- Industry participation on working groups (2010)
- Minister's Council on Tourism (2011)

Fast Facts: Tourism Sector Revenue and Jobs (2012/13)

- Tourism Revenues (2011 numbers):
 - **Revenue.** The tourism industry generated \$13.4 billion in revenue.
 - **Tax.** Tourism-related provincial tax revenue generated \$1.13 billion.
 - **Export.** The industry generated \$3.2 billion. Tourism export revenue was similar to that of the mineral (\$3.5B) and agriculture & fish (\$2.5B) primary resource industries but lower than that of forest products (\$10.0B) or energy products (\$10.1B).
 - **GDP.** The tourism industry contributed \$6.5 billion of added value to the BC economy, as measured through GDP (in 2002 constant dollars).
- Tourism Employment:
 - 126,700 people were employed in tourism-related businesses - a job for roughly 1 out of every

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- 15 people employed in the province.
- Since 2000, tourism sector employment has risen 23.7%, slightly faster than the provincial average (+22.2%).
- Over 18,000 businesses are tourism-related, and approximately 16,000 of these are small businesses.

Gaining the Edge Area 1: Leadership through Partnership and Coordination

MINISTRY FOCUS:

Destination British Columbia. Support Destination BC's launch by developing the formula-funding model, and ensuring Ministerial "shareholder-oversight" needs are adequately met.

Enhanced Accountability Framework for the Municipal and Regional District Hotel Room Tax (formerly the Additional Hotel Room Tax). This will better service communities that access this revenue source (currently approx 50 communities) by eliminating conflict between the hoteliers (whose clients create the fund) and the local government by aligning use of the funds with agreed-upon development plans and improved ROI.

Aboriginal Entrepreneurs in Tourism. Aboriginal tourism is not only "cultural tourism," but many tourism owners and operators also happen to be First Nations Peoples. We continue to work with the Aboriginal Tourism Association of BC (AtBC) but also a variety of First Nations entrepreneurs and communities, to ensure they have access to the resources available to all entrepreneurs. We will increase attention on areas of the province that have been identified as having a high potential for tourism, such as the Great Bear Rainforest, and are seeing growth in Aboriginal owned or operated tourism businesses.

Nature-based Tourism – reduction in administration delays – Many tourism-base businesses require authorizations tenured under the MFLNRO. While regulatory harmonization is underway, we want to see continued improvements in the tourism-related tenures, specifically related to back-logged adjudications.

Modernizing BC's Liquor System: Becoming more flexible with our liquor policies will support tourism businesses providing a competitive experience compared to other global jurisdictions, and enhance visitor's experiences. We will partner with other ministries to achieve this.

DESTINATION BC FOCUS:

Complete the market driven regime to.

- Hire a permanent CEO
- Establishing a Tourism Marketing Committee.

Coordinate marketing roles and responsibilities to reduce overlap and enhance impact

- Engage in long term strategic planning with Board, Tourism Marketing Committee, Tourism Regions and other key stakeholders

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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- Support strategic planning in five remaining tourism regions and seek alignment with provincial and community strategies

Gaining the Edge Area 2. Focused Marketing

MINISTRY FOCUS: (Focussed marketing is the primary domain of Destination BC)

Support for Destination BC key-products. Destination BC is accountable for marketing activities. The Ministry will focus attention on those sectors that are being marketed by Destination BC, ensuring the policy issues pertaining to competitiveness and sustainability are being addressed.

Support for all BC tourism sectors. The Ministry will also focus work with the sectors that are emerging, but not yet ready for marketing activities; e.g., 16 of BC's 50 sectors already participate in the Destination BC's Experiences BC program, but the Ministry monitors and deal with issues of competitiveness and sustainability for all of BC's tourism sectors.

DESTINATION BC FOCUS:

Product-Market Match. Visitors' interest are diverse - no single product dominates. Also, no one market dominates. We do comprehensive Product-Market Matching to ensure our focus is on the best combinations for BC.

Products: Current key products for BC:

- Touring vacations
- City experiences
- Outdoor adventure/ eco-tourism
- Skiing/snowboarding
- Aboriginal tourism
- Conventions

Regionally important products, such as golfing, wine and cuisine, fishing and hunting among others, will be promoted primarily by regional and product sector organizations.

Markets: Current Key Markets:

Provincially Led:

- Priority Markets: Ontario, California, Germany, United Kingdom; Japan, South Korea, Australia
- Emerging Markets: China, India, Mexico

Regionally led:

- High visitor volume : British Columbia residents
- High repeat visitation: Washington, Alberta

Additional key Activities:

-
- *Super, Natural British Columbia*® brand refresh – spring 2014
- Enabling mobile delivery of Hellobc.com websites (August 2013)
- Expanding social media activities

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- Board and Tourism Marketing Committee planning will result in additional activities

BACKGROUND:

Products: We have selected high-value products where B.C. has a competitive advantage that will motivate people to choose B.C. Over 50 products were evaluated against the following criteria:

- Currently important to B. C.'s tourism industry;
- Primary motivators for visitors to choose B.C.;
- Long term growth potential, and
- Barriers to growth can be addressed

We will utilize cost-effective tools such as online channels, social media and mobile devices in its marketing to enable consumers to easily access the full spectrum of B.C.'s tourism offerings.

Markets: We also evaluate over 40 markets based on:

- Current importance to BC tourism industry (revenue and visitation)
- The types of BC tourism products in demand by consumers in these markets
- Growth potential
- Whether barriers to growth can be addressed
- Jobs Plan priorities

Gaining the Edge Area 3. World-Class Visitor Experiences

MINISTRY FOCUS:

Tourism Emergency Preparedness Strategy. The strategy will address three critical areas to ensure:

- Tourists are safe and cared for when involved in an emergency event;
- The Province effectively supports tourists and tourism businesses before, during and after an emergency event;
- The Tourism industry is better equipped to deal with emergency situations and to recover quickly.

The Ministry has partnered with Emergency Management BC on this project. To date, we have completed a SWOT analysis and this year we will develop the plan, pilot it and review for potential deployment across BC.

Labour Market – Tourism Trades. The *Jobs Plan* outlines the goal of elevating the profile of trades careers, through dedicated initiatives. Tourism trades, such as the culinary arts, are in high demand. Additionally, the tourism sector is often hit earlier than other sectors with labour shortages. We will ensure the tourism trades are a key element of the provincial 10 year skills training plan.

Visitor Center and Rest-stop Upgrades. Road travel is a key element of tourism in BC, and as such our infrastructure needs to meet the client's needs and provide contemporary service in keeping with our global reputation as a safe and sophisticated destination with an awe-inspiring natural environment. We will partner with the Ministry of Transportation and Destination BC to deliver on this commitment.

DESTINATION BC FOCUS:

Estimates Note Advice to the Minister

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- Review community Visitor Centre funding program to identify opportunities and challenges (platform commitment to increase funding)
- Identify technology barriers to information access for visitors and work to improve access

Gaining the Edge Area 4. Removing Barriers to Industry Sustainability and Competitiveness

MINISTRY FOCUS:

Borders. This year we will work to deliver the *Beyond the Border* action plan initiatives in a manner that supports British Columbia's needs. This includes a focus on opportunities for pre-clearance of tourists at key access points to BC and expansion of passenger pre-clearance and trusted traveller programs at air, marine and land borders. This includes promoting ways to increase usage of the Enhanced Drivers License and Nexus programs.

Air Access/Competitiveness: This year, we will work with the federal government to establish and/or expand air service agreements and address other international air access impediments (including costs) with BC's key existing and emerging tourism markets (India, China, Mexico).

- We will also review the opportunities for more direct flights to all of BC's airports.
- Acknowledging that YVR is an important hub, there are also growing opportunities for flights to other airports (e.g., recent new flights direct from LA to Kelowna, and from Calgary to Nanaimo).

DESTINATION BC FOCUS:

The Ministry leads the majority of activities under this theme.

Contact:

Ministry:

Executive Director Jennifer Davis Tourism Branch (250) 387 0130

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: Municipal and Regional District Hotel Room Tax

Revised: July 12, 2013

Issue: Enhanced accountability in the use of Municipal and Regional District
Hotel Room Tax funds.

Recommended Response:

- Through the Municipal and Regional District Tax (MRDT) an “up to two percent tax” can be placed on the purchase of accommodation. These funds are then returned to the respective community for marketing purposes. The money does not go to General Revenue.
- The Municipal and Regional District Hotel Room Tax benefits about 50 communities participating in the program across BC.
- Cabinet directed the development of an Accountability Framework. This was supported at the 2010 Union of British Columbia Municipalities (UBCM) convention.
- Interim guidelines are in place. Government is working to finalize updated guidelines for the MRDT. They include updated criteria for better coordination of marketing spending, common accountability and performance measures and proactive program review procedures.
- An enhanced accountability framework will improve investment alignment, and allow activities to be leveraged with each other – simply put, making sure our investments are coordinated and complimentary.

Background/Status:

- In 2012/13, 52 municipalities, regional districts and other entities collected \$27,769,055 under the MRDT.
- Through the MRDT (formerly called the Additional Hotel Room Tax (AHRT)), a tax up to two percent can be placed on the purchase of accommodation.
 - Calling this a tax is not completely accurate. The funds are drawn from the hoteliers, routed through the provincial government and then returned to the respective community for marketing purposes. The money does not go to General Revenue.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

- The MRDT is currently collected by about 50 communities. The tax is administered by the Province and imposed by regulation on behalf of communities where they receive support of 51 per cent of the local accommodation providers, with 51 per cent of the units, and meet all other requirements for the program.
- Policy direction for this program is provided through the JTST Tourism Branch. Decisions on changes that impact tax policy require Ministry of Finance support. The community support for the program, is provided by Destination British Columbia's Partnership Programs.
- There is currently little accountability on the entities receiving the MRDT to demonstrate effective use of the funds. Accountability is linked to a 5 year renewal, which requires the hoteliers to vote to document their support (or not). There are 7 communities which are grandfathered out of this voting mechanism, therefore continue the program in perpetuity.
- These communities are: Vancouver, Victoria, Whistler, Oak Bay, Prince Rupert, Saanich and Smithers
- In 2010, Cabinet directed the development of a new Accountability Framework. This was supported at the 2010 Union of British Columbia Municipalities (UBCM) convention.
 - Work in 2010/11 focused on establishing the Provincial Tourism Strategy, *Gaining the Edge*.
 - The accountability framework is to include the following components:
 - updated criteria for better coordination of marketing spending;
 - common accountability and performance measures; and
 - proactive program review, compliance and enforcement.
- Working is proceeding to finalize guidelines for the MRDT:
 - stakeholders will be consulted; and
 - process will be clear and streamlined to allow for improved business certainty.

Contact:

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2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: Provincial Sales Tax (PST) Impacts and Issues in Tourism

Revised: June 21, 2013

Issue: Summary of impacts and issues resulting from return to PST.

Recommended Response:

- **General:** As with other businesses, the transition to the PST has generally gone smoothly for tourism businesses.
- **Hotels:** Through the PST, hotels no longer need to report separately on hotel tax revenue –the new process simplifies and reduces administration.
- **Restaurants:** Since the return to PST, there is no provincial tax on food, although alcoholic beverages are subject to tax.
- **Destination BC:** The *Destination BC Corp. Act* established Destination BC as a statutory crown corporation. The legislation establishes that the funding for the corporation will be based on a portion of PST activity. A formula for funding will be established by March 31, 2014.

Background/Status:

- Tourism BC, the former tourism Crown corporation, was funded through a portion of hotel room tax. At that time the Hotel Room Tax Act (HRTA) existed to facilitate this.
- The Hotel Room Tax was reinstated with the re-introduction of the PST. However, it is now covered in the *Provincial Sales Tax Act* (PSTA) instead of the HRTA. The PSTA does not require hotels to separately report hotel tax revenue – this is part of the streamlining. This is because the new PSTA simplifies and reduces administration and compliance costs for tourism sector businesses – a specific commitment of government with the return to the PST.
- Restaurants and the food service industry were the tourism sectors most strongly impacted by introduction of the Harmonized Sales Tax (HST), which introduced higher sales tax on all food and beverage purchases. Industry spokespersons suggest the HST cost the food and beverage sector about \$1.5 million in lost sales, and curtailed growth in the sector to about one-tenth the national average. Since the return to PST, there is no provincial tax on food, although alcoholic beverages are subject to tax.

2013/2014 Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: Tourism Vancouver and the Tourism Industry Contribution
Agreement Repayment

Revised: June 21, 2013

Issue: s13, s17
s13 ourism
Industry Contribution Agreement repayment.

Recommended Response:

- Tourism Vancouver (TVan) is a valued partner; it is the city-based destination marketing organization for British Columbia's largest metropolitan area and significant gateway destination.
- The Tourism Industry Contribution Agreement (TICA) sets out a repayment schedule for the \$90 million advanced by the Province to TVan to finance their investment in the Vancouver Convention Centre.
- The TICA also committed government to establish the *Vancouver Tourism Levy Enabling Act* (Act), which was enacted in 2004. The levy was intended to provide a supplementary source of tourism funding in support of the TICA payments. Despite attempts, TVan has been unable to negotiate any business-to-business levies (as enabled under current legislation) and sees no prospect for successful implementation in the future.
- This summer, Ministry staff will be looking at other options that could resolve the issue without impacting TVan's operating budget for their core marketing mandate.
- Ultimately, the Minister of Finance will need to support any changes in tax policy that are made as a result of the staff review.

Background/Status:

- **TVAN:** TVan is a key contributor in facilitating the \$5.6 billion dollar tourism economy in Vancouver. Vancouver is a significant gateway destination, facilitating tourism across B.C. Additionally, Vancouver is the volume-leader in the province in generating tourism revenue.
 - TVan is a non-profit business, established in 1903. The association represents over 1,000 members and is governed through a Board of Directors.

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Small Business

- **2003 TICA:** In October 2003, the Province and TVan entered into the TICA, which sets out a repayment schedule for the \$90 million advanced by the Province to TVan to finance TVan's investment in the Vancouver Convention Centre.
 - The TICA provided for the contribution to be repaid by means of a gradually increasing share of Tourism Vancouver's 2% Municipal and Regional District Hotel Room Tax (MRDT).
- **2004 Levy Act:** The TICA also committed government to establish the *Vancouver Tourism Levy Enabling Act* (Act), which was enacted in 2004.
 - The Act provides a framework for TVan to negotiate levies with various tourism sectors. The levy was intended to provide a supplementary source of tourism marketing funding for TVan, separate from the 2% MRDT.

s13, s17

- **2007 TICA Waiver Agreement:** Due to TICA repayment challenges, TVan and the Province entered into a TICA Waiver Agreement in 2007, and set out a new repayment schedule. This schedule deferred the official start from 2004 to 2008.

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s13, s17

- **2013 - One-year grant:** At the end of fiscal year 2012/13, JTST provided a 3.255 million grant to TVan to support its operations in 2013/14.

s13, s17

s13, s17

s13, s17

Contact:

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Upgrading visitor centres and roadside rest stops.

Revised: June 21, 2013

Issue: Platform commitment to invest \$3 million/year beginning in 2015/16 to upgrade rest stops and visitor centres.

Recommended Response:

- Our government is committed to providing travellers and tourists with great information and pleasant places to stop and rest on their journey.
- There are about 170 roadside rest stops and 107 visitor centres in B.C.
- Some of these are in new and/or excellent condition, and some require upgrading and refreshing.
- My Ministry will partner with Destination British Columbia to address the needs of visitors in communities across this province.
- My Ministry will work with the Ministry of Transportation and Infrastructure to upgrade roadside rest stops around the province.
- The timing and specifics of these upgrading programs will be determined in the coming year as we assess the needs.

Background/Status:

Rest Stops:

- There are about 170 roadside rest stops in British Columbia.
- The criteria for the roadside rest stop upgrade program will be developed between our Ministry and the Ministry of Transportation and Infrastructure.

Visitor Centres:

- There are about 107 visitor centres in the province, not including the six provincial centres: Vancouver Airport, Merritt, Osoyoos, Golden, Peace Arch and Mount Robson.
- Identified by their distinctive, blue-and-yellow logo, visitor centres provide a wide range of visitor services, including professional visitor counseling, helpful travel information and literature, and accommodation reservations. Visitor centres specialize in community information and provincial itinerary planning and their service is friendly and personalized.

2013/2014 Estimates Note Advice to the Minister

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Minister Responsible: Honourable Shirley Bond

- To complement the visitor centre network, many small communities operate seasonal tourist information booths. These operations do not sport the visitor centre logo. Local community information can be obtained during regular business hours throughout the summer.
- The criteria for the visitor centre upgrade program will be developed between our Ministry and Destination British Columbia.
- Communities would benefit from a program that allows them to self-identify their visitor servicing needs. In some cases this might entail upgrading their technology solutions.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Wood Innovation and Design Centre

Revised: June 25, 2013

Issue: Wood Innovation and Design Centre status update

Recommended Response:

- The Wood Innovation and Design Centre (WIDC) is a provincial priority and is funded through provincial resources. The total cost of the project is \$32.24 million and the Design-Build Agreement is \$25.1 million. The balance of the funds are for UNBC equipment, project procurement and implementation costs and the project reserve.
- WIDC, which will be North America's tallest contemporary wood building, will bring together professionals such as builders, architects, designers and engineers to further advance the province's Wood First agenda.
- Through an extensive procurement process, PCL Constructors Westcoast Inc., was selected as the preferred Design-Build team to deliver WIDC.
- Construction of the project is currently underway in downtown Prince George, is on schedule and on budget, and the building will be ready for occupancy as promised no later than November 2014.

Background/Status:

- In September 2011, the Province issued a Request for Expression of Interest (REOI) to solicit input from the design and construction industries on the project's design, construction and procurement attributes. Thirty-four companies (B.C. and international) responded to that REOI.
- In April 2012, the Province issued a Request for Qualifications (RFQ), which closed in June 2012 and received seven responses.
- Through the RFQ, three teams were shortlisted – Maple Reinders/Cree, WIC Design + Build, and PCL Westcoast Constructors 1057 Inc.
- In September 2012, the Request for Proposals (RFP) was issued to these three proponents, with a commitment that an appendix with evaluation criteria and weighting would follow shortly.
- In October 2012, an appendix was added to the RFP. The appendix outlined the Province's evaluation criteria, including a detailed description of the scored

Advice to the Minister

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Minister Responsible: Honourable Shirley Bond

elements – innovation, aesthetics, and the extent to which the proposal includes private sector provision of additional building area (beyond base scope).

- The evaluation criteria were designed to increase the overall net-benefit of the \$25.1 million provided by government by having a building that would incorporate additional size to the base WIDC component in order to increase the iconic status of the development.
- The RFP was originally slated to close on December 29, with the successful proponent being announced in January 2013, and with construction expected to begin in February 2013 and completed by the end of 2014.
- On November 23, 2012, the province temporarily suspended the procurement process to assess whether it wants to continue with the private sector component of the project as a result of complaints and allegations received by the project fairness advisor from Commonwealth Properties, which holds lands adjacent to the WIDC site.
- On December 14, 2012, the temporary suspension was lifted and the private sector component of the RFP was removed.
- An independent Fairness Advisor (Jane Shackell of Miller Thomson LLP) was appointed to monitor the entire competitive selection process. The Fairness Advisor was provided full access to all documents, meetings and information related to the evaluation processes under the RFP, and has prepared a public document regarding her opinion of fairness of the process.
- As it relates to the procurement process in its entirety, Ms. Shackell indicated that she was “satisfied the evaluation of submittals for WIDC has been completed fairly and in accordance with the RFP and the Evaluation Manual...” and has “...no concerns for the attention of the Project Board.”
- The total project cost for WIDC is \$32.24 million which includes:
 - Design-Build agreement of \$25.1 million
 - UNBC equipment costs of \$2.7 million
 - Procurement & implementation costs of \$2.89 million
 - Project reserve costs of \$1.55 million
- As the Design-Build team is now in place, the final design of WIDC utilizes is 100 per cent wood for the primary structure and is expected to showcase British Columbia’s expertise and global reputation as a leader in wood construction and design and engineered wood products.
- The preferred proponent team proposed a design that effectively uses a full complement of wood from all corners of British Columbia, including Douglas Fir,

2013/2014 Estimates Note

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
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cedar, hemlock, pine and spruce. Engineered wood products used in the design, such as glulam columns and beams, cross-laminated timber (CLT) and laminated veneer lumber, are produced in B.C.

- The design is flexible and cost-effective to enhance repeatability and it is expected to expand the market potential for B.C. wood products, both structurally and as a finishing material.
 - The WIDC building will house wood-related research facilities and classes with the University of Northern British Columbia, as well as office space for industry and potentially provincial use.
 - Next steps in project schedule:
 - Foundation pour: July 10, 2013
 - Wood structure commence: September 16, 2013
 - Wood structure complete: November 15, 2013
 - Building envelope complete: January 7, 2013
 - Substantial completion:
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- When it's complete, the WIDC will stand 27.5 metres (or 90 feet) tall, making it North America's tallest contemporary wood structure.

Contact:

Executive	Trish Sterloff	Small Business Branch,	250-952-6268
Project Director		Tourism & Small	
		Business Division	

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Naomi Yamamoto, Minister of State for Tourism and Small
Business

Title: Increasing Small Business Government Procurement by 20
Per Cent

Revised: July 5, 2013

Issue: Status of Increasing Small Business Government Procurement by 20

Recommended Response:

- In FY 13/14, funding for this initiative will be covered within the existing Small Business Plan budget. Government has a tight fiscal plan, and we will find funds through a thoughtful review of each program and savings from cut backs to discretionary spending (e.g. travel, salary savings).
- The incremental cost of this program will be small – largely travel for the assigned senior official to consult with small businesses.
- Responding to and securing provincial government procurement opportunities were raised as key issues and areas for improvement during the B.C. Small Business Accord consultations and Forum.
- In March 2013, government announced its intention to appoint a senior official, tasked with examining current challenges around government procurement, and providing recommendations for implementation.
- We are in the process of making that appointment to meet our commitment to “work to establish a minimum 20 percent increase in small business procurement from government”.
- Planning for this commitment is under way, including the determination of a procurement baseline to ensure measurable outcomes are achieved, and identification of policy and process changes that can be made to encourage small businesses to compete.

Background/Status:

- Responding to and securing provincial government procurement opportunities were raised as key issues and areas for improvement during the B.C. Small Business Accord consultations and Forum.

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Business

- Small business owners (fewer than 50 employees) indicate that they face significant barriers in accessing government competitive procurement opportunities: complexity of government procurement processes, price driven selection, lack of resources and expertise, and an inability to compete against the economies of scale available to larger businesses.
- In March 2013, government announced its intention to appoint a senior official, tasked with examining current challenges around government procurement by consulting with small businesses and providing recommendations to government within six months.
- A senior official will be appointed in August 2013. The Small Business Branch (SBB) will provide logistical support to the senior official during the consultation process.
- Planning for this commitment is under way. A focus group of procurement professionals throughout government will be meeting in July 2013 to establish a process to determine a procurement baseline to ensure we can measure outcomes over time.
- SBB will also work with Procurement Services in the Ministry of Technology, Innovation and Citizens' Services in developing a two page Request for Proposals process and help create opportunities to build awareness among the small business community.
- No budget has been assigned yet for this initiative, as costs are seen to be insignificant (largely travel for consultations; internal policy work) and can be absorbed by the SBB as ongoing operations.
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Contact:

A/Executive Jordan Bennett Small Business Branch (250) 356-8783
Director

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training
Minister Responsible: Hon. Naomi Yamamoto, Minister of State for Tourism and Small Business

Title: Establishment of a Premier's Small Business of the Year Award

Revised: July 5, 2013

Issue: Status of the Premier's Small Business of the Year Award

Recommended Response:

- In FY 13/14, funding for this initiative will be covered within the existing Small Business Branch budget. Government has a tight fiscal plan and we will find funds through a thoughtful review of each program, and savings from cut backs to discretionary spending (e.g. travel, salary savings).
- The incremental cost of this commitment is estimated at approximately \$50,000 annually – for planning, implementation, event hosting and awards.
- The Premier's Small Business of the Year Award will identify companies leading the way in their communities, industries and the economy.
- Award winners will be selected with support from the Canadian Federation of Independent Businesses (CFIB) and other small businesses.
- Project planning is underway, including a jurisdictional scan to ensure no duplication of similar awards or overlap in timing, program design and identification of potential award panel members.
- We look forward to launching the first of these awards later this year, and will continue to support small business as a key to job creation and an economic driver in this province.

Background/Status:

- Launching a Premier's Small Business of the Year Award (Award) with selection support from CFIB and other small businesses, is a platform commitment.
- The Award will recognize and celebrate small business owners and highlight their vital role in developing both the economic and social contributions that they make to our communities and province.
- The Award winners will be selected with the support of the Canadian Federation of Independent Business, small businesses and other business associations. This award will be designed to align with the Small Business Roundtable's "Open for Business" awards to local governments that demonstrate they are operating within the spirit of the Small Business Accord.

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Minister Responsible: Hon. Naomi Yamamoto, Minister of State for Tourism and Small Business

- There are currently a number of small business awards offered by organizations and local governments. The design of a provincial award should take into consideration the variety of awards available so as not to duplicate, overshadow or compete with other awards.
- A jurisdictional scan is underway to ensure no duplication of similar awards or overlap in timing.
- Work is underway on program design, identification of potential panel members, and the award selection process.
- Timing for announcement of the award will be determined as part of the program design and through consultations with key stakeholders.
- No budget has been allocated yet for this initiative. Funding to support the awards and events are estimated at approximately \$50,000 annually for planning, implementation, event hosting and awards and will be covered within the Small Business Branch budget for this fiscal year through savings.

Contact:

A/Executive Director Jordan Bennett Small Business Branch (250) 356-8783

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

Title: Establishment of a Premier's Women's Economic Advisory
Council

Revised: July 5, 2013

Issue: Status of the Premier's Women's Economic Advisory Council

Recommended Response:

- In FY 13/14, funding for this initiative will be covered within the existing Tourism and Small Business Division budget. Government has a tight fiscal plan, and we will find funds through a thoughtful review of each program, and savings from cut backs to discretionary spending (e.g. travel, salary savings).
- The incremental cost of this initiative is estimated at approximately \$150,000 per year – to cover operations and governance of the Council.
- Creation of a Premier's Women's Economic Advisory Council will provide a forum for women to provide input, advice and recommendations to government to continue to improve the business environment for women in B.C.
- Design and planning for the establishment of the Council is currently underway. The Council will be positioned to provide strategic advice to the Premier (and government) on the expedited Jobs Plan, to ensure that activities are aligned with the economic and business needs of women in B.C.
- The Council will meet on a regular basis. It is anticipated that a formal report will be provided to government annually.

Background/Status:

- Creation of a Premier's Women's Economic Advisory Council (Council) will provide a forum for women to provide input, advice and recommendations to government to continue to improve the business environment for women in B.C.
- Policy considerations have yet to be fully examined, but the Council aligns with government's \$25,000 sponsorship of the International Women's Forum being held in Vancouver in the Fall of 2013.
- The Council will be positioned to provide strategic advice to the Premier (and government) on the expedited Jobs Plan, to ensure that activities are aligned with the economic and business needs of women in B.C., and also to provide recommendations to further the efforts of government in producing economic activities that promote economic growth in the province and jobs.

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Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Honourable Naomi Yamamoto, Minister of State for Tourism and
Small Business

- Once established, the Council will meet on a regular basis and provide advice on topical issues that are facing British Columbians. It is anticipated that a formal Report will be provided to government annually.
- A project charter is currently under development and will include development of draft nomination criteria, scan of influential women in B.C. (potential appointments), and a proposed governance and reporting structure.
- Target is to have the Council appointed in November, 2013.
- No budget has been allocated yet for this initiative. Estimated costs of approximately \$150,000 annually, to support Council operations and meetings, creation and printing of reports, cross-government coordination.

Contact:

A/Executive Director	Jordan Bennett	Small Business Branch	(250) 356-8783
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Times of India Film Awards 2013

Revised: July 10, 2013

Issue: Times of India Film Awards

Recommended Response:

- We identified India as a key market in The BC Jobs Plan over a year ago, and our work to take advantage of their rapidly growing middle class is just beginning.
- Our outreach strategy will open new doors in growing markets in India so that we can create jobs at home.
- Hosting the Times of India Film Awards (TOIFA) show was one piece of that strategy - a once-in-a-generation economic opportunity for British Columbia – and one that our government was not prepared to let pass us by.
- The millions injected into our economy as a direct, and indirect, result of TOIFA make hosting the awards well worth the investment, but it's just a start.
- TOIFA is a catalyst for building awareness of B.C. to Indian businesses, deepening relationships and kick-starting enhanced trade activities.
- While we've had success building initial, high-level relationships, we need help in telling average Indian businesses and travellers what B.C. has to offer.
- The Times Group is estimating a total, global audience of 60 million viewers for their first broadcast of the TOIFA show.
- During the 5 hour broadcast, B.C.'s promotional material received 35 minutes of air time.
- The Times Group is planning up to eleven further re-broadcasts across their network, ultimately reaching approximately 400 million people.
- With their extraordinary reach across the Indian diaspora, the Times Group is uniquely positioned to help British Columbia access that audience.
- In 2011, the Premier committed to bidding on the 2013 IIFA (International Indian Film Academy awards), however, B.C. was not ultimately selected.
- Wizcraft was asking for much more than we had budgeted and our initial bid was not accepted and there was no counter-proposal from Wizcraft.
- The Province's bid did not require that Wizcraft move the date of IIFA to April.

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Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Our bid was monetary only.

- Times Group approached us about a month after our discussions with Wizcraft had stalled with a much better proposal that included extensive, guaranteed media coverage in India and pre and post awards activities.
- In their initial presentation to the Province, Times Group preferred a late March or early April awards presentation date.
- In this case, we were able to negotiate a mutually-agreeable amount with Times Group, one that aligned with the value we would receive from media coverage as well as from direct spending in B.C. during the event.
- No provincial politicians were provided with free passes to the TOIFA awards gala. All politicians in attendance had purchased their own tickets.

Background/Status:

The total funding committed for the event was \$11 million: \$9.5 million to Times of India for production costs and an additional \$1.5 million for promotional activities (Global Business Forum, B.C. opening act, advertising and promotion of the event in B.C., 30 second tourism commercial and resourcing for B.C. project team). These amounts are set and cannot increase.

Economic Impact: Preliminary estimates of immediate economic impact provided by The Times Group include: more than 6000 direct and indirect employees hired in British Columbia to stage TOIFA events, more than 25 local corporations contracted to provide services to the Times of India Group in British Columbia (including security, ground transportation, media relations, catering, technical support, logistics, printing) and 3000 hotel room nights booked by the Times Group in Vancouver for TOIFA. Over \$9 million was spent in British Columbia to produce and deliver the awards show and related activities.

Media Value: Media coverage in India guaranteed by the Times Group as part of the TOIFA contract total \$3.1 million. Coverage of the event earned in media outlets outside the Times Group network was approximately \$4.5 million.

TOIFA Vancouver 2013 was telecast worldwide on Sony Entertainment Television, and in North America on the Asian Television Network (ATN) on June 16, 2013. The 5 hour program included 35 minute of promotional material on Vancouver and British Columbia. The estimated media value in India and internationally for the original and 11 repeat telecasts is approximately \$10 million.

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Viewership: While the BC government has yet to receive a final report from the Times Group, we were able to obtain the following audience data from them:

- The number of people who watched the Sony telecast on the 16th of June stands at 32 million.
- Also, the show was telecast around the world, and we estimate that the show was watched by around 20 million South Asian diaspora (as we don't get the exact data on this).
- In addition, Sony also simulcast the TOIFA show on Sonyliv, their internet arm, which had a viewership of 8 million.
- So, as per Times Group estimates the numbers for the original telecast stand at 60 million.

These are only the numbers from the first telecast. Sony will be running the show several times through the year (a maximum of 11 more times) and the Times Group estimates they should ultimately have audience numbers close to the 400 million mark.

As part of the TOIFA contract, a travelogue television program (2 episodes) about Vancouver was aired in India on June 29 and 30, 2013, and repeated on June 30 and July 1, 2013. Viewership data for these broadcasts is unavailable at this time.

Bennett, Coleman and Co Ltd, or known as *The Times of India Group* is the largest mass media company in India with businesses in newspaper, magazines, television stations, radio stations, and on the internet. It is estimated their products reach 90 million people per day. *Times of India Group* is the 50 year producer of the *Filmfare Awards* – the true “Oscars” of India.

Wizcraft (IIFA): During her Jobs and Trade Mission to India in November 2011, Premier Christy Clark announced that the B.C. government was bidding on IIFA's 2013 event.

The B.C. government submitted a bid to IIFA organizer Wizcraft.

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In May, 2012, Wizcraft responded that the bid was not accepted. They did not make a counter-proposal. They told JTST staff that they would require the Province to provide \$15 million for the awards,

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The Province did not submit a second bid and negotiations stalled. A change of date was not part of the negotiations.

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In June, 2013, The Times Group approached the Province with a proposal to host a Awards event in Vancouver. The Times Group proposed to use the film awards event to promote tourism in B.C. and leverage trade and investment activities from India. Unlike the Wizcraft event, the Times Group's proposal included multiple events over several months and guaranteed extensive media coverage in India.

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TOIFA Tickets: No complimentary tickets for the TOIFA awards gala were offered to or accepted by B.C. provincial politicians.

Floor seats normally set aside for the use of BC Pavilion Corporation were offered to B.C. business representatives who would benefit from the opportunity to meet officials attending from India. The list was developed by non-partisan public servants working in the Ministry of Jobs, Tourism and Skills Training's Trade and Investment Division. They chose representatives from B.C. companies who were known to have an interest in expanding or developing new markets in India.

The BC Pavilion Corporation's reserved suite at BC Place was set aside to ensure local media had an opportunity to report on the Awards event.

Contact:

Executive Director	Vera Sit	Economic Development Division	(250) 387-6061
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

Title: Tourism Accommodation Assessment Relief Act

Revised: July 12, 2013

Issue: Modernizing the Tourism Accommodation Assessment Relief Act

Recommended Response:

- Ministry of CSCD (Community, Sport and Cultural Development) is responsible for TAARA (Tourism Accommodation Assessment Relief Act).
- The TARRA provides an exemption on property taxes for rural tourism resorts/properties based on a formula. Specific concerns have been raised about the exemption levels for unincorporated areas/
- I recognize that this is a very important issue for many small tourism businesses and we have committed to modernizing this Act in response to concerns raised.
- Many of these properties are small enterprises and their business may be seasonal in nature, thus giving them limited time to earn revenue. Property taxes therefore constitute a significant portion of their overall operating cost.
- My staff are engaged in discussions with the Ministry of CSCD and Finance to develop a joint recommendation to government for consideration.

Background/Status:

- Property taxes are having an impact on rural tourism resorts. Assessments for tourist accommodation properties determine “highest and best use” through a market value assessment. Due to the rising housing market, this assessment often deems the highest market value as “residential.”
- The Tourist Accommodation (Assessment Relief) Act (TAARA) was enacted in 1988 and provides an exemption on property taxes using a formula - Up to \$150,000 or 50 percent of the assessed value for tourism properties valued up to \$2 million, at which point the exemption is reduced and eventually phased out for properties valued over \$3 million.
- Since the enactment of TAARA, average property taxes increased (54% between 2001 and 2005).
- The Union of BC Municipalities adopted a resolution in September 2012 to ask government to amend TAARA for unincorporated areas. They generally

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Honourable Shirley Bond

proposed to provide an exemption of up to \$500,000 (currently \$150,000) for properties valued up to \$4 million (currently \$2m).

Contact:

Executive Director	Jennifer Davis	Tourism Branch	(250) 387 0130
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Agricultural Sector Compliance

Revised: June 10, 2013

Issue: In 2007, a van accident killed 3 agricultural farm workers. In the wake of this event, the Minister of Labour announced changes to better protect farm workers.

Recommended Response:

- As a government, we are committed to protecting the health and safety of farm workers and ensuring that vehicle safety is enforced.
- Since the tragic van accident in 2007, we changed the laws to require a seatbelt for every passenger transported in a van or other passenger vehicle.
- We established an interagency committee to oversee vehicle inspections, deliver education sessions, conduct farm inspections, interview workers and facilitate information sharing. The percentage of vehicles not passing inspection was 21% in 2012.
- The Employment Standards Branch maintains a farm compliance team who conduct site visits and payroll audits, participate in roadside vehicle inspections and conduct education sessions with employers and employees.

Background/Status:

- In 2010, government received the findings of a Coroner's inquest. Government has addressed all the recommendations arising from the inquest it is responsible for including:
 - Establishing an interagency committee to coordinate enforcement, prevention and education.
 - Amending the *Motor Vehicle Act* to allow government to act swiftly and strongly against those Designated Inspection Facilities that do not perform inspections to standards.
 - Changing the laws to require a seatbelt for every passenger transported in a van or other passenger vehicle.
 - Increasing random roadside safety checks on vehicles used to transport farm workers.
- The interagency committee includes representatives from:

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Minister Responsible: Hon. Shirley Bond

- Employment Standards Branch (ESB)
 - WorkSafeBC
 - Commercial Vehicle Safety and Enforcement (Ministry of Transportation and Infrastructure)
 - Superintendent of Motor Vehicles (Ministry of Justice)
 - RCMP.
- Statistics summarizing the Interagency Committee's activities are reported on the website: www.gov.bc.ca/farmworkers.
 - From a high of 32% in 2007, the percent of vehicles failing inspection in recent years has been relatively constant, between 10% and 13%. However, in 2012, the percentage not passing was higher, at 21% (41 of the 197 vehicles).

Key Issues:

Farm Labour Contractors (FLC)

- The *Employment Standards Act* requires farm labour contractors to be licensed by the Director of Employment Standards.
- Applicants must pass a written test on the *Employment Standards Act* and Regulation, and post security for wages in the form of a bond equal to 80 hours at minimum wage for each employee. In addition, a WorkSafeBC clearance letter must also be provided that shows the employer to be registered and in good standing.
- The licence can be cancelled or suspended should it be found that the contractor is in contravention of the *Employment Standards Act* or Regulation, or certain provisions of occupational health and safety regulations under the *Workers Compensation Act* or provisions of the Motor Vehicle Act Regulations.
- Farm Labour Contractors are required to deposit wages directly to the employee's bank account.
- ESB also undertakes a combination of random roadside inspections, farm visits, worker interviews, education sessions and payroll inspections over the course of the harvest season.

ESB Farm Labour Compliance Team, Selected Stats (Calendar Year 2012)

- 101 Site Visits
- 35 Audits
- 57 Determinations issued finding one or more contraventions of the Act

Seasonal Agriculture Worker Program (SAWP)

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- The Seasonal Agriculture Worker Program is a partnership between the Canadian government and those of Mexico and Caribbean countries. There is no direct provincial involvement in negotiating the agreement.
- Under SAWP, B.C. employers can hire temporary workers from Mexico or the Caribbean Commonwealth to assist during harvest when there's a shortage of available agriculture workers in the province.
- Under the program, employers must cover the cost of airfare for workers to and from their home country.
- The hourly wage rate for SAWP is based upon a rate negotiated between the Mexican and Canadian governments.
- For the 2013 season, Mexican workers only (Caribbean workers operate under a separate agreement) are paid \$10.25/hour. If they are doing hand-harvesting work and are being paid on a piece rate basis, they must be paid the greater of the approved piece work rate as set out in the "Minimum Piece Rates - Hand harvested crops" in the Employment Standards Regulation, or \$10.25 per hour.
- B.C. has jurisdiction over the non-payment of wages and actively investigates those claims along with employment standards, occupational health and safety, various types of municipal by-laws and provincial housing standards.
- In Fall 2012, the Employment Standards Branch partnered with WorkSafeBC and the Mexican Consulate to provide dedicated education sessions (one in the Fraser Valley and one in the Okanagan) to potential SAWP employers. ESB staff also meet annually with representatives of the industry, Mexican Consulate, Service Canada, Ministry of Agriculture, and the BC Agriculture Council and member organizations to review the program operations and discuss any identified issues with respect to wages, housing, or conditions of employment.
- Issues relating to housing standards or conditions are dealt with under the terms of the Seasonal Agriculture Worker Contract administered by Service Canada.

Comparison with other jurisdictions:

- Farm workers in British Columbia are entitled to minimum employment standards that generally meet or exceed those in other provinces. Farm workers in B.C. are covered by most sections of the *Employment Standards Act* and Regulation but are excluded from overtime and statutory holiday entitlements. Farm workers who harvest specified crops by hand may be paid by piece rate but must be paid at least the minimum piece rate for each crop. Vacation pay is included in the piece rates as set out in Regulation. Farm workers not paid by piece rate are entitled to vacation pay.

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- Other provinces exclude at least some farm workers from significant provisions of their employment standards. Many farm workers in Saskatchewan have no employment standards coverage at all.
- Farm workers in Alberta are excluded from provisions governing minimum wage, hours of work, rest periods and days of work, overtime, vacation and vacation pay, holidays, and employment of youth.
- Many of these same exclusions apply to farm workers in Ontario, Quebec, and the Maritime provinces.

Contact:

Executive	Chris Johnson	Employment Standards	(250) 357-3314
Director		Branch	

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Child Employment

Revised: June 10, 2013

Issue: Child employment and employment standards

Recommended Response:

- Young people who work are entitled to the same employment standards and occupational health and safety protection as any other worker.
- The *Employment Standards Act* (Act) and Regulation sets clear and consistent standards for workplaces that employ young people under 15 years of age:
 - Children aged 12 to 14 may work with their parent's written consent.
 - Children under 12 require a permit issued by the Director of Employment Standards in order to work.
- The Employment Standards Regulation establishes the conditions of employment for children aged 12 to less than 15 by limiting the hours of work, prohibiting work during school hours and imposing a requirement that their employment be under direct adult supervision at all times.
- The Act also sets specific standards for children working in the live and recorded entertainment sectors.
- Government changed the legislation in 2003 to put the onus on parents to be responsible for decisions about children 12 and older working. Prior to 2003, children 12 to 14 needed a permit from the Director. There was no change to the age a young person can start work.

Background/Status:

- The changes to the employment standards legislation in 2003 recognized that parents are primarily responsible for their children, and it is up to them to decide whether it is appropriate for their children to work. By requiring their explicit permission, the Employment Standards Branch (ESB) knows they approve of the location of work, the hours of work and the type of work to be performed by their 12 to 14 year old child.
- Employers are legally responsible for proving a child's age and getting the required parental consent or permission before employment starts. Employers found to have

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violated employment standards rules face penalties starting at \$500 and escalating to \$2,500 and \$10,000 for repeat offenses.

- ESB continues to monitor child employment. The following statistics provide an overview:
 - Minors under 19 years of age are exempt from using the ESB Self Help Kit. In 2012/13, 172 minors filed a complaint using this exception.
 - In 2012/13, ESB found three contraventions of Section 9 of the Act (provisions in respect of hiring children).
 - In 2012/13, there was one contravention of Section 45 of the Employment Standards Regulation (provisions relating to children in the entertainment industry).

Contact:

Executive Director	John Blakely	Labour Policy & Legislation Division	(250) 356-9987
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Employment Standards Act Review

Revised: June 10, 2013

Issue: Modernizing BC's Employment Standards

Recommended Response:

- The last major reviews of the *Employment Standards Act* were done in 1993 by consultant Mark Thompson and in 2002 as part of government's core review. While these reviews resulted in a number of legislative changes, some issues remained.
- There are a number of trends and developments in the world of work creating pressures and demands for a more flexible and responsive employment standards system.
- The ministry continues to review the *Employment Standards Act* to ensure that it continues to reflect the reality and needs of employees and employers in 21st century workplaces.

Background/Status:

- Over the past several decades, British Columbia has seen significant economic and social changes affecting the world of work. These transformations have led to changing needs for employers and employees.
- In particular, employers are looking for flexibility in the workplace to meet their operational and business needs in a globalized economy. Employees are also seeking flexibility to balance work-life-family demands.
- In early 2011, on the direction of the Minister, the ministry discussed employment standards challenges and opportunities with a targeted group of key stakeholders.
- In broad terms, employers were supportive of the changes that were made to the Act in 2002 and suggested that any future changes should support that general direction.
- Workers groups on the other hand expressed the view that the 2002 and 2003 amendments to the Act went too far in removing protections for workers.
- The review provided a good discussion about what is working and what is not in terms of employment standards. However, the review was not intended to provide specific recommendations to government on legislative change, but rather to conduct a stakeholder engagement process. The review resulted in a paper that is

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available on the Ministry's website. The paper summarizes key themes resulting from the discussions with stakeholders.

- We also undertook an internal analysis of the issues and opportunities for an effective and efficient employment standards system.
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- In 2012, then Minister of Labour, Citizens' Services and Open Government, the Honourable Dr. Margaret MacDiarmid, supported undertaking a citizen engagement initiative on employment standards and stated publicly that government would review employment standards to identify specific legislative proposals. However, due to competing priorities and the election period, there has not yet been any citizen engagement on, or formal review of, employment standards.
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s13, s17

- Ministry staff continue to explore options for how best to engage with citizens in a discussion on employment standards.
- The ministry will be discussing next steps with the Minister in moving the employment standards review forward
- The ministry's strategic priority is to ensure that the *Employment Standards Act* reflects the need of employers and employees in twenty first century workplaces while supporting the province's economy.

s13, s17

s13, s17

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Contact:

Executive Director	John Blakely	Labour Policy & Legislation Division	(250) 356-9987
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Estimates 2013
Employment Standards Branch

	Fiscal Year					
	08/09	09/10	10/11	11/12	12/13	5 Yr.Avg.
Complaints Received	7,100	7,183	6,607	6,498	5,749	6,627
Complaints Closed	6,772	6,559	6,344	6,442	5,719	6,367
Resolution Method:						
Assessment/Education	43%	44%	39%	39%	33%	40%
Mediation	27%	28%	29%	29%	21%	27%
Adjudication	2%	2%	2%	2%	2%	2%
Investigation	12%	13%	13%	13%	17%	13%
Child Employment Permit Applications Received	11	8	45	16	11	18
Audits Conducted	148	94	287	170	326	205
Variances Requested	135	165	125	144	138	141
Variances Granted	105	126	80	104	97	102
Corporate Determinations Issued	453	528	470	476	470	479
Appeals results (%)						
Confirmed	74%	70%	70%	88%	91%	79%
Canceled	6%	11%	10%	5%	4%	7%
Varied	6%	8%	0%	1%	2%	3%
Referred Back	10%	11%	4%	6%	4%	7%
Penalties Issued on Corporate Determinations	633	799	732	741	810	743
Total Value of Penalties (\$000s)	\$ 373.5	\$ 510.5	\$ 441.0	\$ 458.5	\$ 462.5	449
Wages recovered (voluntary and paid determinations)	\$ 6,568,857	\$ 7,177,919	\$ 7,110,651	\$ 5,835,523	\$ 5,859,532	\$ 6,510,496
Labour Relations Assignments	301	267	242	219	274	261
Self-Help Kit Downloads	10,573	10,332	13,139	14,857	14,888	12,758
Information sessions	103,682	100,023	103,769	100,484	111,685	103,929
Information/Education Seminars - Total	194	91	105	95	55	108
Farm Labour Compliance	2008	2009	2010	2011	2012	
Complaints	15	19	43	23	17	23
Site Visits	109	98	91	74	101	95
Audits	81	37	36	30	35	44
Roadside Inspections (Vehicles inspected)	230	235	186	209	197	211
Determinations Issued finding a contravention	63	80	53	36	57	58

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Employment Standards Branch (ESB) Budget and Resources

Revised: June 10, 2013

Issue: ESB's budget and resourcing is often the subject of criticism.

Recommended Response:

- Our government is committed to ensuring workplaces are safe, healthy and fair so that employers and workers can prosper and contribute to B.C.'s economic growth.
- The budget of the ESB has been stable over the past few years, sitting at \$7.8 million for 2011/12, 2012/13 and 2013/14 (in respect to the budget tabled in February, 2013). This is in keeping with the relative stability of the number of complaints received annually by ESB over the past few years.
- ESB makes the best use of its resources to ensure the delivery of quality, accessible programs and services to all British Columbians. For example, 87.5% of ESB staff positions provide frontline/direct services to the public, and over half of the remaining 12.5% provide direct services as part, although not all, of their daily work.
- I am proud of the work that the dedicated staff of ESB do. For example:
 - The Branch resolves an average of 6,400 complaints per year, and recovers an average of \$6.5 million per year in wages for workers (average over past five fiscal years).
 - Staff who answer our 1-800 information line help over 100,000 callers per year.
 - Over 90% of decisions issued by the Branch were upheld on appeal in 2012/13.

Background/Status:

- Labour stakeholders claim that reductions to the ESB budget and staff have led to a significant reduction in enforcement of the *Employment Standards Act* and protections for British Columbia workers.
- While the year-over-year budget has not changed, the availability of staffing resources over the past 12 months has had some impact on the level and quality of service provided by ESB. For example, the service plan target for complaints closed within 180 days was missed in 2012/13, a complainant's wait for first

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
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contact from ESB was up to three months for the last several months of 2012/13, and the number of education sessions and related activity has fallen compared to last year.

ESB Budget & Staff Positions

	08/09	09/10	10/11	11/12	12/13	13/14
Budget Allocated	\$ 10.9M	\$ 10.2M	\$ 8.5M	\$ 7.8M	\$7.8M	\$7.8M
Staff positions	105	97	95	94	96	96
Staffing budget	\$6.7M	\$6.5M	\$6.2M	\$5.8M	\$5.8M	\$5.8M
Complaints Received	7,100	7,183	6,607	6,498	5,749	N/A
Complaints closed within 6 months (Service Plan Target is >78%)	88%	88%	82%	82%	75%	N/A

- \$1.318 million of the drop in the budget between 2009/10 and 2010/11 is due to the reallocation of funding for Shared Services from the ESB budget to the Shared Services budget. Removing the effect of this reallocation means the actual decline in ESB's budget was \$0.375M, not \$1.7 million.

Contact:

Executive Director Chris Johnson Employment Standards Branch (250) 357-3314

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Khaira Enterprises

Revised: June 10, 2013

Issue: Khaira Enterprises: *Employment Standards Act* violations

Recommended Response:

- The Employment Standards Branch completed its investigation of Khaira Enterprises in January 2011 and determined that Khaira owed almost \$237,000 in wages to 58 employees. A subsequent investigation completed in June 2012 determined that Khaira owed five additional employees more than \$18,000.
- Approximately \$129,000 has been collected from the company, of which just over \$127,000 has been disbursed among 48 workers. The remaining \$2,200 is being held in trust for 10 workers we have not been able to locate.
- Khaira is now out of business and neither the organization nor the directors have any known assets. It is unlikely that the outstanding balance of approximately \$115,000 (including penalties), plus the additional \$18,400 from the subsequent investigation, will be collected.
- Any impacted worker who has questions about their cheques is encouraged to contact the Employment Standards Branch.

Background/Status:

- In July 2010, concerns came forward regarding a failure to pay wages, working conditions, and camp conditions at a silviculture camp being operated by Khaira Enterprises in the Golden, B.C. area.
- Workers at this camp were living in substandard conditions without adequate water, food, or sanitary services. The workers were mostly immigrant workers with legal employment status in Canada. All workers were removed from the camp and taken to Golden, where they were provided with accommodation, medical care, and meals.
- The Employment Standards Branch, WorkSafeBC and the RCMP were all involved in investigations involving the camp and the employer.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour

Minister Responsible: Hon. Shirley Bond

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Minimum Wage

Revised: June 10, 2013

Issue: Minimum Wage

Recommended Response:

- In 2011, government decided that after almost ten years, it was necessary to phase in a meaningful increase to the minimum wage in order to benefit many low income individuals and families across the Province of BC.
- The final increase took place on May 1, 2012. At \$10.25/hour, the minimum wage in BC is now tied with Ontario and Manitoba for the second highest among Canadian provinces (Nova Scotia is at \$10.30).
- Our approach to liquor servers is in line with what already existed in Ontario and Quebec and what has been subsequently introduced in Alberta. The liquor server rate allowed the general minimum wage to increase while maintaining and supporting jobs in the food and beverage service sector.
- Government is committed to regular reviews of the minimum wage to avoid the need for large one time jumps. However, at this time no decision has been made about a specific minimum wage review.

Background/Status:

- On March 16, 2011, Government announced a three-stage increase to the general minimum wage, the elimination of the “first job rate” (training wage), and the creation of a separate minimum wage for liquor servers.
- The **general minimum wage** increased from \$8.00 to:
 - \$8.75/hour effective May 1, 2011,
 - \$9.50/hour effective November 1, 2011, and
 - \$10.25/hour effective May 1, 2012.
- The **liquor server rate** was established at \$8.50/hour effective May 1, 2011. It increased to \$8.75/hour effective November 1, 2011, and to \$9.00/hour effective May 1, 2012.

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- Since the final increases, questions have been raised about how and when future increases will occur. Based on statements made by government in 2011/2012¹, there is some expectation that the minimum wage will be reviewed on a biennial basis (i.e., once every two years).
- No commitment to a particular form of review was made by government, nor was there any commitment to “tie” future increases to particular measures such as inflation or changes in average wage rates. In addition, no specific commitment was made as to when a review would be completed.
- Ministry staff have continued to gather and monitor statistics related to the minimum wage and have prepared briefing material for senior executive and government outlining key issues and possible approaches for a minimum wage review. However, no decision has been made at this time.

Other jurisdictions:

General Minimum Wage:

- B.C.’s regular minimum wage of \$10.25 per hour is tied with Ontario and Manitoba for the second highest among Canadian provinces.
- Nova Scotia’s rate is \$10.30 per hour (as of April 1, 2013). Yukon and Nunavut have higher rates of \$10.54 and \$11.00 respectively.
- Alberta has the lowest minimum wage rate among Canadian jurisdictions at \$9.75 per hour.

Liquor Server Wage:

- Alberta has a minimum wage for liquor servers of \$9.05/hour.
- Ontario has a minimum wage for liquor servers of \$8.90/hour
- Quebec has a minimum wage for employees who customarily receive gratuities of \$8.75/hour.

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¹During estimates in 2012 then Minister of Labour Margaret MacDiarmid stated: “What we have committed to do is to review the minimum wage. Prior to the last increase in the minimum wage it hadn’t been increased for a number of years. We’ve made a commitment, starting this year and every two years thereafter, to review the policy.”

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Piece Rates for Hand Harvesters

Revised: June 10, 2013

Issue: Regulated Minimum Piece Rates for Hand Harvesters

Recommended Response:

- The recent changes to the minimum wage are an important step in supporting families and addressing poverty in British Columbia. This includes the increase to the piece rates which took effect on May 1, 2011.
- Given that the last formal review of piece rates was in the mid-1990s, it was important that the Ministry take a formal look at the piece rates to see how they are working for employers and employees. The review included the use of an environmental consulting firm, which provided information and observations about the hours of work and compensation trends as well as a profile of the industry sectors that are covered by the regulated minimum piece rates.
- Government decided that piece rates for hand-harvested crops listed in the *Employment Standards Regulation* will remain unchanged as the review found current piece rates are appropriate for both workers and employers.

Background/Status:

- In BC, farm workers who hand harvest certain berry, fruit or vegetable crops and who are employed on a piece work basis are paid for the amount they pick and not in relation to a minimum hourly wage. This is established in the *Employment Standards Regulation* [see Appendix for list of piece rates].
- This system, which is unique within Canada, was established in 1981 with the intent that an average, reasonably-diligent hand harvester would be able to earn the equivalent of the general minimum wage.
- On March 16, 2011, government announced a series of staged minimum wage increases effective May 1, 2011; November 1, 2011; and May 1, 2012. It was also announced that the minimum piece rates would receive an increase on May 1, 2011, of the same proportion as the first increase in the general minimum wage (i.e., 9.375%), but that any further increases would depend upon the results of a review of the piece rates.
- The review had two major components. First, government engaged Zbeetnoff Agro-Environmental Consulting (Zbeetnoff) to conduct research and analysis on the regulated piece rates. Zbeetnoff's final report was provided to the ministry on

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December 29, 2011, and provides information and observations about the hours of work and compensation trends as well as a profile of the industry sectors that are covered by the regulated minimum piece rates. The Zbeetnoff report is posted on the ministry's website.

- The second component of the review involved meetings between ministry staff and producers and worker advocates. The purpose of these meetings was to elicit stakeholder views and perspectives on how the regulated piece rates are working for hand harvesters and producers, the impact of the increase in piece rates that took effect in May 2011, the potential impact of any future increases, and any other issues, challenges or considerations that they wished to raise.
- The decision to leave the current piece rates unchanged at this time was based on the information provided by Zbeetnoff as well as the input from stakeholders who met with senior ministry officials.
- Any future change to the general minimum wage (see "Minimum Wage" Estimates Note) will require a consideration of whether the piece rates should receive an increase corresponding to the minimum wage change.

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Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

APPENDIX Minimum Wage for Piece Work Crops Effective May 1, 2011

The minimum wage for farm workers who are employed on a piece work basis and hand harvest the following crops is as follows (rates include vacation pay of four percent of earnings):

Apples	\$ 17.06/ bin (27.1 cu. ft.)
Apricots	\$ 19.62/ ½ bin (13.7 cu. ft)
Beans	\$ 0.234/ pound
Blueberries	\$ 0.396/ pound
Brussels Sprouts	\$ 0.163/ pound
Cherries	\$ 0.224/ pound
Grapes	\$ 18.13/ ½ bin (13.7 cu. ft.)
Mushrooms	\$ 0.235/ pound
Peaches	\$ 18.13/ ½ bin (12.6 cu. ft.)
Pears	\$ 19.21/ bin (27.1 cu. ft.)
Peas	\$ 0.292/ pound
Prune plums	\$ 19.21/ ½ bin (13.7 cu. ft.)
Raspberries	\$ 0.357/ pound
Strawberries	\$ 0.343/ pound
Daffodils*	\$ 0.137/ bunch (10 stems)

*The rate for daffodils **does not** include vacation pay.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Employment Standards Branch (ESB) Self Help Kit

Revised: June 10, 2013

Issue: Use of ESB Self Help Kit

Recommended Response:

- The Self Help Kit is a resource that encourages employees and employers to resolve disputes directly on an informal basis.
- The Self Help Kit provides a step-by-step guide to assist both parties.
- If the Self Help process is unsuccessful, workers can make a formal complaint to ESB.
- Vulnerable employees and those with language barriers are exempt from the requirement to use the Self Help Kit.

Background/Status:

- The Self Help Kit is intended to assist employees in learning if the *Employment Standards Act* (Act) applies to their situation, help them understand their rights, assist in calculating any wages owed and facilitate communication with their employers to enable a prompt resolution with a mutually beneficial outcome.
- The original Self Help Kit has been reduced in size and complexity. Also included in the Kit is a feedback form to enable users to identify if there are issues with the format or content that compromise the clarity or ease of use. The number of feedback forms returned to the Branch is relatively low, but of the responses received, the vast majority have been positive.
- Various categories of employees are exempted from the requirement to use the Self Help Kit. These include children, agriculture workers, domestics, garment/textile workers, and employees with a significant language barrier. In addition, where the issue relates to a leave entitlement, the use of the Self Help Kit is not required.
- There are conflicting views from stakeholders on the Self Help Kit. Some assert that the reduction in complaints is proof of the effectiveness of the self-help process in resolving disputes directly. Others take the position that it is a barrier which effectively discourages individuals from filing a complaint to pursue their statutory entitlements.

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- The Self Help Kit was implemented when changes to the Act introduced a requirement for employees to attempt to resolve employment disputes concerning wages with their employers directly before filing a complaint with the ESB.
- The Self Help Kit is available on the ESB website, or by contacting a field office or the Information Line for a printed copy. Approximately 15,000 kits are downloaded from the ESB website each year.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: *Employment Standards Act* – summary of legislative changes

Revised: June 10, 2013

Issue: Summary of Legislative Changes to the *Employment Standards Act* and Regulation

Recommended Response:

Government amended the *Employment Standards Act* and Regulation in 2002 to ensure employment standards in British Columbia continue to be progressive, balanced, and fair-minded, while promoting economic growth and prosperity in B.C. The changes were specifically designed to:

- Provide flexibility in the workplace and encourage productive and mutually beneficial relationships between employers and employees.
- Reduce and simplify regulatory burden.
- Increase protection for vulnerable workers by imposing mandatory penalties against employers who fail to comply with the *Employment Standards Act* and Regulations.
- Revitalize and stimulate economic growth in B.C., specifically in small business, by recognizing the needs and realities of the modern workplace.

Since 2002, Government has added job protection for compassionate care leave and reservists. This provides employees the security of a job to return to after caring for a loved one who is terminally ill or serving in the military.

Government has also increased safety protections for farm workers.

In 2012, the Act was amended to add Family Day as a statutory holiday.

Changes were also made to the regulation in 2012 to provide children with appropriate protections during an employment opportunity in the live entertainment field.

Background/Status:

The purpose of the *Employment Standards Act* (Act) is:

- To ensure that employees in British Columbia receive at least basic standards of compensation and conditions of employment.
- To promote the fair treatment of employees and employers.
- To encourage open communication between employers and employees.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- To provide fair and efficient procedures for resolving disputes over the application and interpretation of this Act.
- To foster the development of a productive and efficient labour force that can contribute fully to the prosperity of British Columbia.
- To contribute to assisting employees to meet work and family responsibilities.

The key legislative changes that were made to the *Employment Standards Act* and Regulations in 2002 include:

Simplification of workplace rules:

- Requirement for employers to keep payroll records was reduced from 5 years to 2 years.
- The minimum daily call-in was reduced to 2 hours from 4.
- The liability for unpaid wages was reduced from 2 years to 6 months.
- Daily overtime changed to double-time after 12 hours instead of 11.
- Statutory holiday pay requirements were simplified.

Flexibility in the workplace:

- Averaging agreements, which permit hours of work to be averaged over a period of one, two, three or four weeks, were introduced to allow flexibility in the workplace by permitting an averaging of the work hour standards.

Encouraging timely resolution of employment standards problems:

- The Employment Standards Self-Help Kit was introduced as an informal tool to encourage early resolution of issues between employees and employers.
- The Employment Standards mediation and adjudication conflict resolution processes were introduced to resolve employment standards disputes in an effective and timely fashion.

Protection of vulnerable workers:

Penalties (which apply to all contraventions, not just those involving vulnerable workers):

- Mandatory penalties when a determination is issued:
 - First determination: \$500
 - Second determination: \$2,500
 - Third determination: \$10,000

Young Workers:

- Government streamlined the approval process for hiring employees between the age of 12 and 14 by putting responsibility on employers and parents.

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Minister Responsible: Hon. Shirley Bond

- Children under 12 cannot work without a permit from the Director of Employment Standards, and there are strict regulations for young workers from 12 up to 15 years of age (see “Child Employment” Estimates note). Conditions include limiting the hours of work and prohibiting work during school hours.

Farm Workers:

- Farm workers must be paid in Canadian currency and by direct deposit.
- There is a minimum wage for farm workers employed in piece rate harvesting.

Scope of the Act – Collective Agreements:

- Government provided unions and employers with the ability to negotiate provisions that work for them.
- There are a number of basic provisions of the Act that cannot be negotiated away. In other areas, the Act applies unless the parties have negotiated alternative provisions in their collective agreement.
- Where there is a collective agreement, the grievance procedures, and not the Director of Employment Standards, resolve disputes about the application of standards.

Enhanced Public Education:

- In addition to legislative changes, the Employment Standards Branch increased and enhanced its education initiatives in order to increase public knowledge of the Act and Regulations.

Changes to the Act since 2002:

- Job protection for compassionate care leave:
 - This provides employees the security of a job to return to after caring for a loved one who is terminally ill. Under these changes, an employee who requests leave will be entitled to up to eight weeks of unpaid leave to provide care or support to a family member who is terminally ill and is at risk of death within 26 weeks.
- Job protection for reservists:
 - This provides employees the security of a job to return to after serving in the military. The job protected leave means that, in certain situations, employers are required to allow employees who are members of the Military Reserves to take leave from their domestic employment while they serve in a Canadian Forces operation.
- Government has also increased safety protections for farm workers. Changes to the *Employment Standards Act* were implemented with the intent to:

Estimates Note Advice to the Minister

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- Eliminate the use of unlicensed farm labour contractors to ensure improved compliance with Regulations;
 - Allow for the cancellation or suspension of a farm labour contractor's license if they violate relevant WorkSafeBC and motor vehicle laws and regulations, and;
 - Charge farm labour contractors the costs paid by government to provide safe alternative transportation for stranded workers when an unsafe vehicle is taken out of service during roadside inspections.
- In 2012, the Act was amended to add Family Day as a statutory holiday.
 - Also in 2012, changes were made to the Employment Standards Regulation with respect to children working in live entertainment to provide limits on hours worked, a requirement for child performers to be chaperoned and an income protection provision. As well, the 2012 amendment permits child performers to participate in rehearsals and performances when required during school hours, thus recognizing that performing in live entertainment provides a unique learning opportunity for children.

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Director			

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: The Protection of Temporary Foreign Workers

Revised: June 10, 2013

Issue: Protection of temporary foreign workers in B.C.

Recommended Response:

- B.C.'s labour laws and workplace safety standards apply to all workers regardless of their nationality or immigration status.
- While temporary foreign workers are in British Columbia, they are both subject to and protected by a number of federal or provincial laws that apply to their situation. The ministry oversees provincial employment and labour laws.
- Employers in B.C. apply and work directly with the federal government to bring in foreign workers. In allowing employers to fill critical labour and skills shortages, the Temporary Foreign Worker Program plays a critical role in supporting British Columbia's regional labour market and economic development, including the delivery of major projects.

Background/Status:

- There have been a number of concerns about temporary foreign workers reported in the media and/or brought to the Ministry's attention. These include allegations of non-payment of wages, unsafe working conditions, inadequate or substandard housing, and other forms of mistreatment or abuse.
- One of the significant controversies was around HD Mining, which had hired more than 200 temporary foreign workers from China to work in its coal mine in northeastern British Columbia. One of the allegations by the United Steelworkers Union was that recruiters were charging temporary workers fees for employment at HD Mining's coal mine. The Employment Standards Branch (ESB) investigated those allegations and found no evidence that B.C. based companies or recruiters were charging fees. The United Steelworkers Union was not happy with that conclusion and has stated so publicly.
- There are a number of inspection and enforcement issues related to temporary foreign workers that are employment standards and workplace safety issues. However, matters relating to the rights of temporary foreign workers extend beyond Labour and include concerns relating to housing, healthcare, transportation, justice and human rights.

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- In June 2013, Labour began leading a working group, comprised of representatives from various ministries including Transportation, Housing, Health and Agriculture, to define the scope of the concerns related to temporary foreign workers and explore options for coordinated solutions. The working group has committed to preparing a paper setting out options, for consideration by the appropriate Deputy Ministers.
- The Temporary Foreign Worker Program plays a critical role in supporting British Columbia's regional labour market and economic development and the Labour Market and Immigration Branch is continuing to press the federal government to ensure that those employers who comply with the rules are able to continue to access temporary foreign workers. For more information on recent federal changes to the program see the Labour Market and Immigration estimates note, entitled "Temporary Foreign Worker Program – Skills Shortages".

General background on the ESB and temporary foreign workers:

- The ESB works to ensure that workers, regardless of their nationality or immigration status, receive the basic standards of compensation and conditions of employment provided for in the *Employment Standards Act* (the Act).
- Help is available in person, on-line or through a toll-free number. Written information about employee rights is available in English, French, Chinese (simplified and traditional), Punjabi, Hindi, Filipino, Korean, Japanese, Vietnamese and Spanish.
- ESB staff conduct education and outreach programs to inform workers and employers about employment standards. This includes education seminars, presentations in schools, presentations to groups of workers and employer associations, networking through community groups and appearances on ethnic media radio and television programs. Education and outreach programs specifically targeted to the employers and/or employees in the Temporary Foreign Worker program are undertaken by the ESB on its own and in partnership with other organizations, such as WorkSafeBC and the Economic Immigration Programs Branch (BC Provincial Nominee Program).
- In 2012/13, ESB received 67 complaint assignments relating to temporary foreign workers (includes individual complaints, business closures and audits).
- Section 10 of the *Employment Standards Act* specifically prohibits charging fees in exchange for employment in B.C. As such, a foreign worker cannot be required to:
 - pay for immigration assistance as a condition of being placed in a job
 - post a bond or pay a deposit to ensure they will finish a work term or employment contract, or to pay a penalty if they do not
 - pay back any costs the employer paid to an employment agency or anyone else to recruit the worker

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- Employment Agencies operating within B.C. must be licensed by the Director of Employment Standards. An agency charging fees to workers or prospective workers violates the Act and can have their license suspended or cancelled.
- ESB is largely unable to deal with recruiting agencies in other countries that are charging workers or potential workers a fee for securing employment. The B.C. law applies only where employees are charged fees in B.C. or by B.C.-based recruiters.

Other jurisdictions:

- Ontario legislation provides new responsibilities for temporary help agencies and expanding rights for temporary help employees. As well, specific provisions for live-in caregivers were introduced. B.C.'s *Employment Standards Act* also has specific provisions for domestics/live-in care givers including the requirement for a written employment agreement between a domestic and an employer setting out the domestic's duties, hours of work, wages and charges for room and board (room and board charges are subject to a maximum set in regulation). As well, a domestic's employer must inform the ESB of the employer's and domestic's name, address and telephone number within 30 days of the domestic starting work.
- Alberta implemented two temporary foreign worker advisory offices to provide one-stop access to information and services for temporary workers, including help resolving employment standards or occupational health and safety issues, and other support.
- Manitoba legislation requires recruiters of foreign workers to register with the Province. Ten additional staff were assigned to manage the registration of recruiters and investigate claims from temporary foreign workers. There were only 5,500 temporary foreign workers in Manitoba on December 1, 2012 (compared to more than 74,000 in BC).
- Nova Scotia also recently implemented legislation that requires recruiters of temporary foreign workers to register with the province.
- Saskatchewan recently passed Bill 83, "*The Foreign Worker Recruitment and Immigration Services Act*" which will also require recruiters of foreign workers to register with the Province.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: B.C. Bargaining Database

Revised: June 10, 2013

Issue: Status of the B.C. Bargaining Database

Recommended Response:

- The ministry launched the B.C. Bargaining Database in 2008 in partnership with the B.C. Federation of Labour, the B.C. Labour Relations Board, and the Business Council of B.C. to provide data and trends on collective bargaining.
- The Database provides important information about collective bargaining to the public and is particularly valuable as it provides objective data to employers and unions about other collective bargaining settlements so that they do not have disputes about this information at the bargaining table.
- The ministry recently confirmed funding to continue the Database until March 31, 2014. The current funding arrangement provides for upgrades to the Database which will improve its functionality.
- No decisions have been made yet about the funding options for the continuation of the Database for April 1, 2014, and beyond.

Background/Status:

- Through the 1990's and into the 2000's, the province regularly compiled and publicly reported data on collective bargaining. The data included settlement levels and trends with respect to wages and benefits, a calendar of expiring collective agreements, and details on work stoppages due to strikes and lockouts. Following the core review in 2002, however, this information was no longer produced by the ministry.
- In the spring of 2007, employers and unions in the labour relations community identified to the ministry that the absence of comprehensive data and analysis on trends in collective bargaining was a serious concern, particularly due to disputes at the bargaining table about the specific details of settlements between other parties. Stakeholders from the community commented to the ministry on the need to restore the reporting of collective bargaining data.
- In collaboration between the Ministry, the B.C. Labour Relations Board, the Business Council of B.C., and the B.C. Federation of Labour, the B.C. Bargaining Database website was launched on March 25, 2008.

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- The website is operated and maintained by the Business Council of BC, and was funded through two financial assistance grants provided by the ministry from March 2007 through to fiscal year 2010/11 (\$91,000 in 2007/08, \$35,000 in 2008/09, \$40,000 in 2009/10, and \$45,000 in 2010/11). In January 2011, then Minister Iain Black approved a plan to continue the operation of the Database through a new funding framework for 2011/12 (i.e., not by a grant funded by the Ministry of Labour). A direct award contract for \$25,000 was signed with the Business Council with a term of June 1, 2011 to March 31, 2012 for the continued operation, maintenance, and updating of the Database. In December 2012, the Database was continued with funding through to March 31, 2014 (\$35,000 for 2012/13 and \$25,000 for 2013/14). The new 2-year contract is based on a cost-sharing model in that the Business Council is making an equivalent monetary contribution. In addition, the new contract provides that the Business Council will make upgrades to the Database due to the age and functionality of the software which will allow for improved functionality.
- The ministry continues to examine how to best continue supporting the Database due to the value it has for the labour relations community. This examination will include looking at a variety of funding and support models that will ensure its long-term sustainability.
- In terms of other Canadian jurisdictions reporting on collective bargaining data, practices vary. Ontario, for example, has a Collective Bargaining Information Services Branch that produces a monthly summary report of collective bargaining highlights. The report includes data on wage settlements, summaries of significant settlements, trends by sector, work stoppages, and major negotiations underway.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: B.C. Labour Relations Board “Section 41 Reviews”

Revised: June 10, 2013

Issue: Reviews of bargaining structures in the film and construction industries by the B.C. Labour Relations Board (LRB) under Section 41 of the *Labour Relations Code* (the Code).

Recommended Response:

- A healthy labour relations system that promotes labour peace is extremely important to the B.C. Film industry and the Construction industry. Labour disruptions in those sectors can have a detrimental impact on each industry and on the B.C. economy.
- I am pleased that the Labour Relations Board has worked collaboratively with the stakeholders to develop strategies and frameworks to assist the parties to engage in more successful collective bargaining.

Background/Status:

- Section 41 of the Code provides that the Minister may, on their own motion or at the request of one or more unions, direct the LRB to consider whether a council of trade unions would be an appropriate bargaining agent for a group of employees. The purpose of Section 41 is to secure and maintain industrial peace and to promote conditions favourable to the settlement of collective bargaining disputes. The Section 41 process often involves the LRB working collaboratively with employers and unions to work through various issues related to the structure of their bargaining.
- In 2006, a Section 41 process was initiated in relation to the unionized construction trades sector (where employers bargain with a multi-union bargaining council established under the Code) when the then Minister of Labour directed the LRB to consider whether a revision should be made to the Bargaining Council of B.C. Building Trades Unions constitution. In particular, the LRB was directed to consider whether the Construction Maintenance Allied Workers, a newly formed B.C. construction union, should become a member of the Bargaining Council. Since that time, the LRB has made several rulings and recommendations which have assisted the parties in subsequent rounds of collective bargaining. Most recently, in December 2012, the LRB issued an interim report which outlined key recommendations for the currently ongoing

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collective agreement renewal negotiations. It is possible the Section 41 process will be finalized by the LRB after that bargaining is complete.

- In 2008, a separate Section 41 process was initiated in relation to the B.C. film industry when the then Minister of Labour directed the LRB to review the bargaining council of film industry unions in light of increased labour instability. On March 17, 2010, the LRB released its decision concerning the review and made several directives designed to promote and enhance labour relations in the industry. The LRB continues to work with the parties on the development and implementation of these directives.
- The Section 41 processes have had mixed results. The film industry has benefitted from the review and the ongoing involvement of the LRB while the construction industry continues to struggle to conclude collective agreements. However, the construction industry does continue to experience labour stability despite the Section 41 processes not yet being concluded (for example, there has not been a significant construction industry work stoppage in 25 years).

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: B.C. Labour Relations Board Update

Revised: June 10, 2013

Issue: Update on the Labour Relations Board (LRB), including staffing, the addition of members and timelines for decisions.

Recommended Response:

- **Staffing:** I value a strong and effective Labour Relations Board (LRB) that supports a stable and productive labour relations environment. We have recently appointed a new vice chair and are fully staffed to meet the needs of the labour relations community in 2013.
- **Members:** I appreciate that there is interest in seeing members re-introduced on panels at the LRB. My staff continue to review this matter and are looking at some possible options for moving forward on this, recognizing the difficult fiscal times.
- **Timelines for Decisions:** In 2012, my predecessor established, by ministerial regulation, a timeline of 180 days for the LRB to issue decisions. This timeline, which begins from the date an application is made to the LRB and has limited exceptions, applies to all applications and was effective on September 1, 2012. I am proud that B.C. is a leader in Canada with a regulated timeline for the issuance of LRB decisions.

Background/Status:

- **Staffing:** The LRB is responsible for mediating and adjudicating disputes between employers and unions, and in some cases between unions and employees, that arise under the *Labour Relations Code* (the Code). The LRB is a quasi-judicial administrative tribunal with a chair and vice chairs appointed by the Lieutenant Governor in Council (LGIC) after a merit-based process.
- As of June 10, 2013, the LRB is staffed with the following Order-In-Council (OIC) appointments: a chair (Brent Mullin), one associate chair (Allison Matacheskie, Adjudication Division), and 6 vice chairs. The LRB also employs staff lawyers, mediators, and administrative/support staff.
- In 2013, the appointment of one of the LRB's OIC positions will expire (Matacheskie on August 31, 2013).

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Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
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- The chair has been re-appointed to a three-year term that will expire on January 31, 2015.
- Historically, vice chairs are appointed in equal number from the employer and union communities to ensure a measure of balanced representation at the LRB. There is a history of consultation with the labour relations community prior to the appointment and/or re-appointment of vice-chairs.
- **Members:** The Code provides, in addition to vice chairs, for the appointment of as many members equal in number representative of employers and employees as the LGIC considers proper. The primary role of members has been to provide policy input to the LRB and to assist in the mediation and settlement of disputes. Members are full-time employees in the labour relations community who act on an infrequent basis at the LRB (and are paid a per diem). In 2006, the terms of appointments of all members expired. No new appointments have been made, resulting in no use of members in any form in several years.
- In 2007, the Code's Committee of Special Advisors stated that members have an important role to play in the proper functioning of the LRB. In addition, there is pressure from some in the labour relations community to re-introduce members.

• s13, s17

- **Timelines for Decisions:** The timeliness of LRB decisions has been an on-going concern for some LRB stakeholders. It was the subject of a 2004 report and a further review by Lee Doney in 2005, which recommended legislation that would enable the Minister to set timelines by regulation. In 2008, amendments to the Code introduced a requirement for the LRB to issue its decisions on applications and complaints within time periods to be prescribed by ministerial regulation.
- A regulation setting out the details respecting specific timelines and the types of decisions governed by those timelines was established in March 2012 with an effective date of September 1, 2012. Consultation with stakeholders on a draft regulation occurred in the fall of 2010.

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- Timelines for LRB decisions was a deliverable in the ministry's 2011 Technology and Transformation Plan and is a theme for tribunal transformation across government.
- Ontario and Saskatchewan have a 6 month time limit for their LRB to issue decisions, but it begins from the last day of the hearing and not from the date that the application is filed. Quebec has limited timelines in place. None of the other provinces or territories have regulated timelines.
- As of March 1, 2013, the regulation has been in place for 180 days which allows some tracking of how successful the LRB has been in implementing the regulation (recognizing the regulation does allow for exemptions from the timelines in certain circumstances such as where the parties are engaged in collective bargaining or settlement discussions).

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Collective Bargaining

Revised: June 10, 2013

Issue: How the Labour Relations Board and the ministry assist in bargaining disputes to facilitate resolution and protect the public interest.

Recommended Response:

- My ministry monitors collective bargaining disputes, including those that might have a negative impact on the public interest. Where possible, we encourage the parties to utilize the services of the Mediation Division of the B.C. Labour Relations Board (LRB) to assist them in resolving disputes. In addition, prior to a strike or lockout, the LRB will establish essential services levels to protect the health, safety, or welfare of the residents of the province.
- In the event that there are public sector collective bargaining disputes, I am confident that the LRB has the resources to assist the parties in mediation and adjudication. My ministry is also prepared to assist the parties and to do whatever is necessary to protect the public interest.
- Note that I have no comment on the establishment or status of the 2012 “co-operative gains” bargaining mandate for the public sector as the ministry is not involved and is in fact neutral in collective bargaining. The mandate can be addressed by my colleague, the Minister of Finance, Honourable Mike de Jong.

Background/Status:

- As collective agreements expire, there is a risk of work stoppages (either strikes or lockouts) that may require the involvement of the ministry. There may be pressure from the public, from the parties involved, from line ministries, or political pressure to intervene in a particular dispute. The issue for the ministry is identifying when and how to intervene, if at all.
- The ministry is neutral with respect to collective bargaining. That is, the ministry takes no position in collective bargaining or in any dispute other than to protect the public interest. The ministry is not involved in public sector bargaining or the establishment of the collective bargaining mandate.
- The services of the Mediation Division of the B.C. Labour Relations Board may be needed to assist employers and unions resolve disputes during collective bargaining. Those disputes may include establishing the services and staffing to

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ensure the provision of essential services to protect the health, safety, or welfare of the residents of the province.

- The Industrial Relations Division of the ministry monitors all disputes (public and private sector) that could have an impact on the public interest. The Division provides advice to the Minister about when and how government may need to intervene in a dispute in order to protect the public interest. The Division may get involved informally or formally to assist the parties to facilitate collective bargaining. Further, the *Labour Relations Code* provides formal mechanisms for the Minister to assist in disputes if requested by the parties or if the Minister determines it to be necessary and in the public interest, such as appointing a Special Mediator or an Industrial Inquiry Commission with specific terms of reference. At times there is public or media pressure for the Minister to direct parties in a collective bargaining dispute to binding arbitration to resolve the dispute. There is no mechanism for the Minister to do that (including under the *Labour Relations Code*) except in police and fire fighter collective bargaining due to the specific provisions of the *Fire and Police Services Collective Bargaining Act*.
- The Industrial Relations Division is in touch with the parties in disputes to offer assistance, where possible, and to be as informed as possible of developments. The ministry's objective is to try to assist parties achieve a voluntary end to their collective bargaining dispute while minimizing the negative impact of a work stoppage on the public interest.
- Generally, other jurisdictions in Canada have similar statutory mechanisms for intervention in collective bargaining disputes and for protecting the public interest.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Summary of Legislative Changes to the *Labour Relations Code*

Revised: June 10, 2013

Issue: Summary of Legislative Changes since 2001

Recommended Response:

- Government introduced some modest amendments to the *Labour Relations Code* (Code) in 2001 and 2002 to ensure labour relations in British Columbia are balanced, fair-minded, and support growth and prosperity. The purpose of these changes included:
 - Helping to revitalize B.C.'s economy.
 - Providing a framework for labour and management to build healthy workplace environments and enterprises that can compete in a modern world economy.
 - Restoring workers' democratic rights and their right to be informed about issues before a certification or decertification vote.
 - Ensuring that no child's right to education takes a back seat to a labour dispute by making education an essential service.
 - Giving more flexibility to negotiate agreements in the construction sector.

Background/Status:

- The key legislative changes that were made to the *Labour Relations Code* (the Code) in 2001 and 2002 include:
 - Creating new duties for the Labour Relations Board and others to foster the employment of workers in economically viable businesses and to recognize the rights of employees, trade unions and employers.
 - Clarifying the right of employers and unions to communicate with employees about unionization matters.
 - Restoring the mandatory secret ballot vote in the union certification process.
 - Making education an essential service.
 - Repealing mandatory sectoral bargaining in the construction sector.

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Responsible for Labour
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- In 2008, the Code was amended to introduce a new requirement for the Labour Relations Board to issue its decisions on applications and complaints within time periods to be prescribed by ministerial regulation. A ministerial regulation setting out the details of the timeline requirement came into force September 1, 2012. It sets a 180-day time period for all complaints and applications from the time they are filed.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: 2012 Amendments to the *Workers Compensation Act*

Revised: June 10, 2013

Issue: Bill 14, *Workers Compensation Amendment Act, 2011*

Recommended Response:

- Bill 14's two key amendments sought to broaden compensation coverage for mental disorders arising in the workplace and adjust compensation for injured apprentices to a level that fairly represents their loss of earnings.
- It is important to treat job-related mental disorders the same way we treat physical illness and injuries. Mental disorders have a significant impact on workers, their families and the workplace.

Background/Status:

Mental Disorders

- Government introduced Bill 14, *Workers Compensation Amendment Act, 2011* in November 2011 and passed it in May 2012. The primary change was to amend the mental stress provisions of the *Workers Compensation Act*, which previously compensated acute reactions to a single sudden and traumatic event, but excluded chronic stress conditions arising from the workplace. The exclusion of chronic stress was the subject of legal challenges of discrimination under the *Human Rights Code*.
- With Bill 14, the *Workers Compensation Act* now provides that:
 - Mental disorders resulting from one or more traumatic events, as well as mental disorders resulting from significant work related stressors such as bullying and harassment (i.e., chronic stress), are now compensated.
 - For significant work-related stressors, including bullying or harassment, the stressor must be the predominant cause of the mental disorder. The predominant cause requirement recognizes the unique characteristics of mental disorders that can involve work-related and non-work stressors. It supports the objectives and financial integrity of the workers' compensation system by ensuring that a mental disorder was predominantly caused by a significant work-related stressor arising out of employment.

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Minister Responsible: Hon. Shirley Bond

- There is explicit recognition of bullying or harassment as significant work-related stressors that can result in a compensable mental disorder. Government made its position on bullying and harassment clear by stating that these destructive behaviours are simply not acceptable at any level.
- Compensation requires that a psychiatrist or psychologist, rather than a physician or psychologist, diagnose a mental disorder. Non-traumatic claims are more complex, and psychiatrists and psychologists have the necessary training to diagnose recognized mental disorders. Having a psychiatrist or psychologist as the first point of contact will mean a quicker diagnosis.
- The terminology has been changed from “mental stress” to “mental disorder” to make clearer that compensation always requires a diagnosed mental disorder. It is not available just for experiencing some stress at work.
- Mental disorder claims that result from termination, discipline and other decisions related to the worker’s employment continue to be excluded.
- On July 1 2012, Bill 14 coverage for mental disorders came into effect.
- WorkSafeBC received 1883 new mental disorder claims between July 1, 2012 and April 30, 2013. Of these 508 were from the Health Care Sector and 221 were from the Transportation sector.
- Between July 2012 and March 2013, 256 mental disorder claims were allowed, 626 claims were denied, 383 claims were suspended, 123 claims did not require adjudication, 5 claims were rejected and 318 claims are pending.
- WorkSafeBC has developed and approved a policy on bullying and harassment under the existing *Occupational Health and Safety Regulation* to prevent and address this behavior in the workplace.
- WorkSafeBC’s Board of Directors approved this policy at its March 2013 meeting and WorkSafeBC has posted the approved policy on its website and has sent e-news notifications to over 10,000 stakeholders in BC. The policy is effective on November 1, 2013.
- WorkSafeBC is also developing a workplace tool kit to assist workers and employers in understanding, preventing and addressing bullying and harassment in the workplace.

Injured Apprentices

- Bill 14 also adjusted compensation for injured apprentices and learners to a level that fairly represents their loss of earnings.

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- Prior to this amendment, injured apprentices and learners received benefits based on their current wages. After ten weeks, however, their benefits increased to a level based on the starting wages of a qualified tradesperson.
- Employers considered that the benefit increase at ten weeks overcompensated the worker since he or she earned more on WorkSafeBC benefits than an apprentice who is uninjured and working on the job. Employers were also of the view that this provided a disincentive for injured apprentices to return to work.
- Bill 14 provided that at ten weeks, injured apprentices and learners now receive compensation based on what they were earning when they were injured, or on their gross earnings for the previous 12 months, whichever is greater.
- If a worker is permanently disabled, they continue to be compensated based on the starting wage of the qualified tradesperson, because the worker would have eventually reached that level had the worker not been permanently disabled.
- These changes strike a good balance for both workers and employers.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: *Emergency Intervention Disclosure Act* and Regulation

Revised: June 10, 2013

Issue: The act and regulation came into force on March 2, 2013.

Recommended Response:

- The *Emergency Intervention Disclosure Act* and related regulation came into force on March 2, 2013.
- The Act permits fire fighters, police and paramedics, others providing emergency health services, and victims of crime to apply to the court to have another person tested for HIV, Hepatitis B and Hepatitis C if they come into contact with the blood or other bodily substances of that other person.
- The contributions first responders make in communities all over B.C. should never be underestimated. It's important we support them in every way we can.

Background/Status:

- The *Emergency Intervention Disclosure Act* ("Act") was passed on May 31, 2012.
- Effective March 2, 2013, an Order-in-Council brought the Act into force and established the *Emergency Intervention Disclosure Regulation* to support the Act.
- The ministry consulted with representatives of firefighters, police, paramedics, and AIDS service organizations; the Ministries of Health, Justice and Children and Family Development; WorkSafeBC; the Provincial Health Officer; and the Information and Privacy Commissioner on the Act and regulation. We also advised the Provincial and BC Supreme Courts about the Act and regulation.
- The ministry has created a comprehensive website that explains the Act and regulations and includes the required forms and procedures. It also contains links to information about preventing infection with HIV and Hepatitis B and C.
- Health Authorities will absorb the costs to take and test a blood sample under a testing order. The Minister of Health can answer questions on these costs.
- Similar legislation exists in Alberta, Saskatchewan, Manitoba, Ontario and Nova Scotia, and has been used very infrequently (e.g., twice in Alberta since 2007).

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
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Minister Responsible: Hon. Shirley Bond

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Film and Television Industry and WorkSafeBC

Revised: June 10, 2013

Issue: New policy addresses gap in workers' compensation coverage in the film and television industry

Recommended Response:

- Government is pleased with the new policy. It permits WorkSafeBC coverage for all cast and crew working on film and television productions in B.C.
- This policy provides certainty to the sector, supporting an industry in B.C. that generates \$1.5 billion in economic benefits each year.
- The ministry acknowledges the committed efforts of producers and unions in the industry to work with WorkSafeBC to come up with a successful outcome.

Background/Status:

- A February 2012 decision of the Workers' Compensation Appeal Tribunal determined that a particular actor was not a "worker" covered by the workers' compensation system, even though the company had paid WorkSafeBC premiums on her earnings. This is because she had set herself up to operate under a separate corporate entity, but had not registered this entity with WorkSafeBC and had not herself paid workers' compensation premiums on her earnings.
- As a result of the absence of coverage with WorkSafeBC, the actor was determined to be eligible to sue the production company for an injury she sustained while working on a movie in Vancouver.
- Many actors and crew members set themselves up as similar corporate entities for reasons related to pensions, taxation, protection from being sued personally and privacy. Production companies often require these individuals on short notice for a film project, such that it can be challenging for them to register for coverage under WorkSafeBC before they must begin working. Production companies and film and television unions were very concerned about the lack of workers' compensation coverage for such cast and crew, and the liability arising from potential court actions for injuries, which threatened the continued operation of the sector in B.C.

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- Working with the film and television producers and unions, WorkSafeBC recently approved a policy that now permits production firms to apply to WorkSafeBC to have all individuals working on a television production, who are not otherwise entitled to receive workers' compensation benefits, declared workers. This is effectively a blanket coverage policy amendment unique to the industry and is similar to Alberta's approach. The new policy is consistent with the provisions of the *Workers Compensation Act*.
- Industry stakeholders are pleased with the new policy although there are some questions about how and if it should be applied in other sectors (such as construction).

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Fire Inspection and Prevention Initiative

Revised: June 10, 2013

Issue: The purpose and priorities of the Fire Inspection and Prevention Initiative created in response to sawmill explosions at Burns Lake and Prince George

Recommended Response:

- An explosion on January 20, 2012 at the Babine Forest Products Company in Burns Lake killed two workers and an explosion on April 23, 2012 at Lakeland Mills Ltd. in Prince George killed 2 workers. Many more were injured.
- To ensure that similar explosions do not happen, in October 2012, the B.C. government announced the fire inspection and prevention initiative (FIPI).
- The initiative is focused on improving fire safety compliance in high risk facilities.
- The FIPI is addressing inspectional and jurisdictional gaps related to Fire Code compliance and fire inspections of commercial facilities, particularly high-risk complex industrial facilities with the potential for combustible wood dust accumulation.

Background/Status:

- An explosion on January 20, 2012 at the Babine Forest Products Company in Burns Lake killed two workers and injured 20. The explosion on April 23, 2012 at Lakeland Mills Ltd. in Prince George killed two workers and injured 22 workers.
- To ensure that similar explosions never happen, in October 2012, the B.C. government announced the fire inspection and prevention initiative (FIPI).
- The FIPI is addressing inspectional and jurisdictional gaps related to Fire Code compliance and fire inspections of commercial facilities, particularly high-risk complex industrial facilities with the potential for combustible dust accumulation.
- The FIPI is focused on improving fire safety compliance in high risk facilities.
- The priorities of the FIPI are to:
 - Develop a referral system to triage Fire Code compliance issues identified by WorkSafeBC and BC Safety Authority inspectors to the appropriate fire inspection jurisdiction.

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Minister Responsible: Hon. Shirley Bond

- Develop and deliver increased training opportunities for the fire inspection community, e.g., the Local Assistant Fire Commissioners, particularly in rural areas of the province.
 - Update training and educational material about fire safety and deliver to high-risk building owners and employers with responsibility under the BC Fire Code and to their workforces.
-
- WorkSafeBC will invest \$1 million in funding over two years for FIPI.
 - The FIPI Steering Committee is chaired by the Deputy BC Fire Commissioner and includes representatives from the B.C. Safety Authority, WorkSafeBC, and industry stakeholders.
 - Ray Roch has been seconded to FIPI for two years from his WorkSafeBC role as director, Emerging Issues Prevention.
 - The FIPI is working collaboratively with the BC Safety Authority and WorkSafeBC, who continue with their responses to the two explosion events.
 - The FIPI is working collaboratively with the Officer of the Fire Commissioner and the Authorities Having Jurisdiction through the Local Government Managers' Association, the Fire Chiefs' Association of BC and the Fire Prevention Officers' Association of BC to address the inspectional gaps in fire safety inspections.
 - The FIPI is also working collaboratively with the First Nations Emergency Services Society (FNESS) and the Aboriginal Affairs and Northern Development Canada Department to achieve similar improvement on First Nations Lands, which falls under federal jurisdiction not provincial.

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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Government's Response to Forest Safety Issues

Revised: June 10, 2013

Issue: Action taken by Government on forest safety issues following the Office of the Auditor General's report *Preventing Fatalities and Serious Injuries in B.C. Forests – Progress Needed*.

Recommended Response:

- In 2012 there were 13 forest workers fatalities, including wood and paper mills, log hauling and integrated forestry (includes manual falling) – compared to 19 in 2011, and 15 in 2010.
- Without minimizing the tragedy of these deaths, the numbers are a vast improvement to the 34 fatalities experienced in 2003. Government remains determined to make our forests even safer.
- Action has been taken on all of the 15 recommendations issued by the Auditor General in his 2008 report on forest safety.
- WorkSafeBC, the BC Forest Safety Council and MFLNRO are continuing to address the safety issues and procedures that impact safety in the forest workplace. Other actions taken subsequent to the Auditor General's report included:
 - WorkSafeBC's amendments to Part 26 (Forestry Operations) of the *Occupational Health and Safety Regulation*.
 - An increase in enforcement.
 - WorkSafeBC has a dedicated Safety at Work centre webpage for the forest industry.
 - Government has ensured the hiring of a dedicated safety officer for the MFLNRO, a senior manager for safety in BC Timber Sales, and a coroner dedicated to forest safety.

Background/Status:

- In 2004, government committed to cutting the number of deaths and serious injuries by half within three years. Several months later, the goal was revised to zero deaths and serious injuries. In 2006, the Minister of Forests and Range called for an independent review of forest safety issues – concerns shared by the then Minister of Labour and Citizens' Services.

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Ministry: Ministry of Jobs, Tourism and Skills Training and
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Minister Responsible: Hon. Shirley Bond

- On January 23, 2008, the Office of the Auditor General released its report *Preventing Fatalities and Serious Injuries in B.C. Forests – Progress Needed*.
- This report focused on the role of the provincial government and its agencies involved in forest worker safety. It concluded that government still had to overcome significant challenges if it is to meet the goal set in 2003 to radically decrease deaths and injuries in the forest industry.
- The report contains 15 recommendations for improving forest worker safety. The Ministry of Labour and Citizens' Services and the Ministry of Forest and Range accepted all 15 of the report's recommendations for improving forest worker safety.
- An inter-ministry committee was created to respond to the concerns and recommendations set out in the report. The committee disbanded after completing its work in 2010.
- Of the 15 recommendations issued by the Auditor General in the report, four have been fully implemented, five have been substantially implemented, five have been partially implemented with actions still underway, and one recommendation has been addressed through an alternative action.
- WorkSafeBC has a dedicated Safety at Work centre webpage for the forest industry.
- The Ministry of Forests, Lands and Natural Resource Operations (FLNR) is taking action to improve safety in B.C. forest industry by:
 - reviewing regulations and policy from a safety perspective
 - establishing best practices
 - ensuring business objectives go through a safety lens
 - ensuring compliance and enforcement of legislation and licences
 - raising the profile of forest safety internally and externally.

Contact:

Executive	John Blakely	Policy & Legislation	(250) 356-9987
Director			

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Resource Roads and the *Workers Compensation Act*

Revised: June 10, 2013

Issue: Regulation to clarify how the *Workers Compensation Act* will apply to resource roads in British Columbia

Recommended Response:

- Safety on resource roads is everyone's responsibility. For example: users are encouraged to report unsafe behaviour; companies will supervise their employees and monitor their contractors; and WorkSafeBC will enforce the *Workers Compensation Act* and Occupational Health and Safety Regulation (OHSR).
- Government amended the OHSR in 2012 to clarify that a "workplace" does not include a resource road, except when a portion of a resource road is being built, maintained or otherwise worked on.
- By enacting this regulation, Government is clarifying for WorkSafeBC that it does not have jurisdiction over the resource road – and therefore, that it does not have the authority to issue orders or impose penalties on prime contractors or owners of those roads on matters pertaining to the roads themselves.
- This regulation is consistent with the policy direction that Government is taking through the development of the *Natural Resource Roads Act*.
- The regulation is an interim measure until the *Natural Resource Roads Act* is in place.
- During this interim period, enforcement agencies will rely upon existing legislation that covers different aspects of resource road use that will stand until the *Natural Resource Roads Act* comes into effect. WorkSafeBC continues to have a significant presence on resource roads.

Background/Status:

- In October 2012, Cabinet approved an Order in Council (OIC) that amended the OHSR to clarify the *Workers Compensation Act* (WCA) definition of "workplace" and its application to resource roads. Specifically, the regulation states that a resource road is not a "workplace", and therefore, it establishes that resource roads will be treated much the same as public highways for the purpose of occupational health and safety enforcement.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

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- This regulation addresses concerns that FLNR and other government ministries and agencies have long had with the enforcement approach established under the WCA and OHSR. Specifically, it was their view that WorkSafeBC's enforcement approach, which considered a resource road as a whole to be a single workplace, was untenable because it was impossible for government to have knowledge of, and control over, all of the activities that occur on these roads.
- This regulation is intended as an interim measure that will be in place until the proposed NRRA is presented to the Legislature (fall 2013 or spring 2014) and is brought into force.
- Subsequent to the enactment of the regulation, WorkSafeBC developed, in consultation with stakeholders, a guideline which provides more detail and insight into the application of the new regulation. In addition, FLNR and WorkSafeBC have committed to working closely with each other under this new policy approach in the interest of safety.

Contact:

Executive Director	John Blakely	Labour Policy & Legislation Division	250-356-9987
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Reviewed by			
Dir: M. Tanner	ED: J. Blakely	ADM: T. Hughes	DM:

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Summary of Legislative Changes to the *Workers Compensation Act*

Revised: June 10, 2013

Issue: Key legislative amendments to the *Workers Compensation Act* since 2002.

Recommended Response:

- Government introduced a wide range of amendments to the *Workers Compensation Act* in 2002 and 2003. These changes were made to make the workers' compensation system more responsive to the needs of both workers and employers.
- The changes were made for the following reasons:
 - Ensure the financial sustainability of the workers' compensation system.
 - Make it possible for WorkSafeBC to maintain employer rates at a competitive level to other provinces.
 - Provide benefits comparable with other provinces but remain among the best in Canada, while ensuring fairness for workers and employers.
 - Improve the management of the system by providing a new governance structure focused on the best interests of the system overall.
 - Streamline the appeal system and bring finality and better timeliness to decisions.
 - Improve quality in workers' compensation decisions and services.
- I must emphasize that benefits paid to injured workers remain amongst the best in the country. Many of these changes were recommended by both the Royal Commission Report on Workers' Compensation in 1999 and the 2001-2002 WCB Core Services Review conducted by Alan Winter.
- Since 2003, key amendments include supporting firefighters through the introduction of several occupational disease presumptions, and enhancing compensation for mental disorders arising out of work.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Background/Status:

Bill 49, *Workers' Compensation Amendment Act, 2002*

- Bill 49 sought to maintain benefits for workers that were among the best in Canada while making the system financially sustainable for the future. The main legislative changes of Bill 49 included:
 - A new governing body for WorkSafeBC was introduced.
 - The rate upon which benefits are calculated was changed.
 - The method of indexing compensation benefits for inflation was changed.
 - Pensions were no longer provided for the lifetime of a worker, but instead end at age 65. A lump sum retirement benefit was provided for in the legislation.

Bill 63, *Workers Compensation Amendment Act (No. 2), 2002*

- Provided a revised appeals process for the workers' compensation system that ensured fair, timely and consistent decisions.
- The previous appeal structure had three levels of appeal: the Workers Compensation Review Board, the Appeal Division, and the Medical Review Panel. This appeal process could take years before a final decision was reached.
- Bill 63 provided for a new internal Review Division that has a 150-day time limit to make its decision. The second and final level of appeal, the independent external Workers' Compensation Appeal Tribunal (WCAT), has 180 days to make a final and binding decision.
- A backlog of approximately 22,000 appeals was transferred to WCAT on March 3, 2002 from the former Workers' Compensation Review Board and Appeal Division. This backlog was effectively eliminated by 2006.

Bill 37, *Skills Development and Labour Statutes Amendment Act, 2003*

- Bill 37 amended compensation for surviving dependants of workers who die as a result of workplace injuries or illnesses. The legislation provided monthly benefits for life to surviving partners and introduced a new benefit program for childless surviving partners. It also established a provision for lay advocates (non-lawyers) to advise employers and employees who are going through the workers' compensation system.

Bill 11, *Workers Compensation Amendment Act, 2005*

- Bill 11 recognized certain cancers as occupational diseases associated with employment as a firefighter.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and Minister
Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Bill 13, *Labour and Citizens' Services Statutes Amendment Act, 2008*

- Bill 13 provided that workers' advisers and employers' advisers are to be appointed under the *Public Service Act*, rather than by Order-in-Council of the Lieutenant Governor in Council.

Bill 8, *Workers Compensation Amendment Act, 2009*

- This bill enacted a lung cancer presumption for firefighters effective May 27, 2008.
- Esophageal cancer was subsequently added to the list of cancer presumptions by regulation in 2011.

Bill 14, *Workers Compensation Amendment Act, 2011*

- The primary reason for this legislation was to expand workers' compensation for diagnosed work-related mental disorders.
- It also amended the compensation payable to injured apprentices and learners to more fairly reflect their loss of earnings.
- WorkSafeBC has also developed and approved a new policy under the existing *Occupational Health and Safety Regulation* to further support the province's efforts to combat workplace bullying and harassment. This policy will become effective November 1, 2013.

Contact:

Executive	John Blakely	Policy & Legislation	(250) 356-9987
Director			

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Title: Advertising - STOB67

Revised: June 28, 2013

Issue: Amount spent on STOB67 Advertising

Recommended Response:

- Advertising budget for 13/14 is \$1.672M compared to \$9.437M in 12/13.
- This represents a decrease of \$7.765M or 82.3% and is due to creation of Destination BC (STOB67 budget is now reflected as STOB 80, Transfer Under Agreement).
- 13/14 budget of \$1.672M represents 1% of total Ministry budget.
- \$1.672M is allocated to Immigration Initiatives for advertising expenditures related to Work BC. These costs are fully recoverable from the federal government (Labour Market Development Agreement).
- Total expenditures for 12/13 were \$10.476M.
- \$1.039M over expenditure was approved by TB staff and GCPE. Details below:
 - \$0.482M over-expenditure was related to Times of India Film Awards and was covered by contingency access
 - \$0.530 of the over-expenditures was related to Immigration Initiatives (e.g. advertising related to Jobs Fest) and approved by GCPE. Expenditures were managed within JTST's existing base budget.

Additional Information:

Primary Agencies are:

Dare Digital LP (Cossette)	6,418,571
Mediative GP	1,600,000
Canada Wide Media	692,285
DDB Canada	565,850
Vizeum Canada Inc.	355,423
Travelocity	121,000
Custom House	117,164
Other	605,549
Total Agencies	\$10,475,842

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

- Overview of services provided

Dare Digital- creative and production services for Tourism Marketing

Mediative GP- Management of large scale search engine marketing campaigns targeted at Canadian and US customers

Canada Wide Media- Publishing and advertising vendor for Tourism guides

DDB Canada- Creative and production services for Times of India Film Awards

Vizeum Canada- Advertising purchases for Welcome BC and Provincial Nominee Program

Travelocity- Media space on Travelocity websites to support Spring/Summer promotional campaigns

Custom House- General advertising campaigns in Japan (e.g. Yama Girl promotion) Note: Custom House process the foreign currency transactions on our behalf and are not providing the actual advertising service.

Other- Miscellaneous vendors where contracts are low dollar amounts in support of Tourism marketing and Welcome BC.

Amounts spent in each program

International Trade & Investment Attraction	\$ 481,664
Labour Market & Immigration	528,948
ABIC	13,857
Tourism	<u>9,451,373</u>
Total	\$10,475,842

Contact:

Budget Manager	Tracy Campbell	Financial Services Branch	250-356-9509
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Audits

Revised: June 17, 2013

Issue: Summary of Audit Work Performed in Fiscal Year 2012/13

Recommended Response:

The Ministry was involved in **two ministry-specific audits** in fiscal 2012/13. The Office of the Auditor General (OAG) released the following two related audit reports during this fiscal year:

Canada-British Columbia Labour Market Agreement (LMA) &
Canada-British Columbia Agreement on Targeted Initiatives for Older
Workers (TIOW) (October 2012):

The audits focused on the following areas:

- A compliance and financial audit for the Labour Market Agreement, for the year ending March 31, 2012; and
- An audit of the schedule of detailed expenditure claims for the Canada-British Columbia Agreement on Targeted Initiatives for Older Workers for the year ending March 31, 2012.

The audit report indicated that the schedule of detailed expenditure claims was presented fairly, in all material respects.

The auditors also provided a Management Letter covering the following areas:

- Significant Accounting Policies – the audit did not identify any significant accounting policy matters;
- Significant Accounting Estimates – management's estimates are reasonable;
- Misstatements and Significant Audit Adjustments – based on the audit, there were some adjustments made to the financial statements;
- Internal Controls – there were no matters involving the design or operating effectiveness of internal controls; and
- Illegal and Fraudulent Acts – the audit did not reveal any illegal or possible illegal acts, nor did the audit identify any fraud or suspected fraud.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Background/Status:

Crown Agency Audits:

- The Industry Training Authority did not have any audits conducted in 12/13, other than the audit of their year end financial statements.

Contact:

Director: Murray Jacobs

FSB

Phone #: 356-6950

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Title: Ministry Contracts

Revised: June 27, 2013

Issue: Ministry Operational Contracts

Recommended Response:

- JTST's 13/14 budget for operational contracts is \$16.472M.
- This represents a \$9.846M decrease (37.4%) from the 12/13 restated budget of \$26.318M.
- This reduction is due to the creation of Destination BC; their operational contracts are now classified as STOB 80 (Transfers Under Agreement) in JTST's budget.
- In 2012/13, JTST awarded 543 contracts of which 201 (37%) were direct awarded.
- Total value of contracts awarded in fiscal 2012-13 was \$50.077M of which \$3.284M (7%) were direct awarded (an average of \$16,338 per direct award contract).
- From April 1, 2012, to June 26, 2013, JTST had a total of approximately 747 contracts, of which 303 (41%) were direct awarded.

Additional Information

- Operational contracts include:
 - STOB 60 – Professional services – operational & regulatory
 - STOB 61 – Professional services – advisory
 - STOB 63 – Information systems
- JTST follows a fair, open and transparent contracting process.
- Service contracts over \$75,000 are openly tendered on BCBid.
- Service contracts between \$25,000 and \$74,999 require a competitive process that is appropriate based on the value and complexity of the opportunity.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

- BC has the lowest thresholds for direct awarding contracts in Canada under the New West Partnership Trade Agreement (NWPTA) between BC, Alberta and Saskatchewan.

Breakdown of 12/13 budget and expenditures by program:

Core Business	Estimates Budget	Actual	Surplus/(Deficit)
Labour Market and Immigration Initiatives	8,669,000	5,496,855	3,172,145
International Trade and Investment	4,620,000	9,425,365	-4,805,365
Tourism Policy	0	76,670	-76,670
Major Investments Office	1,000,000	246,798	753,202
Competitiveness and Small Business	1,274,000	487,471	786,529
Economic Development	540,000	1,020,156	-480,156
Executive and Support Services	364,000	659,233	-295,233
Payments Based on Contributions	0	293,413	-293,413
Tourism (now Destination BC)	11,751,000	10,343,197	1,407,803
Labour Programs	2,907,000	3,057,545	-150,545
TOTAL	31,125,000	31,106,703	18,297

Note: The above table includes programs that were transferred to MIT in 13/14.

Some examples of ministry oversight on contracts:

- JTST has three individuals responsible for overseeing ministry contracts and providing procurement information sessions to ensure compliance with government controls including:
 - ***Assisting the program areas with each phase of the contracts lifecycle***, from planning on the best approach to solicit the required services through to the evaluation and closing of a contract file.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

- ***Ensuring both government representative and/or vendor representative signatures is documented on the contract prior to contract commencement.*** This limits government's liability of verbal contracting and provides documentation of agreed-upon expectations and responsibility for insurance, rates, quantities and deliverable agreements.
- ***Requiring contractors to carry the Commercial General Liability insurance*** and to add the Province as an additionally insured. Insurance supports their ability to make good on the indemnity clause.
- ***Ensuring that expenditures are recorded to the Corporate Financial System consistent with government's chart of accounts*** conform to GAAP, the substance of transactions are captured, and government's financial statements reflect the complete, relevant and accurate picture of the transactions and events as accurately as possible.
- ***Ensuring that the accrual for the receipt of goods, services, or construction is accurately recorded*** and accounted for at the time in which the transfer of ownership occurs or was received.

Costs associated with managing contracts

- JTST has three dedicated staff responsible for the oversight and management of ministry contracts.
- Costs for salaries and benefits for these three individuals is approximately \$0.265M.
- Additional costs may include some travel for training sessions held in Vancouver (max \$0.005M).
- Benefits far outweigh costs, for instance
 - A likely consequence of not ensuring that contractor has insurance coverage may result in legal challenges and financial obligation where contractor performance results in third party injury, neglect and/or property damage. Increased legal costs or fines, potential for political embarrassment, and supplier or market animosity.

Contact:

Contract Manager	Derek Cockburn	FSB	250-356-9017
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Ministry of Jobs, Tourism and Skills Training (and Labour)
 Overview of Direct Award Contracts
 Fiscal Year 2012-13

Description	Total # of contracts	Total # of Direct Award	TOTAL CONTRACTS				2012-13 ONLY				2012-13 ONLY			
			Direct Awards as a % of Total Contracts	Dollar value of all contracts	Dollar value of direct award contracts	Direct Awards as a % of Total Contracts (\$ value)	Contracts Awarded this fiscal	# of Direct Award this fiscal	Direct Awards as a % of total contracts awarded	Dollar Value of contracts awarded this fiscal	Dollar value of direct award contracts	Direct Award as a % of Total Value		
Operational Contracts (STOB60/61)	670	296	44%	42 816	5 495	13%	513	187	36%	43 484	3 080	7 08%		
Information Technology contracts (STOB 63)	77	7	9%	14 479	1 141	8%	30	14	47%	6 593	0 204	3 09%		
Sub-Total - Operational Contracts	747	303	41%	57 295	6 636	12%	543	201	37%	50 077	3 284	6 56%		
Capital Contracts (STOB 2000)	3	3	100%	3 954	2 549	64%	3	2	67%	2 549	1 444	56 65%		
Total Contracts	750	306	41%	61.24913	9 185	41%	546	203	37%	52 626	4 728	8 98%		

NOTE:

includes contract information and dollar values for programs that have since transferred to MIT (e.g. International Trade)

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Title: Deputy Minister's Office Budget

Revised: June 25, 2013

Issue: Deputy Minister's budget in 2013-14

Recommended Response:

- Deputy Minister's budget remained status quo (\$1.156M) in 13-14 compared to 2012-13.
- \$0.943M is allocated to salaries and benefits.
- There are 18 FTEs in the Deputy's Office which includes staff for the ministry's correspondence branch. Of the 18 FTEs, 5 positions are currently vacant (28%).
- Budget details are provided below.
- The Deputy Minister's office is also providing support to the Deputy Minister's office of the Ministry of International Trade.

Estimates Budget	FY13	FY14	Change
Salaries and Benefits	943,000	943,000	-
Travel	50,000	50,000	-
Legal	2,000	2,000	-
Professional Services	15,000	15,000	-
Information Systems	10,000	10,000	-
Office and Business	50,000	50,000	-
Amortization	81,000	81,000	-
Building Occupancy Charges	5,000	5,000	-
TOTAL	1,156,000	1,156,000	-

Contact:

Budget Manager Tracy Campbell FSB 250-356-9509

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Ministry Fees

Date of Last Revision: June 28, 2013

Issue: Fees Collected by JTST Programs

Recommended Response:

- The only fees collected by JTST programs in 13/14 are those collected by the Provincial Nominee Program, which collects the following fees:
 - A) Strategic Occupations processing fee (\$550 per service) – a non-refundable processing fee for each application to the Strategic Occupations component of the BC PNP.
 - B) Business Immigration (\$125 per service) – fee for pre-immigration seminars to help prospective immigrants to explore and establish business opportunities in BC.
 - C) Business Immigration (\$3,000 per service) – a non-refundable processing fee for each application submitted by the principal applicant to the Business Immigration stream of the BC PNP.

Background/Status:

Total annual fees for the above three fees are:

- A) Strategic Occupations processing fee - \$1.8M
- B) Business Immigration seminars - \$0.017M
- C) Business Immigration processing fee - \$0.900M

Director: Murray Jacobs

Finance and Admin.

Phone: 250 356-6950

Advice to the Minister

Ministry: Ministry of Jobs, Tourism & Skills Training
Minister Responsible: Hon. Shirley Bond

Title: Freedom of Information Statistics

Revised: June 13, 2013

Issue: Ministry's response time for Information Access requests

Recommended Response:

- We are committed to Open Government and improving the timeliness of our responses to Information Access requests.
- The goal of our ministry is to meet all its Freedom of Information deadlines and our current timeliness rate is 80%.
- In Fiscal 12/13, the ministry experienced an increased volume of information access requests: we closed 240 files last year, up from 214 in fiscal 11/12.
- To further improve timeliness the ministry completed a LEAN project to streamline its information access processes and also added one permanent FTE to its internal team.

Background/Status:

- In comparison with all other ministries, our ministry's timeliness is one of the slowest.
- We are now implementing the LEAN process improvements and expect our timeliness to improve once all old files are closed.
- We currently have 2.5 FTEs supporting this important process.
- We continue to work to streamline our internal processes to improve our response times for fiscal 13/14.

Contact:

ADM George Farkas Management Services 250-387-9180

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Title: Jobs Plan Funding

Revised: June 26, 2013

Issue: Jobs Plan Funding for 2013-14

Recommended Response:

- Total Costs for Jobs Plan initiatives being delivered by JTST, MIT and MARR are estimated at \$33M.
- Of the \$33M, \$15.3M is included in the ministries' base budgets (i.e. Estimates Budget).
- Incremental \$17.7M is being accessed through contingencies.
- Breakdown of Jobs Plan funding and actual expenditures in 12/13 is attached.

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Contact:

Budget
Manager

Tracy Campbell

FSB

250-356-9509

Ministry of Jobs, Tourism and Skills Training and Ministry of International Trade

BC Jobs Plan Report Back- Actual spending by STOB

ACTUAL EXPENDITURES	Major Investment Office	Jobs and Investment Board	Double Overseas Presence	Smart Deregulation	Hosting Program	Investment Attraction	Reducing Trade Protectionism	ABIC	TOTAL
EB50 Base Sa ar es and Overt me	791,670		3,908,318	418,742	173,167	681,527	1,127,313	35,864	7,136,601
EB51 Supp ementary Costs	968		50,771		406	3,135	1,276		56,556
EB52 Emp oyee Benef ts	189,877		928,622	96,311	39,828	160,377	262,907		1,677,922
EB55 Boards Comms Courts-Fees Exp		1,355				0			1,355
EB57 Pub c Servant Trave Expenses	111,883	6,161	203,398	530	13,851	22,171	108,446	11,186	477,626
EB59 Lega Serv ces	245		16,853			403	265,849		283,350
EB60 Prof Serv-Oper and Reg	49,287	403,855	7,476,537			187,258	258,219	68,732	8,443,888
EB61 Adv sory Contracts	169,260		0			81,641	46,763	68,342	366,006
EB63 Info Systems	28,103		1,053,640	240,921	148	83,792	28,686		1,435,290
EB65 Off ce and Bus ness Expenses	39,036	1,081	2,458,440	10,052	121,277	80,539	32,577	55,104	2,798,106
EB67 Advert s ng								13,827	13,827
EB69 Ut t es, Mater a s	97		64,476			1,934	125		66,632
EB70 Operat ng Equ pment			3,843			1,040	0		4,883
EB73 Amort zat on			7,550			12,281	60		19,891
EB74 Ga n/Loss on D sposit			699,917			56,831	62,813		819,561
EB75 Bu d ngs	3,472		2,242,194			14,045	14,407		2,274,118
EB77 Grants						0	57,329		57,329
EB80 Transfers			206,986		40,000		1,000,000		1,246,986
EB85 Other Expenses	1,573		10,129			758	837	35,000	48,297
EB88 Recover es-W th n Government								0	0
EB89 Recover es Externa W th n GRE									0
EB90 Recover es - externa to GRE			-375,340					-90,670	-466,010
TOTAL	1,385,471	412,452	18,956,334	766,556	388,677	1,387,732	3,267,606	197,385	26,762,213

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Ministry Fiscal Management

Revised: June 28, 2013

Issue: Results of JTST Fiscal Management in Fiscal Year 2012/13

Recommended Response:

- Since October 2012, the ministry has been operating under the government-wide expenditure and staffing restraint measures (specific approval steps noted below).
- Key staffing requests have been taken forward for review/approval by the Deputy to the Premier, but there remain a significant number of vacancies.
- Even still, JTST met all of their Jobs Plan performance targets.
- Through reductions in discretionary spending and delayed staffing activity, JTST was able to meet their TB mandated savings target (\$1.670M).
- In addition, JTST, through prudent fiscal management, was also able to deal with a number of one-time pressures (such as the transition of Tourism Division to Destination BC, including the provision of \$3.8M to the crown for capital asset acquisition), as well as some other strategic spending (such as \$1.0M for Aboriginal Tourism BC to continue with the development of Aboriginal tourism products and services, and \$1.2M to the Industry Training Authority for the implementation of youth apprenticeship initiatives).
- The Management Services Division now provides support to 3 ministries (MIT, JTST, and CSCD) and 3 agencies (Destination BC, the Provincial Capital Commission, and the Auditor General for Local Government).

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Background/Status:

Staffing and Expenditure Approval Guidance

Expenditure	Guidance	Exceptional Approval
Staffing: Lateral Transfers	<ul style="list-style-type: none"> Reassign resources from non-critical to critical work within the Ministry. Lateral movement can be done within Ministry, but cannot result in a salary increase. 	<ul style="list-style-type: none"> ADM to bring forward any Ministry lateral transfers to Executive for decision
Overtime	<ul style="list-style-type: none"> Overtime is only to be used in urgent or safety-related matters. 	<ul style="list-style-type: none"> ADM pre-approval for ad-hoc overtime requests Deputy Minister Committee on Expenditure Management approval for ongoing overtime requests
Travel	<ul style="list-style-type: none"> Alternatives to travel such as telephone and video conferencing to be considered first. Business class travel prohibited. 	<ul style="list-style-type: none"> ADM approval required for in- province travel DM approval for outside province travel
Contract and Professional Services	<ul style="list-style-type: none"> Where possible, find alternatives to professional services and contracts by delivering through internal staff. 	<ul style="list-style-type: none"> ADM pre-approval
Grants and Transfers	<ul style="list-style-type: none"> Expenditures are for previously approved grants only. New grants should be reviewed to assess priority. 	<ul style="list-style-type: none"> ADM pre-approval for new grant commitments
Meeting and Venue Space	<ul style="list-style-type: none"> Meetings need to be scheduled in government rooms and venues. 	<ul style="list-style-type: none"> DM pre-approval for paid facilities
Conferences and Meetings	<ul style="list-style-type: none"> Discretionary travel is restricted. Attendance should be limited to essential job required purposes. 	<ul style="list-style-type: none"> DM pre-approval to attend a conference Pre-approval by the Deputy to the Premier for any Federal, Provincial, Territorial meetings

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

New Furniture and Equipment	<ul style="list-style-type: none">• The purchase of new furniture and equipment should be essential to work.	<ul style="list-style-type: none">• Requests can be sent to the Ministry Chief Financial Officer• Deputy Minister approval required• Ministry of Finance approval required
Tenant Improvements	<ul style="list-style-type: none">• Tenant improvements are restricted to health, safety and security.	<ul style="list-style-type: none">• ADM pre-approval
Office Books and Subscriptions	<ul style="list-style-type: none">• Please use existing Library materials. Subscriptions should only be renewed if essential to work.	<ul style="list-style-type: none">• ADM approval
Mobile Devices, VPN and DTS	<ul style="list-style-type: none">• Please consider your requirements.• Requirements will be reviewed with a view to reducing costs	<ul style="list-style-type: none">• ADM approval for new requests

Contact:

Director: Murray Jacobs

Finance and Admin.

Phone #: 356-6950

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Title: Ministers' Offices Budget

Revised: June 27, 2013

Issue: Ministers' Offices budget in 2013-14

Recommended Response:

- The Ministers' Office budgets for 2013/14 is \$0.923M.
- Minister's Office budget is \$0.645M; Minister of State for Tourism and Small Business budget is \$0.278M (Total combined \$0.923M).
- For comparison purposes, and to show effects of government re-organizations, budgets are restated for 2012-13. Minister budget for 2012-13 restatement remained the same at \$0.923M.
- Compared to 2012-13 Estimates (not re-stated, Ministers' Offices decreased by \$0.127M from \$1.050M to \$0.923M).
- Minister's Office decreased by \$0.145M offset by an \$0.018M increase to the Minister of State for Tourism and Small Business.
- \$0.127M decrease to Minister's Office was used to offset costs in creating new Minister of International Trade.
- \$0.018M increase to MOS for Tourism and Small Business is due to costs for new Parliamentary Secretary for the Jobs Plan.
- Detailed budget information is provided on next page.

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Minister's Office					
Expenditure Type	FY13 Estimates	FY13 Re-stated Budget	FY14 Estimates	FY14 compared to FY13	FY14 compared to Restated FY13
Salaries (details below)	429,000	367,000	288,000	-141,000	-79,000
Supplementary Costs	10,000	10,000	10,000	0	0
Benefits	99,000	84,000	88,000	-11,000	4,000
Legislative Salaries	85,000	85,000	52,000	-33,000	-33,000
Travel	100,000	75,000	100,000	0	25,000
Information Systems	6,000	6,000	6,000	0	0
Office and Business	8,000	8,000	8,000	0	0
Amortization	1,000	1,000	1,000	0	0
Other	52,000	27,000	92,000	40,000	65,000
TOTAL	790,000	663,000	645,000	-145,000	-18,000

Minister of State for Tourism and Small Business					
Expenditure Type	FY13 Estimates	FY13 Re-stated Budget	FY14 Estimates	FY14 compared to FY13	FY14 compared to Restated FY13
Salaries (details below)	127,000	127,000	142,000	15,000	15,000
Benefits	29,000	29,000	47,000	18,000	18,000
Legislative Salaries	52,000	52,000	37,000	-15,000	-15,000
Travel	25,000	25,000	25,000	0	0
Information Systems	2,000	2,000	2,000	0	0
Office and Business	10,000	10,000	10,000	0	0
Amortization				0	0
Other	15,000	15,000	15,000	0	0
TOTAL	260,000	260,000	278,000	18,000	18,000

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Information Systems (STOB63)- represents data communications charges (e.g. email)

Office and Business (STOB65)- includes Queens Printer charges, shipping, business meeting expenses and office supplies

Other (STOB85)- includes Min of Finance chargeback for VIP computer support (24 hr)

- Minister's Office VIP Support \$25,200 (estimated)
- MoS VIP Support \$7,200 (estimated)
- STOB85 also includes purchasing card transactions that have not yet been allocated to appropriate STOBs (e.g. office and business). These charges are entered and adjusted by Ministry of Finance, usually on a monthly basis.

Salary and Benefit Info (excludes legislative salaries)

Minister's Office	Level	Salary	Benefits	Total
Chief of Staff	Band A	89,810	21,554	111,365
Ministerial Assistant	Band A	78,300	18,792	97,092
Exec Assistant	Band B	54,732	13,136	67,868
Admin Assistant	ADMIN	52,461	12,591	65,052
Clerk	Clerk 14	39,150	9,396	48,546
Pension Adjustments (est.)			19,000	19,000
TOTAL		314,453	94,469	408,923

Minister of State	Level	Salary	Benefits	Total
Ministerial Assistant	Band A	85,000	20,420	105,420
Exec Assistant	Band B	54,743	13,138	67,881
Administrative Coordinator		54,781	13,147	67,928
Pension Adjustments (est.)			13,000	13,000
TOTAL		194,524	59,705	254,229

Contact:

Budget Manager Tracy Campbell FSB 250-356-9509

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour

Minister Responsible: Hon. Shirley Bond

Title: Minister's Office- Travel

Revised: June 28, 2013

Issue: Travel expenditures

Recommended Response:

- Minister's Offices budget for travel in 2013-14 is \$0.125M (no change from 2012-13).
- Allocation: Minister's Office \$0.100M; Minister of State for Tourism and Small Business \$0.025M.
- Travel requirements will be assessed throughout the year to ensure fiscal prudent management practices are adhered to.

Additional Information

FY12-13 travel expenditures for **Minister's Office** are as follows:

- \$97,682 total (Min Bell \$31,848; staff \$65,834)
- In Province \$89,379 (92%)
- Out of Province \$8,303 (9%)
- Travel to and from Prince George
- Travel to various communities in support of Jobs Plan initiatives

FY12-13 travel expenditures **for Minister of State for Small Business** are as follows:

- \$26,855 total (Min Yamamoto \$9,149; staff \$17,706)
- \$26,855 in Province (100%)

Fy12-13 travel expenditures **for Minister of State for Multiculturalism** are as follows:

- \$29,219 total (Min Bloy \$2,456; Min Yap \$8,656 staff \$18,107)
- \$27,082 in Province (92%)
- Out of Province \$2,13 (8%)

Contact:

Budget Manager	Tracy Campbell	FSB	250-356-9509
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Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
the Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Vendor Complaint Review Process (VCRP)

Revised: June 28, 2013

Issue: Report on the Vendor Complaints received in Fiscal Year 2012/13

Recommended Response:

- The Ministry received one vendor complaint in fiscal 2012/13.
- This complaint occurred in relation to the Labour Market Programs Branch, from a complainant who questioned the evaluation process from a Request For Proposals solicitation.
- The Complainant was concerned with the fact that there were multiple review panels, as well as the independence of the lead negotiator. The issue was settled to the complainant's satisfaction, after explaining the evaluation process (details below).
- The competition involved an opportunity to respond to twelve (12) regions throughout the province. The Branch received fifty-four (54) proposals; therefore multiple review teams were created to allow for an expedited review process, which is a common practice. The lead negotiator for this solicitation was an independent expert contractor on loan from the Purchasing Services Branch, who had no relationship with this area of service.

Background/Status:

The VCRP is designed to ensure that there is a process for the review of vendor complaints about a government procurement process. The intent of the VCRP is to assist government in identifying and responding to problems in the establishment and application of government procurement policy and procedures. The VCRP Administrator has thirty (30) days to analyze the facts of the case and provide the Complainant with a response. The VCRP is not set up as a process for vendors to obtain additional points awarded to them in relation to their submissions to a solicitation.

As of last year, the Office of the Comptroller General has stopped reporting on Vendor Complaints.

Director: Murray Jacobs

Finance and Admin.

Phone #: 356-6950

Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

Title: Executive Compensation (Crowns)

Revised: July 11, 2013

Issue: Executive Compensation in Ministry Crown Corporations to be reported by PSEC

Recommended Response:

- Each year government publically discloses executive compensation for public sector employers.
- My understanding is the reports for 2012/13 will be released though Public Sector Employers' Council (PSEC) Secretariat in the coming weeks.
- Taxpayers should know how their money is spent – this is why government made it mandatory to disclose the salaries of executives from Crown agencies, boards and commissions.
- We believe the compensation they receive is fair and they do great work on behalf of British Columbians.
- This disclosure process includes all compensation – base pay, pensions and other benefits including health and insurance plans.
- We want to ensure we can continue to attract and retain highly-skilled people who can effectively deliver quality services to British Columbians by compensating them fairly and competitively.
- B.C. has become a leader in best practices in Canada with our standards of reporting that require annual public disclosures of total compensation for executives.

Background/Status:

- In 2008, amendments were made to the Public Sector Employers Act (PSEA) requiring employers to disclose proactively their senior executive compensation within six months of their fiscal year end, and in a form and manner directed by the CEO of PSEC. Each year the government discloses publically executive compensation for public sector employers.
- These requirements apply to the CEOs and the next four highest ranking/paid executives earning \$125,000 or more in base pay.

Estimates Note Advice to the Minister

Ministry: Ministry of Jobs, Tourism and Skills Training and
Minister Responsible for Labour
Minister Responsible: Hon. Shirley Bond

- Each disclosure statement includes base salary, bonuses, incentive pay, pension, all other compensation and the total compensation paid for the two previous years.

Contact

Director: Robert Easton Corporate Planning and Priorities 250 356-9416