



Minister's Estimates Notes

2023/2024

Ministry of
Post-Secondary Education
and Future Skills

April 2023

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Ministry of Post-Secondary Education and Future Skills
Estimates Debate Binder
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Estimates – Motions

<p>Opening Introductions and remarks Commencement of Estimates</p>	<p>Minister: “Mr./Mdme. Chair, it is with great pleasure that I rise to present the 2023/24 spending estimates for the Ministry of Post-Secondary Education and Future Skills.”</p> <p>“Before I begin, I would like to introduce my Deputy Minister, Bobbi Plecas.”</p> <p>[Introduce other staff as appropriate].</p> <p>[Deliver a short speech on Ministry priorities and spending plans – GCPE to provide]</p>
<p>After Opening Remarks to Begin Debate</p>	<p>Minister: “Chair, I would be happy to receive comments, remarks and questions from the members of the Legislature.”</p>
<p>Adjournment of Estimates Debate</p>	<p>Minister: “I move that the committee rise, report progress and ask leave to sit again.”</p> <p>Chair: Motion approved.</p>
<p>Completion of Estimates Debate</p>	<p>Minister: “I move that the committee rise and report resolution.”</p> <p>Chair: Motion approved.</p>

List of people who will support the Minister:

- Bobbi Plecas, Deputy Minister
- Jason Butler, Assistant Deputy Minister of Finance, Technology and Management Services Division
- Nicola Lemmer, Assistant Deputy Minister of Post-Secondary Policy and Programs Division
- Joanne White, Assistant Deputy Minister of Workforce Development and Skills Training Division
- Tony Loughran, Assistant Deputy Minister of Governance and Corporate Planning Division
- Executive Directors will be available

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GCPE Material

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Title: StrongerBC: Future Ready Action Plan Overview

Issue: Future Ready Action Plan: Skills for the Jobs of Tomorrow Plan

Key Facts and Background:

- In February 2022, the StrongerBC Economic Plan publicly committed to developing the Future Ready Action Plan - a generational commitment to accelerate talent development and skills training across the province, and to drive inclusive and clean growth.
- In Spring 2022, the Ministry of Post-Secondary Education and Future Skills worked with ministries to conduct 55 targeted engagement sessions with over 850 individuals including sectoral, regional and Indigenous partners.
- The Future Ready Action Plan was developed with input from 18 ministries, plus Government Communications and Public Engagement and the Premier's Office.
- The Future Ready Action Plan builds a StrongerBC for everyone by making investments and policy changes so post-secondary education and skills training are more affordable and accessible for all.
- It captures work already being done across government and launches 21 new and/or expanded initiatives to make it easier and more affordable for all people in B.C. to learn the skills they need.
- The Labour Market Outlook forecasts that B.C. will have over one million job openings in the next decade. Nearly 80% of these job openings will require some form of post-secondary education or training - where, for the first time in modern history, there are more jobs than workers.
- Budget 2023 announced \$480 million in funding over three years to support the Future Ready Action Plan, including \$39 million over three years for a new short-term skills training grant (Future Skills Grant).
- Budget 2023 also announced funding for several related initiatives that will be highlighted in the Future Ready Action Plan, including:
 - \$150 million over three years as part of the training cornerstone of BC's Health Human Resources Strategy;
 - \$151 million over three years for Student Financial Aid;
 - \$40 million over three years in capital funding to support the Health Human Resources Strategy, and renovate and expand existing classrooms and other facilities;
 - \$575 million over three years towards student housing.
- The public Future Ready Action Plan was released on May 2, 2023. It provides a clear and compelling account of how the Province is working with British Columbians to meet



today's labour force needs, close the skills gap, and prepare British Columbians for the jobs of the future.

- The Future Ready Action Plan will:
 - Invest in the skills and talents of people in British Columbia is at the heart of our government's plan for a StrongerBC.
 - Make it easier and more affordable for all people in B.C. to learn the skills they need to build a good life for themselves in a rapidly changing economy.
 - Prepare people for the jobs of today and tomorrow by expanding access to post-secondary education, WorkBC and skills training.
 - Open doors for people to develop skills for the future so they can get the training they need to grow or change their careers. We're breaking down barriers to get more people into the workforce.
 - Work with Indigenous Peoples to break down systemic barriers to employment and create better access to post-secondary education and skills training.
 - Help businesses find the new workers they need to continue to succeed.
- Future Ready Action Plan is a generational commitment to make education and skills training more affordable and accessible, so that people can get good jobs and build good lives in British Columbia.

Appendix A: Summary – Future Ready Action Plan Funding by Ministry

TB Funded Initiatives	Ministry Receiving Funding	Preliminary TB Approved Funding (\$ million)				Type of Funding (TBD)
		23/24	24/25	25/26	3 YR TOTAL	
1. Expanded BC Access Grant	PSFS	0.0				Advice/Recommendations
2. Expanded Tuition Waiver for Former Youth in Care	PSFS	6.4	6.4	6.4	19.2	
3. New StrongerBC Future Skills Grant	PSFS	10.0	14.5	14.5	39.0	
4. Expanded K-12 Career Connections & Dual Credit	ECC	0.9	3.0	2.3	6.2	
5. Expanded Skills Training Programs for People with Multiple Barriers	PSFS	1.9	1.9	1.9	5.7	
		7.6	15.6	15.6	38.8	
6. New StrongerBC Find Your Pathway Digital Services	PSFS	12.22	15.48	15.79	43.49	
7. New Care Economy Workforce Development Strategy	SDPR	1.05	1.05	0.8	2.9	
8. Expanded Mass Timber Skills Training	PSFS (responsible Ministry: JEDI)	0.9	1.1	1.3	3.3	
9. Expanded Manufacturing Workforce Development	JEDI	1.0	1.0	1.0	3.0	
10. New Targeted Recruitment & Retention for Teachers (Rural and Remote focus)	ECC	1.17	1.35	1.16	3.68	



11. Expanded Vet Med Seats	PSFS	5.7	7.3	8.8	21.8	Advice/Recommendations	
12. Expanded Old Growth Strategy Forestry Skills Training	PSFS	10.1	10.1	10.1	30.3		
13. Expanded Graduate Scholarships and Internships	PSFS	5.0	5.0	5.0	15.0		
14. Expanded Technology and Innovation Workforce Development Initiatives	JEDI	2.6	2.6	2.9	8.1		
15. New StrongerBC Workplace Innovation Fund	PSFS	5.0	11.8	13.6	30.4		
16. Expanded Work Integrated Learning Opportunities at post-secondary	PSFS	1.5	1.5	1.5	4.5		
17. Expanded Early Childhood Educator Seats	PSFS	3.35	4.1	4.6	12.05		
18. Expanded Tech-related Seats	PSFS	8.4	18.5	24.9	51.8		
		3.8	8.3	10.8	22.9		
19. Expanded Declaration Act Action Plan Workforce Priorities (FLAGSHIP)	PSFS	30.6	29.3	29.3	89.2		
	ECC	0.15	1.35	1.35	2.85		
20. Expanded Guardian and Stewardship Training Initiative	WLRS	1.32	3.81	3.81	8.94		
21. New StrongerBC Rapid Response Training	PSFS	1.5	2.0	2.0	5.5		
		3.1	2.6	2.6	8.3		
OVERSIGHT and COORDINATION							



22. New Future Ready Office	PSFS	1.22	1.0	1.0	3.22	Advice/Recommendations
TOTAL		126.48	170.64	180.01	480.13	

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Title: StrongerBC: Future Ready Action Plan – BC future skills grant

Issue: As part of the Future Ready Action Plan, the Ministry is launching a new StrongerBC future skills grant so people can access short-term skills training to stay current in their job or transition into new, in-demand jobs.

Key Facts and Background:

- One-third of jobs will be transformed over the next decade and workers will need to reskill. B.C. is also experiencing historic labour and skill shortages, and workplace productivity is linked to skills development. However, affordability can prevent British Columbians from accessing skills training opportunities.
- As part of the StrongerBC Future Ready Action Plan, the Ministry will launch the BC future skills grant. The grant is a flagship initiative that will help address B.C.'s urgent and growing need for skilled workers.
- The new BC future skills grant has a base budget of \$10M in 2023/24;
Cabinet Confidences
- The grant will reduce financial barriers by providing British Columbians with a credit of up to \$3,500 to cover the costs of tuition for short-term skills training.
- Residents of British Columbia, who are 19 years of age or older, will be eligible for the grant, which is expected to help more than 8,500 people access training over the next three years.
- British Columbians will be able to choose from over 400 training options in the first year (See Appendix 1 for examples of eligible training opportunities), with options expanded in year two and ongoing to respond to skills needs.
- Eligible training will align with in-demand jobs as outlined in the Labour Market Outlook and support B.C.'s StrongerBC Economic Plan and key strategies, such as the Health Human Resources Strategy and CleanBC.
- Supporting short, relevant and flexible training options will help to meet employers' immediate and future skills needs, increase productivity, and support accessibility.
- The BC future skills grant complements existing affordability supports, such as grants, bursaries and loans through StudentAid BC, provincial and federal apprenticeship supports, and WorkBC employment programs.
- Responds to Select Standing Committee on Finance and Government Services Budget 2023 Consultation recommendation 33 to reduce financial barriers to post-secondary education for all students.

Appendix 1: Examples of eligible training opportunities

Agriculture and Fishing	
Micro-credential:	Modelling for Marine Ecosystem-based Planning
Short Certificate:	Electrofishing Certification
Construction	
Short Certificate:	Building Construction Technology
Micro-credential:	Construction for Energy-Efficient Buildings
Short Certificate:	Social Housing Management
Educational Services	
Short Certificate:	Indigenous Early childhood Education Micro-credential
Certificate of Completion:	Red Cross Instructor Training
Professional Certificate:	Advanced Facilitation Practices
Forestry, Logging, and Support Activities	
Short Certificate:	Wildfire Crew Member Essentials
Recognition of Completion:	Forest Worker Essentials
Micro-credential:	Forest Carbon Management
Health care and social assistance	
Certificate of Completion:	Emergency Medical Responder
Short Certificate:	Medical Terminology
Short Certificate:	Hospital Unit Clerk Program
Short Certificate:	Pharmacology for RNs
Micro-Credential:	Advanced Physical Assessment for Primary Care Nursing
Non-Specialized or Multi-Industry	
Professional Certificate:	Professional Project Administration
Micro-credential:	Supervisory skills
Associate Certificate:	Professional Communications Essentials
Professional, Scientific, and Technical Services	
Micro-credential:	Population and Health Data Analytics
Short Certificate:	Environmental Technician Certificate
Micro-credential:	Performance Based Design and Lifecycle Cost Analysis of Bridges
Micro-credential:	Industrial Networking for Cybersecurity Professionals
Micro-credential:	Production for Animation & VFX
Repair, personal and non-profit services	
Short Certificate:	Commercial Vehicle Inspection Program
Micro-credential:	Electric Vehicle Technology & Service



Title: Early Childhood Education seats

Issue: More early childhood educator training is needed to reduce the compounding educator workforce gap and help more parents fully participate in B.C.’s labour market

Key Facts and Background:

- As part of the StrongerBC: Future Ready Action Plan, the Ministry’s budget includes \$16M over three years, including \$12.1M through *Budget 2023* (\$3.4M/\$4.1M/\$4.6M), to increase and accelerate the expansion of early childhood educator (ECE) training seats at B.C.’s public post-secondary institutions with flexible delivery options such as online, hybrid, blended and work-integrated learning.
- In B.C., there are currently 24,079 provincially certified early childhood educators, including more than 13,000 working in licensed care.
- Large, multi-year government investments in much-needed childcare spaces are putting pressure on an already strained ECE workforce. Workforce demand continues to exceed supply, resulting in childcare centre closures where required minimum educator to child ratios cannot be met.

Advice/Recommendations

-
-
- ECC’s Early Childhood Educator Registry also certifies internationally trained early childhood educators and assistants, subject to meeting provincial regulatory requirements. It is expected that 41% of new ECEs and ECE Assistants are projected to come from outside of Canada over next 10 years. As of December 31, 2022, the Registry had received 306 applications, 74% more than the previous year.
- The anticipated increase in the number of student spaces is in addition to an average of 940 students enrolled annually in base funded ECE programs at B.C.’s public post-secondary institutions.
- Training more early childhood educators has a multiplier effect on workforce participation, with 61,200 parents and other caregivers (over 90% of them female) in B.C. indicating they work part-time because they care for children. Access to quality childcare enables increased workforce participation for all those people, along with the 42,500 who are currently not in the labour force and have young children (under 6).



- In B.C., 18 of 25 public post-secondary secondary institutions are recognized to deliver ECE programming, approved by ECC's Early Childhood Educator Registry. In addition, eight private training institutions are recognized to deliver ECE programming, bringing the total number of B.C. post-secondary institutions offering ECE programming to 26.
- Prior to *Budget 2023* and since the 2018 launch of B.C.'s ten-year Childcare B.C. Plan, over \$16M in funding has been provided to 16 public post-secondary institutions, creating 1,713 student spaces in recognized ECE programs. This includes piloting and expanding work-integrated learning program delivery at six public post-secondary institutions, enabling 227 students to obtain or upgrade their provincial ECE certification while remaining employed.
- Enrolment demand for ECE programs at public post-secondary institutions continues to be strong, with a forecast 99% utilization of ECE seats in 2022/23. Targeted funding is directed to communities with the greatest need for ECEs, including rural, remote and Indigenous communities.
- The subject of this note is referenced in the Select Standing Committee on Finance and Government Services recommendations on Budget 2023 and PSFS's position is consistent with the recommendation.
- PSFS is also providing \$3.1 million in funding between 2018 and 2024 from the Sector Labour Market Partnerships program, partnering with the Early Childhood Educators of B.C. for a sector-led impact assessment of the Provincial Early Care and Learning Recruitment and Retention Strategy.



Title: StrongerBC Find Your Path Initiative

Issue: As part of StrongerBC: Future Ready Action Plan, the Province has provided preliminary approval to access up to \$43.5M over three years to improve digital services and tools that help people plan their careers and access post-secondary education.

Key Facts and Background:

Cabinet Confidences

The **StrongerBC Find Your Path Initiative** will make it easier for people in B.C. to plan their career and access relevant post-secondary education and skills training.

This initiative includes: launching a new **Find Your Path digital service**, implementing a provincial **Digital Learning Strategy**, and the expansion of **Contact North B.C.**

These initiatives will magnify the reach of other Future Ready Action Plan projects by using digital platforms to improve access to provincial education and career programs and services.

Find Your Path Digital Service:

The Find Your Path digital service will provide people with seamless access to provincial education and career programs and services by:

- Developing a new digital tool that maps education and career pathways (targeted for a public launch in Fall 2023).
- Creating a seamless service experience across existing provincial education and career services, including WorkBC.ca, EducationPlannerBC.ca, and StudentAidBC.ca.
- Advice/Recommendations

Digital Learning Strategy:

PSFS is implementing a post-secondary Digital Learning Strategy (DLS) that identifies strategic priorities and recommended actions to:

- strengthen the post-secondary system’s capacity to deliver high-quality online and blended learning opportunities;
- improve access to post-secondary education for learners who encounter barriers to accessing in-person learning; and,
- foster collaboration in the post-secondary system to reduce costs related to digital technologies required for post-secondary education.

Funding for these initiatives will support building digital learning capacity and capability and enhancing digital equity within the post-secondary system.

Contact North B.C.:

Contact North B.C. is a pilot project to establish supported online learning centres in rural/remote communities across Northwest B.C.

- Currently, 22 Access Centres have been established, 19 in partnership with local First Nations, providing technology, infrastructure, and locally employed community staff to support over 1,000 students in completing online or hybrid education programs and courses/programs while remaining in their communities.
- Funding for Contact North B.C. will support program sustainability, scalability, and expansion to meet learner demand.

These initiatives also support aspects of **Select Standing Committee on Finance and Government Services recommendations for Budget 2023** related to Advanced Education through:

- informational resources to support digital literacy (related to Adult Education and Literacy recommendation),
- seeking to improve supports for equity and access in post-secondary education (related to Diversity and Inclusion recommendation),
- and improving how apprentices access trades training in B.C (generally related to Technology, Trades, and Skills Training recommendations).

Title: Graduate Scholarships and Mitacs Internships

Issue: Government support for graduate student scholarships and Mitacs internships for innovation.

Key Facts and Background:

- StrongerBC: Future Ready Action Plan includes preliminary approval of ^{Advice/Recommendations:} over three years to support graduate scholarships and internships.
- Over the last five years (since 2018), PSFS has provided \$19.5 million in funding for B.C. Graduate Scholarships.
 - The \$12 million for the B.C. Graduate Scholarships announced in 2018 represented the largest investment in the province's history in scholarships for graduate students, supporting 800 awards of \$15,000 each through March 2021.
 - An additional \$3.75 million each year in 2021 and 2022 was provided, supporting a total of 500 scholarships through March 2024.
 - To date over 1,000 scholarships have been awarded, from a wide range of degree programs. Eligible graduate degrees range from research-intensive to professional programs, with an emphasis but not exclusive focus on STEM disciplines.
- Through a long-term partnership with Mitacs², between 2018 and 2022 PSFS provided over \$25 million in funding to support internships for innovation.
 - Last summer, in August 2022, funding of \$8.6 million was announced to support 1,720 internships, with an emphasis on projects supporting areas such as clean technology, life sciences, emergency management and advanced timber.
 - The Mitacs model is one of partnership among levels of governments, industry, and post-secondary institutions.
 - Students receive a stipend of \$10,000 for their four-month internship while gaining hands-on work experience and applying their knowledge and skills to real-world problems faced by businesses and organizations in B.C.
- In March 2023, PSFS provided \$50 million to Mitacs to support 10,000 additional internships over five years, for a total of over \$75 million since 2018. A public announcement took place April 21, 2023.

Advice/Recommendations; Cabinet Confidences

² Mitacs is a B.C.-based, national not-for-profit organization that delivers applied research training programs for students. It has funding arrangements with federal and other provincial governments.

Contact: Melanie Nielsen, Executive Director, Post-Secondary Programs Branch, 778 698-9791

Last Updated: April 21, 2023

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PSFS Funding since 2018

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	Total
Graduate Student Scholarships	\$12M			\$3.75M	\$3.75M		\$19.5M
Mitacs	\$10M	\$5.6M	\$1.2M	\$1M	\$8.6M	\$50M	\$76.4M

- The Ministry has a number of other supports for graduate students.
 - A range of student financial aid is offered through StudentAid BC, including grants, bursaries, loans, and targeted funding for graduate students with dependants and disabilities.
 - More than 4,000 B.C. graduate students accessed over \$50 million in combined federal and provincial student financial assistance through StudentAid BC in Fiscal Year 2021/22, including over \$1.5 million in non-repayable B.C. provincial grants and over \$15.2 million in interest-free B.C. student loan funding.
- Other examples of related supports for students and industry include the Innovator Skills Initiative (ISI) administered by Innovate BC. In recent years, ISI has received a provincial investment of over \$20.5 million to support more than 3,000 paid placements at businesses in the province for tech or tech-related roles. Of this funding, \$5 million has not yet been publicly announced.
- The Stronger B.C. Economic Plan commits to accelerate talent development and skills training across the province, including a commitment to more graduate scholarships and internships for innovation.
- The subject of the note is referenced in the Select Standing Committee on Finance and Government Services’ recommendations on Budget 2023 and funding for graduate scholarships and internships are consistent with the recommendation to reduce financial barriers to post-secondary education.

Title: Labour Market Outlook

Issue: Labour Market Outlook 2022 Edition, released February 8, 2023

Key Facts and Background:

- Over 1 million job openings between 2022 and 2032.

Total job openings
67% from replacement (mostly retirement)
37% from expansion of the economy

Source of new workers
47% young people starting work
38% immigrants
8% migrants from other provinces
8% supply shortage

- The 8% supply shortage (81,500 people) can be met by removing barriers to work and increasing labour force participation and innovation.
- Of the more than 1 million openings, nearly 80% will require some form of post-secondary education or training.

Typical educational background	
Bachelor’s, graduate or first professional degree	37%
Diploma / certificate excluding apprenticeship	29%
Apprenticeship certificate	12%
High school and/or occupation specific training	19%
Less than high school	3%

- The LMO identifies employment growth and job openings in every region.

Region	Employment 2022	Annual Employment Growth: 2022-32	Job openings
Vancouver Island/Coast	425,200	1.5%	176,700
Mainland/Southwest	1,749,100	1.3%	654,600
Thompson-Okanagan	304,100	1.4%	120,000
Kootenay	80,500	0.4%	21,900
Cariboo	87,700	0.2%	18,500
Northeast	38,500	0.5%	9,700
North Coast/Nechako	43,900	1.3%	15,400
British Columbia	2,728,900	1.3%	1,017,000



- The LMO identifies job openings in key occupational groups.

Key Occupational Group	Job openings 2022-32
Science, Technology, Engineering and Math (STEM) occupations	118,000
All skilled trades occupations	83,000
Trades occupations for Skilled Trade Certification	26,000
Care (Health, Social and Education) Occupations	161,000

- The LMO identifies 130 High Opportunity Occupations some examples include:
 - Civil engineers
 - Information systems analysts and consultants
 - Early childhood educators and assistants
 - Automotive service technicians, truck and bus mechanics and mechanical repairers
 - Restaurant and food service managers
- Labour market outlook 2023 edition planned for release in fall 2023.



Title: Micro-Credentials and TradeUpBC – Rapid Response Training

Issue: Expanded micro-credential offerings and framework development, and new TradeUpBC.

Key Facts and Background:

- Budget 2023 supports StrongerBC’s 3-year Future Ready Action Plan that aims to make post-secondary education and skills training more affordable and accessible across the province, and address labour market demands.
- As a part of the Future Ready Action Plan the Ministry has access to a budget of \$13.8M over three years) to support two Rapid Response Training initiatives to provide just-in-time, short duration training that responds to labour market demands and the evolving economy.

	2023/24	2024/25	2026/26	Total
Micro-Credentials	\$3.6M	\$3.6M	\$3.6M	\$10.8M
TradeUpBC	\$1M	\$1M	\$1M	\$3M
Total	\$4.6M	\$4.6M	\$4.6M	\$13.8M

- Over 3 years, it’s estimated that up to 6,000 people will benefit from the micro-credentials and TradeUpBC.

Micro-Credentials

- Micro-credentials recognize short-duration, competency-based learning opportunities, that align with labour market or community needs and can be assessed and recognized for employment or further learning opportunities.
- Micro-credentials are included in the B.C. Economic Plan (StrongerBC Training Initiatives).
- The Ministry’s Micro-Credential Framework for B.C.’s public post-secondary institutions were released in September 2021.
 - The Framework supports a coordinated and consistent approach to micro-credentials across the post-secondary system and helps to promote clarity and transparency for learners and employers.
 - Work is underway to further develop the framework. Post-secondary, industry and Indigenous partners continue to be engaged.
- The Ministry has provided \$12M to public post-secondary institutions to develop and deliver micro-credentials in a range of high-demand sectors (Appendix 1) and to further develop a coordinated and consistent approach to micro-credentials in the province.

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- In Fall 2020, the Ministry received economic recovery funding of \$2M to support the development of 23 pilot micro-credentials at public PSIs.
- As part of *Budget 2021*, the Ministry received an additional \$5M and supported the development of an additional 58 micro-credentials at public PSIs.
- In 2022/2023, the Ministry allocated \$5M to multiple initiatives to enhance the province's approach to micro-credentials and support the development and delivery of an additional 53 micro-credentials at public PSIs from the latest Call for Proposals (closed Feb 3).
- As part of the Future Ready Action Plan, the Ministry is launching the BC future skills grant, which will provide British Columbians with a credit of up to \$3,500 to cover the costs of tuition for short-duration skills training. (See Future Skills Grant estimates note #2).
 - As short, relevant and flexible training opportunities, micro-credentials are uniquely well-positioned to provide options for learners to utilize the BC future skills grant.
- The Ministry's work relating to micro-credentials is consistent with opportunities and recommendations highlighted in the Select Standing Committee on Finance and Government Services Report to:
 - *Recognize foreign credentials and encourage innovative skills programs such as micro-credentials.*

TradeUpBC

- TradeUpBC will be a professional development hub, coordinated by BCIT, across B.C.'s network of colleges and institutes to support regional delivery and access.
- TradeUpBC will provide short term skills training and/or micro-credentials that respond quickly to new skills needed for in-demand and evolving jobs. Programs and courses will target certified or experienced trades workers and are not intended to replace apprentice training.
- TradeUpBC will offer programs and courses through a number of delivery approaches that allow workers to continue to work such as: on-line learning, virtual/remote delivery, community partnerships, as well as in person at existing trades training facilities across the province (at night or on the weekends).
- TradeUpBC is expected to be launched in September 2023 and has preliminary approval of \$1M per year in operating funds to support administration and coordination, curriculum development, and promotion.

Appendix 1 – Funded Micro-Credentials by Theme

Life Sciences (4 PSIs / 4 Micro-credentials)	
BCIT	Cell Culture for Biotechnology
UBC	Regulatory Affairs for the Life Sciences
UBC-O	Metabolomics
UVIC	Project Management for Development of Biomedical Devices

Technology & Digital (11 PSIs / 25 Micro-credentials)	
BCIT	Cybersecurity Analyst
BCIT	Quantifying Forest Health Using RPAS (Drones) Multi-Spectral Sensors
BCIT	Industrial Networks for Cybersecurity Professionals
CAPU	Harmony (2D Digital Animation)
CAPU	Virtual Productions for Creative Technology
CAPU	Engineering Rapid Prototyping (RP) Technology
ECUAD	Creative Technology Fundamentals
JIBC	Basics of Malware Protection
OKAN	Introduction to Graphic Design
SELK	Fundamentals in Drone Technologies
UBC	Cybersecurity Strategy and Risk Management
UBC	Cloud Computing for Leaders & Professionals
UBC	Skills in Blockchain Foundations and Applications
UBC-O	Skills in Industrial Automation: Programmable Logic Controller
UVIC	Interactive Storytelling in XR
VCC	Production for Animation and VFX
2022-2023 Funded Micro-Credentials	
ECU	Creative Technology Micro-Certificates
OKAN	Practical Cybersecurity for Information Technology (IT) Professionals
OKAN	Video Game Prototyping
SELK	Enterprise GIS Ecosystem Implementation
SFU	English for Computer Science and Creative Technology Careers (ECSCTC)
UBC	Artificial Intelligence Cloud Solutions Strategy
UVIC	2D Graphics and Processing Essentials for Video Games
UVIC	3D Graphics and Processing Essentials for Video Games
VCC	Project Management for Video Games

Engineering & Manufacturing (4 PSIs / 4 Micro-credentials)	
BCIT	Food Safety – Preventative Control for Food Manufacturing
TRU	Structural Component Manufacturing Technology
UBC	Food Production and Safety Management Systems
UBCO	Design and Lifecycle Cost Analysis of Bridges

Health & Human Services (9 PSIs / 14 Micro-credentials)	
BCIT	Advanced Forensic Nurse Examiner
BCIT	Breast Sonography
BCIT	Musculoskeletal Sonography
CAPU	Community Leadership
CMTN	Exploring Health Careers
NIC	Medical Terminology Skills for Office Administration
UVIC	Skills to Support Independent Living (SAIL)
2022-2023 Funded Micro-Credentials	
BCIT	Sterile Field and the Aseptic Environment
OKAN	Trauma-Informed Practice
UBC-O	A Restorative Approach to Health and Social Service Policy and Process
UBC-O	Foundational Series: Advanced Physical Assessment for Primary Care Nursing
UBC	Health Data Analytics: Opportunities and Applications
UVIC	Wound Care for Vulnerable Clients
VIU	Introduction to Restorative Justice

Education (1 PSI / 3 Micro-credentials)	
2022-2023 Funded Micro-Credentials	
UNBC	Alternative Learning Design
UNBC	Enhancing Your STEM Skills
UNBC	Linking Curriculum with Class Engagement



Natural Resources, Environment & Climate Action (10 PSIs / 32 Micro-credentials)	
BCIT	Essentials in Natural Resource and Environmental Protection
BCIT	Essential Field Skills for Environmental Professionals
CAM	Advanced Skills for Clean Energy and Efficient Buildings
NIC	Ecosystem Assessment
NIC	Environmental Stewardship
NIC	Field Safety
NIC	Resource Field Assistant
OKAN	Vineyard Establishment and Sustainability
RRU	Climate Adaptation
UBC	Skills for Assessing Climate Change Assessment and Adaptation
UBC	Engagement and Leadership in Intercultural Relations for Natural Resource Management
UBC	Forest Carbon Management
UBC	Community Engagement on Local Climate Action
2022-2023 Funded Micro-Credentials	
BCIT	Fundamentals of Substation Automation Systems
NIC	Coastal Plant Classification and Harvesting Systems
NIC	Forests and Lands
NIC	Technical Applications and Data Management
NIC	Principles of Forest Engineering and Field Applications
NIC	GIS Drone to Map
NIC	GIS Data Acquisition, Spatial Overlays, and Raster Uses
NIC	GIS Arrow GPS receiver/antenna and ArcGIS Collector
NIC	Advanced GIS, Digitizing, and Spatial Analysis
RRU	Climate-Resilient Infrastructure
TRU	Food Sovereignty Coordinator Certificate
UBC-O	Circular Economy: Principles and Applied Methods
UBC-O	Fundamentals of Wildland Fire Ecology and Management
UBC-O	Wetland Delineation and Assessment
UBC	Fire Safety for Timber Buildings (FSBT)
UBC	Tall Wood Structures (TWS)
UVIC	Transformative Climate Action
VIU	Agro Ecological Systems Management
VIU	Indigenous Marine Technician Certificate Program

Trades, Construction and Building Maintenance (4 PSIs / 8 Micro-credentials)	
BCIT	Introductory Studies in Mass Timber Construction (ISMTC)
BCIT	Building Circularity
BCIT	Net Zero Air Tightness
SELK	Core Skills for Facilities Maintenance
SELK	Core Skills for Refrigeration Occupations
TRU	Renewable Energy (RE) Fundamentals for Electricians
VIU	Skills Development for Building Support Workers
2022-2023 Funded Micro-Credentials	
BCIT	Automotive Collision Estimating

Soft Skills (5 PSIs / 5 Micro-credentials)	
CAM	Truth & Reconciliation in Action
CMTN	Trauma Informed Practice
NVIT	Building Indigenous Theory
SEL	Navigating Equity, Diversity and Inclusion in Organizations
UVIC	Essential Soft Skills Training

Film & Media (3 PSIs / 10 Micro-credentials)	
NIC	Skills for Film and Television
CAM	Film & Television Production Assistant
2022-2023 Funded Micro-Credentials	
CAM	Extensions, Wigs & Hairpieces for Film
CAM	Foundations of Hair in Film
CAM	Historical Hair Design
CAM	Working with Textured Hair for Film
NIC	Key Production Accountant Micro-Credential
NIC	Key Rigging Grip Micro-Credential
NIC	Rigger Gaffer Lighting Micro-Credential
VCC	Fashion for Film

Hospitality & Tourism (2 PSIs / 2 Micro-credentials)	
NIC	Indigenous Hospitality Front Office Operation
VCC	Hospitality



Business & Workplace Skills (17 PSIs / 27 Micro-credentials)	
BCIT	Skills for the Digital World
BCIT	Team Based Collaboration
CAM	Indigenous Workplace Administration & Leadership
CMTN	Small Business Essentials
CNC	Core Skills for Data Literacy
CNC	Core Skills for a Digital World
CNC	Computer Essentials for the Workplace
ECUAD	Web and Digital Design Skills for Transitioning Online
LANG	Modern Digital Publishing
NVIT	Indigenous Project Management
OKAN	Gateway to IT
RRU	Workplace Communications Skills
RRU	Leading Projects in a Digital Environment
SFU	Leadership and Agile Production Management
UBC-O	Critical Skills for Communications in the Technical Sector
UFV	Digital Marketing Skills
UNBC	Indigenous Entrepreneurship
UVIC	Essential Skills for Data Literacy
UVIC	Digital Planning for the Cultural Sector
UVIC	Organizational Preparedness & Adaptability
VIU	Web Development for Small Business
2022-2023 Funded Micro-Credentials	
CAM	Lean Fundamentals
JIBC	Crisis Communication
RRU	Moving Beyond Inclusion: Reconciliation in Corporate Systems
SELK	Digital Career Transformation Foundations (Dcat)
UFV	Leading Productively in Aviation and Aerospace
UVIC	Professional Development Certificate in Indigenous Language Documentation

Total # of PSIs Funded	21
Total # of MCs Funded	134

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Title: Future Ready Action Plan - Skills Training Response to Old Growth Deferral Strategy

Issue: The Ministry is investing \$30.3M in programming to ensure a just transition for workers, employers, and communities impacted by old growth logging deferrals.

Key Facts and Background:

- The impacts of old growth logging deferrals, coupled with other changes already happening in B.C.'s natural resources sector, are anticipated to have a dramatic impact on B.C. communities, particularly those with single resource economies that rely on forestry.
- The 2020 A New Future for Old Forests strategic review recommended that government provide transition support to impacted workers and communities that is proactive, substantive, and meaningfully connects them to workforce opportunities (Recommendation 14).
- In response, in November 2021, government announced the “Forest Worker & Community Support Program” which commits \$185M over three years to support the economic transition of forest workers and communities impacted by old growth deferrals. The response is a collaboration of the ministries of Forests (FOR), Jobs, Economic Development and Innovation (JEDI), Labour (LBR), and PSFS.
- In 2022/23, PSFS provided targeted supports, delivered through existing programs, for workers, employers and communities impacted by old growth deferrals. 492 people in 38 different communities were provided skills training and employment supports. Data on outcomes are not yet available. *For more details see Appendix 1: 2022/23 Program Overview.*
- Supports were based on PSFS's experience from 2019 when existing skills training programs were expanded and enhanced to support communities, employers and workers impacted by mill closures and curtailments.
- As part of StrongerBC's Future Ready Action Plan, \$30.3 million in funding is available to design and deliver new specialized skills training programs for impacted workers, employers and communities. The program is expected to serve over 1,800 people over the next 3 years in accessing relevant training to enable impacted workers and communities to transition to sustainable, family supporting jobs. Funding will be targeted in areas experiencing forestry impacts as determined by JEDI and FOR.
- PSFS is working with ministries responsible for forests, rural development, labour, and social development to assess impacts, understand challenges and opportunities, and identify gaps to respond effectively to the needs of impacted workers, employers, and communities.
- PSFS offers a suite of successful workforce development programs, federally funded through the WDA, which are available to communities, sectors, employers, and people



to support them through shifts in their local labour markets (*See note on Workforce Development Programs tab 42*). However, old growth impacts require a tailored, flexible approach to respond to the unique and diverse challenges and opportunities of each of B.C.'s communities, employers, and workers to ensure a just transition.

- PSFS has identified a need to develop a new program to provide tailored employment training services and supports, including pre-employment services, work experience, on-the-job training and wrap-around supports. New programs need to be flexible to be responsive to more workers, families of impacted workers and communities as impacts continue to unfold.
- PSFS is working with various partners to comprehend impacts, challenges, and needs more fully. New program design will incorporate lessons learned from existing forestry support programs, aim to address service gaps, and not be duplicative of other resources. Program launch is expected in October 2023.

