

Oaten, Jeremy AEST:EX

From: Mark, Melanie AEST:EX
Sent: Wednesday, October 11, 2017 5:09 PM
To: Papadopoulos, James AEST:EX; Avendano, Christian AVED:EX; Rzepa, Christina AEST:EX
Subject: FOI up to October 6

I have 16 messages in my inbox with one email including an attachment from Shannon, they are mostly TNO media related info and none in my sent box and six people in my text inbox mostly informing key stakeholder about tuition waiver announcement back in August. Please advise if you require additional information.

Melanie Mark

Sent from my iPhone

From: Mark, Melanie AEST:EX
Sent: Tuesday, October 24, 2017 9:39 AM
To: Cox, Michael AEST:EX
Subject: RE: BiV

Q 1. What advice for young people interested in Trades?

- A recent study showed young people feel uninformed, uncertain and under-resourced.
- Our government is diversifying the economy. BC isn't a one-trick pony. It's not all about LNG.
- We're interested in the economy of the 21st century and trades is a key part of that.
- Programs like Find Your Fit to help young people find the right job for them.
- We will have nearly 1m job openings in the next 10 years and there will huge opportunity in every sector
- Balance across regions, coast to coast.
- There was a time when the trades were seen as woodworking/ hair dressing- the trades are so much more than that
- Key message- young people we NEED you, More than ever before...

Q 2. What are the most popular trades?

- There's a lot of opportunity and areas with shortages.
 - Toured all 25 PSIs. We saw a lot of need in some areas. I heard from students, industry and faculty that we need things like Construction Electricians, Carpenters, Plumbers, Bakers, Automotive Service Technicians.
- Job growth, Forestry, Aquaculture, Film and Tech- NICC- Campbell River- production assistant, lighting technician.

Q 3. What role do the trades play in an innovative, sustainable economy?

- We want to create an economy with value-added jobs. Innovation in areas like engineered wood products.
- We need to build infrastructure, schools and hospitals and there is much innovation occurring.

Get in front of the curve- be proactive, green tech, clean tech

Q 4. What are you doing to address the shortage in trades?

- Investing \$4.6million to fund over 500 seats in trades across this province at numerous institutions- over and above existing 27K funded seats...
- e.g. BCIT 112 seats, and 32 seats at Kwantlen.

Q 5. Construction shortage?

- The shortage is expected to end in the 2nd half of 2018.
- We're investing in people and seats to satisfy this shortage.

Q 6. Chef shortage?

- We're working with people in the sector on this. We just launched a pilot program with the BC Restaurant and Foods Service Association to help business owners with Employee retention.

Q 7. Has there been a shift towards trades training at schools?

- We need everything. STEM. Ecosystem. Diverse economy. The previous government put an over-emphasis in one area. Diverse economy.
- We're helping people find the right job through programs like Find Your Fit.
- ITA and school programs like **Train in Trades** and **Discover the Trades** to help youth feel ready for post-sec training/ get ready for the job market.

Q 8. Is the ITA still relevant?

- We have to have a trades training system that fits the needs of our modern diverse economy and an Industry Training Authority has an important role to play in that system.
- We have a diverse province and a diverse economy and we need to build a training ecosystem which helps people get ready for the jobs of the 21st century.

Q 9. Is the Jobs Blueprint still relevant?

- It's time to put people first by building an economy with good jobs that last.
- The previous government put all their eggs in the LNG basket. Our plan recognises the diversity of BC's economy, our talent pool, and builds a training and education system that gets people ready for that economy.
- Innovation Commission to boost the Tech sector. STEM Training. ABE-ELL.

Q 10. Is your government developing a similar plan? (Statement of principles and examples). Point out mandate letter.

- Investing in people. Skilled up for 21st century economy. Recognising BC's diversity.
- The training system has to recognise the **real** economy and help get people ready for it. Whetther it's ABE-ELL, trades training, STEM, Business
- Helping small business with MSP reductions and a cut in small business tax from 2.5% to 2%.
- Addressing housing challenges to help keep people in BC.

Affordability- young people know they have options- we need to make industry attractive/ dynamic/ relevant- address poverty

- Getting people ready for the jobs of the 21st century and to fill those 1m vacancies.
- People for too long have struggled to get ahead.

Precarious employment- good jobs not 3 P/T jobs

- Making BC a world leader in STEM.
- Access to affordable education.
- Services for people.

Q 11. Apprenticeship ratios

- Apprenticeship ratios help people get the appropriate work experience that they need.

PIVOT: We're investing \$14.6 billion in capital investment to build schools, hospitals and infrastructure in BC. We think it's important that apprentices play a key role in these projects. And these projects help create good jobs.

From: Mark, Melanie AEST:EX
Sent: Tuesday, October 24, 2017 9:37 AM
To: Cox, Michael AEST:EX
Subject: RE: media request - BiV - skilled trades - Oct. 24 at 330pm

Reporter

Evan Duggan, Freelancer
Business in Vancouver
evan@evanduggan.com
604-349-8509

Deadline: Tuesday, October 24, 2017 2:00 PM

Request: Business in Vancouver is doing a special 'Right Course' edition that focuses on education and jobs in BC. Evan is doing a story about BC's skilled worker shortage with a particular focus on trades training. Evan would a 15 minute phone interview with the Minister.

Q1 With talk of B.C.'s looming skilled-labour shortage (the provincial government launched the Skills for Jobs Blueprint in 2014 to address this), has there been any shift toward trades training at our schools?

Q2. What is the status of the blueprint program and what is the minister's perspective on trades training and employment in BC.

The Blueprint focused on an LNG industry, used old labour market numbers and a lot of actions are completed e.g. targeting 25% of operating grants to in-demand programs.

- Elements are still relevant such as:
 1. A head start to learning in schools. (get in schools early)
 2. A shift in education and training to better match in demand jobs from trades to tourism through to management, health professionals and tech.
 3. Stronger partnership with industry and labour to deliver training and apprenticeships. Working collaboratively, providing options, being relevant

Our government is committed to:

- building an ecosystem (build, train, empower)
- ingredients for success (recruitment, retention, relevance, be proactive vs reactive- people focused)
- **Our skills strategy** is about building up British Columbians so they are able to fill in demand jobs needed by employers.
Jobs such as **accountants, managers and automotive technicians.**
- **Our focus is on sustainable economy** for the 21st Century that includes skilled trades in addition to **tourism, tech, management and health care.**
- Up-to-date **labour market information** is critical for strategic priorities, decisions and actions as well as for employers, schools, students, parents etc.
- Updated labour market information **for the next ten years** is expected to be published shortly and will feed into funding decisions. For example:
 - Hundreds more **tech seats** throughout B.C. – STEM. Feds call STEAMED disciplines (Science, Tech, Engineering, Arts, Math, Entrepreneurship, Design)
 - Additional **trades seats** to tackle waitlists for occupations that employers need such as **electricians, heavy duty mechanics and plumbers.**
 - Targeted **health seats** such as **care aids, community health workers.**

PSI tour: I toured public post-secondary institutions and announced \$1.67 million for 562 additional trades seats on top of the 27,000 seats funded this year through the ITA. This reduced waitlists so that students have quick access to in demand training.

- **Information is power** and getting it into people's hands is critical.
 - Youth programs like **Find Your Fit** that connects youth in Grades 5-8 to skills occupations and careers. Find Your Fit launched in April 2014. It has visited 111 schools, attended 80 community events and interacted with 216,778 students and adults.

- The **Education Planner BC website** allows students to plan, search and apply to post-secondary institutions.
- Raising awareness on new professions through **WorkBC** and K-12.
 - WorkBC.ca received 7.23 million visits in the last year (April 1, 2016-March 31, 2017) and has B.C.'s best job board with more than 21,000 jobs on average each month in addition to 49,000 registered employers and 128,000 registered job seekers.
- **ITA** works with Chambers of Commerce, School Districts, Regional Advisors to promote programs like:
 - **Women in Trades Training Initiative.** There are about 3,600 registered female apprentices in B.C., representing 10.3% of all registered apprentices.
 - **Indigenous People In Trades Training Programs.** There is just under 2,300 Indigenous Peoples are registered in 76 different trades training programs. 6% of registered apprentices in BC self-identified as Indigenous.
 - **Youth Trades Training Programs – Chase It, Own It, Love It**

the builder (ironworker), the analyzer (industrial electrician), the operator (heavy equipment operator),

the fixer (aircraft maintenance technician), the artisan (automotive refinishing technician) and the outdoorist (arborist).
 - Encouraging employers to play their role by sponsoring apprentices.

● **OUR GOVERNMENT:**

- Our government was elected on three pillars:

- **Making life more affordable.** Too make families were left behind for too long by the previous government.
 - **Delivering the services people count on.** Together, we can ensure students get the access to post-secondary education they need to succeed.
 - **Building a strong, sustainable, innovative economy** that works for everyone, not just the wealthy and well-connected. Tackle poverty and inequality, create well-paying jobs in every corner of B.C. and ensure people reach their full potential.
- **Our government, is Building up British Columbians** to take advantage of job opportunities by:
- **Eliminating** tuition for ABE and ELL
 - **Reducing** student loan interest rates.
 - **Creating** a province wide tuition-waiver program for former youth in care.
- Next steps include:
- **Negotiating a new Work Force Development Agreement** with the Federal Government to invest in skills training programs that benefit all British Columbians.
 - **Implementing apprenticeship ratios** on government-funded infrastructure projects to increase participation of equity seeking groups in the skilled workforce.
 - **Supporting co-op, apprenticeship and work experience** programs for high school and undergraduate students.
- We are making sure that women, Indigenous people and persons with disabilities have the supports, training and career opportunities needed to support an innovative economy.
 - We are enabling citizens who are unemployed to find work, the under-employed to move to upgrades, and young people to enter the workforce in an occupation with a bright future.

If asked about labour-market shortages:

- Some employers may face challenges recruiting and retaining specific occupations.
- As Minister:
 - I want to build up British Columbians so they can access skills training that industries need.
 - I want to help employers understand and respond to changing labour market demands.
- **Information exchange is critical.** Government is responsive to the need of employers through:
 - The **Labour Market Outlook** enables employers to make informed decisions about hiring and planning based on employment trends over the next ten years.
 - The **Sector Labour Market Partnerships Program** fund projects to help industry and employers respond to workforce development challenges.
 - The **WorkBC website** helps employers grow their business with information about funding, training and how to hire people for the job.
- My ministry monitors the supply and demand of all occupations including trades.

Residential construction:

- The residential construction industry is currently experiencing a boom in activity that is not expected to be a permanent normal level of activity.
- Current government and construction sector forecasts both view shortages abating in the second half of 2018 and beyond.

Hospitality Sector – Chef / Cooks:

- Starting in October 2017, the BC Restaurant and Foodservices Association will be launching a pilot funded through my ministry to help business owners with employee retention.

QUICK FACTS:

- B.C.'s agriculture, seafood and food processing industries generate \$14 billion in annual revenues (2016) and supports over 62,000 jobs.

- Forestry accounts for 35% of all goods exported from B.C. and, in 2016, the value of B.C. forest product exports was \$14 billion and provided 60,000 direct jobs.
- The tech sector in B.C. generates more than \$26 billion in revenue, supports over 100,000 good-paying jobs and it is home to more than 10,000 companies.
- Manufacturing is a significant economic driver for the province, generating \$16 billion for B.C.'s economy and supporting over 170,000 jobs.

Top Trades (B.C. has more than 100 apprenticeship programs):

- Automotive Service Technicians
- Bakers
- Carpenters
- Construction Millwrights, Industrial Mechanics
- Cooks
- Electricians – Construction and Industrial
- Gasfitters
- Heavy Duty Equipment Mechanics
- Machinists and Machining / Tooling Inspectors
- Metal Fabricators (fitters)
- Plumbers
- Refrigeration and Air Conditioning Mechanics
- Steam Metal Workers
- Steamfitters, Pipefitters, Sprinkler System Installers
- Welders

(The list was created based on industry input, training provider input, Labour Market Outlook and internal ITA sources)

Top 10 trades based on the number of Apprenticeship Registrations (as of Sept 30, 2017):

TRADE NAME	Total
Construction Electrician	7,632
Carpenter	5,047
Plumber	3,295
Professional Cook	2,611

Automotive Service Technician	2,099
Heavy Duty Equipment Technician	1,360
Industrial Mechanic (Millwright)	1,225
Welder	1,047
Refrigeration and A/C Mechanic	1,020

Youth Program details

- ITA is increasing trades training opportunities for youth with a suite of programs, including introduction of new exploratory programs as well as the expansion of existing programs.
- These integrated programs will connect more than **5,000 students with trades training.**
- Students will be exposed to the trades earlier and get a head start on their apprenticeship sooner – as early as Grade 5.
- The youth programs were expanded under the Blueprint supported through an increase to ITA's budget of \$1.99 million in 2016-17, a further \$2.53 million in 2017-18 and by \$3.235 million in future years.
- **About 2,100 students enroll in the Youth Train in Trades program each school year.**
- **About 1,100 students are hired as Youth Work in Trades apprentices each school year.**
- **555 students were enrolled in both Youth Train in Trades and Youth Work in Trades.**
- Expanded the funding support to 46 school districts from 27 school districts two years ago to connect more students with apprenticeships.
- ITA youth initiatives budget for 2016-17 is about \$7.05 million – almost \$2 million more than 2015-16.
- ITA youth initiatives budget for 2017-18 is about \$7.59M – almost \$2.53 million more than 2015-16

ITA Youth Programs: 4 options for youth

- **Discover the Trades** provide hands-on opportunities for students to try-a-trade, learn about trades and build projects using design thinking as early as Grade 5.

- **Explore the Trades** gives students a chance to explore different trades in Grades 10-12. Students gain practical skills and complete work certifications that trades employers are looking for.
- **Train in Trades** is a dual credit program for Grades 11-12 that allows students to earn credits towards high school graduation and first level of technical training towards a trades certificate.
- **Work in Trades** is a dual credit program for Grades 10-12 that allows students to earn credits towards high school graduation and also begin the paid work-based training component of an apprenticeship.

The costs associated with completing an apprenticeship can vary greatly for each program. Electrical students account for about 20% of all trades students. Total tuition cost over four years for an electrical apprentice is approximately \$4,000 to \$5,000 depending on where you study. This does not include books or supplies nor reflects provincial and federal apprenticeship supports available to apprentices such as tax credits.

- 20% classroom training in a shop or classroom.
- 80% work-based training where apprentices earn while they learn.
- Certification exam gives apprentices their trade ticket – Certificate of Qualification or Red Seal Endorsement