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**Meeting Note
Advice to Minister**

Date: March 26, 2021

Cliff #: 120347

Prepared For: Minister Anne Kang, Advanced Education and Skills Training

Meeting: British Columbia Government and Service Employees Union (BCGEU)

Date, Time of Meeting and Location:

March 31, 2021, 2:00-2:30pm via Microsoft Teams

Attendees:

Minister Anne Kang, AEST

Stephanie Smith, President, BCGEU

Purpose of meeting:

- The purpose of the meeting is a meet and greet only. However, BCGEU may raise the following topics that have been key areas of focus recently:
 - COVID-19 / Labour Impacts
 - Collective Bargaining – Current Status / Future Issues

Suggested Speaking Points / Key Messages:

- I appreciate the opportunity to meet you today.
- As the Minister of Advanced Education and Skills Training I am deeply grateful for all of the hard work done by BCGEU's members, and everyone within the sector who continues to go above and beyond to adapt to the ongoing uncertainties created by the COVID-19 pandemic while continuing to provide high-quality post-secondary education in the province.
- The Ministry remains committed to working closely with the sector to address issues as they arise and to finding collaborative solutions during these unprecedented times.
- I look forward to continued collaboration with BCGEU moving forward.

If asked to comment on a labour/bargaining issue, it is suggested to avoid any specifics.

s.13

Background on BCGEU

- BCGEU is one of the largest and most diverse unions in the province, representing over 80,000 members in 550 bargaining units in the private and public sectors.
- In the post-secondary sector, BCGEU mainly represents support staff and vocational faculty members at a few colleges, teaching universities, institutes and one research university (See Appendix 2 for the list of BCGEU members in the post-secondary sector).
 - Among the big six research universities, only the University of British Columbia has BCGEU members, representing teaching assistants and childcare members.

- BCGEU is a sophisticated and experienced union compared to most other unions, therefore it tends to have less interaction with the Ministry/Government regarding sector specific issues.

Background on Possible Meeting Topics:

s.13; s.17

s.13; s.17; s.22

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Appendix 1 Biography – Stephanie Smith, President, BCGEU

Appendix 2 s.13; s.17; s.22

Contact: Tony Loughran, Executive Lead, 250-217-3245

Total length: 4 pages

**Stephanie Smith
Biography**



- Stephanie Smith is the first woman elected president of the union, first elected in May 2014 and re-elected to a second term in June 2017.
- She is from the non-government sector and prior to being president, served three years as BCGEU treasurer.
- Stephanie is an early childhood educator by training and served as first vice-chair of BCGEU's community social services component for six years and has been a member of the BCGEU provincial executive since 2008.
- She is an advocate for worker rights, young workers, and equity groups and has spoken at provincial, national and international conferences on behalf of BCGEU members.

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Information Note

Advice to Minister Anne Kang

Date: February 25, 2021

Cliff #: 121119

Issue: 2020/21 Fiscal Year End Priorities Treasury Board submission

Background:

- Each fiscal year end (FYE), the Ministry may request approval from Treasury Board (TB) to re-direct surplus budget to assist with high priority items or ongoing ministry pressures.
- The requirement to seek TB approval is consistent with budget letter direction that ministries must seek TB review of any new policies, programs, and/or changes to existing policies.
- Surplus funds can occur in a number of areas, including ministry program budget surpluses due to lower uptake on demand-driven programming, or through delays in implementing new targeted programs.
- Surpluses may also originate from partner ministries, for example slippage of federal funding under the Ministry of Social Development and Poverty Reduction's (SDPR) Labour Market Development Agreement (LMDA).
- The confirmation or notification of available surplus can occur very late in the fiscal year. Prioritization and approval is necessary to ensure the ministry spending plan is approved with enough time to make commitments prior to fiscal year end.
- The allocation of surplus funds is coordinated by the CFO and Corporate Finance with input from divisional staff and executive in anticipation of potential, estimated surplus funds available.
- Priority investments and pressures brought forward for consideration should not commit government to new ongoing programming or set ongoing expectations from recipients.
- *Budget 2020* included a \$13.9M budget reduction for AEST to achieve government's expenditure management target. AEST's plan to manage this reduction was to reduce funding to PSIs in the areas of Routine Capital maintenance funding and the University, College and Institute Protection Plan (UCIPP). The initial plan was to increase these costs to Post-Secondary Institutions (PSI's) but the Ministry has previously used FYE funding to cover these costs in place of executing on this plan.
- The Ministry has a number of other recurring pressure items, including Education Planner BC (EPBC), that have been funded with FYE funding.

Analysis:

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s.12; s.13

The listing of TB approved priority spending for 2019/20 FYE is included here for reference as Attachment 1.

- SDPR advises there is no LMDA surplus projected at this time, but the submission includes additional pressures that could be funded should LMDA surplus funds emerge late in the fiscal year process (prior-to March 31st).

- Ministry executive have endorsed an allocation plan as articulated in the draft Treasury Board submission, that is largely consistent with past years, and focuses on three areas:
- s.12; s.13

Conclusion and Next Steps:

- Approve and sign the Ministry's 2020/21 fiscal year-end priorities TB submission.
- Final allocation request will go to a TB Minor meeting for Chair approval prior to FYE.

Attachments:

1. *Approved 2019/20 Fiscal Year End Priorities listing*
2. *Draft Treasury Board submission*

Contact: Kevin Brewster, ADM, (250)356-2496

Attachment 1 – Approved 2019/20 Fiscal Year End Priorities

Initiative	Institution	\$	Comments
COVID RESPONSE			
Emergency Student Financial Assistance Fund	Various	3,775	Non repayable support to students impacted by COVID 19 - rent, travel, food, etc.
EducationPlannerBC (committed)	SFU	3,300	Prefunding net 2020/21 operating budget requirement to supports commitment from Ministry of Education for application and smooth transition for K-12 graduates to public post-secondary institutions.
Enhancing Pathway/Laddering Programs for Priority Health Programs	Various	1,542	Regional bridging programs from high school to Health Care Assistants to Practical Nursing to Bachelor of Science in Nursing. Allows learners to continue to build on their education - addresses long wait lists for priority health programs.
Indigenous Emergency Assistance Fund	Various	1,500	Mandate commitment supporting TRC and UNDRIP for retention of Indigenous students - food, rent, emergency travel to community, etc.
Expanding Regional Distribution of Priority Health Programs	Various	1,014	Communities reached with programs: Port Hardy, Comox and West Shore; OKAN developing online curriculum, with lab component being offered locally across the province.
HLTH - Anaesthesia Assistant program	TRU	300	Supports Ministry of Health's mandate. Builds on successful St. Paul's clinical supervisor-led placements for AA students. Complements TRU's existing online program with in-person option that accelerates training for these in-demand healthcare workers.
Future of Post Secondary Education - Strategic Reponse to COVID-19	BCcampus	200	Work with cross-sector leaders on the future of PSE to respond to changing realities brought on by COVID-19, and to promote ongoing sustainability of BC's post-secondary education system.
RECOVERY			
Northwest Regional in-community education initiative	CMTN	1,500	Regional partnership of several PSIs, First Nations and local governments. Innovative technological solution providing post-secondary education and adult learning in First Nations communities and municipalities in the region coordinated with mobile trades training unit for hands on learning. Responding to regional sector industry needs.
Disabilities Projects	Various	1,500	Continuation of projects that support students with disabilities succeed in programs with high labour market demand.
Trades Training Trailers - operating costs	NVIT	500	One-time funding for NVIT to continue operation of their trades training trailers for in-community training in 2020/21 while AEST develops long-term funding strategy.
Youth Futures Education Fund	Vancouver Foundation	250	Annual one time funding since 15/16. YFEF - low barrier, non-repayable bursary providing wrap around support for Former Youth in Care attending eligible BC PSI.
Advanced Timber	Various	500	Northern BC economic development in value added engineered wood. Aligns with 2019/20 economic strategy (Centre of Excellence in advanced timber). Funding for training and curriculum development/updating (UNBC and other PSI partners)
Cyber Security for post-secondary sector	BCNet	2,600	For all 25 PSIs cyber security assessments and incident response teams and Security Incident and Event Management (SIEM) Solution.
PSI SYSTEM PRESSURES			
2020/21 Minor Routine Capital (committed)	Various	6,800	Prefund capital maintenance requirements for 2020/21 to assist with Budget 2020 expenditure management.
ECUAD operating cost pressure	ECUAD	4,000	Funding assistance for educational cost pressures in 20/21
Urban Indigenous business case	NVIT	2,500	Projected costs for preparation of business case for urban Indigenous education in the Lower Mainland.
Educational program funding and Cyber Security	NVIT	700	One-time grant to assist with NVIT response to a cyber attack. Funding assistance for educational cost pressures in 20/21
BCCIE operating grant pressure	BCCIE	500	Operating pressure to implement new international education framework and deliver on Crown mandate priorities. Pressure is result of foregone revenue due to COVID cancellation of conferences.
Total priorities		32,981	

Information Note

Advice to Deputy Minister Shannon Baskerville

Date: March 12, 2021

Cliff #: 121155

Issue: Summary of results of Ministry of Advanced Education and Skills Training (AEST) programs for people impacted by mill closures and next steps.

Background:

- On September 17, 2019, the Province announced \$69 million in new measures to support British Columbia forestry workers impacted by mill closures and shift reductions in several B.C. Interior communities.
- As part of the Province's response, AEST allocated \$12 million in WDA funding to programs for directly and indirectly impacted workers to access skills training and employment transition supports.
- AEST's response included:
 - expanding contracts in impacted regions to serve impacted people under the existing Skills Training for Employment program (STE); and
 - adding new targeted funding streams to support impacted communities under the BC Employer Training Grant program (ETG) and the Community Workforce Response Grant program (CWRG).
- These programs were intended as part of the provincial response which included WorkBC Centre services for those who are EI-eligible, an early retirement bridging program (\$40M), job placement coordination offices (\$2M), and a short-term forest employment program focussed on fire prevention and community resiliency (\$15M).
- AEST programs were available to mill workers, impacted owners/operators and contractors, and anyone living in an impacted community, given the broader impacts of the loss of a major employer/industry.

Analysis:

- To date, \$11.8M has been committed to support a total of 1,022 people living in impacted communities. Details about projects supported are provided in Appendices 1 to 3.

Table 1. Status of AEST support programs as of March 1, 2021

Program	2-yr. funding allocation	Commitments	# of participants
CWRG Community Response Stream (CR)	\$5M	\$6.29M	522
STE program: Impacted Workers (IW)	\$5M	\$5.10M	426
ETG Employment Transition Training Stream (ETT)	\$2M	\$0.41M	74
TOTAL	\$12M	\$11.79M	1,022

- CWRG CR opened on October 18, 2019 and supports skills training and employment projects for unemployed or precariously employed British Columbians living in impacted communities.
 - To date, 30 projects totalling \$6.29M have been approved, and 522 participants have received services under this stream. This exceeds AEST's funding commitment as part of the provincial response by \$1.29M.

- In 2019, the STE program was expanded to provide access to individuals living in communities impacted by mill closures and shift reductions.
 - Through six STE agreements, 426 participants have received services to date.
 - Training locations include Prince George, Vernon, Kelowna, Langley, Kitimat, Valemount/McBride, Prince Rupert, Smithers, Mackenzie, Terrace, Fort St. John, McLeod Lake, Burns Lake, Fort St. James, Tsay Keh Dene, Kwadacha, Chetwynd, Dawson Creek, Fort St. John, and Tumbler Ridge.
- The ETG ETT opened on October 25, 2019 and provides funding to employers – including owners/operators and contractors – in communities impacted by mill closures or shift reductions. The funds are for skills training and supports to transition employers and/or their employees to new business opportunities, new jobs, or new skills in response to labour market shifts.
 - To date, 41 projects totalling \$0.4M have been approved, enabling 18 employers to access training themselves or provide training to 74 employees, \$1.6M less than the commitment of \$2M.
 - Uptake of the program and applications that met criteria were significantly lower than anticipated. Many employers from targeted areas applied under different funding streams, and most employers applied for lower funding amounts (less than 25% of maximum funding available per participant).

Next Steps:

- Although mill-closure grant streams end this fiscal year, other CWRG and ETG streams will continue to be available to serve impacted communities, employers and people. AEST expects that ongoing needs can be met through these streams.
- The Ministries of Labour and Forests, Lands, Natural Resource Operations and Rural Development (FLNRORD) are aware that programs are ending, and no concerns have been raised. AEST will continue to work closely with these ministries to ensure potential gaps in programming are identified.

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Attachment(s): Appendix 1 – CWRG Community Response Stream Projects
 Appendix 2 – STE Impacted Workers
 Appendix 3 – ETG Employment Transition Training Stream Projects

Contact: Catherine Poole, A/ADM, Workforce Innovation and Skills Training Division,
 (250) 508-0420
 Lindsay McLaughlin, A/Executive Director, Program Design and Delivery,
 (236) 478-2665

Appendix 1

CWRG Community Response Stream Projects

Region	Location	Agreement Holder	Training Provider	Year	Project Name	\$ Funded	Participants
Cariboo	Online (serving: Fort St. John, McLeod Lake, Prince George, Quesnel, Vanderhoof, Williams Lake)	B.C. Career Colleges Association	Canscribe College	2019/20	Medical Transcriptionist	\$178,240	32
Cariboo	Online training	Innovation Central Society	Alacrity Canada	2020/21	Digital Marketing Bootcamp	\$204,558	28
Cariboo	Quesnel	City of Quesnel	College of New Caledonia	2019/20	Skilled Labour Program	\$281,061	18
Cariboo	Quesnel	City of Quesnel	College of New Caledonia	2020/21	Skilled Labour First Aid Attendant Project	\$180,976	11
Cariboo	Quesnel	Community Futures Development Corporation of Cariboo-Chilcotin	Alacrity Canada	2019/20	Digital Marketing Bootcamp	\$58,740	10
Cariboo	Quesnel	Quesnel Dakelh Education and Employment Society	College of New Caledonia Quesnel	2019/20	Employment Skills and Career Preparation Program	\$181,770	12
Cariboo	Riske Creek	Tsilhqot'in National Government	Nicola Valley Institute of Technology	2020/21	Residential Carpentry Training Project	\$300,000	16
Cariboo	Williams Lake and Cranbrook	B.C. Career Colleges Association	Excel Career College	2019/20	Health Care Assistant Diploma	\$296,500	28
Cariboo Total						\$1,681,845	155
Kootenay	Nelson	BC Career Colleges Association	Discovery Community College	2019/20	Health Care Assistant Diploma	\$172,500	16
Kootenay Total						\$172,500	16

Region	Location	Agreement Holder	Training Provider	Year	Project Name	\$ Funded	Participants
Mainland/ Southwest	Maple Ridge	B.C. Career Colleges Association	Discovery Community College	2019/20	Health Care Assistant Diploma	\$276,500	24
Mainland/ Southwest	Maple Ridge and online training	Horton Ventures Inc.	IUOE Operating Engineers Training Association Trabajo Consulting	2020/21	Pipeline Training Plus Soft Skills for Oilers Project	\$233,000	20
Mainland/ Southwest Total						\$509,500	44
North Coast/ Nechako	Classroom, workplace, and online	Takla Lake Limited Partnership	Pivot Leader Inc.	2020/21	Growing Your Mining Business	\$114,750	s.22
North Coast/ Nechako	Fort St. James	Fort St. James Chamber of Commerce	College of New Caledonia	2019/20	Camp & Catering Associate Certificate	\$299,790	16
North Coast/ Nechako Total						\$414,540	19
Thompson- Okanagan	Chase	Village of Chase	Okanagan College	2020/21	Early Childhood Education Assistant Project	\$124,916	10
Thompson- Okanagan	Clearwater	Yellowhead Community Services Society	Done Right Driving/ Yellowhead Community Services Society	2019/20	General Skills Training	\$123,202	s.22
Thompson- Okanagan	Kamloops	BC Care Providers Association	Discovery Community College	2020/21	Health Care Assistant (HCA) Diploma Project	\$270,897	16
Thompson- Okanagan	Kamloops and online	B.C. Career Colleges Association	Sprott Shaw College	2020/21	ECE Post Basic	\$210,000	12
Thompson- Okanagan	Kamloops and Penticton	B.C. Career Colleges Association	Sprott Shaw College	2019/20	ECE Infant Toddler Post Graduate Certificate	\$151,925	15
Thompson- Okanagan	Kamloops, Penticton and online	B.C. Career Colleges Association	Sprott Shaw College	2020/21	Early Childhood Education - CWE	\$70,403	s.22
Thompson- Okanagan	Kelowna	B.C. Career Colleges Association	Academy of Learning	2020/21	Social and Community Service Worker Project	\$172,000	16

Region	Location	Agreement Holder	Training Provider	Year	Project Name	\$ Funded	Participants
Thompson-Okanagan	Kelowna	B.C. Career Colleges Association	Focus College	2020/21	Advanced Certificate in Computing Project	\$196,000	16
Thompson-Okanagan	Kelowna	BC Care Providers Association	Discovery Community College	2019/20	Health Care Assistant Diploma	\$264,000	16
Thompson-Okanagan	Merritt	B.C. Career Colleges Association	Discovery Community College	2019/20	Health Care Assistant Diploma	\$172,500	16
Thompson-Okanagan	Penticton	B.C. Career Colleges Association	Sprott Shaw College	2020/21	Health Care Assistant (HCA) Diploma Project	\$91,611	17
Thompson-Okanagan	Vernon and online	BC Care Providers Association	Discovery Community College	2020/21	Health Care Assistant (HCA) Diploma Project	\$270,776	16
Thompson-Okanagan Total						\$2,118,230	167
Vancouver Island/Coast	Campbell River and online	Island North Film Commission	North Island College (NIC)	2020/21	Motion Picture Production Assistant Training Project	\$597,300	71
Vancouver Island/Coast	Cowichan Bay, Duncan, Ladysmith, Shawnigan Lake, and online	BC Care Providers Association	Discovery Community College	2020/21	Health Care Assistant (HCA) Diploma Project	\$270,897	16
Vancouver Island/Coast	Errington, Nanaimo, Parksville, and Qualicum Beach	BC Care Providers Association	Discovery Community College	2020/21	Health Care Assistant (HCA) Diploma Project	\$270,897	16
Vancouver Island/Coast	Port Alberni	B.C. Career Colleges Association	Discovery Community College	2019/20	Health Care Assistant Diploma	\$256,500	24
Vancouver Island/Coast Total						\$1,395,594	127
Grand Total						\$6,292,209	528

Appendix 2

Skills Training for Employment (STE): Impacted Workers Programs

Service Provider	Program Name	# of Participants Served*	
		2019/20	2020/21
Canadian Vocational Training Centre	DeNovo	25	89
Kopar Administration	Skills Highway	59	76
Workforce Development Consulting Services of Northern BC	Work Connect	30	68
College of New Caledonia	Job Options	12	19
Kopar Administration	Work Keys	26	22
Obair Economic Society	Elevation to Employment	43	50
		195	324

* 93 individuals participated in programs that spanned both fiscal years

- **The DeNovo program** offers computer skills, short-term occupational certificate training, hands-on training, a job club and work experience. Wage subsidies, mentorships, direct matching to employers, and Indigenous cultural components are available if needed. Living supports to attend one of the training locations may be provided. Training locations: Prince George, Vernon, Kelowna and Langley.
- **The Skills Highway program** offers occupational and essential skills training in a variety of fields, job coaching, and job search assistance. Indigenous cultural components, on the job training, childcare supports, travel and lodging while attending training are available if needed. The program covers an area from Blue River to the BC/Alberta border to Haida Gwaii, and from Mackenzie in the north to Quesnel in the south. Training locations include Kitimat, Prince George, Valemount, Prince Rupert, and Smithers.
- **The Work Connect Program** offers essential skills training and occupational certificate training in Site Control & Safety, Camp Attendance/Maintenance and Retail & Hospitality. It includes paid work experience, on-the-job coaching, and job search skills. Training locations: Prince Rupert, Mackenzie, Prince George, Valemount/McBride, Smithers, Fort St. John, and Terrace.
- **The Job Options program** offers essential life and practical skills training including computer skills, interpersonal skills, short-term occupational certificates, and Indigenous cultural components. Training locations: Mackenzie, McLeod Lake, Burns Lake, Fort St. James, Tsay Keh Dene, and Kwadacha.
- **The Work Keys Program** offers essential skills training, occupational certificate training, job search assistance, work experience and Indigenous cultural components. Training location: Smithers.
- **The Elevation to Employment Program** offers one-on-one counselling/coaching, occupational certificate and on-the-job training in a variety of fields including carpentry, plumbing, education assistant and hair stylist. Computer skills training, work experience, wage subsidies and Indigenous cultural components are also available. Training locations: Chetwynd, Dawson Creek, and Fort St. John.

Appendix 3

ETG Employment Transition Training Stream Projects

Region	Location	Employer	Training Provider	Year	Project Name	\$ Approved	Participants
Cariboo	100 Mile House	Bruce Herbert Moser	Matterhorn Crane and Rigging Training LTD	2020/21	Stiff Boom 40 Tonne Under and Unlimited Tonnage Folding Boom Crane	\$15,750	s.22
Cariboo	100 Mile House	M. Sarver Hauling LTD	British Columbia Academy of Medical Aesthetics and Skin Care	2019/20	Dermaplaning	\$1,990	
Cariboo	100 Mile House	M. Sarver Hauling LTD	British Columbia Academy of Medical Aesthetics and Skin Care	2019/20	Micro needling	\$2,490	
Cariboo	100 Mile House	M. Sarver Hauling LTD	British Columbia Academy of Medical Aesthetics and Skin Care	2019/20	Teeth Whitening	\$2,990	
Cariboo	100 Mile House	M. Sarver Hauling Ltd.	BC Academy of Medical Aesthetics and Skin Care	2020/21	Certified Aesthetic Dermatology Technician	\$6,303	
Cariboo	100 Mile House	Sarvair Aviation Ltd.	Aurora Aviation Academy	2020/21	Private Pilot License	\$15,281	
Cariboo	100 Mile House	Sarvair Aviation Ltd.	Continental Aerospace Technologies	2020/21	Continental Diesel Maintenance/Jet-A Course	\$3,611	
Cariboo	100 Mile House	Sarvair Aviation Ltd.	Lycoming Service Engine School	2020/21	Lycoming Engine Service Course	\$15,331	
Cariboo	100 Mile House	Sarvair Aviation Ltd.	Simply Training	2020/21	Sage 50 Accounting Canada	\$378	
Cariboo	100 Mile House	Sarvair Aviation Ltd.	Simply Training	2020/21	Sage 50 level 2 Accounting Canada	\$378	
Cariboo	100 Mile House	Sarver Hauling	Aurora Aviation Academy	2020/21	Private Pilot License	\$19,013	
Cariboo	100 Mile House	Sarver Wood Fibre LTD	Canadian Association of Geophysical Contractors	2019/20	Level 2 faller course	\$11,424	

Region	Location	Employer	Training Provider	Year	Project Name	\$ Approved	Participants
Cariboo	100 Mile House	Sarver Wood Fibre LTD	JPL Consulting	2019/20	CAGC Level 1 chainsaw basics	\$4,962	s.22
Cariboo	100 Mile House	Sarver Wood Fibre LTD	LJC Contracting Ltd.	2019/20	Level 3 Faller Field Experience	\$26,500	
Cariboo	100 Mile House	Sarvus Unmanned Systems LTD	Esri Canada	2020/21	ArcGIS Pro: Essential Workflos	\$1,890	
Cariboo	101 Mile House	M. Sarver Hauling LTD	Yoga With Kassandra	2019/20	Yin Yoga Teacher Training	\$686	
Cariboo	101 Mile House	Sarvair Aviation Ltd.	Simply Training	2020/21	Sage 50 Accounting Level 1	\$403	
Cariboo	102 Mile House	Sarvair Aviation Ltd.	Covet Artistry	2020/21	Digital machine micro-pigmentation	\$4,100	
Cariboo	102 Mile House	Sarvair Aviation Ltd.	Go Skills	2020/21	Microsoft Excel	\$1,044	
Cariboo	108 Mile Ranch	Sarvair Aviation	Lumley Aviation	2019/20	Lycoming Engine Service	\$6,259	
Cariboo	108 Mile Ranch	Sarvair Aviation	Safran Helicopter Engines Canada	2019/20	Arriel 1 series - 1st line Maintenance	\$5,574	
Cariboo	108 Mile Ranch	Sarvair Aviation	Safran Helicopter Engines Canada	2019/20	Arriel 2 series - 1st line Maintenance	\$4,508	
Cariboo	108 Mile Ranch	Sarvair Aviation	Westpoint Helicopter Industry Services	2019/20	Arriel 2 Series Maintenance	\$5,232	
Cariboo	Big Lake	Capital Mine Maintenance LTD.	Matterhorn Crane and Rigging Training LTD	2020/21	Stiff Boom 40 Tonne Under and Unlimited Tonnage Folding Boom Crane	\$37,800	
Cariboo	Lac La Hache	Kinahan Pacific Contracting	Cariboo First Aid	2020/21	Occupational First Aid Level 3	\$1,350	
Cariboo	Prince George	Bedford Integrative Therapeutic Services LTD	Functional Nutritional Alliance	2019/20	Full Body Systems	\$5,732	
Cariboo	Williams Lake	Hillside Sprinklers LTD	Matterhorn Crane and Rigging Training LTD	2020/21	Stiff Boom 40 Tonne Under and Unlimited Tonnage Folding Boom Crane	\$18,900	
Cariboo Total						\$219,879	

Region	Location	Employer	Training Provider	Year	Project Name	\$ Approved	Participants
Mainland/ Southwest	Pemberton	Smart Wood Products	Canadian School of Natural Nutrition Vancouver Island	2019/20	Natural Nutrition Program	\$8,112	s.22
Mainland/ Southwest Total						\$8,112	
North Coast/Nechako	Fort St. James	Tommy Koftinoff	Aurora Aviation Academy	2020/21	Multi Engine IFR	\$20,000	
North Coast/Nechako	Fort St. James	Tommy Koftinoff	Aurora Aviation Academy	2020/21	Multi Engine IFR rating	\$12,819	
North Coast/Nechako	Vanderhoof	606225 BC Ltd.	College of New Caledonia	2019/20	BCCSA Traffic Control/Level 1 First Aid	\$4,185	
North Coast/Nechako Total						\$37,004	10
					Corporate Restructuring - Section 85: Transfer of Property	\$472	s.22
Northeast	Fort St. John	Energetic Services LTD	Chartered Professional Accountants of BC	2019/20	Effective and Essential Management Skills	\$472	
Northeast	Fort St. John	Energetic Services LTD	Chartered Professional Accountants of BC	2019/20	Enhancing your Leadership Impact	\$472	
Northeast	Fort St. John	Energetic Services LTD	Chartered Professional Accountants of BC	2019/20	Excel: Specific Skills for Budgeting, Planning and Forecasting	\$1,011	
Northeast Total						\$2,427	
Thompson- Okanagan	Kamloops	Ronald Bruce Svisdahl	Extreme Professional Driver Training Inc.	2019/20	Class 1 Professional Driving Combo Course	\$7,575	
Thompson- Okanagan Total						\$7,575	
Vancouver Island/Coast	Campbell River	Integrated Operations Group Inc	Datum Marine Services	2019/20	Small Non-pleasure Domestic Vessel Basic Safety	\$350	
Vancouver Island/Coast	Campbell River	Integrated Operations Group Inc	Datum Marine Services	2019/20	Small Vessel Operator Proficiency Training Course	\$1,140	

Region	Location	Employer	Training Provider	Year	Project Name	\$ Approved	Participants
Vancouver Island/Coast	Campbell River	Integrated Operations Group Inc	North Island College	2019/20	Restricted Operator Certificate - Maritime	\$219	s.22
Vancouver Island/Coast	Courtney	Rugged Coast Contracting LTD.	Carson Dunlop	2019/20	Home Inspector Certification	\$4,495	
Vancouver Island/Coast	Port Alberni	Port Alberni Shelter Society	North Island College	2020/21	Market Gardener Training Program	\$132,535	13
Vancouver Island/Coast Total						\$138,739	19
Grand Total						\$413,736	74

Meeting Note Advice to Deputy Minister

Date: March 8, 2021

Cliff #: 121157

Prepared for: Shannon Baskerville, Deputy Minister of Advanced Education and Skills Training

Date, Time of Meeting and Location:

- Friday, March 12, 1:00–1:30pm; location TBC

Attendees:

- Catherine Dauvergne, Provost and VP Academic, Simon Fraser University
- Joanne Currie, VP External Relations, Simon Fraser University
- Nicola Lemmer, ADM, Post-Secondary Policy and Programs

Issue(s):

- Introductory meeting with SFU Provost Catherine Dauvergne.
- SFU has identified the following items for discussion:
 1. Medical School
 2. SFU Update on COVID/Re-opening Plans
 3. SFU Update on Interdisciplinary Lifesciences Building Project
 4. Childcare
 5. Agri-Tech Program Planning

Background and Discussion:

1) Medical School:

- Minister Anne Kang's mandate letter states: "With support from the Minister of Health, lead work to launch B.C.'s second medical school to expand our healthcare workforce".
- During the 2020 election period, the BC NDP announced the commitment to a second medical school at SFU, with a central facility at the Surrey campus and learning centres distributed across the Fraser Health Authority.
- A second medical school, located in the Fraser Health Authority region, has been discussed since the early 2000s.
- In February 2019, SFU submitted a request for a new three-year medical school program with 100 MD grads annually. It was proposed that the program be located at the Surrey campus and focus on family physicians and a partnership with Fraser Health and the First Nations Health Authority.

s.12; s.13

- The new medical school will need to align with anticipated workforce demand and the Provincial Health Workforce Plan. This will ensure the right supply, mix and distribution of providers to meet service needs across B.C.
- Government's contribution to a second medical school's operating costs and capital funding are to be determined.

s.12; s.13

- Over the next months, policy, planning, and program development will take place.
- There may be opportunities for collaboration between SFU and UBC to reduce duplication of resources for undergraduate and post-graduate medical education programs.
- The report titled *In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care* calls on the B.C. Government to work with applicable partners to establish a Joint Degree in Medicine and Indigenous Medicine. There may be opportunities to include a partnership with the Fraser Health Authority and First Nations Health Authority as part of the proposed medical school to develop training to meet Indigenous communities' needs.

2) SFU Update on COVID/Re-opening Plans

- SFU will provide update.

3) SFU Update on Interdisciplinary Lifesciences Building Project

- SFU will provide update.
- AEST will provide updates to institutions on additions and changes to our capital plan following Budget Day 2021, April 20, 2021.

4) Childcare

- SFU has not provided information on what they wish to discuss regarding this topic.
- AEST Programs Branch is not aware of any issues pertaining to Childcare and SFU.

5) Agri-Tech Program Planning

- Earlier this year, SFU expressed interest in advancing the recommendations of the Food Security Taskforce. SFU also wants to develop a Bachelor of Science in Agri-Tech, with 400 students, 100 graduate students, and 18 new faculty positions.
- This would have significant operating and capital funding implications. AGRI, JERI and AEST will be collaborating on Government's response to the Food Security Taskforce, and it is unclear whether an undergraduate program aligns with the needs.
- To date, AGRI has not identified this work as an immediate priority. AEST met with SFU officials in fall 2020 and encouraged the university to focus on determining labour market need and student/industry demand for training of this length, cost and size of cohort.
- The Ministries look forward to working with a range of post-secondary institutions in the coming months.

Suggested Response / Key Message:

- Establishing a medical school is a multi-year commitment which will require time, consultation, and careful planning to accomplish successfully. As you will appreciate, we are early in the process of exploring how to make this happen.
- The Ministry will be able to share more details about the scope, funding, and timeline in the coming months.
- Thank you for the updates and we look forward to continuing to work closely with SFU.

Attachment 1: Biography of Catherine Dauvergne

Contact: *Trudy Rotgans, Executive Director (250-888-0591) and Dean Goodman, Executive Director (250-508-4269)*

Attachment 1: Biography Dr. Catherine Dauvergne

Dr. Dauvergne combines an impressive record of scholarship with progressive administrative experience. She most recently finished her five-year term as the Dean of Law at the Peter A. Allard School at UBC. During her term, she implemented an experiential learning curriculum, developed a post-graduation debt-relief pilot program—the first of its kind among law schools in western Canada—and led the implementation of Truth and Reconciliation Commission calls to action within the school.

Dr. Dauvergne also served as the Special Advisor to the UBC President from 2009 to 2011, where she was co-director of the international strategic planning group, led a province-wide working group on university finance, and worked with the inaugural Ombudsperson to support students at the school. Over her career, Dr. Dauvergne has worked in the areas of refugee, immigration, and citizenship law and held a Canada Research Chair in Migration Law for 10 years. Dr. Dauvergne was named a Pierre Elliot Trudeau Foundation Fellow in 2012 in recognition of her contributions to public discourse and appointed to the Queen's Counsel in 2019. At SFU, Dr. Dauvergne is part of the [School for International Studies](#).

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Meeting Note

Advice to Minister Anne Kang and Parliamentary Secretary Andrew Mercier

Date: March 18, 2021

Cliff #: 121163

Prepared for: Minister Anne Kang and Parliamentary Secretary Andrew Mercier

Date, Time of Meeting and Location:

Wednesday, March 24, 3:00-3:30pm

s.15; s.17

Meeting ID:s.15; s.17

Passcode:s.15; s.17

Attendees:

- Minister Anne Kang
- Parliamentary Secretary Andrew Mercier
- Catherine Poole, A/Assistant Deputy Minister, AEST
- Gavin McGarrigle, Western Regional Director Unifor (Appendix A: Bio)
- Leanne Marsh – BC Regional Council Chair, Unifor & Unifor local 2200 Recording Secretary
- Danny Casquillo – Recording Secretary, Unifor local 2301
- Phil Fryer – National Skilled Trades Representative, Unifor
- John Breslin – National Skilled Trades Director, Unifor
- Dave Cassidy – Unifor National Skilled Trades Chair & President, Unifor local 444
- Curtis Finley – President, Unifor local 3018
- Mike Smith – President, Unifor local 2200

Issue(s): Discussion of Unifor's proposals for keeping BC communities strong despite the challenges created by COVID-19 and the role of the Skilled Trades in economic recovery.

Background:

- Unifor is Canada's largest private sector union, representing over 315,000 workers in every major area of the economy.
- In British Columbia, Unifor has close to 30,000 workers in multiple sectors, including transportation, natural resources, manufacturing, hospitality, and communications.
- Unifor is a strong advocate for increased apprenticeship opportunities and has their own skilled trades and apprenticeship council, which focuses advocacy on:
 - A national vision of apprenticeship training;
 - Greater collaboration between stakeholders in an on-going and structured manner;
 - Building parity of esteem between apprenticeship and post-secondary pathways;
 - Removing financial barriers and improving job security for apprentices; and
 - Investing in innovative ways to increase employer engagement in apprenticeship training.
- Unifor is conducting regional meetings with their membership and with appropriate MLAs the week of March 22-26, where rank-and-file union members and leadership will be

presenting their lobby document (Appendix B) with recommendations for keeping their communities strong despite current challenges.

Discussion:

- Unifor's lobby document presents their views and recommendations on the topic of Compulsory Trades. They are in favour of the reinstatement of compulsory trades within a framework for implementation with support of trade unions and labour organizations.
- The skilled trades will be critical to supporting B.C.'s economic recovery from COVID-19 by building infrastructure stimulus projects.
- This meeting is an opportunity to meet with a diverse group of Unifor members to discuss over-arching issues facing workers and how skilled trades can support recovery and rebuilding from impacts of the pandemic.
- The trades training system adapted quickly to the pandemic, with most training institutions moving theoretical training online and continuing to provide hands-on learning through smaller, safely distanced cohorts.

Key Messages:

- Thank you for sharing your policy recommendations on Compulsory Trades with the Ministry.
- Our government is committed to delivering accessible and affordable skilled trades training to ensure British Columbians get the education and training they need for good paying careers to participate in B.C.'s economic recovery.
- The skilled trades will be critical to support B.C.'s economic recovery from the COVID-19 pandemic by building infrastructure stimulus projects.
- As we recover from the global pandemic, it is imperative that we work as a collective to support and address those populations most affected by the pandemic, including under-represented groups working in the Trades.
- Premier Horgan has given us a very ambitious mandate, one that will rely on strong industry partnerships, particularly for the implementation of Compulsory Trades.
- Compulsory Trades will help government build a trades system that is fair and supports workers by providing accessible skills training and other career development opportunities in the trades, and by continuing to maintain and enhance current high standards of worker, public, and environmental safety.
- Government has worked closely with key system partners like the ITA, trades trainers, industry, and organized labour to provide preliminary input into what a new approach to compulsory trades would look like in B.C. Key considerations included an effective compliance and enforcement model and a clear framework for reviewing and selecting trades. This work was informed by a broad range of evidence which included input from stakeholders and data analysis.

- We are in the process of developing a comprehensive approach to industry and public engagement, ensuring system partners like Unifor (and members) have an opportunity to provide input.
- I want to assure you and your members that government's goal is to ensure that Compulsory Trades contribute to a robust trades workforce that is ready to meet the demands of a strong, sustainable and inclusive economy - now and in the future. I am looking forward to working closely with all the partners in the trades training system on compulsory trades.
- I would like to thank Unifor for their continued commitment to B.C.'s workforce and for advocating on behalf of issues that impact workers and businesses. I look forward to working with you.

Attachment(s):

Appendix A – Biography of Gavin McGarrigle, Western Regional Director, Unifor

Appendix B – Unifor lobby document submitted to Government

Contact: *Catherine Poole, A/ADM, Workforce Innovation and Division Responsible for Skills Training (250-508-0420)*

Appendix A - Biography of Gavin McGarrigle, Western Regional Director, Unifor



Gavin McGarrigle has been involved in the labour movement since he helped lead an organizing drive at the restaurant where he worked as a server in 1998. He was born in Derry, Northern Ireland and was raised in Canada and the Republic of Ireland before settling in B.C. He went on to be elected President of Local 4234, then First Vice-President of Local 114, and has worked as a National Representative since 2006.

Gavin has also worked as the B.C. Area Director since Unifor's founding and since then has serviced members across many sectors including hospitality, aerospace, transit, transportation, and container trucking.

About Unifor



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**PSEA Board of Directors Meeting/Conference Call
Advice to Deputy Minister**

Date: March 7, 2021

Cliff: 121201

Prepared for: Shannon Baskerville, Deputy Minister

Date, Time of Meeting and Location:

March 10, 2021, 10:00 am to 4:00pm

Zoom Meeting:

s.15; s.17

Attendees/Board Members:

Michael Marchbank (Chair)

Shannon Baskerville, AEST DM

John Davison, President & CEO, PSEC

Angus Graeme (Vice Chair), President, Selkirk College

Paul Dangerfield, President & Vice-Chancellor Capilano University

Kathy Denton, President, Douglas College

Kathy Kinloch, President, British Columbia Institute of Technology

Deborah Saucier, President & Vice-Chancellor, Vancouver Island University

Lane Trotter, President, Langara College

Purpose of Meeting:

- **Key items** for board approval:
 - ❖ Approve PSEA's Strategic Plan
 - ❖ Approve Bargaining levy for 2022 Bargaining
 - ❖ Approve PSEA's 2021-22 Budget
 - ❖ PSEA CEO's performance evaluation
- AEST Deputy Minister to provide ministry update – "AEST Report" (item 10.1 at **1:25 pm**)

Meeting Topics:

	Agenda Item	Lead	Action
1.	Adoption of the agenda	Michael Marchbank	Adoption
Recommendation <ul style="list-style-type: none"> Adopt agenda for March 10, 2021 board meeting. 			
	Agenda Item	Lead	Action
2.	Presentation	Lindsie Thomson	Informational
<ul style="list-style-type: none"> Lindsie Thomson from Harris & Co. will be presenting - Labour Law in the Post-Secondary Sector: Trends and Updates 			
	Agenda Item	Lead	Action
3.	PSEA 2021-26 Strategic Plan	Michael Marchbank	Approve
Recommendation <ul style="list-style-type: none"> Approve PSEA's 2021-26 Strategic Plan (the Plan). 			
Background <ul style="list-style-type: none"> PSEA hired a consultant, Jeannie Wexler, to manage their strategic planning in early 2020. After a rigorous consultation process in fall and a strategic planning session in December, PSEA has now developed the Plans.¹³ s.13 Board's approval will finalize the strategic plan. 			
	Agenda Item	Lead	Action
4.1	Adoption of the minutes – December 2, 2020	Michael Marchbank	Adoption
Recommendation <ul style="list-style-type: none"> Approve minutes from December 2, 2020 meeting. 			
	Agenda Item	Lead	Action
4.2	Mid-Contract Modifications	Michael Marchbank	Informational
Background <ul style="list-style-type: none"> A non-COVID mid-contract modifications (MCM) has been approved. The NIC and BCGEU support staff negotiated a stipend for its IT positions.¹³ s.13 Cost are being accommodated within the existing budgets. 			
	Agenda Item	Lead	Action
5.	PSEA Board Chair Report	Michael Marchbank	Informational
PSEA Board Chair, Michael Marchbank, will provide a verbal report to the board.			
	Agenda Item	Lead	Action
6.	PSEA CEO Report	Rebecca Maurer	Informational
<ul style="list-style-type: none"> PSEA CEO will provide a report on the past few months. 			

Background

- s.13

	Agenda Item	Lead	Action
7.1.1	2022 Bargaining Special Levy	Michael Madill	Approval

Recommendation

Approve **option 3** for 2022 Bargaining Special Levy.

Background

s.13; s.17

- In previous bargaining rounds (2012, 2014, 2019), PSEA board approved and institutions paid special levies to cover travel, meetings, and additional staff costs related to bargaining.
- PSEA has estimated ^{s.13; s.17} for 2022 bargaining costs.
- In 2019 bargaining institutions paid one-time flat fee of either \$30K for onsite PSEA representative support, or a flat fee of \$5K for PSEA's offsite support.

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- **Option 3 is recommended** s.13
s.13

	Agenda Item	Lead	Action
7.1.2	Electronic Voting Results Report	Michael Madill	Informational

Background

- PSEA is sharing VIU BCGEU Faculty agreement voting results.
- With this agreement 2019 Bargaining is now concluded.

	Agenda Item	Lead	Action
7.1.2	Contract Administration & Training	Twyla Hurley	Informational

PSEA Executive Director, Twyla Hurley, will provide updates on:

- Lisason model and Labour Relations Training

	Agenda Item	Lead	Action
8.	Legal Report	Rosalie Cress	Informational
s.13; s.14			
	Agenda Item	Lead	Action
9.	Compensation Surveys	Kevin Commerford	Informational
PSEA Director of Compensation, Kevin Commerford, will provide updates on: s.13			
	Agenda Item	Lead	Action
10.	Information Reports	N/A	Informational
<ul style="list-style-type: none"> Shannon will deliver AEST report (See Appendix – item 10.1). John Davison will speak to PSEC report. 			
	Agenda Item	Lead	Action
11.	Correspondence	Michael Marchbank	Informational
Michael Marchbank will be sharing with board key correspondence that has occurred between PSEA and government: <ul style="list-style-type: none"> 11.1 – PSEA Letter to Minister of AEST 11.2 – From Minister of AEST to PSEA 11.3 – PSEA Letter to Minister of Finance 11.4 – From Minister of Finance to PSEA 11.5 – John Davison Appointment 11.6 – Letter to John Davison 11.7 – PSEA Bylaw Approval 			
	Agenda Item	Lead	Action
12.1	PSEA 2020-21 Fiscal Year End Projection	Rebecca Maurer	Adoption
12.2	PSEA 2021-22 Budget Approval		
Recommendation Approve PSEA 2021-22 Budget as presented and direct PSEA to proceed with implementation.			
Background s.13			

s.13			
	Agenda Item	Lead	Action
13.1	College Pension Plan Board (CPPB) of Trustees Vacancy	Rebecca Maurer	Informational
Rebecca Maurer will provide an update on CPPB nomination process.			
Background			
<ul style="list-style-type: none"> PSEA Board is responsible for nominating two trustees on the CPPB Trustee, Karen Maynes' appointment is expiring on August 31, 2021 In February 2021, PSEA reached out to the institutions for nominations A nomination list will be presented to the Board in next meeting for review and selection Board's selection will be sent to Angie Sorrell, ED, Pensions for appointment process 			
	Agenda Item	Lead	Action
14.	Resolution to Close Meeting	N/A	Adoption
Recommendation			
<ul style="list-style-type: none"> Approve resolution to close meeting. 			
	Agenda Item	Lead	Action
15.	In-Camera Session	Michael Marchbank	Adoption &
15.1	PSEA CEO Evaluation		Discussion
<ul style="list-style-type: none"> Adopt to motion to move meeting in-camera. 			
Background			
s.13			
	Agenda Item	Lead	Action
16.	Adjournment	Michael Marchbank	Adoption

Appendix 1: AEST Report – Item 10.1

Appendix 2: DM Letter on PSEA's CEO's performance evaluation

Contact: Pratibha Bhatnagar, Director Labour Relations, s.17

Total length: 8 pages



Appendix 1

**Ministry of Advanced Education and Skills Training Report
PSEA Board Meeting Speaking Notes (Item 10.1)
March 10, 2021 at 1:25pm**

Good Afternoon All,

I very much appreciate the opportunity to attend today's board meeting. It is busy times for the Ministry, with the Legislature resuming last week and the start of the budget estimates process. My remarks today will be brief but wanted to take this opportunity to update the board on:

s.13



s.13

Thank you.

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BRIEFING NOTE

Safe Return to Post-secondary Campuses this Fall PHO and Ministerial Statements



What:

Provincial Health Officer Dr. Bonnie Henry correspondence and Minister Anne Kang statement supporting return to on-campus instruction in September 2021 at public post-secondary institutions.

Who:

- Dr. Bonnie Henry, Provincial Health Officer
- Minister Anne Kang, Minister of Advanced Education and Skills Training

Executive Summary:

- Dr. Bonnie Henry will issue correspondence advising the presidents of public colleges, institutes, and universities to prepare for a full return to on-campus education this September. Minister Kang will issue a statement supporting Dr. Henry's advice.
- The health and safety of students, faculty, and staff at post-secondary institutions remain our top priority.
- We acknowledge that this has been a difficult and stressful time for everyone involved in post-secondary education, especially for students who have been disproportionately affected by the pandemic over the past year.
- The Provincial Health Officer and Medical Health Officers of British Columbia strongly support the resumption of on-campus activities in September 2021 for everyone's health and wellbeing.
- The government and the Provincial Health Office will work in partnership with institutions, health and safety experts, WorkSafeBC, partners and stakeholders to update the post-secondary COVID-19 Go-Forward Guidelines¹ to support the safe and complete resumption of campus teaching, learning, and research.

¹ Go-Forward Guidelines = "COVID-19 Go-Forward Guidelines for B.C.'s Post-Secondary Sector". A publicly available set of health and safety protocols developed by the BC post-secondary sector.

BRIEFING NOTE

Safe Return to Post-secondary Campuses this Fall PHO and Ministerial Statements



Background:

- Our colleges, institutes and universities were very successful at reducing the spread of COVID-19 by:
 - quickly shifting to remote learning,
 - following sector-wide health and safety protocols in the “COVID-19 Go-Forward Guidelines for B.C.’s Post-Secondary Sector”, and
 - developing campus-level COVID-19 safety plans.
- The Provincial Health Officer is confident that with immunization of all adult British Columbians by this summer, post-secondary institutions should plan a full resumption of on-campus education for September 2021.
- To develop our plan for returning to on-campus learning this fall, we will work in partnership with institutions, the BC Centre for Disease Control, WorkSafeBC, the Provincial Health Office, student associations, labour representatives, First Nations partners and the Ministry of Advanced Education and Skills Training.
- Public health will work with post-secondary institutions to determine measures needed to keep activities safe both on and off campus.
- The updated Go-Forward Guidelines will be released in the coming weeks.

Recommendations:

Deliver the following key messages:

- Post-secondary institutions should plan for a full resumption of on-campus education for September 2021.
- Our top priority is the safety of students, faculty, and staff.
- B.C. is expecting all adults in the province to have the option of receiving their first dose of the COVID-19 vaccine this summer.
- At every step, we’re going to be working with Dr. Henry and all our partners to make sure the right measures are in place to keep everyone safe.

Information Note

Advice to Minister Adrian Dix

Date: March 24, 2021

Cliff #: 121411

Issue: Health education program capacity in Northern BC

Background / Facts:

- Government has created and expanded a number of ongoing health education programs in the North in recent years. Announcements from 2018 to 2020 include:

Table 1: Recent health education program expansions

Program	Seats	Community	Post-secondary Institution(s)	First intake	First graduates
Master of Nursing - Nurse Practitioner	+5	Prince George	UNBC	September 2018	August 2020
Diagnostic Medical Sonography	16 new	Prince George	CNC	January 2019	December 2020
Master of Physical Therapy	20 new	Prince George	UBC in partnership with UNBC	August 2020	September 2022
Health Care Assistant	+10	Dawson Creek	NLC	February 2021	October 2021
	+18	Williams Lake	TRU	February 2021	September 2021
Bachelor of Science in Nursing	16 new	Fort St. John	UNBC in partnership with NLC	September 2021	April 2023
Master of Occupational Therapy	16 new	Prince George	UBC in partnership with UNBC	August 2022	September 2024

- These recent increases bolster existing health education program capacity in the North (see Appendix 1 for all health programs offered in the region).
- Thompson Rivers University, Coast Mountain College, College of New Caledonia and Northern Lights College are also offering the Health Care Assistant Partnership Pathway, the training component of the Health Career Access Program. Programs at CNC and NLC have already launched, with CMTN's first cohort set to begin in April and TRU's in May.

Analysis:

- All health program expansions in the North announced since 2018 are proceeding as scheduled, with the following exception:
 - The Bachelor of Science in Nursing (Northeast Nursing) program in Fort St. John was originally planned for September 2020 but with COVID-related delays was pushed to September 2021. The first intake of 16 students is on track to start in August 2021.
 - The University of Northern BC (UNBC) has made an initial round of offers of admission for the program, primarily to students from Northern BC.

- The University of Northern BC (UNBC) and Northern Health have been able to use this past year to strengthen clinical placement capacity in the Northeast, which will support the success of the program when launched.
 - The first class of 16 students will graduate in April 2023.
- UNBC is currently funded to graduate 132 nursing students annually, which will increase to 148 with the addition of the Northeast Nursing program. On average, approximately 115 students graduate annually.
- Increasing training capacity is a successful strategy in meeting health workforce needs when complemented by strong recruitment and retention approaches through health employers.

Conclusion / Next Steps:

- Between 2019 and 2022, three new health education programs (Sonography, Physiotherapy and Occupational Therapy) will be made available for the first time ever in the North.
- Later this year, the first program in the Northeast leading to a career in Registered Nursing will start.
- At the same time, capacity in primary care and direct patient care is being supported by increases to the Nurse Practitioner program and to Health Care Assistant programs.

Attachments: 1) *Targeted health programs in the North*

Contact: Nicola Lemmer, ADM Post-Secondary Policy & Programs, (778) 698-9768

121411- Appendix 1: Targeted Health Programs in the North (does not include one-time)

Nursing Programs in the North

Program	PSI	Community	Annual Targeted FTEs	Approximate Annual Graduates
BSN	CNC	Prince George & Quesnel	207	115
	CMTN	Terrace	46	
	UNBC	Prince George	278	
	TRU	Williams Lake	244	90
Kamloops				
BSN Refresher			90	50
Specialty Nursing	BCIT	Virtual (for NHA)	N/A	55
MSN	UNBC	Prince George	24	24
Nurse Practitioner			10	5
Practical Nursing			40	20
	CNC		33	20
	TRU	Williams Lake	18	16
HCA	CNC	Burns Lake, Fort St. James, Mackenzie, Prince George, Quesnel, Vanderhoof	36	35
	NLC	Dawson Creek	45	45
	CMTN	Terrace	35	25
	TRU	Williams Lake	18	18
		Kamloops	84	75

Allied Health Programs in the North

Program	PSI	Community	Annual Targeted FTEs	Approximate Annual Graduates
Allied Health (examples: dental programs, nursing unit assistant)	CNC	Prince George & Quesnel	81	N/A
	CMTN	Terrace	16	
	UNBC	Prince George	21	
	TRU	Kamloops & Williams Lake	68	
Medical Laboratory Technology	CNC	Prince George	60	20
Medical Laboratory Assistant	TRU	Kamloops	37	70
Medical Radiography (X-Ray)	CNC	Prince George	38	15
Diagnostic Medical Sonography	CNC		32	16
Physiotherapy	UBC/UNBC		40	20
Respiratory Therapy	TRU	Kamloops	199	65
Anaesthesia Assistant	TRU		8	12

Northern Medical Program

Program	PSI	Community	Annual Targeted FTEs	Approximate Annual Graduates
UGME	UBC/UNBC	Prince George	128	32
PGME	UBC	Various	N/A	

ADVICE TO MINISTER

<p>CONFIDENTIAL ISSUES NOTE</p> <p>Ministry: Advanced Education and Skills Training</p> <p>Date: Mar. 24, 2021</p> <p>Minister Responsible: Hon. Anne Kang</p>	<p>Nursing in northeastern B.C.</p>
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ADVICE AND RECOMMENDED RESPONSE:

- **My ministry is committed to increasing the number of skilled healthcare professionals, including registered nurses, in Northeastern B.C.**
- **Unfortunately, the COVID-19 pandemic delayed UNBC's Fort St. John-based Bachelor of Science in Nursing program which was expected to begin in September 2020.**
- **My ministry has worked closely with the Ministry of Health, UNBC and the Northern Health Authority to mitigate the effects on the health workforce in the region.**
- **The new Bachelor of Science in Nursing program will begin in fall 2021, with the first 16 graduates expected in April 2023.**

ADVICE TO MINISTER

BACKGROUND:

The UNBC program is a five-semester, two-year Bachelor of Science in Nursing (BScN) program, which will support 32 students across both years of the program at full capacity. The first class of 16 students, operating out of the shared UNBC and NLC campus in Fort St. John, will start August 24, 2021 after a one-year program delay due the impacts of the COVID-19 pandemic.

Students must have at least two years of post-secondary studies before applying to the program, and preference is given to local and Indigenous students. Of 11 initial accepted offers to the program, almost half are students from the Fort St. John area and all but one are from the North.

In early 2018, UNBC met with Northern Lights College (NLC) and Northern Health as well as regional and municipal officials in Fort St. John to prepare a proposal for the Ministry.

A formal proposal developed in collaboration with the Northern Health Authority, UNBC, and NLC was submitted to the Ministry in July 2018.

In June 2019, the Ministry announced \$1.1 million in start-up and program funding.

To date, AEST has provided \$850,000 and the Ministry of Health provided an additional \$414,000 in operating funding over two years, with ongoing program funding to start in 2022/23.

AEST provided \$4.0 million in capital funding for equipment and renovations, with \$2.7 million to the University of Northern B.C. and \$1.3 million to Northern Lights College.

Communications Contact: Alison Antrobus
Program Area Contact: Melanie Nielsen / Neil Wereley

Program Area	ADM / Deputy Minister	Communications Director
Trudy Rotgans	Nicola Lemmer	Sean Leslie

Meeting Note Advice to Minister

Date: February 26, 2021

Cliff #: 121134

Prepared For: Minister Anne Kang, Advanced Education and Skills Training

Meeting: Auditor General, Michael Pickup

Date, Time of Meeting and Location:

Tuesday March 2nd, 2021 – 4 to 4:15pm

Attendees:

Anne Kang, Minister, AEST
Michael Snodden, Sr. Ministerial Assistant, Minister's Office
Shannon Baskerville, Deputy Minister, AEST
Tony Loughran, Executive Lead, AEST
Michael Pickup, Auditor General

Purpose of meeting:

- The Auditor General will be providing a short briefing on the upcoming "Vancouver Community College Executive Compensation Disclosure Audit" ahead of its anticipated release on Tuesday March, March 9, 2021.
 - The OAG will be providing AEST's Minister and Deputy Minister with an advance copy of the report on Monday March 1st, 2021.
 - Briefing will likely focus on the outcomes of the audit and recommendations.

Suggested Speaking Points / Key Messages:

- Thank you for taking the time to update us on the performance audit of the Vancouver Community College's executive compensation disclosures as required by the *Financial Information Act* and by the *Public Sector Employers Act*.
- I appreciate the advance copy of the report you have provided. I have not had the opportunity to read it, however, this briefing is really helpful to understand the status and process related to the VCC audit report and upcoming timelines for the publication of the report.

Background:

VCC Executive Compensation Disclosure Audit

- In February 2020, the OAG informed VCC of a planned audit.
- The purpose of the audit was to insure that Vancouver Community College (VCC) Executive Compensation disclosures under the *Financial Information Act* and the *Public Sector Employers Act* were compliant with government requirements.
 - Audit period included disclosures for 3 fiscal years: 2017/18, 2018/19, and 2019/20.
 - Audit criteria included assessing the disclosure procedures at VCC: the accuracy, completeness of disclosures, and compliance with public reporting requirements.
- The audit is now complete and the auditor will provide an update on findings of the audit and possible recommendations.

- OAG will also provide an embargoed copy of the report to the Ministry by March 1, 2021 that will be published on March 9, 2021.
- Audit Timeline for reference:
 - February 6, 2020 - VCC was informed by OAG of planned audit
 - November 9, 2020 - OAG presented results of findings/conclusions to VCC
 - January 4, 2021 – OAG shared draft report with VCC for review/feedback
 - February 11, 2021 – OAG provides final report to VCC for formal response
 - February 24, 2021 – Official response letter from VCC received by OAG
 - March 1, 2021 – Embargoed copy of report provided to Minister of AEST
 - March 9, 2021 – Final report will be published

Background on Executive Compensation Disclosure:

- The *Public Sector Employers Act* (Act) requires that Board of Governors disclose and attest to the accuracy of the total compensation paid to the CEO and the next four highest ranking/paid executives earning \$125,000 or more in base pay.
- Each year, the Executive Compensation Disclosure is announced with the Public Accounts.
- The Board Chair must attest the disclosure statement for accurate compensation paid to the top 5 named executives. Each statement includes base salary, holdbacks, bonuses, incentive pay, pension, and all other compensation paid to executives (see Attachment for VCC's complete 2019/20 Executive Compensation Disclosure for reference).
- Typically, 3 to 4 post-secondary sector executives make it in the top ten list of public sector employees, however, VCC was not among those top institutions.

Attachment: VCC 2019/20 Executive Compensation Disclosure Package

Contact: Tony Loughran, Executive Lead, 250-217-3245

Total length: 2 pages



August 24, 2020

Ms. Christina Zacharuk
CEO & President
Public Sector Employers' Council Secretariat
2nd Floor, 880 Douglas St.
Victoria, BC
V8W 2B7

Dear Ms. Zacharuk:

Re: Executive Compensation Disclosure Statement for 2019/20

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