

## Meeting Note

### Advice to Minister Anne Kang

**Date:** August 12, 2022

**Cliff #:** 125742

**Prepared for:** Anne Kang, Minister of Advanced Education and Skills Training

**Date, Time of Meeting and Location:**

- Date and Time: August 25, 2022; 3:00 – 3:45 pm
- Location: Microsoft Teams meeting

**Attendees:**

- Anne Kang, Minister of Advanced Education and Skills Training
- Katrina Chen, Minister of State for Childcare
- Jennifer Whiteside, Minister of Education and Childcare
- Eric Peters, Senior Ministerial Advisor, Minister of Advanced Education and Skills Training
- Melanie Sanderson, Senior Ministerial Advisor, Minister of Education and Childcare
- Sarena Talbot, Senior Ministerial Advisor, Minister of State for Childcare
- Patti Boyle, Assistant Deputy Minister, Childcare Division, Ministry of Education and Childcare TBC
- Kate Cotie, A/Executive Director, Childcare Policy, Ministry of Education and Childcare
- Nicola Lemmer, Assistant Deputy Minister, Ministry of Advanced Education and Skills Training
- Melanie Nielsen, Executive Director, Post-Secondary Programs Branch, Ministry of Advanced Education and Skills Training

**Proposed Agenda:**

- Discuss Early Childhood Education (ECE) post-secondary seat expansion.
- Summary of previous decisions on annual seat expansions since 2018/19.
- Next steps for seat expansion to align with goal of hiring an additional 10,000 Early Childhood Educators (ECEs) over the next ten years.

**Background:**

- Launched in 2018, B.C.'s ten-year Childcare B.C. Plan (the Plan) sets out a comprehensive set of actions to support affordable, accessible, and quality childcare across B.C.
- AEST and the Ministry of Education and Childcare (ECC) work collaboratively to support the Plan and B.C.'s Early Care and Learning Recruitment and Retention Strategy, and to address ECE human resource needs with a training component by securing annual targeted funding to increase and accelerate access to ECE training.
- Public post-secondary institutions (PSIs) deliver ECE programming through annual operating grants and targeted one-time funding, when available. See Attachment 1 for additional information.
- Since 2017/18 and throughout the first four years of the Plan (2018/19 – 2021/22), AEST has provided targeted funding of \$13.36 million (see Table 1 in Attachment) to 15 PSIs for the expansion of approved ECE training programs, creating an additional 1,401 FTEs.
- According to BC's Labour Market Outlook, 2021 Edition, there will be almost 9,000 job openings for ECEs and ECE Assistants over the next ten years.

**Discussion:**2022/23 ECE program expansion funding

- Since AEST ECE seat expansion is part of the broader Childcare B.C. Plan, ECC (and prior to April 2022, the Ministry of Children and Family Development) included AEST's funding request in its Budget 2022 submission.
  - s.12; s.13; s.17
- s.12; s.13; s.17
- Budget 2022 included funding of \$1.3 million (130 FTEs)
  - s.12; s.13; s.17
  - s.12; s.13; s.17
- AEST will expend the full \$1.3 million for 2022/23 funding six PSIs to create an additional 176 FTEs, exceeding the target 130 FTEs by 35%.
  - s.12; s.13; s.17
- s.12; s.13; s.17

ECE training trends – seat utilization and enrolment

- Since the Plan's 2018 launch, ECE seat expansion initially experienced slow uptake but increased steadily from 52% FTE utilization in 2018/19 to 132% utilization in 2021/22.
- Over the last few years, ECE enrollment at B.C.'s public PSIs is trending upwards: 2070 students enrolled in 2019/20, a 17% increase from 1,770 in 2015/16. See Attachment 1 for additional information about utilization.
- According to AEST data, approximately 60% of students study part-time, 32% full-time and 8% take one course.
- Average completion time for ECE basic certificate is 2.1 years, and 2.7 years for post-basic speciality.

Next steps:

s.12; s.13; s.17

**Suggested Response / Key Messages:**

- If asked why the 2022/23 ECE program expansion budget is lower than in past years:
  - AEST, ECC and public PSI partners work collaboratively to increase capacity and enrolment in ECE programs across the province.
  - AEST staff work closely with ECC staff to address ECE Human Resource needs with a training component, including annual budget submissions for ongoing ECE program expansion at public PSIs.

s.13; s.17

**Attachment:** 1. *Supplemental – ECE post-secondary seat expansion*  
 2. *Slide Deck – Early Childhood Educator program expansion*

**Contact:** Nicola Lemmer, ADM, 778-698-9768

## 125742 Attachment 1 - Supplemental Information Early Childhood Education (ECE) post-secondary seat expansion

### Funding and program delivery:

- There are three possible educational pathways for students pursuing ECE training in B.C.:
  - (i) Dual Credit while in K-12 system
    - Starting in 2021/22, and in partnership with AEST and public PSIs, ECC has been leading the implementation of an ECE-Dual Credit pilot, enabling Grade 11 and 12 students to complete approved ECE courses as part of their secondary school graduation requirements.
    - To date, approximately \$1.15 million has been invested at 20 School Districts, enabling 150 students to complete 400 courses towards provincial ECE certification requirements.
  - (ii) Traditional ECE program delivery at recognized public and private (PSIs) and
  - (iii) Work-Integrated Learning (WIL) program delivery through public PSIs.

**Table 1: Funding and FTE summary – ECE seat expansion and WIL**

Fiscal Year	Allocated Budget	Actual Funding Amount	FTEs/student spaces	Delivery Model
2017/18	Year-end	\$840,000	24	seat expansion
2018/19	\$900,000	\$1,222,280	182	seat expansion
2018/19	\$500,000	\$627,408	76	WIL pilots*
2019/20	\$3,690,000	\$2,738,800	321	seat expansion
2020/21	\$2,790,000 \$1,260,000	\$4,965,579	500	seat expansion (Econ. Recovery)
2021/22	\$1,320,000 \$1,700,000 (federal)	\$1,262,087 \$1,699,926	147 151	seat expansion WIL*
<b>Total</b>		<b>\$13,356,080*</b>	<b>1401</b>	

\* Total funding includes \$627,408 for the launch of six WIL pilots (2019/20), enabling 76 experienced childcare professionals to successfully complete academic requirements for provincial ECE certification while maintaining employment in the childcare sector. Through the Canada-B.C. Early Learning and Childcare Agreement, total funding also includes \$1.7 million in 2021/22 for five public PSIs to expand WIL program delivery, supporting 151 FTEs.

### Contingencies funding:

s.12; s.13; s.17

**Utilization:**

- 2021/22 final FTE reporting from public PSIs indicates seven PSIs achieved 80% utilization, and five greater than 100%.
- The majority of students study part-time, taking an average of 2.1 years to complete the certificate-level basic credential.

**Table 2: ECE enrolment (headcount) at public post-secondary institutions\***

Academic Year	Annual ECE enrolment (headcount)
2015-16	1,770
2016-17	1,840
2017-18	1,760
2018-19	1,995
2019-20	2,070

\* B.C.'s private training institutions also provide a supply of qualified ECEs to the workforce. For example, for the 2018/19 academic year, there were more than 3,000 enrolments in certified ECE programs at eight B.C. private training institutions, an increase of 32% over 2017/18.

**Table 3: ECE practicum completions (public) – number of students eligible to apply for provincial ECE certification with ECE Registry**

Academic Year	ECE practicum completions
2013-14	605
2014-15	635
2015-16	580
2016-17	655
2017-18	655
2018-19	720
2019-20	540
2020-21	845

- In terms of job-readiness, during the first three years of ECE program expansion at public PSIs, an annual average of 700 students completed practicum requirements for provincial ECE certification, a 12% increase from the five-year period prior to the 2018/19 launch.



# Joint Ministers' Meeting

Ministry of Advanced Education & Skills Training  
Ministry of Education and Childcare

**Early Childhood Educator program expansion**

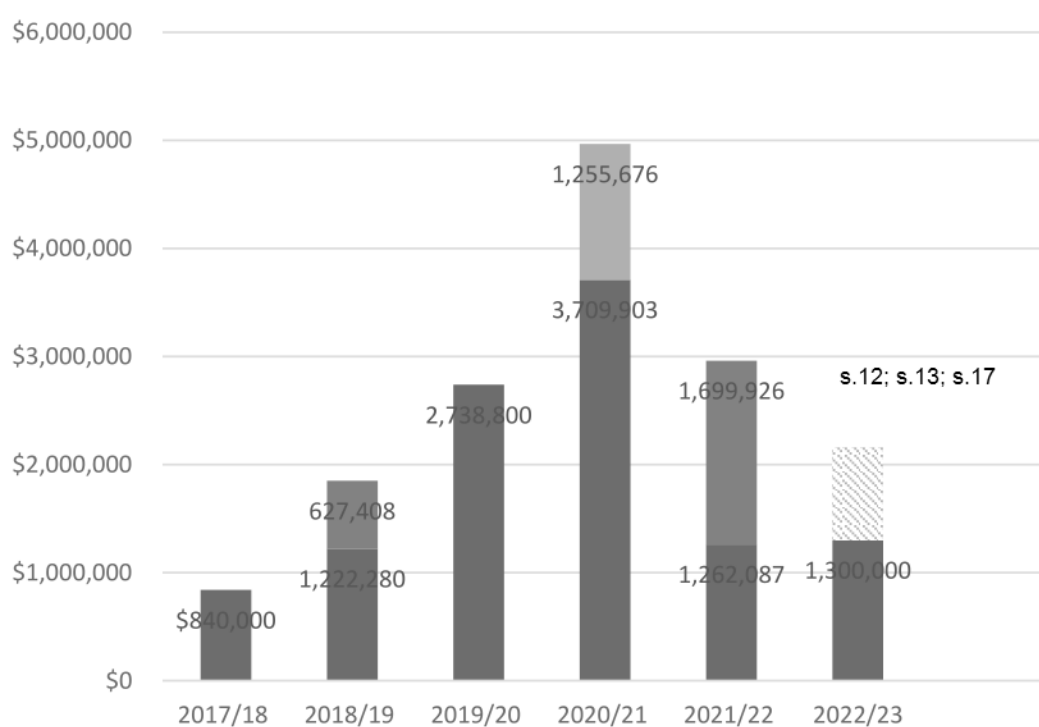
*August 25, 2022*

# Enhanced Access to Post-Secondary Education

## Key training inputs

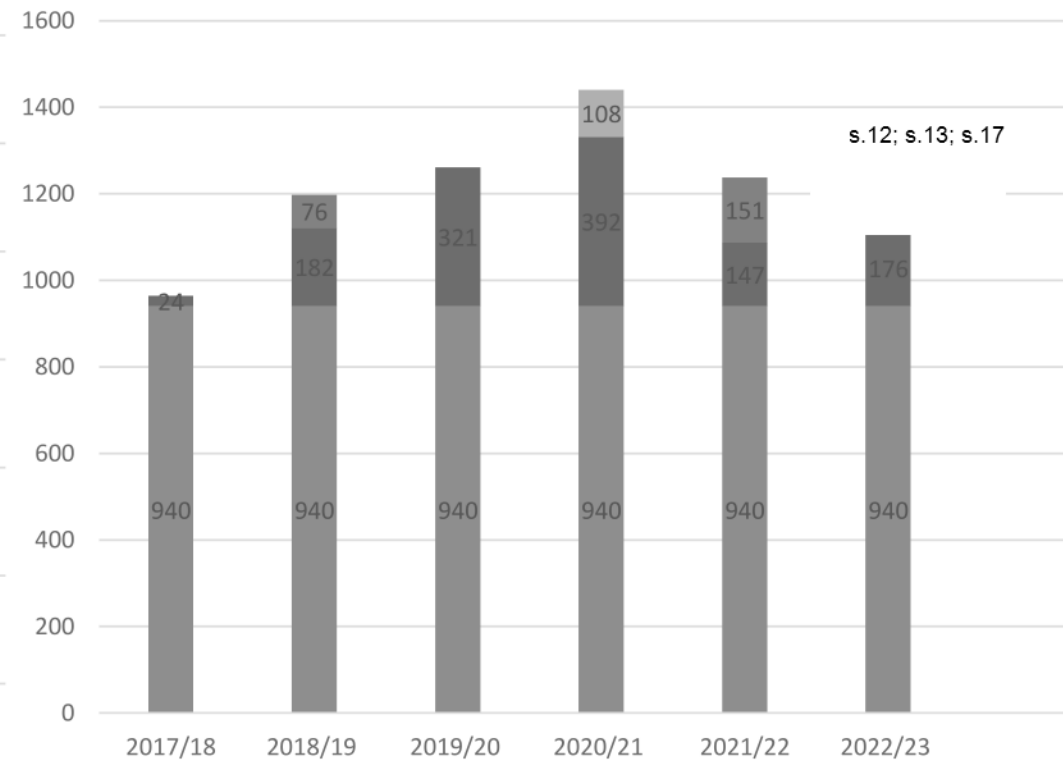
- Since early 2018 through 2021/22 - **\$13.36 million targeted funding** to 15 public PSIs across B.C.
- **1401 additional student spaces** (Full-time equivalents)

### Funding



■ Seat expansion ■ WIL ■ Economic Recovery ▨ Contingencies

### FTEs



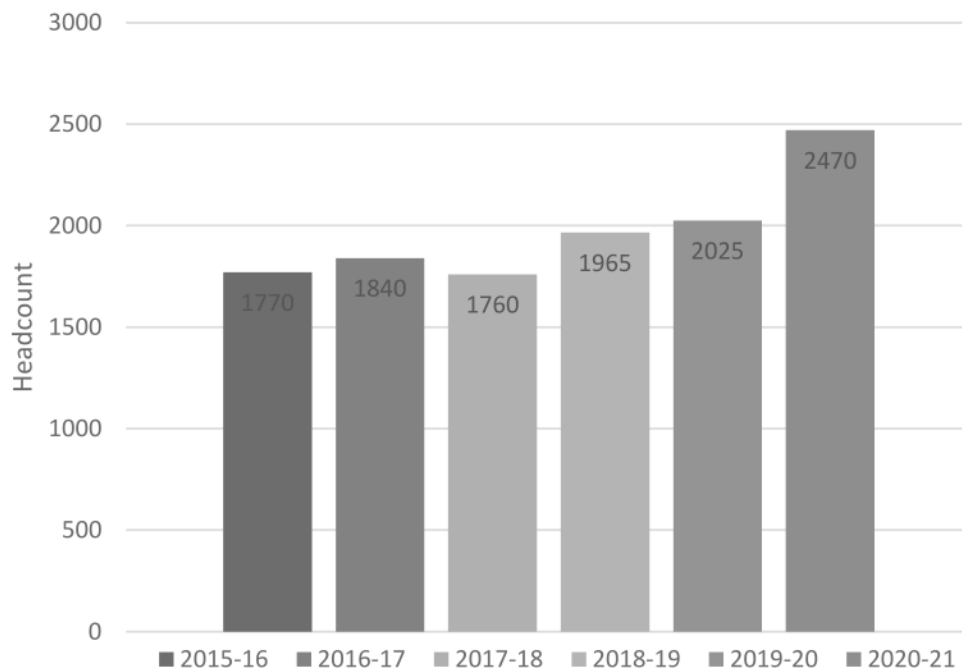
■ Base Funded (estimate) ■ Seat Expansion ■ WIL ■ Economic Recovery ▨ Contingencies

# Increased Enrolment & Program Completion

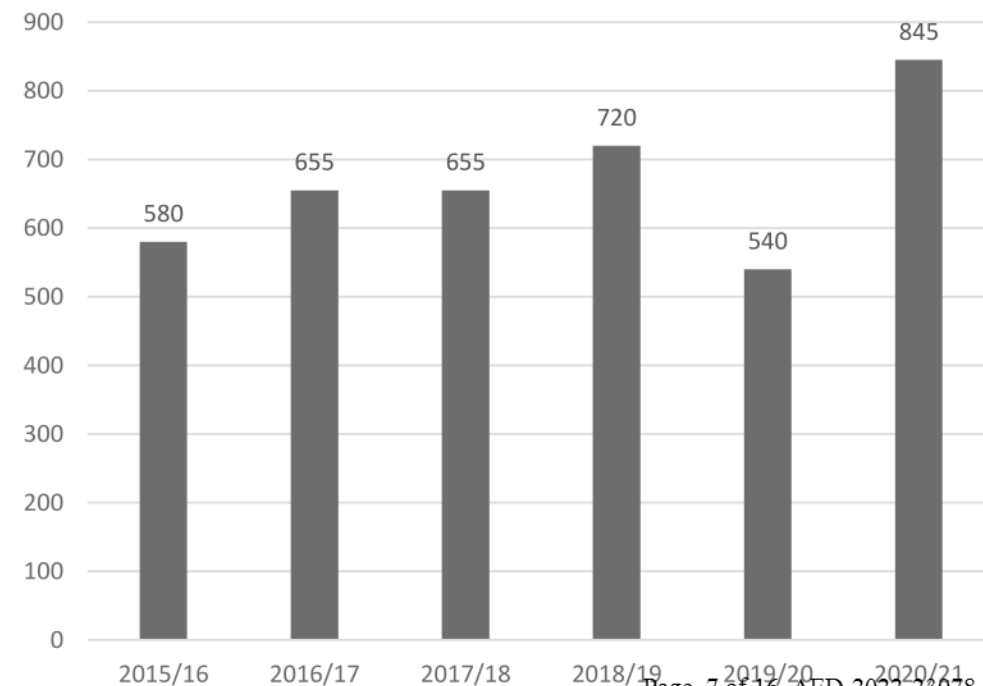
## ECE training trends

- **Higher seat utilization:** 132% in 2021/22, up from ~ 52% in 2018/19 (expansion seats)
- **Enrolment is increasing** – 2020/21 enrolment 40% higher than in 2017/18
- Approximately **60% of students study part-time**, 32% full time and approximately 8% taking one course
- Average **completion time for ECE basic is 2.1 years**, 2.7 years for post-basic specialty

### Enrolment



### Practicum Completions



# Next Steps & Opportunities

## Next Steps

s.12; s.13; s.17

## Opportunities

s.13

## Information Note

### Advice to Minister Anne Kang

Date: July 25, 2022

Cliff #: 125964

#### Issue: The Cullen Report on Anti Money Laundering (AML) – Implications for AEST and CPABC

##### Background / Facts:

- On June 15, 2022, the Commission of Inquiry into Money Laundering in British Columbia Final Report (the Cullen Report), written by the Honourable Austin F. Cullen, was released.
- The Commission was established in May 2019, in the wake of significant public concern about money laundering in British Columbia, and was given a broad mandate to inquire into and report on money laundering in BC including:
  - its extent, growth, evolution, and methods;
  - whether acts or omissions by responsible regulatory agencies and individuals may have contributed to money laundering in BC;
  - the effectiveness of anti-money laundering efforts by agencies and individuals; and
  - the barriers to effective law enforcement.
- The final report (including appendices) is over 1800 pages long and includes analysis of a wide array of sectors including gaming, real estate, financial institutions, the corporate sector, legal and notary services, accountancy, and various other sectors such as luxury goods markets, virtual assets, and the underground economy.
- The report makes a total of 101 recommendations. The primary recommendation is for the Province to establish an independent office of the Legislature focused on anti-money laundering.
- 13 of the recommendations (69-81) concern accountancy in BC (see attachment 1).
  - 11 of the recommendations concern the Chartered Professional Accountants of British Columbia's (CPABC) own rules and member conduct.
  - 1 recommendation is for the Province to study the nature and scope of work performed by unregulated accountants in British Columbia.
  - 1 recommendation is for the Minister of Finance to urge her federal counterpart to introduce amendments to the *Proceeds of Crime (Money Laundering) and Financing of Terrorism Act* in order to require reporting CPABC members to report more types of activities to the Financial Transactions and Reports Analysis Centre (FINTRAC).
- The Ministry of Advanced Education and Skills Training (AEST) is responsible for the *Chartered Professional Accountants Act* (CPAA) – which establishes the Chartered Professional Accountants of British Columbia (CPABC).
  - The CPABC is regulatory agency with a narrow scope of practice and title protection.
    - Only CPABC members can hold themselves out as 'professional' accountants.
    - Only CPABC members can legally perform a select set of complex accounting services.
    - There are approximately 38,000 registered CPABC members in BC. It is estimated that these only represent about 1/3<sup>rd</sup> of total persons occupied in accounting services and bookkeeping in BC. The other 2/3<sup>rd</sup>s remain unregulated.

### Analysis:

- Recommendation 69, and 72 to 81, concern the CPABC's self imposed rules and the conduct of its members.
    - Ordinarily, because CPABC enjoys significant autonomy under the CPAA, adopting these recommendations would require CPABC to pass a host of new bylaws regulating member conduct, establish new training programs, and develop closer ties with FINTRAC.
    - CPABC bylaws and governance are subject to membership votes, the outcome of which cannot be predicted or influenced.
- s.12; s.13
- 
- Recommendation 70 is for the Province to study the nature and scope of work performed by unregulated accountants in British Columbia.
    - The Cullen report has determined that unregulated accountants represent a blind spot for money laundering in BC.
      - Because they are not beholden to CPABC oversight and their code of conduct, and because they are not captured by FINTRAC reporting requirements, organizations and persons engaging in money laundering may specifically recruit unregulated accountants.
      - Because unregulated accounts are not registered in any way, their total numbers, type of work, types of clients, and the sums and sources of the funds they manage, are practically impossible to analyze.
      - AEST will work collaboratively with the Anti-Money Laundering (AML) working group, the prospective Anti-Money Laundering Secretariat, and CPABC, and other relevant parties, to determine the best approach to address this difficult issue.
  - Recommendation 71 is for the Minister of Finance to lobby federal counterparts for an amendment to federal enactments and regulations – AEST may become involved in a consulting capacity if communication with CPABC on this issue is necessary.
  - At this time the Ministry of Attorney General is leading the BC anti-money laundering response and any inquiries should be re-directed to the office of the Attorney General.

### Conclusion / Next Steps (if any):

- Government has established an “Anti-Money Laundering Secretariat” to develop a coordinated response to the recommendations in the Cullen Report.
- The overall timeline and approach for the Government's response is not yet clear - AEST will continue to participate in the AML working group to ensure our approach is consistent with other approaches across Government.

s.12; s.13

**Attachment(s):** *Recommendations 69-81*

**Contact:** *Tony Loughran, Executive Lead (250 356-0826)*

**Total length:** 2 pages, 1 attachment

## **Attachment 1**

### **Recommendations 69-81**

69: I recommend that the Chartered Professional Accountants of British Columbia (CPABC) amend its Code of Professional Conduct to specify that members must report to CPABC a finding by the Financial Transactions and Reports Analysis Centre of Canada that a member has not complied with the Proceeds of Crime (Money Laundering) and Terrorist Financing Act.

70: I recommend that the Province study the nature and scope of work performed by unregulated accountants in British Columbia to determine where they work, what clientele they service, what services they provide, whether those services engage a significant risk of facilitating money laundering, and, if so, what form of anti-money laundering regulation and oversight is warranted.

71: I recommend that the provincial Minister of Finance urge her federal counterpart to introduce amendments to the Proceeds of Crime (Money Laundering) and Financing of Terrorism Act so that accountants' reporting and other obligations arise when they prepare for and provide advice about triggering activities.

72: I recommend that the Chartered Professional Accountants of British Columbia implement client identification and verification requirements, as well as requirements to verify a client's source of funds, that apply, at a minimum, when a chartered professional accountant engages in the following activities: • preparing for and providing advice with respect to financial transactions, including real estate transactions; • preparing for and providing advice with respect to the use of corporations and other legal entities; and • private-sector bookkeeping.

73: I recommend that the Chartered Professional Accountants of British Columbia promptly determine how many of its members operate trust accounts, for what purpose, and in what circumstances.

74: I recommend that the Chartered Professional Accountants of British Columbia implement a trust account auditing regime in which chartered professional accountants and firms that operate a trust account are audited on a regular basis, and that a sample of chartered professional accountants and firms that report not operating a trust account be audited to ensure that is the case.

75: I recommend that the Chartered Professional Accountants of British Columbia determine the circumstances in which its members accept cash from clients and in what amounts.

76: I recommend that the Chartered Professional Accountants of British Columbia implement a cash transactions rule limiting the amount of cash its members can receive in a single client matter.

77: I recommend that the Chartered Professional Accountants of British Columbia determine how often its members engage in the activities specified in section 47 of the Proceeds of Crime (Money Laundering) and Terrorist Financing Regulations.

78: I recommend that the Chartered Professional Accountants of British Columbia (CPABC) expand its practice review program to address anti-money laundering issues including, at a minimum: • compliance with client identification and verification measures implemented by CPABC; • audits of trust accounts or confirmation that a member does not operate a trust account; and • assessment of the adequacy of the

anti-money laundering policies and programs in place by the member to ensure compliance with the Proceeds of Crime (Money Laundering) and Terrorist Financing Act.

79: I recommend that the Chartered Professional Accountants of British Columbia implement a mandatory continuing professional education requirement focused on anti-money laundering that applies, at a minimum, to chartered professional accountants who engage in the following activities:

- the activities specified in section 47 of the Proceeds of Crime (Money Laundering) and Terrorist Financing Regulations;
- preparing for and providing advice with respect to financial transactions, including real estate transactions;
- preparing for and providing advice with respect to the use of corporations and other legal entities; and
- private-sector bookkeeping.

80: I recommend that the Chartered Professional Accountants of Canada follow up with the Financial Transactions and Reports Analysis Centre, on an ongoing basis, to acquire and maintain insights into the level of reporting and compliance of its membership with the requirements of the Proceeds of Crime (Money Laundering) and Terrorist Financing Act.

81: I recommend that the Chartered Professional Accountants of British Columbia pass bylaws or rules enabling it to share information with law enforcement in appropriate circumstances.

## **Information Note**

### **Advice to Minister Anne Kang**

**Date: July 28, 2022**

**Cliff #: 126002**

**Issue: Outdated WorkBC.ca Job Board Job Postings**

#### **Background / Facts:**

- WorkBC.ca is one of the top-visited sites in government, with over 5 million visits in 2021/22.
- Between 40,000 to 50,000 job postings are displayed on the WorkBC.ca job board any given day.
- Job postings come from two sources:
  - Directly through Employment and Social Development Canada (ESDC)'s national job bank.
  - Indirectly, through an online service provided by a contracted vendor, Gartner, who pulls job postings from public, corporate and commercial job boards and sends them to us for display on the WorkBC site.
- Approximately one-third of job postings come from the national job bank.
- BC's post-COVID labour market has shifted to having more jobs than workers which is increasing the need for accurate and relevant job information.

#### **Analysis:**

- It was brought to the Minister's attention during a student meeting that the WorkBC.ca job board has some outdated job postings.
- Job postings can become outdated before they are removed from the WorkBC.ca job board if a job vacancy is filled before the job posting expires.
- For direct job postings through ESDC the onus is on the employer to request removal if they are filled before expiry.
- ESDC conducts an automated scan twice a week and removes outdated postings. For the other days, however, filled positions are live and can be seen as outdated or invalid.
- Indirect job postings stay on WorkBC.ca for 30 days, regardless of the closing date, so they are more likely to become outdated or invalid.
- Given how dynamic the labour market is right now, jobs are being filled quickly which may contribute to having more outdated postings on the site at any one time.
- The existing contract with Gartner expires March 31, 2023, at which time a contract could be negotiated to ensure more timely removal of outdated job postings.

**Next Steps:**

- AEST to provide messaging on WorkBC.ca advising that postings may become outdated and why (Summer 2022).
- Investigate whether the number of days job postings stay up on WorkBC.ca would be reduced (Fall 2022).
- Procure a more modern job postings feed service (Fall/Winter 2022).
- Implement a new modernized job feed service (Spring 2022).

**Attachment(s):** N/A

**Contact:** Catherine Poole, Chief Operating Officer, WDST, (250) 508-0420

## Information Note

### Advice to Minister Anne Kang

**Date:** August 22, 2022

**Cliff #:** 126215

**Issue:** Health Career Access Program (HCAP) at Vancouver Island University (VIU)

#### Background:

- Led by the Ministry of Health (MoH), the Health Career Access Program (HCAP) is a fully funded training program designed to increase the supply of health care assistants (HCAs) in BC and provide opportunities to access careers in the health sector.
- Participants are initially hired by Health Authorities as Health Care Support Workers (HCSWs) and work in non-patient care roles while completing the Health Care Assistant Partnership Pathway (HCA-PP), a modularized, work-integrated HCA program delivered in partnership with post-secondary institutions (PSIs).
- HCAP participants must commit to a 12-month return of service agreement in the Assisted Living, Long-Term Care, or community and home health care sectors upon graduation from the program.
- When HCAP launched in September 2020, the initial target was to hire 3,000 HCSWs; however, the program has now exceeded this target, and is expected to continue for the next few years.
  - As of March 30, 2022, 2,882 HCSWs were hired into long term care and assisted living sites, and 404 were hired into home support service locations.
  - Additional allocations were made by MoH in May 2022 and hiring is ongoing.
- All 17 public PSIs in BC with recognized HCA programs have been engaged in this program, with select eligible private PSIs helping to meet targeted regional demand.
- The Ministry of Advanced Education and Skills Training (AEST) works with PSIs to provide operating funding for training seats, while MoH provides funding for tuition, books and supplies, as well as a weekly educational stipend while students attend training.
- Since fall 2020, AEST has provided over \$40 million to fund more than 4,100 HCA-PP seats across the province. As of July 2022:
  - Almost 2,600 HCAP participants have started training.
  - Up to 1,560 HCAP participants have graduated.
  - More than 1,500 more seats are in the planning stages.

#### VIU:

- VIU is the only PSI currently providing HCA-PP training seats for the Central Vancouver Island region (Nanaimo, Duncan, Parksville, Qualicum, Salt Spring Island).
- VIU also serves students in the Powell River region on the Sunshine Coast, in partnership with Vancouver Coastal Health Authority.
- To date, AEST has provided VIU with operating funding for 376 HCA-PP training seats at a cost of \$4,121,540 (**Table 1**). At VIU:
  - 248 HCAP participants have started training<sup>1</sup>.
  - Up to 141 HCAP participants have graduated.
  - 120 more HCA-PP seats are expected to start over the next year.
- VIU received capital funding of \$101,300 to fund the purchase of capital skills training equipment to support HCA-PP (simulation mannequins and hospital beds).

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<sup>1</sup> Some cohorts have not filled to 100% capacity due to employer hiring timelines.

- In addition to HCA-PP funded seats, VIU receives annual base operating funding for its regular HCA certificate program, producing an average of 96 graduates per year between 2010-2020, including an average of 15 Aboriginal graduates per year over this same period.

Table 1. VIU HCA-PP Cohorts – AEST Operating Funding

Location	Start	End	Seats	Operating Funding
Nanaimo	March 2021	November 2021	32	\$316,444
Cowichan Valley	March 2021	November 2021	24	\$237,333
Powell River	March 2021	November 2021	16	\$158,222
Nanaimo	September 2021	May 2022	40	\$430,769
Cowichan	September 2021	May 2022	24	\$258,462
Nanaimo	February 2022	October 2022	24	\$258,462
Cowichan	February 2022	October 2022	16	\$172,308
Powell River	March 2022	November 2022	16	\$190,400
Cowichan	June 2022	December 2022	24	\$285,600
Nanaimo	June 2022	December 2022	40	\$453,385
TBD	TBD	TBD	120	\$1,360,155
<b>TOTAL</b>			<b>376</b>	<b>\$4,121,540</b>

### Key Messages:

- COVID-19 affected the employment of hundreds of thousands of British Columbians, with women, Indigenous peoples, recent Canadians, and those working in the hospitality and services industries amongst the most impacted.
- Many of these groups continue to bear a disproportionate burden of the impact of the pandemic and have not experienced equal benefits from BC's economic recovery.
- The Health Career Access Program provides a path for individuals with no health care experience to get hired and receive paid employer sponsored health care assistant training as part of their employment.
- It is important that the workforce reflects the people they help. The Health Career Access Program is committed to inclusive hiring practices, providing equal opportunity for participation to underrepresented groups, including women, Indigenous peoples, persons with disabilities, members of visible minorities and LGBTQIA2S+ applicants.
- A skilled workforce of health workers is critical to ensuring that British Columbians have access to the vital public services they rely on, when and where they need them.
- Vancouver Island University has been a dedicated partner in delivering the Health Care Assistant Partnership Pathway Program to hundreds of Health Career Access Program participants.

**Contact:** Nicola Lemmer, ADM, Post-Secondary Policy and Programs, 250-952-0697