

# **Sustainable Teacher Workforce Labour Market Information Report**

**DRAFT: May 17, 2018**

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Withheld pursuant to/removed as

s.13; s.17



**From:** [MacDonald, Scott D EDUC:EX](#)  
**To:** [Godin, Keith EDUC:EX](#)  
**Subject:** RE: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project  
**Date:** October 14, 2019 9:50:00 PM

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I spoke briefly with Shannon on Friday about this  
She was aware.  
Let me know if I need to do anything further.

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**From:** Godin, Keith EDUC:EX  
**Sent:** October 11, 2019 9:09 AM  
**To:** MacDonald, Scott D EDUC:EX <D.Scott.MacDonald@gov.bc.ca>  
**Subject:** Fwd: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Heads up

Begin forwarded message:

**From:** [Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)  
**Date:** October 11, 2019 at 9:09:02 AM PDT  
**To:** "Sawchuk, Bindi AEST:EX" <[Bindi.Sawchuk@gov.bc.ca](mailto:Bindi.Sawchuk@gov.bc.ca)>  
**Cc:** "Bains, Sunjit K AEST:EX" <[Sunjit.Bains@gov.bc.ca](mailto:Sunjit.Bains@gov.bc.ca)>, "Mason, Laura AEST:EX" <[Laura.Mason@gov.bc.ca](mailto:Laura.Mason@gov.bc.ca)>  
**Subject: Re: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project**

Thanks for update Bindi.  
I suspect you'll hear from Scott same position as me that we don't think the report should be released.  
And re FOI we have received the same requests.

On Oct 11, 2019, at 8:39 AM, Sawchuk, Bindi AEST:EX  
<[Bindi.Sawchuk@gov.bc.ca](mailto:Bindi.Sawchuk@gov.bc.ca)> wrote:

Hi Keith,

We are drafting a response based on DM feedback. The response letter will go to Scott before it goes back to our Minister.

Also and FYI on 2 recent FOI requests for the reports – staff are working on the legalities of who “owns” the report – regardless of that determination, there are exemption sections that would apply.

Regards  
Bindi

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**From:** Godin, Keith EDUC:EX  
**Sent:** September 26, 2019 1:44 PM  
**To:** Sawchuk, Bindi AEST:EX <[Bindi.Sawchuk@gov.bc.ca](mailto:Bindi.Sawchuk@gov.bc.ca)>  
**Subject:** FW: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Hi Bindi – as you know, we're in the midst of bargaining with the BCTF. Can we please have a short call so I can express our Ministry's views/advice in responding to this letter? Thanks.

Begin forwarded message:

**From:** "[Teri@bctf.ca](mailto:Teri@bctf.ca)" <[teri@bctf.ca](mailto:teri@bctf.ca)>  
**Date:** September 24, 2019 at 10:21:03 AM PDT  
**To:** "[AEST.Minister@gov.bc.ca](mailto:AEST.Minister@gov.bc.ca)" <[AEST.Minister@gov.bc.ca](mailto:AEST.Minister@gov.bc.ca)>  
**Cc:** "[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)" <[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)>, "[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)" <[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)>, "[shigginson@bcsta.org](mailto:shigginson@bcsta.org)" <[shigginson@bcsta.org](mailto:shigginson@bcsta.org)>, "[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)" <[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)>, "[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)" <[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)>, "Records Department" <[records@bctf.ca](mailto:records@bctf.ca)>  
**Subject:** BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Good morning,

Please find attached a letter dated September 24, 2019 with respect to the Labour Market Project.

Kind regards,

*Teri Mooring*

President  
British Columbia Teachers' Federation  
100-550 West 6th Avenue  
Vancouver, BC V5Z 4P2  
Phone: 604-871-2159  
Email: [teri@bctf.ca](mailto:teri@bctf.ca)

TM/cw:tfeu

**From:** [Deborah Stewart](#)  
**To:** [MacDonald, Scott D EDUC:EX](#)  
**Subject:** monthly monitor - May 31, 2019  
**Date:** May 31, 2019 6:27:42 PM  
**Attachments:** [image001.gif](#)  
[image017.jpg](#)  
[image002.jpg](#)  
[image005.jpg](#)  
[image003.jpg](#)  
[image007.jpg](#)  
**Importance:** High

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| [BCPSEA](#) | [PUBLICATIONS](#) | [MEDIA](#) | [CONTACT US](#) |

May 31, 2019

The *monthly monitor* is our regular update on HR/LR events and issues. We encourage you to share the *monthly monitor* with all trustees on your board.

Distribution: BCPSEA Trustee Representatives, Superintendents, Secretary Treasurers, HR Contacts, BCPSEA Board of Directors, Management Associations

## Regional Meetings

### Provincial Bargaining: Teachers

Further to our e-mail to districts of May 2, this is a friendly reminder of the BCPSEA regional meetings scheduled for next week, starting Monday, June 3. If trustees and senior staff have not yet registered to attend but wish to do so, please contact [Donna Verones](#). There is no registration fee but travel expenses are the responsibility of the board of education.

The purpose of the meetings is to provide trustees and senior district staff with an update on collective bargaining with the BC Teachers' Federation. **Please note that these meetings are open to ALL trustees, including those trustees who are in a conflict of interest position with respect to public sector collective bargaining.** Please also see the BCPSEA [For the Record](#) bulletins distributed to school districts on May 30 and May 31, and also available on the BCPSEA website. We look forward to seeing you in the coming week.

### Support Staff Bargaining

Local school district – local support staff union bargaining is underway. To date, four tentative agreements have been reviewed and ratified by the BCPSEA Board of Directors. As previously reported in *Support Staff Collective Bargaining Bulletin* No. 2019-01 dated March 15, 2019, "Support Staff Learning Improvement Fund (LIF) — Genuine Consultation," there is a **new process** for administering the Support Staff Learning Improvement Fund (LIF). In order to receive their funding, the Ministry of Education (MoE) requires that school districts engage in *genuine consultation* with their local unions regarding the utilization of the LIF. BCPSEA is responsible for ensuring that *genuine consultation* has occurred prior to funds being disbursed to districts by the MoE. School districts must submit to BCPSEA, **by June 3, 2019**, a fully executed *Confirmation of Genuine Consultation Form* as attached. If you have any questions, please contact your BCPSEA [labour relations liaison](#).

## Labour Market Partnership Project

BCPSEA has now completed the *Sustainable Teacher Workforce Labour Market Project* report, which is now with the Ministry of Advanced Education. The information obtained through the responses of thousands of

teachers and administrators from across the province has provided a comprehensive understanding of the gaps in data and developed key recommendations on labour market challenges for TTOCs, specialist positions, Indigenous teachers and teachers in rural and remote communities. If you have any questions about the report, please contact [Judy Maranda](#).

## WorkSafeBC Initiatives

WorkSafeBC has established a K-12 Violence Working Group, tasked with defining violence in the education sector and creating tools to address issues related to violence in the workplace (note: there are no “official” terms of reference as yet for this working group). The group includes school district health and safety professionals, principals, superintendents, union representatives, and representatives from WorkSafeBC. BCPSEA is exploring avenues to be in a position to meaningfully participate in this Working Group. A Violence Prevention Initiative focused on the K-12 sector is also planned by WorkSafeBC, however, no launch date has been set. As noted in the minutes of the January 29 meeting of the Violence in Education Working Group meeting, “The violence prevention letter campaign would go out to every school district and would be similar to the Dust Collectors and Asbestos campaigns. The inspection portion of the campaign would happen after the employees have the tools needed to recognize and report violence and how to comply with WorkSafeBC regulations. However, if there is a call for inspection before this time, or an incident is reported, WorkSafeBC will come in as a regulator and will act according to the regulation.” We will provide further updates as this initiative proceeds.

## Board of Directors Meetings

The next regularly scheduled meeting of the BCPSEA Board of Directors will be held on June 28, 2019. The Board will also convene meetings on an as needed basis to consider tentative local school district – local union collective agreements as submitted to BCPSEA for ratification by the Board. [NewsLink Express](#) reports on regular Board meetings are distributed following every Board meeting.

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Withheld pursuant to/removed as

s.13; s.17

## Biel, Maia EDUC:EX

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**From:** Harrison, Veronica EDUC:EX  
**Sent:** September 24, 2019 10:35 AM  
**To:** MacDonald, Scott D EDUC:EX  
**Subject:** Fwd: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project  
**Attachments:** image001.png; ATT00001.htm; 2019-09-24 - LT Melanie Mark re LMP report.pdf; ATT00002.htm

Sent from my iPhone

Begin forwarded message:

**From:** "[Teri@bctf.ca](mailto:Teri@bctf.ca)" <[teri@bctf.ca](mailto:teri@bctf.ca)>  
**Date:** September 24, 2019 at 10:21:03 AM PDT  
**To:** "[AEST.Minister@gov.bc.ca](mailto:AEST.Minister@gov.bc.ca)" <[AEST.Minister@gov.bc.ca](mailto:AEST.Minister@gov.bc.ca)>  
**Cc:** "[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)" <[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)>, "[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)" <[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)>, "[shigginson@bcsta.org](mailto:shigginson@bcsta.org)" <[shigginson@bcsta.org](mailto:shigginson@bcsta.org)>, "[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)" <[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)>, "[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)" <[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)>, "Records Department" <[records@bctf.ca](mailto:records@bctf.ca)>  
**Subject:** BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Good morning,

Please find attached a letter dated September 24, 2019 with respect to the Labour Market Project.

Kind regards,

*Teri Mooring*

President  
British Columbia Teachers' Federation  
100-550 West 6th Avenue  
Vancouver, BC V5Z 4P2  
Phone: 604-871-2159  
Email: [teri@bctf.ca](mailto:teri@bctf.ca)

TM/cw:tfeu



**From:** [Janet Stewart](#)  
**To:** [MacDonald, Scott D EDUC:EX](#); [Godin, Keith EDUC:EX](#); [Zacharuk, Christina PSEC:EX](#); [Renzo Del Negro](#); [Dawson, Ken PSEC:EX](#)  
**Cc:** [Renzo Del Negro](#)  
**Subject:** FW: LMP Report  
**Date:** May 22, 2018 5:34:15 PM  
**Attachments:** [image001.jpg](#)  
[report draft May 17.docx](#)

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Hi everyone,

So you are aware, the following DRAFT LMP report was circulated today to the following stakeholders representatives:

- BCTF
- BCSSA
- BCASBO
- BCPVPA
- BCSTA
- FNESC
- BC Deans of Education

Brett Wilmer from the Ministry was also copied on the email.

For your information, there was an exceptional response rate on the surveys that went to the field as follows:

- Teachers; 8,677 completed the survey
- P / VP; 809 completed the survey
- Teacher Education Program students; 322 completed the survey
- Teachers who may have left teaching; 1,177 completed the survey

Let me know if you would like more information.

**Janet Stewart Chief Operating Officer**

.....  
direct 604.730.4521 cell 604.379 2815 fax 604.730.0787

300 – 2889 East 12<sup>th</sup> Avenue Vancouver BC V5M 4T5

[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)



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**From:** [Godin, Keith EDUC:EX](#)  
**To:** [MacDonald, Scott D EDUC:EX](#)  
**Subject:** FW: LMP Report  
**Date:** January 17, 2019 10:49:13 AM  
**Attachments:** [LMP report - copy to Janet - revised In formatted Jan 9.docx](#)  
**Sensitivity:** Confidential

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Flagging for you... **s.13**

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** January 16, 2019 4:11 PM  
**To:** Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
**Subject:** LMP Report  
**Sensitivity:** Confidential

Hi Keith –

As discussed, there is a LMP Committee meeting tomorrow and Sunjit (AEST) has kindly flagged that Judy Miranda (BCPSEA) intends to share the latest version of the report out as draft following the meeting. Timing is bad and the report still needs some work. Attached is the latest version of the report and concerns below. Thanks to Brett for his review and comments on this.

Please let me know how I can support. Sunjit is committed to ensuring that the committee members understand the report is not final or approved and still requires further edits.

Overall Concerns

**s.13; s.17**

s.13; s.17

Thanks  
Shelaina

Shelaina Postings  
Executive Director  
Governance and Analytics Division  
Ministry of Education  
C: 778-679-8531

**From:** [Sampson, Laura EDUC:EX](#)  
**To:** [EDUC Correspondence EDUC:EX](#)  
**Cc:** [Charlton, Julie EDUC:EX](#); [Teng, Zita EDUC:EX](#); [Biel, Maia EDUC:EX](#); [Lloyd, Julia EDUC:EX](#)  
**Subject:** FW: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project  
**Date:** September 24, 2019 10:39:17 AM  
**Attachments:** [image001.png](#)  
[ATT00001.htm](#)  
[2019-09-24 - LT Melanie Mark re LMP report.pdf](#)  
[ATT00002.htm](#)

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Hi CWS – please CLIFF and see the DM's note below about a joint response.

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**From:** MacDonald, Scott D EDUC:EX  
**Sent:** September 24, 2019 10:37 AM  
**To:** Godin, Keith EDUC:EX <Keith.Godin@gov.bc.ca>  
**Cc:** Charlton, Julie EDUC:EX <Julie.Charlton@gov.bc.ca>; Biel, Maia EDUC:EX <Maia.Biel@gov.bc.ca>; Sampson, Laura EDUC:EX <Laura.Sampson@gov.bc.ca>; Teng, Zita EDUC:EX <Zita.Teng@gov.bc.ca>  
**Subject:** FW: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Keith – can you contact AEST to ensure the response to this letter is coordinated with us and BCPSEA.  
Scott

---

**From:** Harrison, Veronica EDUC:EX  
**Sent:** September 24, 2019 10:35 AM  
**To:** MacDonald, Scott D EDUC:EX <[D.Scott.MacDonald@gov.bc.ca](mailto:D.Scott.MacDonald@gov.bc.ca)>  
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**From:** "[Teri@bctf.ca](mailto:Teri@bctf.ca)" <[teri@bctf.ca](mailto:teri@bctf.ca)>  
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**To:** "[AEST.Minister@gov.bc.ca](mailto:AEST.Minister@gov.bc.ca)" <[AEST.Minister@gov.bc.ca](mailto:AEST.Minister@gov.bc.ca)>  
**Cc:** "[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)" <[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)>, "[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)" <[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)>, "[shigginson@bcsta.org](mailto:shigginson@bcsta.org)" <[shigginson@bcsta.org](mailto:shigginson@bcsta.org)>, "[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)" <[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)>, "[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)" <[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)>, "Records Department" <[records@bctf.ca](mailto:records@bctf.ca)>  
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**Subject:** FW: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project  
**Date:** September 24, 2019 10:36:00 AM  
**Attachments:** [image001.png](#)  
[ATT00001.htm](#)  
[2019-09-24 - LT Melanie Mark re LMP report.pdf](#)  
[ATT00002.htm](#)

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Keith – can you contact AEST to ensure the response to this letter is coordinated with us and BCPSEA.

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**Cc:** "[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)" <[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)>, "[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)" <[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)>, "[shigginson@bcsta.org](mailto:shigginson@bcsta.org)" <[shigginson@bcsta.org](mailto:shigginson@bcsta.org)>, "[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)" <[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)>, "[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)" <[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)>, "Records Department" <[records@bctf.ca](mailto:records@bctf.ca)>  
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**Cc:** [MacDonald, Scott D EDUC:EX](#)  
**Subject:** FW: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project  
**Date:** September 24, 2019 8:45:46 PM  
**Attachments:** [2019-09-24 - LT Melanie Mark re LMP report.pdf](#)

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I will connect with AEST on context and advice re response

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**From:** Renzo Del Negro <[renzod@bcpsea.bc.ca](mailto:renzod@bcpsea.bc.ca)>  
**Sent:** September 24, 2019 7:41 PM  
**To:** Zacharuk, Christina PSEC:EX <[Christina.Zacharuk@gov.bc.ca](mailto:Christina.Zacharuk@gov.bc.ca)>; MacDonald, Scott D EDUC:EX <[D.Scott.MacDonald@gov.bc.ca](mailto:D.Scott.MacDonald@gov.bc.ca)>  
**Cc:** Dawson, Ken PSEC:EX <[Ken.Dawson@gov.bc.ca](mailto:Ken.Dawson@gov.bc.ca)>; Draper, Kindree PSEC:EX <[Kindree.Draper@gov.bc.ca](mailto:Kindree.Draper@gov.bc.ca)>; Godin, Keith EDUC:EX <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>  
**Subject:** FW: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

FYI

Regards,

**Renzo Del Negro** **Chief Executive Officer**

.....  
D: 604 730 4511 | C: 604 374 2262 | F: 604 730 0787  
300 – 2889 East 12<sup>th</sup> Avenue Vancouver BC V5M 4T5  
[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)

---

**From:** Janet Stewart  
**Sent:** September 24, 2019 7:02 PM  
**To:** Renzo Del Negro;  
**Subject:** Fwd: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Sent from my mobile device

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**Cc:** "[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)" <[educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)>, "[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)" <[JanetS@bcpsea.bc.ca](mailto:JanetS@bcpsea.bc.ca)>, "[shigginson@bcsta.org](mailto:shigginson@bcsta.org)" <[shigginson@bcsta.org](mailto:shigginson@bcsta.org)>, "[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)" <[veronica.harrison@gov.bc.ca](mailto:veronica.harrison@gov.bc.ca)>, "[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)" <[andreasinclair@bccpac.bc.ca](mailto:andreasinclair@bccpac.bc.ca)>, "Records Department" <[records@bctf.ca](mailto:records@bctf.ca)>  
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Email: [teri@bctf.ca](mailto:teri@bctf.ca)

TM/cw:tfeu



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Withheld pursuant to/removed as

s.17; s.13

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s.13; s.17

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Withheld pursuant to/removed as

s.17; s.13

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s.13; s.17

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Withheld pursuant to/removal as

s.17; s.13

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s.13; s.17

## **Labour Supply and Demand for Elementary and Secondary School Teachers (NOC 4031 and NOC 4032)**

September 2017

### **PURPOSE**

The purpose of this analysis is to provide relevant labour market information as an input to the evaluation of the current supply of teaching graduates in relation to the projection for future demand. The analysis is based on the results of the B.C. Labour Market Outlook 2017 Edition and the B.C. Post-Secondary Supply Model, 5<sup>th</sup> Edition. Both of these sources have not yet been released publicly, so the information is to be kept confidential within government.

The analysis is meant to serve as one input to be considered along with other information.

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Page 0929 of 3171 to/à Page 0930 of 3171

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s.13; s.17

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Withheld pursuant to/removed as

s.17



## **Labour Supply and Demand for Elementary and Secondary School Teachers (NOC 4031 and NOC 4032)**

September 2017

### **PURPOSE**

The purpose of this analysis is to provide relevant labour market information as an input to the evaluation of the current supply of teaching graduates in relation to the projection for future demand. The analysis is based on the results of the B.C. Labour Market Outlook 2017 Edition and the B.C. Post-Secondary Supply Model, 5<sup>th</sup> Edition. Both of these sources have not yet been released publicly, so the information is to be kept confidential within government.

The analysis is meant to serve as one input to be considered along with other information.

s.17

**Confidential – for internal use only**

Page 0936 of 3171 to/à Page 0960 of 3171

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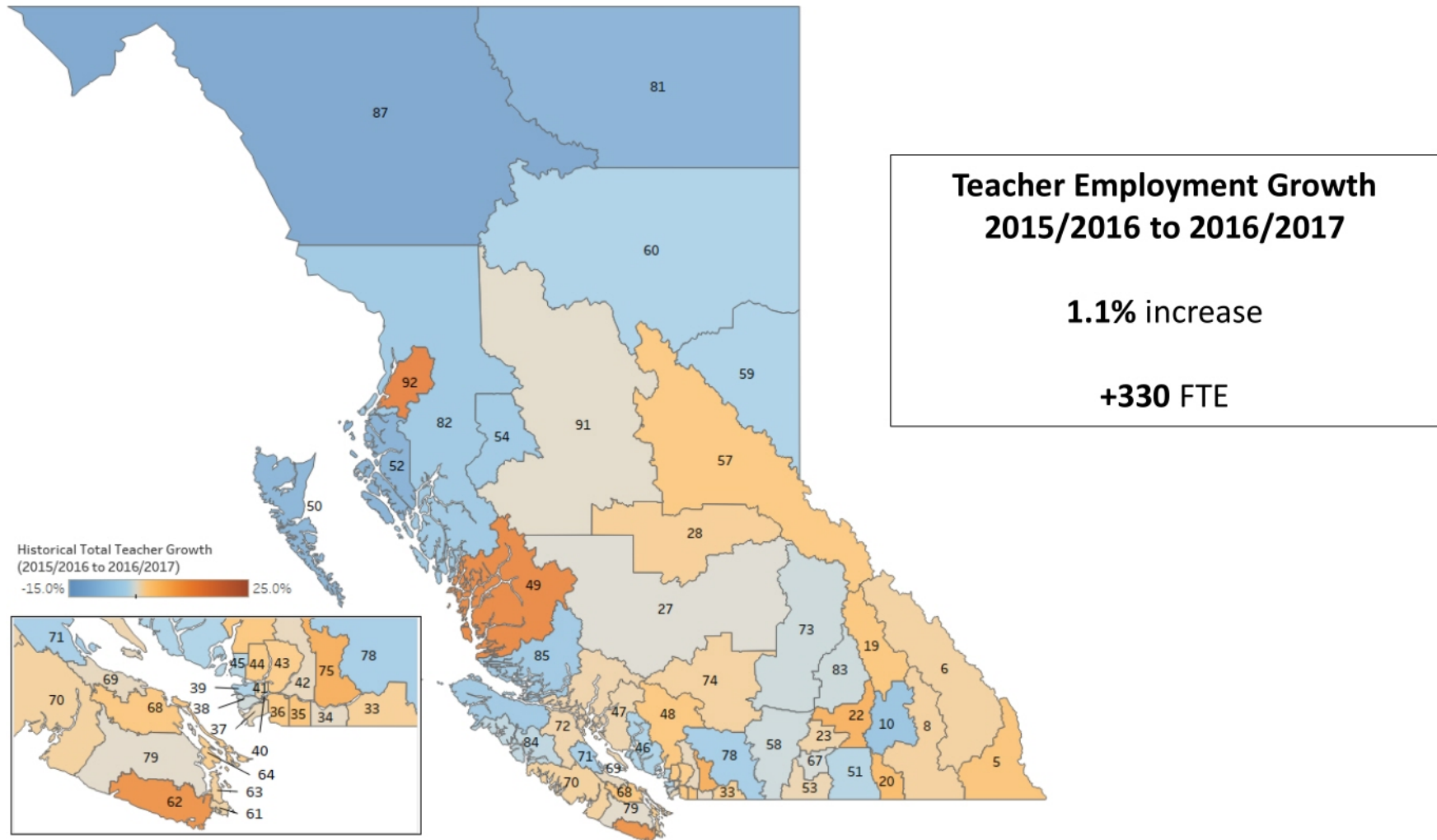
s.13; s.17

# **Education Workforce**

**Supply and Demand**

# **UNDERSTANDING THE DEMAND FOR TEACHERS**

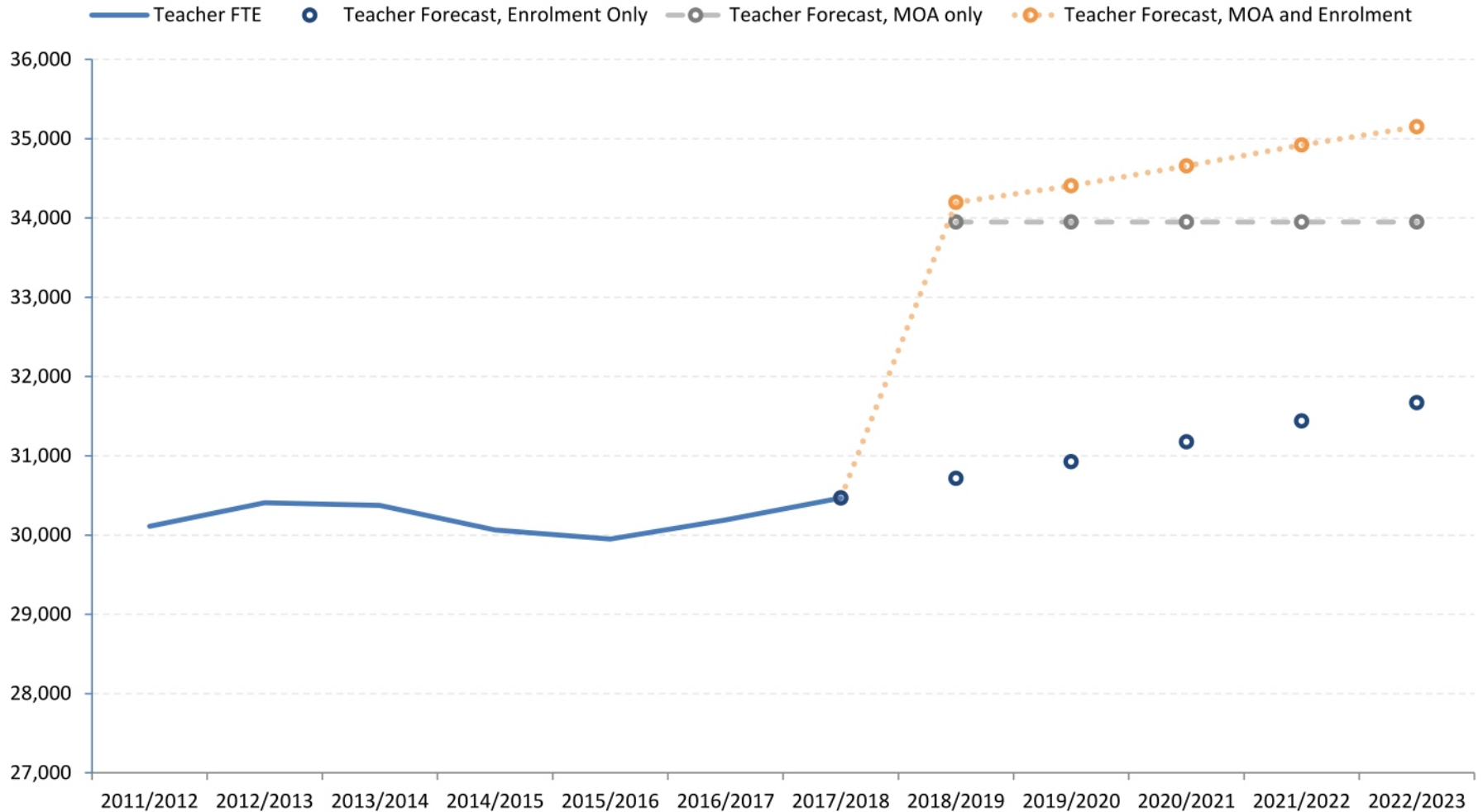
## PUBLIC SCHOOL TEACHER EMPLOYMENT GROWTH



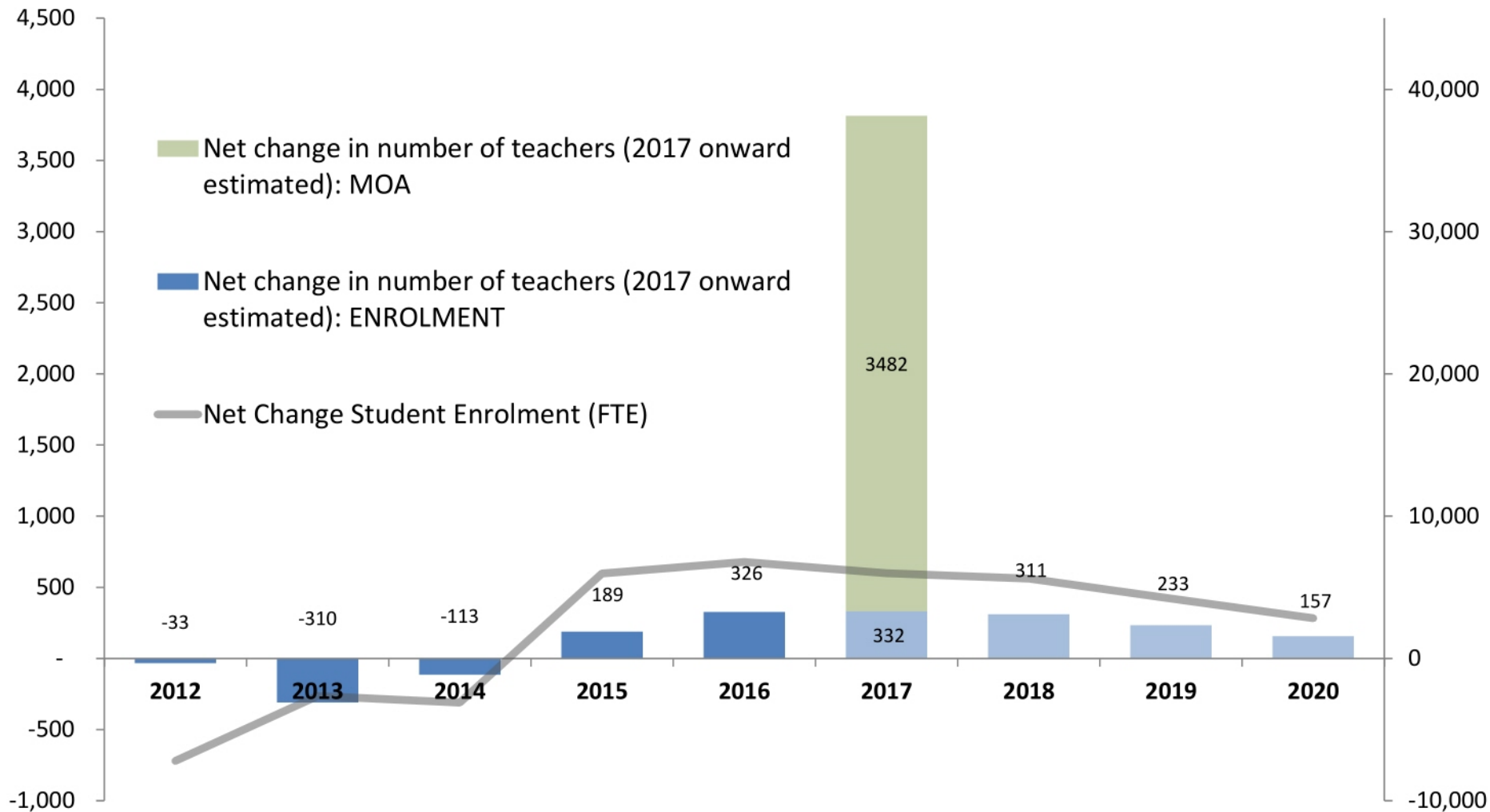
\*Conseil Scolaire Francophone schools are across the province. The number of employed teachers increased by 3.3%

# PUBLIC SCHOOL TEACHER DEMAND

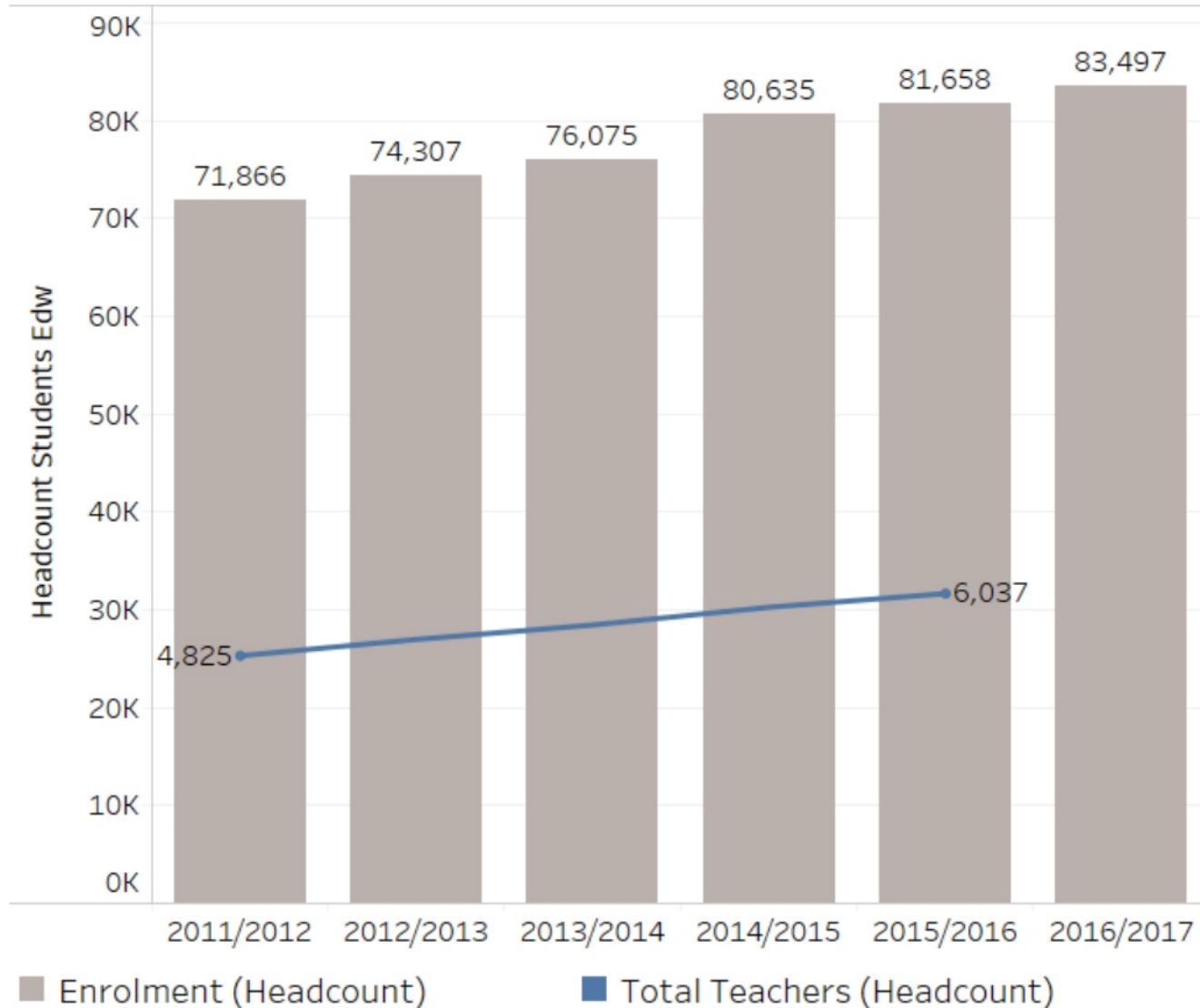
## RELATIVE TO ENROLMENT AND MOA



# NET CHANGE, PUBLIC SCHOOL TEACHERS CURRENT AND PROJECTED



# INDEPENDENT SCHOOLS

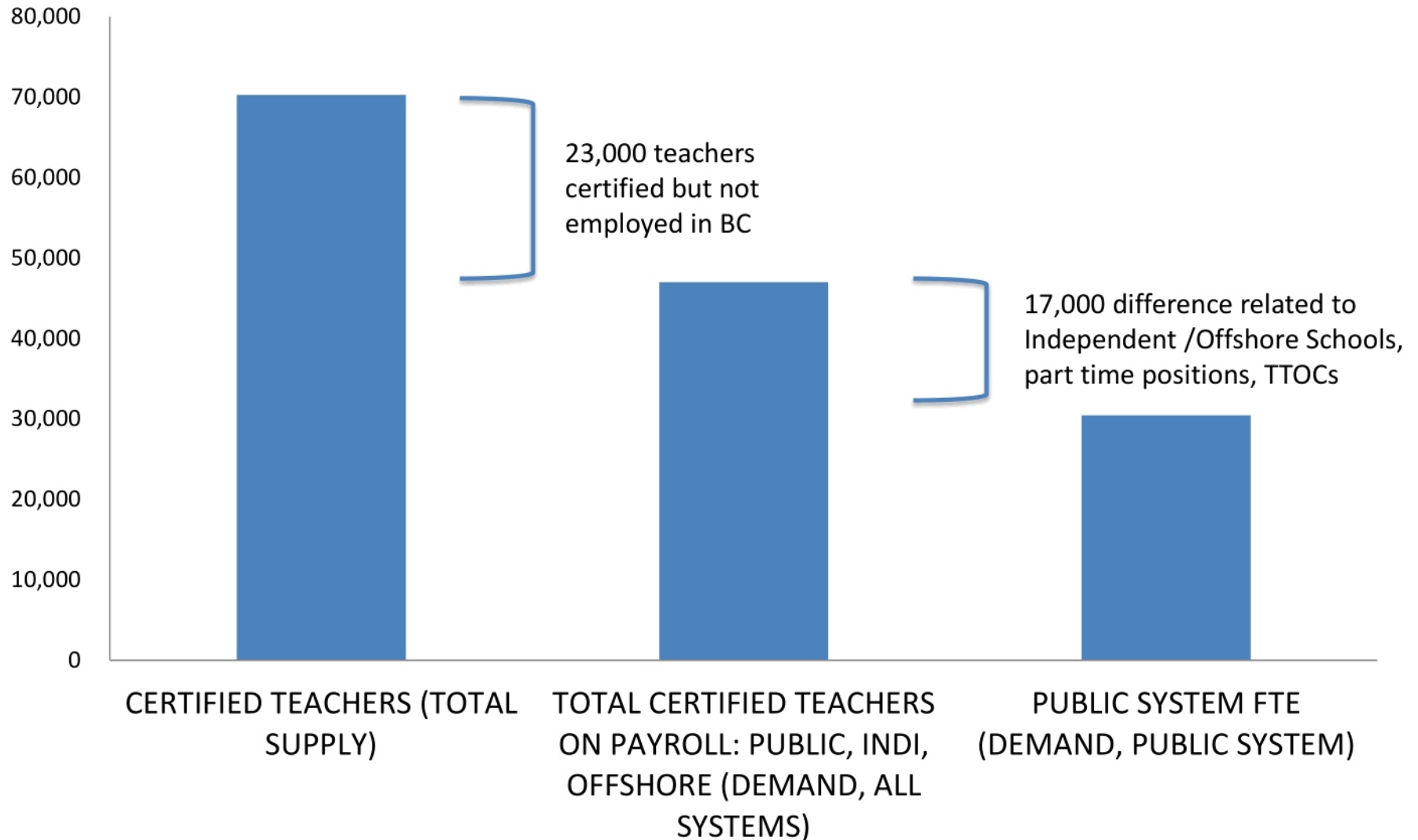


No central database for independent schools

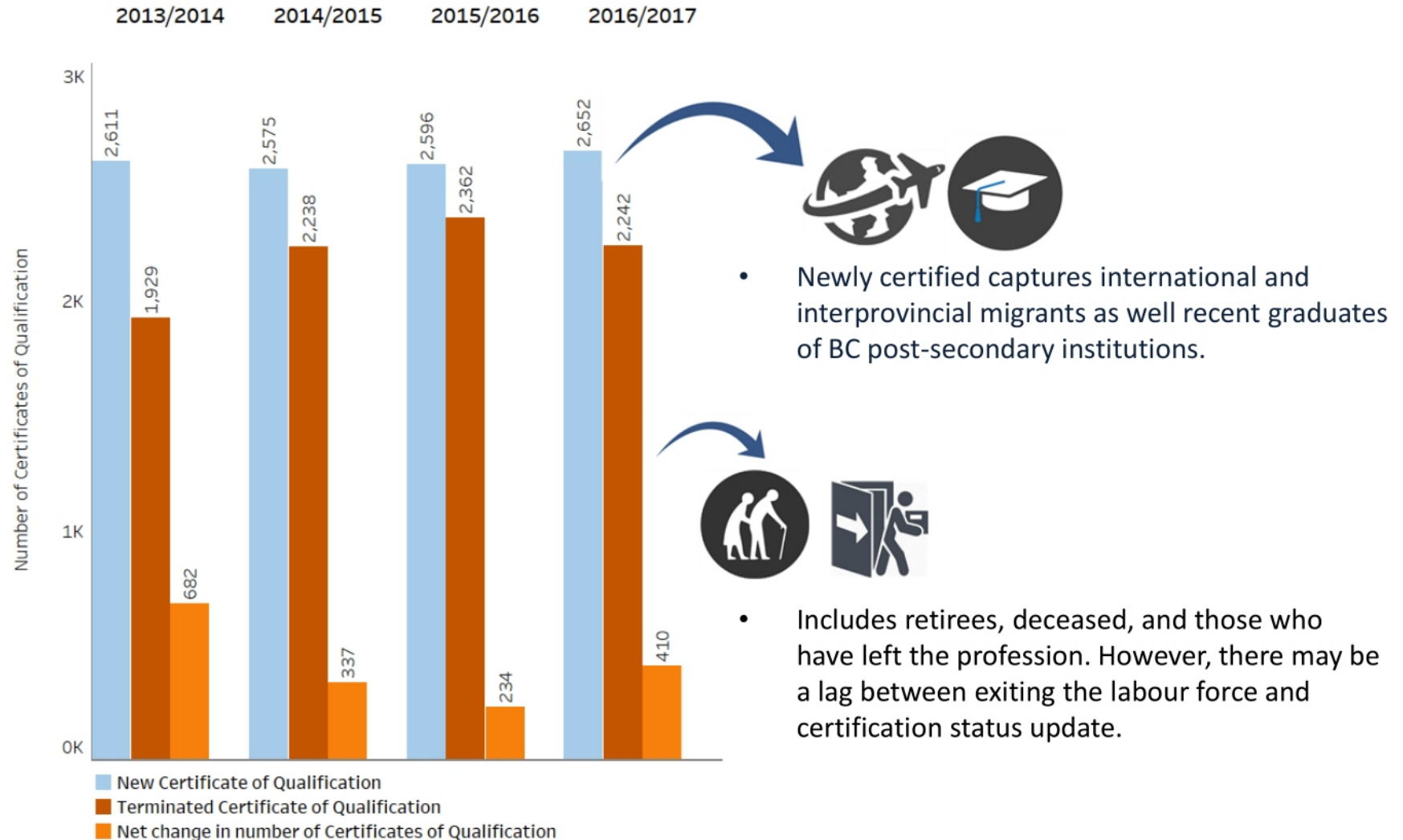


# UNDERSTANDING THE SUPPLY OF TEACHERS

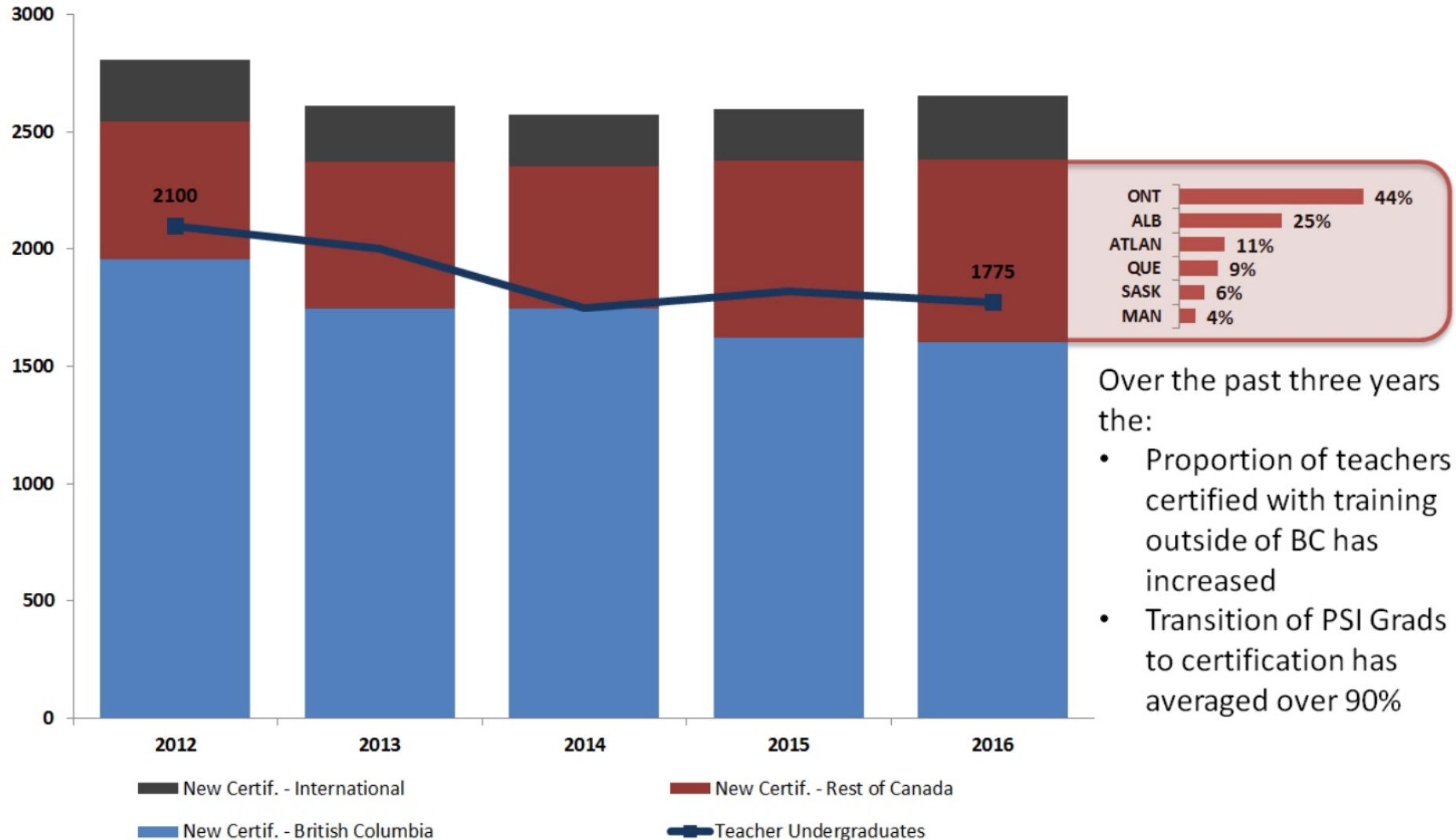
## SUPPLY INDICATOR – ALL TEACHER CERTIFICATIONS



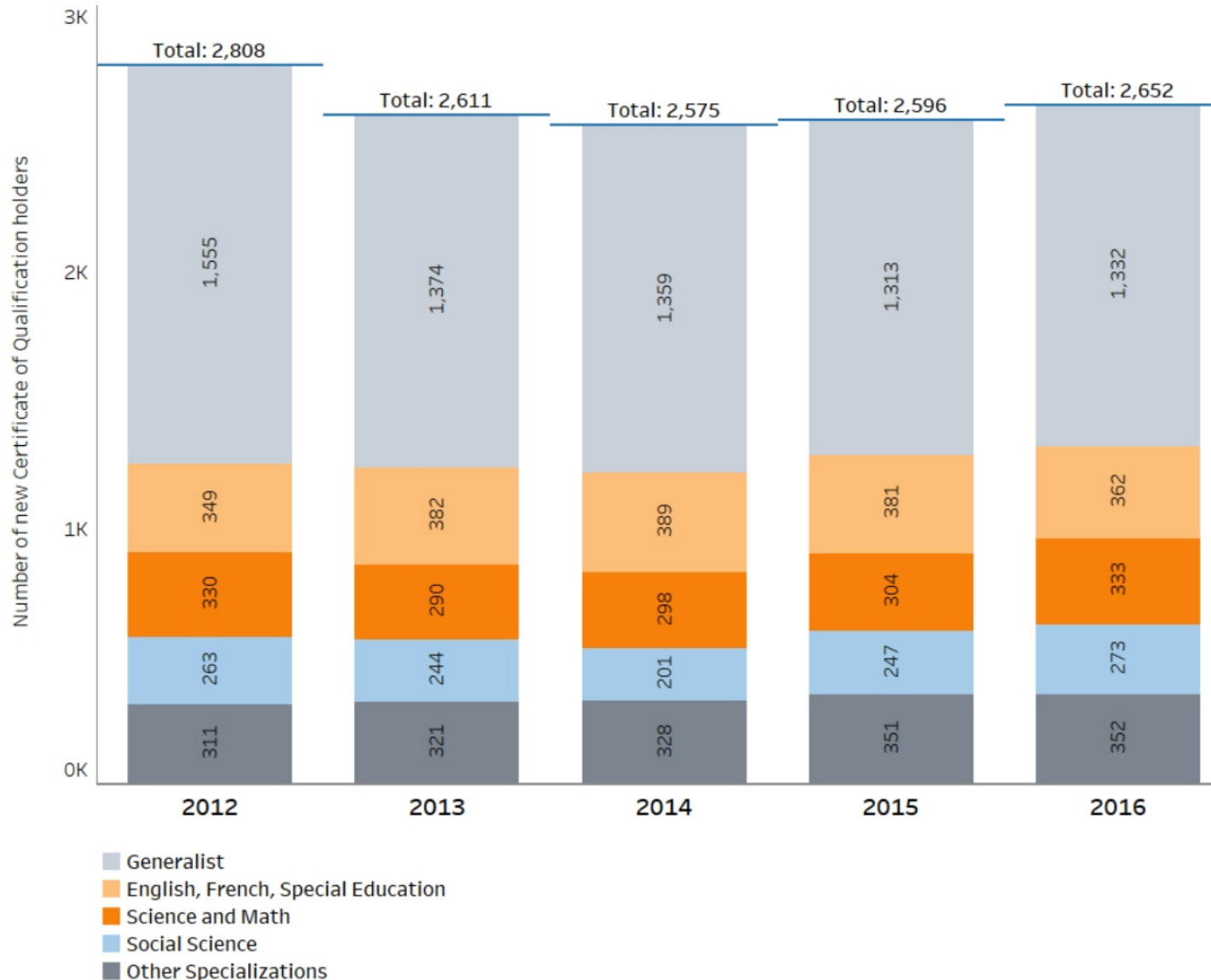
# CERTIFICATION - TEACHER ENTRANTS & EXITS



# SUPPLY OF TEACHERS OVER TIME: NEW CERTIFICATES BY TRAINING LOCATION



## SUPPLY OF TEACHERS OVER TIME: NEW CERTIFICATES BY TRAINING SUBJECT



Note that:

- Collecting specialization information became mandatory in 2016. Hence, counts of certificate holders by specialization from previous years may not be as reliable as, or necessarily comparable with, the 2016 data.

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# **BCPSEA Sustainable Teacher Workforce LMP Project**

**March 2018**

# LMP SUMMARY

- The purpose of the Sustainable Teacher Workforce Labour Market Project (LMP) is to inform the design of labour force strategies that address the underlying causes of labour shortages being experienced across the BC K-12 public school sector through a detailed analysis of current market conditions and trends.
- The Project is led by BCPSEA, guided by a Steering Committee of sector partners, including: the BC Association of School Business Officials, the BC School Superintendents Association, the BC Principals and Vice Principals Association, the BC School Trustees Association, the BC Teachers Federation, the First Nations Education Steering Committee, the Federation of Independent Schools, and the Association of BC Deans of Education.
- The Project is funded through the Ministry of AEST as part of the Sector Labour Market Partnerships Program, which helps industry and employers understand and respond to changing labour market demands.
- This is a Phase 2 LMP project, focusing on producing Labour Market Information to support strategy development. Subsequent funding may be available to support strategy development and implementation.



# EDUCATORS IN BC

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# NEW ENTRANTS

Page 1002 of 3171 to/à Page 1003 of 3171

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# EXITS

Page 1005 of 3171 to/à Page 1007 of 3171

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# **SPECIALTY POSITIONS**

Page 1009 of 3171 to/à Page 1010 of 3171

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# RURAL DISTRICTS

## URBAN/RURAL DEFINITION

- 42 Public school districts were defined as rural based on Ministry of Education's 2017 work to operationalize *Rural and Remote Workforce Sustainability Fund*.
- These are outside Greater Victoria, Lower Mainland and Kelowna.
- All other Public school districts are counted as urban.

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# **BCPSEA Sustainable Teacher Workforce LMP Project**

**April 2018**

# TABLE OF CONTENTS:

## RESEARCH QUESTIONS ANSWERED

- Slide 4: What is the overall number of teachers required for positions?
- Slide 4: How many teachers work full time and part time?
- Slide 5: What is the overall number of teachers required for positions?
- Slide 5: Considering FT and PT employment, and Teachers Teaching On Call are (TTOCs), what is the ratio of teachers to FTE positions needed?
- Slide 6: What is the demand for TTOCs across BC?
- Slide 7: How many are regularly working as a TTOC?
- Slide 9: What are the potential sources of supply of teachers (pathways to teaching)?
- Slide 10: What factors are going to feed into growth in the number of teachers required (e.g. changes to prep time policy)?
- Slide 11: What is the average age of retirement for teachers?
- Slides 12 & 13: What contributes to teacher attrition?
- Slide 15 & 16: How many specialty positions are there in BC?
- Slide 15 & 16: Is the need for specialty positions changing?
- Slide 19: What are pathways to teaching in rural and remote districts? Are teachers trained outside BC teaching in rural and remote communities?
- Slide 20: What are pathways to teaching in rural and remote districts? Do students from Teacher Education Programs (TEPs) located closer to rural and remote communities tend to teach in those communities?

# EDUCATORS IN BC

Page 1018 of 3171 to/à Page 1021 of 3171

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Page 1022 of 3171

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Page 1023 of 3171 to/à Page 1027 of 3171

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# SPECIALTY POSITIONS

Page 1029 of 3171 to/à Page 1030 of 3171

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# RURAL DISTRICTS

## URBAN/RURAL DEFINITION

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# **BCPSEA Sustainable Teacher Workforce LMP Project**

**April 2018**

# TABLE OF CONTENTS:

## RESEARCH QUESTIONS ANSWERED

- Slide 4: What is the overall number of teachers required for positions?
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# EDUCATORS IN BC

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# ENTRANTS/EXITS

Page 1043 of 3171 to/à Page 1047 of 3171

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# **SPECIALTY POSITIONS**

Page 1049 of 3171 to/à Page 1050 of 3171

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# RURAL DISTRICTS

## URBAN/RURAL DEFINITION

- 42 Public school districts were defined as rural based on Ministry of Education's 2017 work to operationalize *Rural and Remote Workforce Sustainability Fund*.
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# **BCPSEA Sustainable Teacher Workforce LMP Project**

**May 2018**

# TABLE OF CONTENTS:

## RESEARCH QUESTIONS ANSWERED

- Slide 4: What is the overall number of teachers required for positions?
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# EDUCATORS IN BC

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# ENTRANTS/EXITS

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# SPECIALTY POSITIONS



Page 1074 of 3171 to/à Page 1075 of 3171

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# RURAL DISTRICTS

## URBAN/RURAL DEFINITION

- 42 Public school districts were defined as rural based on Ministry of Education's 2017 work to operationalize *Rural and Remote Workforce Sustainability Fund*.
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- All other Public school districts are counted as urban.

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# **BCPSEA Sustainable Teacher Workforce LMP Project**

**May 2018**

# TABLE OF CONTENTS:

## RESEARCH QUESTIONS ANSWERED

- Slide 4: What is the overall number of teachers required for positions?
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# EDUCATORS IN BC

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# ENTRANTS/EXITS

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# **SPECIALTY POSITIONS**

Page 1095 of 3171 to/à Page 1100 of 3171

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s.17

**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** ["Judy Maranda"](#)  
**Subject:** RE: LMP Steering Committee Meeting  
**Date:** May 7, 2018 9:34:08 AM  
**Attachments:** [image001.jpg](#)

---

OK will do. If you have any materials that you'd like me to review beforehand feel free to send over.  
Thanks

---

**From:** Judy Maranda [<mailto:Judym@bcpsea.bc.ca>]  
**Sent:** Monday, May 7, 2018 9:33 AM  
**To:** Wilmer, Brett D EDUC:EX  
**Subject:** RE: LMP Steering Committee Meeting

Hi Brett,

That would be great if you could. We are presenting the data.

[s.15](#); [s.17](#)

Thanks!

Judy

### **Judy Maranda Director, Sustainable Workforce Project**

direct 604.730.4523 cell 604.368-7890 fax 604.730.0787

[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)



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---

**From:** Wilmer, Brett D EDUC:EX [<mailto:Brett.Wilmer@gov.bc.ca>]  
**Sent:** May-07-18 9:32 AM  
**To:** Judy Maranda  
**Subject:** RE: LMP Steering Committee Meeting

Hi Judy, just connecting to see if you'd like me to call into this meeting. If so do you have a conference ID? Thanks

-----Original Appointment-----

**From:** Judy Maranda [<mailto:Judym@bcpsea.bc.ca>]

**Sent:** Wednesday, March 21, 2018 11:35 AM

**To:** Judy Maranda; Tom Longridge; 'Kevin Reimer'; 'Patti Dundas'; Peter; Knoglinger, Pascale AEST:EX; Wilmer, Brett D EDUC:EX; Kelly Shields; Janet Stewart; Stephanie Loo; Andrew Jang; 'Ralf St. Clair - Dean of Education'; 'Mike Roberts'; [jworton@queenswoodconsulting.com](mailto:jworton@queenswoodconsulting.com); XT:HLTH Peloquin, Rene; Juanita

**Subject:** LMP Steering Committee Meeting

**When:** Monday, May 7, 2018 1:00 PM-3:30 PM (UTC-08:00) Pacific Time (US & Canada).

**Where:** BCPSEA - new location - Woodland Room - 3 floor - 2889 East 12th Avenue

Hi folks,

There wasn't a date that everyone could make. If you can't make the meeting, please feel free to send a designate. Please let me know who ahead of time.

Cheers,

Judy

# Sustainable Teacher Workforce LMP Project

PARTNERSHIP COMMITTEE MEETING

May 7, 2018



# Agenda

1. Welcome and Introductions Judy
2. Review of Draft Findings Jane/Rene
3. Survey analysis Jane





# Purpose

Inform the design of labour force strategies that address the underlying causes of labour shortages being experienced across BC K-12 public, First Nations, and independent schools through a detailed analysis of current labour market conditions and trends in British Columbia.



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Page 1121 of 3171 to/à Page 1136 of 3171

Withheld pursuant to/removed as

s.17

**From:** [Rene Peloquin](#)  
**To:** [Wilmer. Brett D EDUC:EX](#); [tom.longridge@sd72.bc.ca](mailto:tom.longridge@sd72.bc.ca); [Knoglinger. Pascale AEST:EX](#)  
**Subject:** Steering Committee materials  
**Date:** May 7, 2018 1:02:49 PM  
**Attachments:** [Steering Committee Meeting - May 7.pptx](#)

---

Hi Tom, Brett, Pascale -

This is the powerpoint we'll be walking through for the Teacher LMP Steering Committee meeting.

Thanks,

R

**René Peloquin**

[Queenswood Consulting Group](#)

office: 250.477.0784, ext 102

mobile: 250.208.2595

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s.17; s.13

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Withheld pursuant to/removed as

s.13; s.17

**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** [Shea, Megan EDUC:EX](#)  
**Subject:** RE: CNS: Teacher Workforce LMP Project Research Questions  
**Date:** May 23, 2018 7:40:45 AM

---

Hi Megan, <sup>s.22</sup>  
<sup>s.22</sup> . Is it possible to move this meeting to early next week?

Thanks

-----Original Appointment-----

**From:** Godin, Keith EDUC:EX  
**Sent:** Friday, May 4, 2018 9:19 AM  
**To:** Godin, Keith EDUC:EX; Wilmer, Brett D EDUC:EX  
**Subject:** CNS: Teacher Workforce LMP Project Research Questions  
**When:** Friday, May 25, 2018 9:00 AM-9:30 AM (UTC-08:00) Pacific Time (US & Canada).  
**Where:** Keith's Office

<< Message: Re: Teacher Workforce LMP Project Research Questions\_May 3 2018 For LMP project team.pptx >> << Message: Re: Teacher Workforce LMP Project Research Questions\_May 3 2018 For LMP project team.pptx >>

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s.17; s.13

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Withheld pursuant to/removed as

s.13; s.17

**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** [Knoglinger, Pascale AEST:EX](#)  
**Cc:** [Boozarjomehri, Mahi EDUC:EX](#); [Postings, Shelaina EDUC:EX](#)  
**Subject:** RE: LMP Report  
**Date:** June 4, 2018 4:23:58 PM  
**Attachments:** [image001.jpg](#)  
[image002.jpg](#)

---

OK thanks. We have some more data to add in, so let me know how/when you'd like to make that happen.

---

**From:** Knoglinger, Pascale AEST:EX  
**Sent:** Monday, June 4, 2018 4:23 PM  
**To:** Wilmer, Brett D EDUC:EX  
**Cc:** Boozarjomehri, Mahi EDUC:EX; Postings, Shelaina EDUC:EX  
**Subject:** RE: LMP Report

Thanks Brett: I will review your comments and add my own to your copy and then see if Chris Holling also has specific comments.

s.13

I look forward to our review session next week, we will try to keep it as succinct as possible☺

Best,  
Pascale

---

**From:** Wilmer, Brett D EDUC:EX  
**Sent:** Friday, June 1, 2018 3:19 PM  
**To:** Knoglinger, Pascale AEST:EX  
**Cc:** Boozarjomehri, Mahi EDUC:EX; Postings, Shelaina EDUC:EX  
**Subject:** RE: LMP Report

Hi Pascale, here's the latest version with my comments on it. Some comments are more "notes to self" (I've gone through and labeled as notes to me so its clear) in terms of areas of future work that we can get into with the data, time permitting.

Happy to walk you through these comments if you'd like. We should also discuss timelines, and when you would like all of this finalized.

Thanks

---

**From:** Knoglinger, Pascale AEST:EX  
**Sent:** Friday, May 25, 2018 2:06 PM  
**To:** Wilmer, Brett D EDUC:EX  
**Subject:** RE: LMP Report

Yes, that would be fine Brett. Thanks for being on the ball! Really appreciate it.

---

**From:** Wilmer, Brett D EDUC:EX  
**Sent:** Friday, May 25, 2018 2:05 PM  
**To:** Knoglinger, Pascale AEST:EX  
**Subject:** RE: LMP Report

Hi Pascale – did you have a deadline for this? I was planning to do this today but sidetracked by an urgent request. Would end of next week be acceptable?

---

**From:** Knoglinger, Pascale AEST:EX  
**Sent:** Friday, May 25, 2018 10:59 AM  
**To:** 'Judy Maranda'; Wilmer, Brett D EDUC:EX  
**Cc:** 'Jane Worton'

**Subject:** RE: LMP Report

Brett, why don't you send me your comments directly and I'll make sure that the Province's comments are put together as one?

For your information, I am acting for Shannon for the next 2 weeks, so my responses may take just a bit longer to come than my usual ☺

Best,

Pascale

---

**From:** Judy Maranda [mailto:Judym@bcpsea.bc.ca]

**Sent:** Friday, May 25, 2018 10:56 AM

**To:** Wilmer, Brett D EDUC:EX

**Cc:** Knoglinger, Pascale AEST:EX; 'Jane Worton'

**Subject:** RE: LMP Report

Hi Brett,

The deadline was meant for steering committee members. Sorry for the confusion. I understand that you and Pascale will review the report once we had "officially" submitted it to the ministry (we are a bit delayed because of the review piece at BCPSEA). Having said that, Pascale should we wait for Brett's comments or can we look them over and incorporate them into the report prior to sending it to you?

Thanks,

Judy

**Judy Maranda Director, Sustainable Workforce Project**

.....  
direct 604.730.4523 cell 604.368-7890 fax 604.730.0787

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---

**From:** Wilmer, Brett D EDUC:EX [mailto:Brett.Wilmer@gov.bc.ca]

**Sent:** May-25-18 10:53 AM

**To:** Judy Maranda

**Cc:** Knoglinger, Pascale AEST:EX; 'Jane Worton'

**Subject:** RE: LMP Report

Hi Judy, not sure if this deadline was meant for me, but confirming that I have reviewed. I do have a number of comments. Would it be helpful if I provided a commented version back (hopefully end of today)?

Thanks

---

**From:** Judy Maranda [mailto:Judym@bcpsea.bc.ca]

**Sent:** Tuesday, May 22, 2018 3:31 PM

**To:** 72 - Tom Longridge (tom.longridge@sd72.bc.ca); 'Mike Roberts'; 'Patti Dundas'; Peter; Juanita; verna.stager@lilwat.ca; 'Kevin Reimer'; 'Ralf St. Clair - Dean of Education'; Janet Stewart; Kelly Shields

**Cc:** Wilmer, Brett D EDUC:EX; Knoglinger, Pascale AEST:EX; jworton@queenswoodconsulting.com;

XT:HLTH Peloquin, Rene

**Subject:** LMP Report

Hello Committee Members,

The first draft of the Labour Market Information Report is attached. As part of the process for this phase of the project, we need you to review the report and provide us with any feedback prior to us sending it to the ministry. I apologize in advance for the short notice and quick turnaround time. We spent considerable time to get the first draft right which required a lot of revisions in order to provide a clear picture of the data. As you will see in the report, we still have data to include. Some of the surveys went out later so we gave the respondents more time to fill them out. We are very pleased with our response rates so far which are:

Teachers 8,677

Administrators 809

TEP students 322

Teachers who may have left teaching 1,177

In order for us to move forward, we would appreciate a return email stating that you have reviewed the report by Friday morning (May 25) . If you have any questions or concerns about the report, please direct them to Jane.

Thanks for your support!

Judy

**Judy Maranda Director, Sustainable Workforce Project**

.....  
direct 604.730.4523 cell 604.368-7890 fax 604.730.0787

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**From:** [Wilmer, Brett D EDUC:EX](mailto:Wilmer.Brett.D.EDUC@EX)  
**To:** ["Judy Maranda"](mailto:Judy.Maranda)  
**Subject:** RE: LMP Steering Committee Meeting - June 13  
**Date:** June 12, 2018 9:39:34 AM  
**Attachments:** [image001.jpg](#)

---

Thanks, lets discuss at our LMI meeting today

---

**From:** Judy Maranda [<mailto:Judym@bcpsea.bc.ca>]  
**Sent:** Monday, June 11, 2018 1:56 PM  
**To:** Wilmer, Brett D EDUC:EX  
**Subject:** RE: LMP Steering Committee Meeting - June 13

It's up to you. I recognize that you are busy. We will be presenting the rest of the data included in the report.

### **Judy Maranda Director, Sustainable Workforce Project**

.....  
direct 604.730.4523 cell 604.368-7890 fax 604.730.0787  
[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)



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**From:** Wilmer, Brett D EDUC:EX [<mailto:Brett.Wilmer@gov.bc.ca>]  
**Sent:** June-11-18 1:53 PM  
**To:** Judy Maranda  
**Subject:** RE: LMP Steering Committee Meeting - June 13  
Hi Judy, just checking in if you were wanting me to dial into this meeting?  
Thanks

---

**From:** Judy Maranda [<mailto:Judym@bcpsea.bc.ca>]  
**Sent:** Monday, June 11, 2018 12:22 PM  
**To:** 72 - Tom Longridge ([tom.longridge@sd72.bc.ca](mailto:tom.longridge@sd72.bc.ca)); 'Mike Roberts'; Kelly Shields; Juanita; verna.stager@lilwat.ca; 'Kevin Reimer'; 'Ralf St. Clair - Dean of Education'; Peter; 'Patti Dundas'  
**Cc:** Wilmer, Brett D EDUC:EX; Knoglinger, Pascale AEST:EX; XT:HLTH Peloquin, Rene; [jworton@queenswoodconsulting.com](mailto:jworton@queenswoodconsulting.com); Janet Stewart  
**Subject:** LMP Steering Committee Meeting - June 13

Good afternoon,

This is a reminder of the LMP Steering Committee meeting scheduled for this Wednesday, June 13 from 1:00 to 3:30. We will be reviewing data that we have not shared yet. As well, we will be providing information on next steps. We look forward to seeing you there. If you are unable to attend, please send a representative from your organization. If you need to attend remotely, the conference call number is below. Please be reminded that the location for this meeting is at the

**BCPVPA offices – 525 West 10<sup>th</sup> Avenue.**

Thanks,

Judy

s.15; s.17



## **Judy Maranda Director, Sustainable Workforce Project**

direct 604.730.4523 cell 604.368-7890 fax 604.730.0787

[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)



### **-- IMPORTANT NOTICE ---**

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Withheld pursuant to/removed as

s.13; s.17



**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** [Jane Worton](#)  
**Cc:** [Boozarjomehri, Mahi EDUC:EX](#)  
**Subject:** Re: another question, hope this is okay  
**Date:** July 10, 2018 12:04:46 PM

---

Hi Jane I'm not in the office for the next couple of weeks so copying Mahi in to investigate.  
Thx

Brett Wilmer  
250.415.2309

----- Original message -----

**From:** Jane Worton  
**Date:** 2018-07-10 11:26 AM (GMT-08:00)  
**To:** "Wilmer, Brett D EDUC:EX"  
**Subject:** another question, hope this is okay

Hi Brett,

As a follow up to some questions asked in the review process of the Teacher LMP report, I shared this table from the TRB

<https://www.bcteacherregulation.ca/Newsroom/RecentStatistics.aspx>

<b>CERTIFICATES ISSUED</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Professional	2285	2235	2178	2244	5650
Conditional	230	185	172	203	193
Basic	495	509	547	519	62
Developmental Standard Term	1	6	3	0	1
Trades				0	1
First Nations Language Certificate	9	8	12	8	4
Letter of permission	123	85	71	103	351
System Restricted	24	13	19	14	10
Subject Restricted	30	27	26	29	26
School and Subject Restricted	26	32	31	22	15
Interim Subject Restricted	96	77	74	97	122
Interim School and Subject Restricted	37	21	20	23	16
Non-expiring professional	0	1	0	0	0
<b>Total</b>	<b>3356</b>	<b>3199</b>	<b>3153</b>	<b>3262</b>	<b>6451</b>

Thank you,  
Jane

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s.13; s.17

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s.17; s.13

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Withheld pursuant to/removed as

s.13; s.17

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s.17; s.13

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Withheld pursuant to/removed as

s.13; s.17



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s.17; s.13

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Withheld pursuant to/removed as

s.13; s.17

**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** [Postings, Shelaina EDUC:EX](#); [Godin, Keith EDUC:EX](#)  
**Subject:** Re: Sharing data  
**Date:** July 25, 2018 6:51:32 PM

---

Yes I believe Judy left when Jane said that there was a lot of time. I can have a talk with Pascal if that helps.

Brett Wilmer  
250.415.2309

----- Original message -----

**From:** "Postings, Shelaina EDUC:EX"  
**Date:** 2018-07-25 6:13 PM (GMT-08:00)  
**To:** "Godin, Keith EDUC:EX"  
**Cc:** "Wilmer, Brett D EDUC:EX"  
**Subject:** Fwd: Sharing data

Hi Keith -

Please see below. This is different direction from Judy than our conversation F2F today. Brett, I can't recall - had Judy left already when we discussed that there is no hard completion date for the report? Jane indicated a strong desire to get the report right - and was quite open to changes. 's.22

Thank you

Shelaina

Begin forwarded message:

**From:** Judy Maranda <[Judym@bcpsea.bc.ca](mailto:Judym@bcpsea.bc.ca)>  
**Date:** July 25, 2018 at 4:16:09 PM PDT  
**To:** "Postings, Shelaina EDUC:EX" <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Cc:** Jane Worton <[jworton@queenswoodconsulting.com](mailto:jworton@queenswoodconsulting.com)>, "Wilmer, Brett D EDUC:EX" <[Brett.Wilmer@gov.bc.ca](mailto:Brett.Wilmer@gov.bc.ca)>  
**Subject:** Re: Sharing data

Hi Shelaina,

It isn't possible to change the report significantly at this point as our steering committee has signed off on the report as is. I also had a call with Pascale, my point person from the ministry of advanced ed. She needs the report ASAP.

I look forward to our continued work on the recruitment file.

Cheers  
Judy

Sent from my iPhone

On Jul 25, 2018, at 4:01 PM, Postings, Shelaina EDUC:EX  
<[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)> wrote:

Hello -

Thank you very much for taking the time to meet and discuss the LMP report with Brett and me! It was very helpful to go through it. A couple of follow up items from our discussion:

s.13; s.17

- The Ministry is continuing to work on our own understanding of supply and demand for the workforce and we look forward to sharing with you our findings
- I believe our shared goal is to try and create greater alignment and get it right
- Jane, thank you for providing us with the updated version later this week or next and being open to our feedback on this.

All the best,

Shelaina

-----Original Appointment-----

From: Judy Maranda [<mailto:Judym@bcpsea.bc.ca>]

Sent: July 17, 2018 6:06 PM

To: Judy Maranda; Jane Worton; Postings, Shelaina EDUC:EX;  
XT:HLTH Peloquin, Rene

Subject: Sharing data

When: July 25, 2018 11:00 AM-12:00 PM America/Vancouver.

Where: <sup>s.15</sup>

**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** [Knoglinger, Pascale AEST:EX](#); [Postings, Shelaina EDUC:EX](#); [Bains, Sunjit K AEST:EX](#); [Holling, Chris AEST:EX](#)  
**Subject:** RE: Final Report from BCPSEA  
**Date:** July 26, 2018 11:46:30 AM

---

Thanks Pascale, we've just moved to our new floor (5<sup>th</sup> floor now of 620 Superior) so happy to have you over for an LMP office warming. B

---

**From:** Knoglinger, Pascale AEST:EX  
**Sent:** Thursday, July 26, 2018 10:19 AM  
**To:** Postings, Shelaina EDUC:EX; Wilmer, Brett D EDUC:EX; Bains, Sunjit K AEST:EX; Holling, Chris AEST:EX  
**Subject:** Final Report from BCPSEA

Good morning everyone:

I wanted to touch base with you to inform you that the final BCPSEA report will be delivered this Friday.

I would like to take the opportunity to review the report and the proposed BCPSEA next steps with you in August.

I will find a suitable time for all of us to meet, preferably in person. If easier for you Shelaine and Brett, we are happy to take the opportunity to come to your Ministry's offices for the meeting. Let us know what would work best.

I will share the final document as soon as it gets in.

My best,

Pascale

Pascale Knoglinger

**Senior Program Manager**

*Sector Partnerships*

Strategic Policy & Initiatives Branch

Workforce Innovation and Division Responsible for Skills Training

Ministry of Advanced Education, Skills and Training

250.216.1930

[Pascale.Knoglinger@gov.bc.ca](mailto:Pascale.Knoglinger@gov.bc.ca)

**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** [Knoglinger, Pascale AEST:EX](#); [Postings, Shelaina EDUC:EX](#)  
**Cc:** [Holling, Chris AEST:EX](#); [Bains, Sunjit K AEST:EX](#)  
**Subject:** RE: Follow up - LMP Report  
**Date:** September 13, 2018 9:42:00 AM  
**Sensitivity:** Confidential

---

Hi Pascale, while we're on the subject, I wanted to check in on the enrolment updates. I've tried to do something with this however enrolment facts (some accurate and out of date, some actually not accurate) are throughout the report. So updating them is actually a major undertaking. [s.13](#); [s.17](#)  
[s.13](#); [s.17](#)

Thanks

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**From:** Knoglinger, Pascale AEST:EX  
**Sent:** September 13, 2018 9:33 AM  
**To:** Postings, Shelaina EDUC:EX  
**Cc:** Wilmer, Brett D EDUC:EX ; Holling, Chris AEST:EX ; Bains, Sunjit K AEST:EX  
**Subject:** RE: Follow up - LMP Report  
**Sensitivity:** Confidential

Good morning Shelaina:

Thank you so much for bringing this to our attention. I will be consulting with Sunjit today and we will get back to you.

Is it possible for you to give me an indication regarding how many people got the report yesterday at this meeting? I assume that Judy shared paper copies?

Speak soon,

Pascale

---

**From:** Postings, Shelaina EDUC:EX  
**Sent:** Wednesday, September 12, 2018 5:20 PM  
**To:** Knoglinger, Pascale AEST:EX  
**Cc:** Wilmer, Brett D EDUC:EX; Holling, Chris AEST:EX  
**Subject:** Follow up - LMP Report  
**Sensitivity:** Confidential

Hi Pascale –

I want to confidentially make you aware that at the Aboriginal Recruitment, Retention and Deployment Working Group today, Judy Miranda with BCPSEA shared the draft LMP report with the full table. She did indicate that it was not for circulation. In the discussion, [s.13](#); [s.17](#)

[s.13](#); [s.17](#)

Thanks

Shelaina

Shelaina Postings

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Withheld pursuant to/removal as

s.13; s.17



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Withheld pursuant to/removal as

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Withheld pursuant to/removed as

s.13; s.17

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Withheld pursuant to/removed as

s.13; s.17

**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** [Postings, Shelaina EDUC:EX](#)  
**Subject:** Sustainable Teacher Workforce LMP Report EAB comments  
**Date:** January 15, 2019 3:37:00 PM  
**Attachments:** [Sustainable Teacher Workforce LMP Report EAB comments.docx](#)

---

Some bulleted comments. Let me know if you'd like me to drill into anything more specific. Thanks

**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** [Postings, Shelaina EDUC:EX](#)  
**Subject:** RE: LMP  
**Date:** January 21, 2019 3:04:00 PM

---

Haha thanks Shelaina, after a reread - I must have been in a mood when I wrote this one! Cheers, B

**From:** Postings, Shelaina EDUC:EX  
**Sent:** January 21, 2019 2:59 PM  
**To:** Bains, Sunjit K AEST:EX  
**Cc:** Wilmer, Brett D EDUC:EX  
**Subject:** LMP

Hi Sunjit –

In advance of our meeting, I thought it would be helpful to share some of the remaining concerns we have with the LMP report. Thanks to Brett for summarizing this. I do think it would be helpful to require partner associations to sign off/approve final report – given the volume of ongoing changes. I look forward to discussing further.

Overall Concerns

s.13; s.17

Thanks  
Shelaina  
Shelaina Postings  
Executive Director  
Governance and Analytics Division  
Ministry of Education  
C: 778-679-8531

---

**From:** [Wilmer, Brett D EDUC:EX](#)  
**To:** [Postings, Shelaina EDUC:EX](#); [Bains, Sunjit K AEST:EX](#)  
**Subject:** RE: LMP report - copy to Janet - revised In formatted Jan 9 (002)  
**Date:** January 25, 2019 10:22:00 AM

---

Hi Shelaina, as discussed this will take some time to do a detailed fact check on a 100 page report. I'll aim to have a fully commented version back early next week.

Thanks

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** January 25, 2019 7:42 AM  
**To:** Bains, Sunjit K AEST:EX  
**Cc:** Wilmer, Brett D EDUC:EX  
**Subject:** LMP report - copy to Janet - revised In formatted Jan 9 (002)

Hi Sunjit –

I have tracked my comments in the attached. Copying Bretts.13

s.13

s.13 Feel free to add more comments if needed.

Apologies for the delay Sunjit. I was hoping to provide this yesterday.

Thanks

Shelaina

Milestone	Timeline	Budget Rationale	Request for	Cash Partner Contribution	In-kind Partner Contribution	Deliverables
			Provincial Contibution	If applicable	If applicable	
Project planning / LMI Methodology	15-Dec-17	<ul style="list-style-type: none"> <li>Detailed Project Schedule</li> <li>Stakeholder Engagement Plan</li> <li>Methodology</li> <li>Ministry meeting and revise (x2)</li> <li>Steering Committee Prep (Agenda, materials, scheduling) (x2)</li> <li>Steering Committee attendance</li> <li>Meet with Judy/Pascale, correspondence</li> </ul>	\$9,425.00		\$2,250.00	Detailed Project Schedule Stakeholder Engagement Plan LMI Project Methodology Steering Committee schedules/agendas
Deliverable Subtotal			\$9,425.00	\$0.00	\$2,250.00	Project Planning / LMI Methodology
Research – stage 1 (data analysis)	Dec 15, 2017 - January 15, 2018	<ul style="list-style-type: none"> <li>Determine scope of and obtain relevant data to be pulled from databases</li> <li>Develop initial/potential questions to be answered from databases</li> <li>Using data fields available from databases including EDAS, MyEdBC, Make a Future, TRB and Ministry of Education; refine questions to be answered from databases</li> <li>Conduct analysis of data from databases, answering questions to best degree possible</li> <li>Summarize findings arising from data analysis</li> <li>Identify additional/unanswered questions that are important for final analysis – decisions on whether to pursue or not</li> </ul>	\$8,000.00		\$4,500.00	Data request – clear direction Data response Data analysis Summary of data
Deliverable Subtotal			\$8,000.00	\$0.00	\$4,500.00	Research: Data analysis
Research – stage 2 (document review)	15-Feb-18	<ul style="list-style-type: none"> <li>Obtain and review School District Qualifications Guides and Collective Agreements from all school districts</li> <li>Assess and compare how districts define requirements</li> <li>Obtain and review relevant background documents and reports (e.g. Ministry of Education research re: teacher compensation in BC vs other jurisdictions)</li> <li>Design and conduct a jurisdictional review re: recruitment and retention strategies</li> <li>Design and conduct literature review re: best practices for teacher recruitment and retention strategies</li> <li>Collate and summarize findings</li> </ul>	\$30,500.00		\$2,250.00	Summary of findings – Qualification Guides and Collective Agreements Literature review summary and findings Jurisdictional review summary and findings Summary of Document Review phase
Deliverable Subtotal			\$30,500.00	\$0.00	\$2,250.00	Research: Document Review
		<ul style="list-style-type: none"> <li>Design and conduct focus group sessions in all seven economic development regions (North Coast and Nechako, Northeast, Cariboo, Thompson-Okanagan, Kootenay, Mainland/Southwest and Vancouver Island/Coast)</li> </ul>	\$43,250.00			



Research – stage 3 (focus groups and interviews)	20-Jan-18	<ul style="list-style-type: none"><li>• 2 sessions per region (one for employers and one for teachers); 14 sessions total</li><li>• Sessions to draw out information on all three topic areas (specialty positions, rural and remote, on-call): present information arising from data and document analysis, collect information from participants on nuances of challenges/issues and breadth of strategies they have employed.</li><li>• Based on direction from Steering Committee, conduct additional individual interviews with informed persons (5 per region, plus 5 additional as identified; 40 interviews total)</li><li>• Inputs will be used to inform survey questions and provide important context for the data and document review</li><li>• Collate and summarize findings arising from focus groups and individual meetings</li><li>• Cost includes fees (top, next column) and expenses (travel, hospitality)(bottom, next column)</li></ul>			\$4,250.00	Focus group session design Focus group logistics Records of sessions: focus groups Interview templates Records of interviews Summary process and findings from focus groups and interviews
			\$24,682.00			
Deliverable Subtotal			\$67,932.00	\$0.00	\$4,250.00	Research: Focus groups and interviews
Research – stage 4 (surveys)	15-Mar-18	<ul style="list-style-type: none"><li>• Identify survey participants: Teacher Education Program participants, teachers who have left teaching within 5 years, on-call teachers, principals and superintendents, all teachers</li><li>• Draft surveys aimed at obtaining feedback re: nuances of supply challenges, use of retention and recruitment strategies, understanding career flow</li><li>• Obtain Steering Committee approval of surveys content</li><li>• Conduct online surveys</li><li>• Collate and summarize finding</li><li>• Costs include fees (top, next column) and expenses (survey incentives)(bottom, next column)</li></ul>	\$15,250.00		\$3,000.00	Surveys
			\$1,000.00			
Deliverable Subtotal			\$16,250.00	\$0.00	\$3,000.00	Research: Surveys
Interim Activity Report	15-Mar-18	Interim Activity Report with summary of project all activities completed to date and appendices including any relevant materials or information created and/or disseminated for the purpose of advancing the project.	\$3,500.00		\$1,750.00	Interim Activity Report
Deliverable Subtotal			\$3,500.00	\$0.00	\$1,750.00	Interim Activity Report
Draft LMI Report	15-May-18	Draft Report with elements set out in Agreement C18LMP013	\$6,500.00		\$2,625.00	Draft LMI Report
Deliverable Subtotal			\$6,500.00	\$0.00	\$2,625.00	Draft LMI Report
Final LMI Report	30-Jun-18	Final Report with elements set out in Agreement C18LMP013	\$2,000.00		\$2,625.00	Final LMI Report
Deliverable Subtotal			\$2,000.00	\$0.00	\$2,625.00	
Presentation Materials	15-Jul-18	Production of materials, as directed by the Steering Committee, such as: <ul style="list-style-type: none"><li>• Professionally written and designed ‘print-ready’ LMI Report, subject to final edits.</li><li>• A two-page infographic or report summary including key messages</li><li>• Any additional supporting materials linked to the Final LMI Report</li><li>• the LMI report, with sector stakeholders, including the province.</li></ul>	\$4,500.00		\$1,500.00	Supporting materials such as: <ul style="list-style-type: none"><li>• Professionally written and designed ‘print-ready’ LMI Report, subject to final edits.</li><li>• A two-page infographic or report summary including key messages</li><li>• Any additional supporting materials linked to the Final LMI Report</li><li>• the LMI report, with sector stakeholders, including the province.</li></ul>
Deliverable Subtotal			\$4,500.00	\$0.00	\$1,500.00	Reports/ Materials
TOTAL COST			\$148,607.00	\$0.00	\$24,750.00	

FOCUS	RESEARCH QUESTIONS	QUANTITATIVE SOURCES	INDICATOR	YEARS	LEAD
Overall Supply and Demand	What is the overall number of teachers required for positions?	Labour Market Outlook	Enrolment projections, by system if possible		EDUC
			# of FTEs of public school teachers by SD, and BC	2017-18	EDUC
			Number of FTEs of First Nations school teachers	2017-18	EDUC
			Number of FTEs of independent school teachers	2017-18	EDUC
	How many teachers work FT and PT in the public school system?	EDAS	% of public school teachers working PT, FT, by SD and BC	This year and 5 year average	BCPSEA
		Labour Force Survey	# of people reporting working as teachers in BC	Most recent year	EDUC
	Considering FT and PT employment but excluding TTOCs what is the ratio of teachers to FTE positions needed in the public sector?	EDAS	# of teachers working on regular contracts to FTEs (including filled and unfilled positions)	Last 5 years	BCPSEA
	What are potential sources of supply of teachers (pathways to teaching)?	Labour Market Outlook	intention to work as teacher	Last 5 years	EDUC
		TRB database	Provincial in-migration of teachers seeking certification	Last 5 years	EDUC
		AEST	BC TEP graduation, by secondary, middle elementary program	Last 5 years	EDUC
	What contributes to teacher attrition?	Student outcomes survey	Where do BC trained teachers work, if not as teachers in BC? (as teachers in other jurisdictions? In other occupations?)	2 year out surveys: 2017, 2016, 2015	EDUC
		TRB database	How many teachers stop teaching within 5 years of certification? (No longer have payroll deduction for TRB annual fee)	3 year AVG certified in 2010, 2011, 2012	EDUC
				3 year AVG certified in 2013, 2014, 2015	EDUC
		EDAS	How many teachers are expected to retire in the next five years?		EDUC
FOCUS	RESEARCH QUESTIONS	QUANTITATIVE SOURCES	INDICATOR	YEARS	LEAD
Specialty Positions	Define specialty positions and how they differ from hard to fill positions.	BCPSEA , confirmed by focus groups	Counsellor, Psychologist, Speech and Language Pathologist, French Immersion, Music, Library, Special Education, Learning Support / ELL, Tech Ed, First Nations Language and Cultural Teacher, Senior Science / Math		
			BCPSEA		
	How many specialty positions are there in BC?	Make a Future database	# of postings for identified specialty positions, by SD and BC		BCPSEA
		MyEdBC consortium	# of blocks for Senior Science, Math, Library , Tech Ed, French Immersion		TBD
	What are potential sources of supply of specialty teacher positions (pathways to teaching)?	BC TEPs	# of spaces in individual specialty programs		TBD
		Student outcomes survey	# of graduates in individual specialty programs		TBD

TTOCs	<p>What is the demand for TTOCs in each SD and across BC?</p> <ul style="list-style-type: none"> <li>How many TTOCs does each SD have?</li> <li>How many are regularly working as a TTOC?</li> </ul>	<p>SD TTOC databases</p> <p># of TTOCs on list by SD</p> <p>% of TTOCs working 3 days or more / week by SD</p> <p>BCPSEA</p>
Rural and Remote	<p>How many rural and remote teachers are needed?</p> <ul style="list-style-type: none"> <li>Is the demand greater for specialty positions?</li> <li>Is the demand greater for TTOCs?</li> </ul>	<p>Make a Future Database</p> <p># of unfilled postings and type (regular, TTOC, specialty) by SD and type of SD</p> <p>2018 BCPSEA</p> <p>% of unfilled positions in rural vs non rural SD</p> <p>2018 BCPSEA</p> <p>% of unfilled positions relative to SD FTEs</p> <p>2018 BCPSEA</p>
	<p>What are pathways to teaching in rural and remote districts?</p> <ul style="list-style-type: none"> <li>Do students from TEPs located closer to rural and remote communities tend to teach in those communities?</li> <li>Do students from rural and remote communities tend to return to teach in those communities?</li> <li>Are teachers trained outside BC teaching in rural and remote communities?</li> </ul>	<p>TRB database</p> <p>TEPs attended by SD payroll deduction (Of all teachers whose payroll is deducted from SD XX, what TEPs did they attend, grouped by specific BC TEP, other Canadian TEP, International TEP)</p> <p>2017-18</p> <p>EDUC</p>

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s.17

## **Weber, Megan EDUC:EX**

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** April 3, 2019 6:53 AM  
**To:** Bains, Sunjit K AEST:EX  
**Subject:** Follow up

Hi Sunjit -

Following up on our conversation yesterday.

s.13

Happy to chat more about this. Let me know if you want me to schedule a call.

Thank you

Shelaina

**Weber, Megan EDUC:EX**

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** May 21, 2019 1:19 PM  
**To:** Bains, Sunjit K AEST:EX  
**Subject:** Follow up

Hi Sunjit –

Further to our discussion today, can you please forward me the latest LMP report. Keith has asked for a copy and I would like to ensure he has the most current.

Thanks  
Shelaina

Shelaina Postings  
Executive Director  
Governance and Analytics Division  
Ministry of Education  
C: 778-679-8531

## Weber, Megan EDUC:EX

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**Subject:** Follow up LMP Report  
**Location:** Sunjit to call Shelaina 778 679 8531

**Start:** Wed 2019-01-23 1:00 PM  
**End:** Wed 2019-01-23 1:30 PM  
**Show Time As:** Tentative

**Recurrence:** (none)

**Meeting Status:** Not yet responded

**Organizer:** Postings, Shelaina EDUC:EX  
**Required Attendees**Bains, Sunjit K AEST:EX

Hi Sunjit –

Hoping we can grab a few minutes to discuss follow up from the LMP Steering Committee Meeting.

Thanks  
Shelaina

## **Weber, Megan EDUC:EX**

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** May 21, 2019 1:33 PM  
**To:** Weber, Megan EDUC:EX  
**Cc:** Godin, Keith EDUC:EX  
**Subject:** FW: Follow up  
**Attachments:** BCPSEA LMP report - 2019 03 11 - formatted.docx

Hi Megan –

Keith has asked for the LMP report to be added to his next bilat with the DM. I have attached the report for reference as well.

Thanks,  
Shelaina



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s.17; s.13

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Withheld pursuant to/removed as

s.13; s.17

## Weber, Megan EDUC:EX

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**From:** Ballman, Lesley TRAN:EX  
**Sent:** April 4, 2019 3:26 PM  
**To:** Postings, Shelaina EDUC:EX  
**Subject:** FW: LMP Report  
**Attachments:** BCPSEA LMP report - 2019 03 11 - formatted.docx

Sorry – I think this was for you

---

**From:** Mike Roberts [mailto:MikeRoberts@BCSTA.ORG]  
**Sent:** Thursday, April 4, 2019 3:24 PM  
**To:** Ballman, Lesley EDUC:EX <Lesley.Ballman@gov.bc.ca>  
**Subject:** FW: LMP Report

---

**From:** Judy Maranda <Judym@bcpsea.bc.ca>  
**Sent:** March 14, 2019 12:37 PM  
**To:** Thane Bonar (<thaneb@fnesc.ca> <thaneb@fnesc.ca>; verna.stager@lilwat.ca; Kelly Shields <kshields@bctf.ca>; Mike Roberts <MRoberts@BCSTA.ORG>; Patti Dundas <dundas\_p@surreyschools.ca>; Shawn Chisholm <shawn@fisabc.ca>; Claire Guy, BCSSA <cguy@bcssa.org>; Kevin Reimer <kreimer@bcpvpa.bc.ca>; Ralf St. Clair <educdean@uvic.ca>  
**Cc:** Bains, Sunjit K AEST:EX (<Sunjit.Bains@gov.bc.ca> <Sunjit.Bains@gov.bc.ca>; Lindsay.MilesPickup@gov.bc.ca; Janet Stewart <janets@bcpsea.bc.ca>; jworton@queenswoodconsulting.com; Rene Peloquin (<rpeloquin@queenswoodconsulting.com> <rpeloquin@queenswoodconsulting.com>; Andrew Jang <andrewj@makeafuture.ca>; Devon Frame <Devonf@makeafuture.ca>  
**Subject:** LMP Report

Good afternoon,

We are pleased to send you the report attached after having had its finalization delayed due to revisions being required. We thank you for your patience. Because we have made revisions to the report, the Ministry of Advanced Education has asked that Steering Committee members review the most recent changes and to once again provide an email (send to Judy) stating that you agree with the findings by April 8, 2019. If you have any questions or concerns, please don't hesitate to contact Jane or me. Below you will find a summary of the changes.

***On behalf of \_\_\_\_\_, I have read the Final Draft LMI Report and I agree with the findings contained therein.***

Once we receive all stakeholder's statements, we will submit the report as complete. Then the real fun begins! We would like to submit an application for phase three of the project – Strategy Development. We (Jane and I) have generated a rough draft of strategies that we would like stakeholder input on so we are hoping to schedule a meeting in late April to discuss. A "doodle" invite will be coming your way shortly.

Once again, thank you for your support of this project!

Cheers,  
Judy and Jane

### Summary of changes within the Report

Report Structure and Formatting:

**Judy Maranda Director, Labour Relations**

direct 604.730.4523 cell 604.368-7890 fax 604.730.0787

[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)



**-- IMPORTANT NOTICE --**

This e-mail is confidential, may be legally privileged, and is for the intended recipient only. Access, disclosure, copying, distribution, or reliance on any of it by anyone else is prohibited and may be a criminal offence. Please delete if received or obtained in error and e-mail confirmation to the sender. Views and opinions are those of the sender unless clearly stated as being those of the British Columbia Public School Employers' Association (BCPSEA). BCPSEA cannot assure that the integrity of this communication has been maintained nor that it is free of errors, virus, interception or interference.



Page 2561 of 3171 to/à Page 2705 of 3171

Withheld pursuant to/removed as

s.13; s.17



## Weber, Megan EDUC:EX

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** May 22, 2019 8:16 PM  
**To:** Godin, Keith EDUC:EX  
**Subject:** Fwd: Follow-up: Call with BCPSEA

s.22

Thank you

Shelaina

Begin forwarded message:

**From:** "Bains, Sunjit K AEST:EX" <[Sunjit.Bains@gov.bc.ca](mailto:Sunjit.Bains@gov.bc.ca)>  
**Date:** May 22, 2019 at 5:32:36 PM PDT  
**To:** "Postings, Shelaina EDUC:EX" <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Cc:** "Miles-Pickup, Lindsay AEST:EX" <[Lindsay.MilesPickup@gov.bc.ca](mailto:Lindsay.MilesPickup@gov.bc.ca)>  
**Subject:** Follow-up: Call with BCPSEA

Hi Shelaina,

Lindsay and I met with Judy and Jane yesterday on the status of the SLMP labour market research project and BCPSEA's application from BCPSEA for a Strategy Development project.

### Labour Market Research Report

- They are waiting on the final signature of approval from FNSA.
- They have had no response but we believe this to be a result of timing and capacity and not as a result of dissatisfaction with the report. BCPSEA thinks this should be completed within the next week.
- They will also begin working on the presentation materials that are a part of the contract deliverables. These materials include a two page infographic or report summary which includes key messages, a PowerPoint presentation and any additional supporting materials linked to the final report. We have suggested that they focus on the high level summary of findings, including the methodology as well as recommendations from the report. There will not be a verbal presentation.

s.13; s.17

I would appreciate if you could get back to me this week on this proposed language, so that BCPSEA can send this out to their Steering Committee.

Please let me know if you have any questions, or would like to discuss.

Thanks  
Sunjit

## Weber, Megan EDUC:EX

---

**From:** Postings, Shelaina EDUC:EX  
**Sent:** June 29, 2019 4:50 PM  
**To:** Beddouche, Linda EDUC:EX  
**Subject:** Fwd: LMP  
**Attachments:** 4.7.b1 LMP Report to Board.pdf; ATT00001.htm

No action - just for information.

Thank you

Shelaina

Begin forwarded message:

**From:** "Godin, Keith EDUC:EX" <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>  
**Date:** June 28, 2019 at 8:26:38 AM PDT  
**To:** "Postings, Shelaina EDUC:EX" <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Subject:** LMP

FYI report out from BCPSEA on LMP report.  
Ideal outcome given circumstances.

## REPORT TO BOARD OF DIRECTORS

**Date:** June 21, 2019

**To:** Board of Directors

**From:** Janet Stewart, Chief Operating Officer

**Re:** **Labour Market Partnership Report**

---

### Introduction

This report provides an update on the status of the Labour Market Partnership initiative.

### Background

BCPSEA successfully obtained a grant from the Labour Market Partnership (LMP) program (LMP), administered by the Ministry of Advanced Education, Skills and Training, to work on a sector-wide Labour Market Information Study. This Phase 2 LMP study focused on producing labour market information to inform and support the design of strategies to address the underlying causes of labour shortages being experienced across the BC K-12 public school sector through a detailed analysis of current labour market conditions and trends in British Columbia.

BCPSEA — led by Judy Maranda, Director, Labour Relations — led the study, guided by a Steering Committee of sector partners comprised of representatives from the BC Teachers' Federation, the BC School Trustees Association, the BC School Superintendents' Association, the BC Association of School Business Officials, the First Nations Education Steering Committee, the Federation of Independent Schools Association, the Association of BC Deans of Education, and the Ministry of Education.

This initiative included an extensive literature and jurisdictional review, teacher interviews, and regional meetings complemented by survey data collected and analyzed, and is intended to facilitate a comprehensive understanding of recruitment and retention issues in British Columbia, which will inform the development of a strategic implementation plan to support districts into the future.

### Status Update

Funding for this initiative was provided through the Sector Labour Market Partnership program administered through the Ministry of Advanced Education, Skills and Training. As part of this program, they provide funding for projects that are sector-based to address workforce development challenges.

We have been advised by the Ministry of Advanced Education, Skills and Training that in order to receive funding for our Phase Three project, the initiatives cannot be duplicated elsewhere in the province.

The Ministry of Education has expressed interest in moving forward with the development of a strategic workforce development plan, which would be holistic in nature, for the education sector.

As the Ministry's plan may involve strategies that we had articulated in our Phase Three planning, the Ministry of Advanced Education, Skills and Training has informed us that they will not be supporting our Phase Three project at this time.

It is our understanding that the Ministry of Education is doing some preliminary work on how to approach this strategic workforce development plan and anticipates sharing information on this in the future.

## **Conclusion**

We are confident that the *Sustainable Teacher Workforce Labour Market Project: Sector Labour Market Partnership Report* will help to inform the Ministry's strategy moving forward. We believe the information set out in the report will serve the province well when it comes to understanding some of the underpinnings of recruitment and retention successes and challenges in British Columbia.

## **Recommendation**

This report is provided for information.

## Weber, Megan EDUC:EX

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** June 6, 2019 8:21 AM  
**To:** Bains, Sunjit K AEST:EX  
**Subject:** Fwd: LMP

Hi Sunjit -

Per the email below that went out from BCPSEA, did FNSA sign off? The communication states the report is now sitting with AEST for sign off. Small point - but clarification would be helpful.

Thank you

Shelaina

Begin forwarded message:

**From:** "Godin, Keith EDUC:EX" <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>  
**Date:** June 5, 2019 at 4:00:35 PM PDT  
**To:** "Postings, Shelaina EDUC:EX" <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Subject:** Fwd: LMP

Begin forwarded message:

**From:** "MacDonald, Scott D EDUC:EX" <[D.Scott.MacDonald@gov.bc.ca](mailto:D.Scott.MacDonald@gov.bc.ca)>  
**Date:** June 5, 2019 at 3:58:32 PM PDT  
**To:** "Godin, Keith EDUC:EX" <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>  
**Subject:** LMP

Note the reference to the LMP  
Not sure why we would draw attention to this.  
Scott

Subject	monthly monitor - May 31, 2019
From	<a href="#">Deborah Stewart</a>
To	MacDonald, Scott D EDUC:EX
Sent	May 31, 2019 6:27 PM

The *monthly monitor* is our regular update on HR/LR events and issues. We encourage you to share the *monthly monitor* with all trustees on your board.

Distribution: BCPSEA Trustee Representatives, Superintendents, Secretary Treasurers, HR Contacts, BCPSEA Board of Directors, Management Associations

## Regional Meetings



s.17

BCPSEA is a registered charity under the laws of British Columbia.

## Labour Market Partnership Project

s.17

## WorkSafeBC Initiatives

s.17

## Board of Directors Meetings

The next regularly scheduled meeting of the BCPSEA Board of Directors will be held on June 28, 2019. The Board will also convene meetings on an as needed basis to consider tentative local school district – local union collective agreements as submitted to BCPSEA for ratification by the Board. [NewsLink Express](#) reports on regular Board meetings are distributed following every Board meeting.

BC Public School Employers' Association  
300 – 2889 East 12<sup>th</sup> Avenue, Vancouver BC V5M 4T5  
Tel: 604.730.0739 Fax: 604.730.0787  
[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca) [Privacy Statement](#)





## Weber, Megan EDUC:EX

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**From:** Godin, Keith EDUC:EX  
**Sent:** June 5, 2019 4:01 PM  
**To:** Postings, Shelaina EDUC:EX  
**Subject:** Fwd: LMP

Begin forwarded message:

**From:** "MacDonald, Scott D EDUC:EX" <[D.Scott.MacDonald@gov.bc.ca](mailto:D.Scott.MacDonald@gov.bc.ca)>  
**Date:** June 5, 2019 at 3:58:32 PM PDT  
**To:** "Godin, Keith EDUC:EX" <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>  
**Subject:** LMP

Note the reference to the LMP  
Not sure why we would draw attention to this.  
Scott

Subject	monthly monitor - May 31, 2019
From	<a href="#">Deborah Stewart</a>
To	MacDonald, Scott D EDUC:EX
Sent	May 31, 2019 6:27 PM



<a href="#">BCPSEA</a>   <a href="#">PUBLICATIONS</a>   <a href="#">MEDIA</a>   <a href="#">CONTACT US</a>   <a href="#">May 31, 2019</a>
---

The *monthly monitor* is our regular update on HR/LR events and issues. We encourage you to share the *monthly monitor* with all trustees on your board.

Distribution: BCPSEA Trustee Representatives, Superintendents, Secretary Treasurers, HR Contacts, BCPSEA Board of Directors, Management Associations

Regional Meetings
-------------------



s.17

**Provincial Bargaining: Teachers**

**WorkSafeBC Initiatives**

s.17

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The next regularly scheduled meeting of the BCPSEA Board of Directors will be held on June 28, 2019. The Board will also convene meetings on an as needed basis to consider tentative local school district – local union collective agreements as submitted to BCPSEA for ratification by the Board. [NewsLink Express](#) reports on regular Board meetings are distributed following every Board meeting.

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Tel: 604.730.0739 Fax: 604.730.0787  
[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca) [Privacy Statement](#)



## Weber, Megan EDUC:EX

---

**From:** Postings, Shelaina EDUC:EX  
**Sent:** January 21, 2019 2:59 PM  
**To:** Bains, Sunjit K AEST:EX  
**Cc:** Wilmer, Brett D EDUC:EX  
**Subject:** LMP

Hi Sunjit –

In advance of our meeting, I thought it would be helpful to share some of the remaining concerns we have with the LMP report. Thanks to Brett for summarizing this. I do think it would be helpful to require partner associations to sign off/approve final report – given the volume of ongoing changes. I look forward to discussing further.

s.13; s.17

Thanks  
Shelaina

Shelaina Postings  
Executive Director  
Governance and Analytics Division  
Ministry of Education  
C: 778-679-8531



Page 2719 of 3171 to/à Page 2720 of 3171

Withheld pursuant to/removal as

DUPLICATE

## Weber, Megan EDUC:EX

---

**From:** Postings, Shelaina EDUC:EX  
**Sent:** January 25, 2019 7:42 AM  
**To:** Bains, Sunjit K AEST:EX  
**Cc:** Wilmer, Brett D EDUC:EX  
**Subject:** LMP report - copy to Janet - revised In formatted Jan 9 (002)  
**Attachments:** LMP report - copy to Janet - revised In formatted Jan 9 (002).docx

Hi Sunjit –

I have tracked my comments in the attached. Copying Brett s.13  
s.13 comments if needed.

I. Feel free to add more

Apologies for the delay Sunjit. I was hoping to provide this yesterday.

Thanks  
Shelaina

Page 2722 of 3171 to/à Page 2831 of 3171

Withheld pursuant to/removed as

s.13; s.17



Page 2832 of 3171

Withheld pursuant to/removal as

s.17; s.13

Page 2833 of 3171 to/à Page 2862 of 3171

Withheld pursuant to/removed as

s.13; s.17

## Weber, Megan EDUC:EX

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** January 16, 2019 4:11 PM  
**To:** Godin, Keith EDUC:EX  
**Subject:** LMP Report  
**Attachments:** LMP report - copy to Janet - revised In formatted Jan 9.docx

**Sensitivity:** Confidential

Hi Keith –

As discussed, there is a LMP Committee meeting tomorrow and Sunjit (AEST) has kindly flagged that Judy Miranda (BCPSEA) intends to share the latest version of the report out as draft following the meeting. Timing is bad and the report still needs some work. Attached is the latest version of the report and concerns below. Thanks to Brett for his review and comments on this.

Please let me know how I can support. Sunjit is committed to ensuring that the committee members understand the report is not final or approved and still requires further edits.

s.13; s.17

Thanks

Shelaina

Shelaina Postings  
Executive Director  
Governance and Analytics Division  
Ministry of Education  
C: 778-679-8531

**Weber, Megan EDUC:EX**

---

**From:** Godin, Keith EDUC:EX  
**Sent:** June 28, 2019 8:27 AM  
**To:** Postings, Shelaina EDUC:EX  
**Subject:** LMP  
**Attachments:** 4.7.b1 LMP Report to Board.pdf

FYI report out from BCPSEA on LMP report.  
Ideal outcome given circumstances.

## Weber, Megan EDUC:EX

---

**From:** Adams, Naomi AEST:EX  
**Sent:** October 2, 2019 4:19 PM  
**To:** Postings, Shelaina EDUC:EX; Cubitt, Fiona AEST:EX  
**Cc:** Nicholls, Cloe EDUC:EX; Child, Kaleb EDUC:EX; Hull, Deborah AEST:EX; Bains, Sunjit K AEST:EX  
**Subject:** RE: DRAFT EMAIL re FYI BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Thanks. Quick update: the report's release was raised at the meeting by BCTF. They asked if we have a timeline for the approval process. We agreed that when the response to BCTF's letter to AEST Minister is sent, we will provide an update to the Partners (K-12 and PSE).

Cheers

Naomi Adams  
Phone: 236 478 0616

-----Original Message-----

**From:** Postings, Shelaina EDUC:EX  
**Sent:** October 2, 2019 1:34 PM  
**To:** Adams, Naomi AEST:EX <Naomi.Adams@gov.bc.ca>; Cubitt, Fiona AEST:EX <Fiona.Cubitt@gov.bc.ca>  
**Cc:** Nicholls, Cloe EDUC:EX <Cloe.Nicholls@gov.bc.ca>; Child, Kaleb EDUC:EX <Kaleb.Child@gov.bc.ca>; Hull, Deborah AEST:EX <Deborah.Hull@gov.bc.ca>; Bains, Sunjit K AEST:EX <Sunjit.Bains@gov.bc.ca>  
**Subject:** RE: DRAFT EMAIL re FYI BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Perfect and thank you

-----Original Message-----

**From:** Adams, Naomi AEST:EX  
**Sent:** October 1, 2019 4:11 PM  
**To:** Postings, Shelaina EDUC:EX <Shelaina.Postings@gov.bc.ca>; Cubitt, Fiona AEST:EX <Fiona.Cubitt@gov.bc.ca>  
**Cc:** Nicholls, Cloe EDUC:EX <Cloe.Nicholls@gov.bc.ca>; Child, Kaleb EDUC:EX <Kaleb.Child@gov.bc.ca>; Hull, Deborah AEST:EX <Deborah.Hull@gov.bc.ca>; Bains, Sunjit K AEST:EX <Sunjit.Bains@gov.bc.ca>  
**Subject:** RE: DRAFT EMAIL re FYI BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Hi Shelaina

I think Fiona is off for the day (though she will probably check email tonight). We spoke with Sunjit this morning so are up to speed on the issues, but we agreed the public messaging would be restricted to acknowledging receipt of the letter and stating that the report is still working its way through the approvals process.

Naomi Adams  
Phone: 236 478 0616

-----Original Message-----

**From:** Postings, Shelaina EDUC:EX  
**Sent:** October 1, 2019 3:50 PM  
**To:** Cubitt, Fiona AEST:EX <Fiona.Cubitt@gov.bc.ca>

Cc: Nicholls, Cloe EDUC:EX <Cloe.Nicholls@gov.bc.ca>; Child, Kaleb EDUC:EX <Kaleb.Child@gov.bc.ca>; Hull, Deborah AEST:EX <Deborah.Hull@gov.bc.ca>; Bains, Sunjit K AEST:EX <Sunjit.Bains@gov.bc.ca>; Adams, Naomi AEST:EX <Naomi.Adams@gov.bc.ca>  
Subject: Re: DRAFT EMAIL re FYI BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Hi Fiona -

I am not at the K-12 Indigenous partners meeting tomorrow. Are you Cloe?<sup>s.13</sup> Sunjit will have the background. Do you have time for a call 778 679 8531. I'm free now...

Thank you

Shelaina

> On Oct 1, 2019, at 3:09 PM, Cubitt, Fiona AEST:EX <Fiona.Cubitt@gov.bc.ca> wrote:  
>  
> Cloe and Shelaina,  
>  
> The Indigenous k-12 Partners meeting tomorrow has Labour Market Project status update on the agenda (attached).  
>  
> Our Minister received the attached letter on this topic from BCTF. I understand that Bindi has had some discussions with Keith Godin about the letter.  
>  
> Can you let me know if one or both of you will be attending the meeting and if you would be comfortable responding to questions about the LMP?  
>  
> One of my Senior Policy Analysts, Naomi Adams, will be attending the meeting tomorrow. If asked, I think all that AEST could do is acknowledge the receipt of the letter to our Minister and state that we understand that the LMP process and report are still in progress.  
>  
> Thanks,  
> Fiona  
>  
>  
>  
> From: Teri@bctf.ca<mailto:Teri@bctf.ca> <teri@bctf.ca<mailto:teri@bctf.ca>>  
> Sent: September 24, 2019 10:21 AM  
> To: Minister, AEST AEST:EX <AEST.Minister@gov.bc.ca<mailto:AEST.Minister@gov.bc.ca>>  
> Cc: Minister, EDUC EDUC:EX <EDUC.Minister@gov.bc.ca<mailto:EDUC.Minister@gov.bc.ca>>; JanetS@bcpsea.bc.ca<mailto:JanetS@bcpsea.bc.ca>; shigginson@bcsta.org<mailto:shigginson@bcsta.org>; Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca<mailto:Veronica.Harrison@gov.bc.ca>>; andreasinclair@bccpac.bc.ca<mailto:andreasinclair@bccpac.bc.ca>; Records Department <records@bctf.ca<mailto:records@bctf.ca>>  
> Subject: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project  
>  
> Good morning,  
>  
> Please find attached a letter dated September 24, 2019 with respect to the Labour Market Project.  
>  
>  
> Kind regards,  
>

> Teri Mooring  
> President  
> British Columbia Teachers' Federation  
> 100-550 West 6th Avenue  
> Vancouver, BC V5Z 4P2  
> Phone: 604-871-2159  
> Email: [teri@bctf.ca](mailto:teri@bctf.ca)  
>  
> TM/cw:tfeu  
>  
> <eKit K-12 Aboriginal Education Partners Meeting 2019 10 02.pdf>  
> <2019-09-24 - LT Melanie Mark re LMP report.pdf>



## Weber, Megan EDUC:EX

---

**From:** Postings, Shelaina EDUC:EX  
**Sent:** October 2, 2019 1:34 PM  
**To:** Adams, Naomi AEST:EX; Cubitt, Fiona AEST:EX  
**Cc:** Nicholls, Cloe EDUC:EX; Child, Kaleb EDUC:EX; Hull, Deborah AEST:EX; Bains, Sunjit K AEST:EX  
**Subject:** RE: DRAFT EMAIL re FYI BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Perfect and thank you

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From: Adams, Naomi AEST:EX  
Sent: October 1, 2019 4:11 PM  
To: Postings, Shelaina EDUC:EX <Shelaina.Postings@gov.bc.ca>; Cubitt, Fiona AEST:EX <Fiona.Cubitt@gov.bc.ca>  
Cc: Nicholls, Cloe EDUC:EX <Cloe.Nicholls@gov.bc.ca>; Child, Kaleb EDUC:EX <Kaleb.Child@gov.bc.ca>; Hull, Deborah AEST:EX <Deborah.Hull@gov.bc.ca>; Bains, Sunjit K AEST:EX <Sunjit.Bains@gov.bc.ca>  
Subject: RE: DRAFT EMAIL re FYI BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

Hi Shelaina

I think Fiona is off for the day (though she will probably check email tonight). We spoke with Sunjit this morning so are up to speed on the issues, but we agreed the public messaging would be restricted to acknowledging receipt of the letter and stating that the report is still working its way through the approvals process.

Naomi Adams  
Phone: 236 478 0616

-----Original Message-----

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Sent: October 1, 2019 3:50 PM  
To: Cubitt, Fiona AEST:EX <Fiona.Cubitt@gov.bc.ca>  
Cc: Nicholls, Cloe EDUC:EX <Cloe.Nicholls@gov.bc.ca>; Child, Kaleb EDUC:EX <Kaleb.Child@gov.bc.ca>; Hull, Deborah AEST:EX <Deborah.Hull@gov.bc.ca>; Bains, Sunjit K AEST:EX <Sunjit.Bains@gov.bc.ca>; Adams, Naomi AEST:EX <Naomi.Adams@gov.bc.ca>  
Subject: Re: DRAFT EMAIL re FYI BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

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background. Do you have time for a call 778 679 8531. I'm free now...

Sunjit will have the

Thank you

Shelaina

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>

> Cloe and Shelaina,

>

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>

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>

> Can you let me know if one or both of you will be attending the meeting and if you would be comfortable responding to questions about the LMP?

>

> One of my Senior Policy Analysts, Naomi Adams, will be attending the meeting tomorrow. If asked, I think all that AEST could do is acknowledge the receipt of the letter to our Minister and state that we understand that the LMP process and report are still in progress.

>

> Thanks,

> Fiona

>

>

>

> From: Teri@bctf.ca<mailto:Teri@bctf.ca> <teri@bctf.ca<mailto:teri@bctf.ca>>

> Sent: September 24, 2019 10:21 AM

> To: Minister, AEST AEST:EX <AEST.Minister@gov.bc.ca<mailto:AEST.Minister@gov.bc.ca>>

> Cc: Minister, EDUC EDUC:EX <EDUC.Minister@gov.bc.ca<mailto:EDUC.Minister@gov.bc.ca>>; JanetS@bcpsea.bc.ca<mailto:JanetS@bcpsea.bc.ca>; shigginson@bcsta.org<mailto:shigginson@bcsta.org>; Harrison, Veronica EDUC:EX <Veronica.Harrison@gov.bc.ca<mailto:Veronica.Harrison@gov.bc.ca>>; andreasinclair@bccpac.bc.ca<mailto:andreasinclair@bccpac.bc.ca>; Records Department <records@bctf.ca<mailto:records@bctf.ca>>

> Subject: BCTF - 2019-09-24 - LT Melanie Mark re: Labour Market Project

>

> Good morning,

>

> Please find attached a letter dated September 24, 2019 with respect to the Labour Market Project.

>

>

> Kind regards,

>

> Teri Mooring

> President

> British Columbia Teachers' Federation

> 100-550 West 6th Avenue

> Vancouver, BC V5Z 4P2

> Phone: 604-871-2159

> Email: teri@bctf.ca<mailto:teri@bctf.ca>

>

> TM/cw:tfeu

>

> <eKit K-12 Aboriginal Education Partners Meeting 2019 10 02.pdf>

> <2019-09-24 - LT Melanie Mark re LMP report.pdf>

## **Weber, Megan EDUC:EX**

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**From:** Bains, Sunjit K AEST:EX  
**Sent:** May 21, 2019 1:31 PM  
**To:** Postings, Shelaina EDUC:EX  
**Subject:** RE: Follow up  
**Attachments:** BCPSEA LMP report - 2019 03 11 - formatted.docx

Hi Shelaina – it's attached here.

Sunjit

---

**From:** Postings, Shelaina EDUC:EX  
**Sent:** May 21, 2019 1:19 PM  
**To:** Bains, Sunjit K AEST:EX <Sunjit.Bains@gov.bc.ca>  
**Subject:** Follow up

Hi Sunjit –

Further to our discussion today, can you please forward me the latest LMP report. Keith has asked for a copy and I would like to ensure he has the most current.

Thanks  
Shelaina

Shelaina Postings  
Executive Director  
Governance and Analytics Division  
Ministry of Education  
C: 778-679-8531

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Withheld pursuant to/removed as

s.13; s.17

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Withheld pursuant to/removed as

s.17; s.13

Page 2898 of 3171 to/à Page 2901 of 3171

Withheld pursuant to/removed as

s.13; s.17

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Withheld pursuant to/removed as

s.17; s.13

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Withheld pursuant to/removed as

s.13; s.17



## Weber, Megan EDUC:EX

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** May 21, 2019 1:31 PM  
**To:** Bains, Sunjit K AEST:EX  
**Subject:** RE: Follow up

thnx

---

**From:** Bains, Sunjit K AEST:EX  
**Sent:** May 21, 2019 1:31 PM  
**To:** Postings, Shelaina EDUC:EX <Shelaina.Postings@gov.bc.ca>  
**Subject:** RE: Follow up

Hi Shelaina – it's attached here.

Sunjit

---

**From:** Postings, Shelaina EDUC:EX  
**Sent:** May 21, 2019 1:19 PM  
**To:** Bains, Sunjit K AEST:EX <[Sunjit.Bains@gov.bc.ca](mailto:Sunjit.Bains@gov.bc.ca)>  
**Subject:** Follow up

Hi Sunjit –

Further to our discussion today, can you please forward me the latest LMP report. Keith has asked for a copy and I would like to ensure he has the most current.

Thanks  
Shelaina

Shelaina Postings  
Executive Director  
Governance and Analytics Division  
Ministry of Education  
C: 778-679-8531

## Weber, Megan EDUC:EX

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** January 30, 2019 4:46 PM  
**To:** Wilmer, Brett D EDUC:EX  
**Subject:** Re: LMP report - copy to Janet - revised In formatted Jan 9 (002)

Thanks Brett - I know how much time you have and continue to put put into this and I greatly appreciate it.

Thank you

Shelaina

On Jan 30, 2019, at 3:18 PM, Wilmer, Brett D EDUC:EX <[Brett.Wilmer@gov.bc.ca](mailto:Brett.Wilmer@gov.bc.ca)> wrote:

Hi Sunjit, I've been able to chip away at the review today and put in comments and do some fact/data checking. I didn't get a chance to make it all the way though in detail, but wanted to get it to you before end of today though to give you time to compile. Happy to clarify any of my comments if you see the need.

Thanks

---

**From:** Bains, Sunjit K AEST:EX  
**Sent:** January 30, 2019 9:03 AM  
**To:** Wilmer, Brett D EDUC:EX <[Brett.Wilmer@gov.bc.ca](mailto:Brett.Wilmer@gov.bc.ca)>; Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Subject:** RE: LMP report - copy to Janet - revised In formatted Jan 9 (002)

That's great. Thanks Brett.

---

**From:** Wilmer, Brett D EDUC:EX  
**Sent:** Wednesday, January 30, 2019 8:46 AM  
**To:** Bains, Sunjit K AEST:EX; Postings, Shelaina EDUC:EX  
**Subject:** RE: LMP report - copy to Janet - revised In formatted Jan 9 (002)

Hi Sunjit, sorry I'm the hold up on this one. We will get this to you later today. Thanks

---

**From:** Bains, Sunjit K AEST:EX  
**Sent:** January 29, 2019 11:22 PM  
**To:** Wilmer, Brett D EDUC:EX <[Brett.Wilmer@gov.bc.ca](mailto:Brett.Wilmer@gov.bc.ca)>; Postings, Shelaina EDUC:EX <[Shelaina.Postings@gov.bc.ca](mailto:Shelaina.Postings@gov.bc.ca)>  
**Subject:** Re: LMP report - copy to Janet - revised In formatted Jan 9 (002)

Hi Brett and Shelaina - I'm just checking in on the status of your comments on this report. We let BCPSEA know last week that we would have comments to them by this Thursday, and it will take us some time to combine all of your comments.

Thanks

Sunjit

---

**From:** Wilmer, Brett D EDUC:EX

**Sent:** Friday, January 25, 2019 10:22 AM

**To:** Postings, Shelaina EDUC:EX; Bains, Sunjit K AEST:EX

**Subject:** RE: LMP report - copy to Janet - revised In formatted Jan 9 (002)

Hi Shelaina, as discussed this will take some time to do a detailed fact check on a 100 page report. I'll aim to have a fully commented version back early next week.

Thanks

---

**From:** Postings, Shelaina EDUC:EX

**Sent:** January 25, 2019 7:42 AM

**To:** Bains, Sunjit K AEST:EX <[Sunjit.Bains@gov.bc.ca](mailto:Sunjit.Bains@gov.bc.ca)>

**Cc:** Wilmer, Brett D EDUC:EX <[Brett.Wilmer@gov.bc.ca](mailto:Brett.Wilmer@gov.bc.ca)>

**Subject:** LMP report - copy to Janet - revised In formatted Jan 9 (002)

Hi Sunjit –

I have tracked my comments in the attached. Copying Brett <sup>s.13</sup>  
<sup>s.13</sup>

Feel free to add more comments if needed.

Apologies for the delay Sunjit. I was hoping to provide this yesterday.

Thanks

Shelaina

<LMP report - copy to Janet - revised In formatted Jan 9 (002) bw2.docx>

## Weber, Megan EDUC:EX

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** June 5, 2019 5:30 PM  
**To:** Godin, Keith EDUC:EX  
**Subject:** Re: LMP

Wow - I don't understand why they don't get the implications.

Thank you

Shelaina

On Jun 5, 2019, at 4:00 PM, Godin, Keith EDUC:EX <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)> wrote:

Begin forwarded message:

**From:** "MacDonald, Scott D EDUC:EX" <[D.Scott.MacDonald@gov.bc.ca](mailto:D.Scott.MacDonald@gov.bc.ca)>  
**Date:** June 5, 2019 at 3:58:32 PM PDT  
**To:** "Godin, Keith EDUC:EX" <[Keith.Godin@gov.bc.ca](mailto:Keith.Godin@gov.bc.ca)>  
**Subject:** LMP

Note the reference to the LMP  
Not sure why we would draw attention to this.  
Scott

Subject	<b>monthly monitor - May 31, 2019</b>
From	<a href="#">Deborah Stewart</a>
To	MacDonald, Scott D EDUC:EX
Sent	May 31, 2019 6:27 PM

<image001.gif>

<a href="#">BCPSEA</a>   <a href="#">PUBLICATIONS</a>   <a href="#">MEDIA</a>   <a href="#">CONTACT US</a>   <b>May 31, 2019</b>
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The *monthly monitor* is our regular update on HR/LR events and issues. We encourage you to share the *monthly monitor* with all trustees on your board.

Distribution: BCPSEA Trustee Representatives, Superintendents, Secretary Treasurers, HR Contacts, BCPSEA Board of Directors, Management Associations

## Regional Meetings

<image002.jpg>

s.17

## WorkSafeBC Initiatives

s.17

## Board of Directors Meetings

The next regularly scheduled meeting of the BCPSEA Board of Directors will be held on June 28, 2019. The Board will also convene meetings on an as needed basis to consider tentative local school district – local union collective agreements as submitted to BCPSEA for ratification by the Board. [NewsLink Express](#) reports on regular Board meetings are distributed following every Board meeting.

BC Public School Employers' Association  
300 – 2889 East 12<sup>th</sup> Avenue, Vancouver BC V5M 4T5  
Tel: 604.730.0739 Fax: 604.730.0787  
[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca) [Privacy Statement](#)

<image004.jpg>

## Weber, Megan EDUC:EX

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** January 14, 2019 2:40 PM  
**To:** Bains, Sunjit K AEST:EX  
**Subject:** RE: report

Hi Sunjit –

Happy New Year! I hope you had a lovely holiday season. Thank you for providing the updated report. Today is my first day back – I will review the report this evening and set up some time to connect in advance of Thursday. I appreciate all of your work on this! I plan to be at the meeting in person Thursday as well – it will be nice to see you F2F.

Cheers  
Shelaina

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**From:** Bains, Sunjit K AEST:EX  
**Sent:** January 9, 2019 4:03 PM  
**To:** Postings, Shelaina EDUC:EX <Shelaina.Postings@gov.bc.ca>  
**Subject:** FW: report

Hi Shelaina – I hope you had a good holiday. BCPSEA has sent us the updated report, which I've attached here. Note Judy's comment below about the format of the report. I'll send the formatted version once we have it.

Perhaps we could connect later this week on your feedback to the report?

Are you attending the meeting with BCPSEA in person next week? Pascale and I will be there in person.

Thanks,  
Sunjit

---

**From:** Judy Maranda [<mailto:Judym@bcpsea.bc.ca>]  
**Sent:** Wednesday, January 9, 2019 11:56 AM  
**To:** Knoglinger, Pascale AEST:EX  
**Cc:** Janet Stewart  
**Subject:** report

Hello Pascale,

I have attached the revised report. The format has not been cleaned up as we need more time to do it. For some reason the format was changed. Having said that, the report attached includes the revisions so you can at least have the content. Let me know if you have any questions. We will get the cleaned up version to you once we have had a chance to reformat it.

Thanks,  
Judy

## Judy Maranda Director, Labour Relations

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direct 604.730.4523 cell 604.368-7890 fax 604.730.0787

[www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)



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## **Weber, Megan EDUC:EX**

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**From:** Postings, Shelaina EDUC:EX  
**Sent:** May 21, 2019 1:33 PM  
**To:** Shea, Megan EDUC:EX  
**Cc:** Godin, Keith EDUC:EX  
**Subject:** FW: Follow up  
**Attachments:** BCPSEA LMP report - 2019 03 11 - formatted.docx

Hi Megan –

Keith has asked for the LMP report to be added to his next bilat with the DM. I have attached the report for reference as well.

Thanks,  
Shelaina

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Withheld pursuant to/removed as

s.13; s.17