

Ministry of
Advanced Education and
Labour Market Development

2009/10
Annual Service Plan Report



Ministry of Advanced Education and Labour Market Development

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Message from the Minister and Accountability Statement



It is my pleasure to present the Ministry of Advanced Education and Labour Market Development *2009-10 Annual Service Plan Report*.

The Ministry of Advanced Education and Labour Market Development plays a central role in shaping the social and economic fabric of British Columbia. We are responsible for post secondary education and training, immigration and labour market development programming and ensuring that individuals have access to a world-class education, meaningful skills training, and effective immigrant settlement programming.

This year, our post-secondary education system continued to play a vital role in preparing individuals to contribute to our province's success in the twenty-first century, and it will help us reach our goal of making B.C. the best-educated, most literate jurisdiction on the continent and home to a highly skilled and productive workforce.

Over the past year, in partnership with the federal government, we invested over \$497 million for upgrades to every public post-secondary institution in B.C., creating over 3,200 direct jobs while building and renewing campus infrastructure.

We also launched the new Education Quality Assurance (EQA) designation. The EQA trademark will promote high quality, reputable and credible B.C. post-secondary institutions at home and abroad, giving post-secondary students better tools to make informed decisions about where they study. Every one of our public post-secondary institution is now EQA designated, and 18 private post-secondary institutions have been approved for designation.

Last year, we continued to work to ensure all British Columbians have the opportunity to participate and be successful in the province's labour market. During year two of the six-year Labour Market Agreement with the federal government over 11,500 British Columbians benefited from the 25 different programs funded as a result of the labour market agreement and the strategic training and transition fund, the workplace training for innovation pilot program, our community-based return to work employability program and the targeted initiative for older workers. These are all examples of made-in-B.C. programming that's helping the province's workforce develop and upgrade the skills they need to be productive and to contribute to the economy of tomorrow.

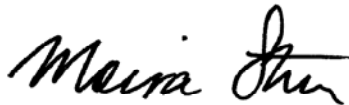
We know we must take steps now to ensure that our province has the skills and talent it needs to seize the opportunities of the future. Despite the current economic downturn, we must plan for the prospect of workforce shortages in the future.

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Current forecasts suggest up to a third of our future workforce will have to come from outside Canada. Many newcomers to B.C. need help adapting to life in their communities and bridging into jobs that match their skills and experience. To this end, the Ministry successfully renewed the Canada-BC Immigration Agreement which devolves responsibility for the design, delivery and administration of settlement services for newcomers to the Province. Under the auspices of the Agreement, the Ministry funds Settlement and Integration Programs and Welcoming Communities initiatives under WelcomeBC. These services are aimed at ensuring newcomers successfully integrate into BC's labour market and communities. We are also addressing this issue with the BC Provincial Nominee Program. Between March 2001 and March 2010, over 10,000 skilled and semi-skilled workers and over 570 business immigrants have been attracted to the province through the B.C. Provincial Nominee Program.

I am proud of the work of our Ministry and want to thank our staff and our many stakeholders and partners for their continuing support and dedication over the past year.

The *Ministry of Advanced Education and Labour Market Development 2009-10 Service Plan Report* was prepared under my direction in accordance with the *Budget Transparency and Accountability Act*. I am accountable for the basis on which the plan has been prepared and for achieving the specific objectives in that plan.



Honourable Moira Stilwell, MD FRCP (C)
Minister of Advanced Education and Labour Market Development

June 23, 2010

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Highlights of the Year

Post-Secondary Education

- Provided an average of about \$9,900 per post-secondary education student space in 2009/10 – up from about \$8,000 per student space in the 1990s.
- Funded capital projects in 2009/10 including:
 - \$86.4 million for a new building at the University of British Columbia to house the Faculty of Pharmaceutical Sciences, expanding the undergraduate program by 72 students, and helping address the shortage of pharmacists in B.C.
 - \$23 million for the Centre for Learning at Okanagan College, which added 6,360 square metres of space to Okanagan College's Kelowna campus.
- Introduced a new Education Quality Assurance designation for B.C. post-secondary institutions that have met provincial government-recognized quality assurance standards for education.

Ensuring Affordability and Accessibility

- \$225 million in B.C. Student Loans were issued to 61,000 B.C. students in 2009/10.
- Forgave or reduced more than \$80 million in loans for 22,000 students in 2009/10.
- In the third year of the commitment to create 2,500 new graduate spaces over four years; provided funding for 625 new graduate full-time equivalent spaces.

Investing in Health Care Education

- Doubled the number of first-year student doctors in B.C. since 2001 to 256.
- Doubled the number of nursing education spots, with more than 4,000 new seats added since 2001 and 25 new nursing programs created.

Providing Adult Basic Education, Literacy and Essential Skills

- Invested over \$106 million to support a wide range of programs to assist over 43,000 adult learners in meeting their goals – from basic literacy and numeracy to high school completion, secondary school upgrading, and tuition free adult basic education.
- Invested \$2.4 million for the delivery of 67 community adult literacy programs through partnerships between community groups and B.C.'s public post-secondary institutions.

Investing in Aboriginal Success

- Continued implementation of the multi-year Aboriginal post-secondary education strategy to help Aboriginal students start, stay in, and succeed in post-secondary education and training, including:

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- Invested \$4.4 million in 2009/10 to implement year three of Aboriginal service plans between 11 public post-secondary institutions and Aboriginal communities.
- Completed our promised investment of \$13.6 million over three years to create Aboriginal gathering places at public post-secondary institutions.
- Approximately \$250,000 was awarded to 94 Aboriginal students through the Irving K. Barber B.C. Scholarship Society, from an initial contribution of \$10 million provided to the Society by the Province.

Labour Market Development

- During year two of the six-year Labour Market Agreement with the federal government the B.C. government provided 25 initiatives for service that benefited over 11,000 individuals in communities all over B.C.
- Through the Strategic Training and Transition Fund, the Ministry received an additional \$56.4 million over two years from 2009/10 to 2010/11 to assist British Columbians with job and skills training priorities.
- The Targeted Initiative for Older Workers Program Agreement was extended to March 2012 and will provide for an additional \$20.1 million over three years.
- Passed the *Labour Mobility Act* – Chapter seven of the Agreement on Internal Trade was amended to provide full labour mobility across Canada. BC was the first province to introduce legislation: the *Labour Mobility Act* came into force on October 29, 2009.
- Implemented the new WorkBC website that brings together a wide range of resources, giving job seekers, employers, students and trainers easy access to information and tools.
- The BC Provincial Nominee Program approved 3,024 foreign skilled workers and 122 entrepreneurs as candidates for accelerated permanent resident status.

Promoting Workforce and Trades Training in B.C.

- Funded the Industry Training Authority, enabling it to serve over 40,000 training participants and almost 10,800 employers, more than doubling the number of apprentices since 2004.
- BladeRunners was operational in 18 communities and seven sectors, and has assisted over 500 participants, primarily Aboriginal youth.

Immigration: Welcoming and Integrating immigrants and their families

- Negotiated the Canada-B.C. Immigration Agreement worth over \$500 million over five years.
- Invested \$112.4 million for WelcomeBC settlement and inclusive communities services and initiatives, adult English language training and labour market services for immigrants.
- Expanded settlement services across B.C. to over 85,000 newcomers per year.

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- In September 2009, **WelcomeBC.ca** was redesigned to offer three unique client gateways – one for newcomers and prospective immigrants, one for service providers, and Canada’s first Welcoming Communities portal. Since its launch in 2007, **WelcomeBC.ca** has helped approximately 500,000 clients.

Purpose of Ministry

The purpose of the Ministry of Advanced Education and Labour Market Development is to ensure that British Columbians have the skills and knowledge needed to reach their full potential and that our province reaches its economic and social goals.

The Ministry works to achieve its mission by collaborating with partners and providing leadership, direction and funding for the post-secondary education and training system, labour market development programs, student financial assistance, and immigration-related policy and programs. In connection with its responsibilities for developing the province's labour supply, the Ministry partners with the Ministry of Small Business, Technology and Economic Development to achieve the Government of British Columbia's fifth Great Goal: "Create more jobs per capita than anywhere else in Canada." The two ministries also collaborate with BC's research-intensive universities to advance the province's research and innovation agenda.

Successfully aligning the skills and talent of our people with the needs of our diverse regional economies involves accurately forecasting our labour market needs for the future and strengthening the flexibility and responsiveness of our policies and programs. The Ministry provides programs and services designed to meet BC's labour market needs by fully making use of the Province's labour force potential, developing a work force strategy to respond to skills and occupational shortages, and partnering with the federal government to administer programs that help British Columbians and newcomers maximize their potential. Both the Canada-BC Labour Market Agreement and the Canada-BC Agreement on Immigration are the responsibility of the Ministry and provide funding to support these initiatives. In addition, as the Ministry responsible for the Public Sector Employers Council, the Ministry also provides leadership and advice in public sector labour relations and for the four public sector pension plans.

Because the Ministry shares with the Ministry of Education primary responsibility for the first Great Goal – "*Make British Columbia the best-educated, most literate jurisdiction on the continent*" – the Ministry plays an important role in shaping the education and training opportunities available in our province. The benefits of post-secondary education are far reaching and include providing people, communities and employers with needed knowledge, skills and training, thereby enabling citizens to participate fully in our society. The Ministry is responsible for ensuring accountability for the expenditures made related to our post-secondary system and for ensuring that the system meets the diverse needs and high standards of quality our citizens deserve.

The Ministry is also responsible for three crown agencies: the Industry Training Authority, which delivers provincial trades training programs; the Knowledge Network Corporation, which provides province-wide educational programming through television and the internet; and the Private Career Training Institutions Agency, which regulates private career training institutions across the province.

Strategic Context

The Service Plan Report reflects the Ministry's success in achieving the overall priorities of the Government of British Columbia, in the current economic conditions and other relevant external factors related to the strategic direction and operations of this Ministry.

Economic Conditions

Preliminary estimates from Statistics Canada show that British Columbia's real Gross Domestic Product contracted by 2.3 per cent in 2009, following a year of 0.0 per cent growth in 2008. The slowdown in BC during 2009 reflects the sharp US and global economic downturn, the moderation of domestic demand in BC, and volatility in world financial and commodity markets.

Increased Demand for Post-Secondary Education and Training

The recession precipitated increased demand for post-secondary education and training as more British Columbians chose to increase their skills and education, thereby placing pressure on both institutions and related programs such as StudentAid BC. However, prior Government operating and capital investments resulted in the post secondary system being well-positioned to manage increased demand. In 2009, BC's post-secondary system had sufficient capacity to accommodate an increase of over 8,579 more Full-Time Equivalents over the previous year (see page 13). Currently, 59.6 per cent of the BC population aged 25-64 has a post-secondary certificate, diploma or degree. Additionally, approximately 5,000 students attend private degree granting institutions and there are a further 60,000 enrolments in private career training institutions in BC each year. Higher enrolment in BC's post-secondary institutions helps the province meet Government's target of exceeding the Canadian average of 61.4 percentage of the population with post-secondary education.

Regional Disparities and Uneven Participation Rates

The Government of British Columbia is committed to closing the higher learning education gap so that Aboriginal people can participate equally in the social and economic fabric of the province. The percentage of the Aboriginal population (off-reserve) age 25-64 with a post-secondary certificate, diploma or degree is 44.6 per cent – 15 per cent lower than the population as a whole. This gap contributes to a similar disparity in the unemployment rate, which is approximately 13.6 per cent in the aged 25-64 Aboriginal (off-reserve) population – more than double the unemployment rate in the non-Aboriginal population. The Ministry also worked over the past year to increase the post-secondary and labour market participation of additional groups currently underrepresented in post-secondary education and the workforce, such as immigrants, youth and persons with disabilities.

Labour Market Conditions and the Shift to a Knowledge Based Economy

Demographic and labour market information over the past year continued to indicate that 950,000 job openings are expected to 2020, and that 64 per cent will be due to replacement

demand arising from attrition and retirement. At the same time as our population is aging, BC is also shifting to a knowledge-based economy, which is based on creating, evaluating and trading knowledge and information-based products and services. Post-secondary education equips people with the knowledge and skills that enable them to generate the innovation that is a critical determinant of economic prosperity. Canada's most innovative industries have better productivity performance, grow faster and generate higher quality, better paying jobs.

The Ministry's strategic context continued to be dominated by the expectation that three-quarters of all job openings to 2017 will require a university degree, college credential or trade certificate. Occupations that are expected to have a low unemployment rate are mostly management occupations, higher skilled business finance and administration occupations, as well as natural and applied sciences, health occupations, and occupations in science, education, government services and religion.

Agreements with the Government of Canada have been increasingly important for the Ministry, in both responding to the effects of the economic downturn and meeting the future labour shortage. The Canada-BC Labour Market Agreement funds training for unemployed and underemployed eligible clients, providing thousands of British Columbians with training to advance their careers and assistance in securing new employment. Other federal initiatives such as the Skills Training and Transition Fund benefitted over 14,000 clients in 2009/10.

Similarly, BC works to attract skilled workers, entrepreneurs and international students, and funds the majority of BC's immigrant settlement and integration programs, through the Canada-BC Immigration Agreement.

Increased Demand for Global Talent

Immigrants constitute approximately one quarter of BC's prime working age labour force (25 to 54 years) and most are people who arrived in Canada more than ten years ago. But many are newcomers; almost four per cent of BC's labour force are immigrants who arrived only within the past five years and an additional three per cent are temporary foreign workers (TFWs). BC is increasingly relying on employer-driven international migrations – permanent and temporary – to meet labour market requirements. Provincial Nominee immigrants have increased nearly seven fold over the past five years and the number of TFWs has increased by over 150 per cent. BC welcomed 41,400 immigrants in 2009, 16.4 per cent of the national total. Approximately two thirds of these immigrants are in the prime working age and one half of these have a university degree. An additional one quarter has a college diploma or trades training. BC needs these skilled immigrants to fill more than one third of the projected (950,000) job openings in the next ten years. After considering new labour market entrants from the post-secondary system as well as international and interprovincial migration, BC may still face a gap of approximately 140,000 workers by 2020.

The settlement services and immigration-related programs delivered under WelcomeBC with federal funding transferred under the Canada-BC Immigration Agreement will become

increasingly important as immigrants and their families become the province's primary source of labour force growth in the very near future.

Report on Performance

This document reports on the *Ministry of Advanced Education and Labour Market Development 2009/10- 2011/12 Service Plan Update* and as a result, reiterates the goals, objectives, strategies and performance measures set out in that plan. It should be noted that the Ministry has since updated its planning framework, and its current goals, objectives, strategies and performance measures are articulated in the Ministry's *2010/11 - 2012/13 Service Plan*.

Performance Plan Summary Table

Goal 1: Provide quality learning opportunities for all citizens For greater detail see pages 14 to 17	2009/10 Target	2009/10 Actual
1.1 British Columbians have opportunities to attend post-secondary education Total student spaces in public institutions	202,807	203,896 ACHIEVED
1.2 Post-secondary education is accessible and affordable for students Number of Aboriginal students in the public post-secondary system	> 18,977	21,852 EXCEEDED
Goal 2: Build a skilled and competitive workforce For greater detail see pages 17 to 20	2009/10 Target	2009/10 Actual
2.3 Funding is strategically targeted for training and improving labour market access for low skilled and unemployed individuals Number of clients served by Ministry labour market development programs under the Labour Market Agreement	11,500	11,957 ACHIEVED
Goal 3: Promote BC as a destination of choice to live, learn work and study For greater detail see pages 20 to 22	2009/10 Target	2009/10 Actual
3.1 BC attracts the skilled immigrants needed to fulfill the province's labour demand and ensure long-term social and economic prosperity and sustainability Number of new immigrants attracted to BC under Provincial Nominee Program		
• Business	120	122 ACHIEVED
• Strategic Occupations/Skilled Workers	3,000	3,024 ACHIEVED

Evaluation of Achievement:

Exceeded = More than 110% of target; Achieved = 100 to 109% of target

Substantively achieved = 90 to 99% of target; Not achieved = Less than 90% of target

Goals, Objectives, Strategies and Performance Results

Goal 1: Provide quality learning opportunities for all citizens

Objective 1.1: British Columbians have opportunities to attend post-secondary education

Achieving this objective will ensure that an integrated public and private post-secondary system is focused on educating and training the number and quality of graduates needed to align with employers' demands for highly skilled workers. It will also ensure that institutions work to respond to B.C. communities' needs for education and skills training.

The ongoing challenges associated with this objective are:

- Ensuring spaces are available when and where they are needed;
- Matching operating, capital and financial aid capacity at the right place and time; and
- Managing the regional variation in demand for programs.

Strategies

- Target post-secondary funding to meet labour market needs.
- Help adults achieve the level of learning required to reach their full potential in the modern economy. For more information on literacy and adult education, visit: www.aved.gov.bc.ca/adulteducation/welcome.htm.
- Expand the transferability of courses and course credits within the post-secondary system. For more information on admissions and transfer, visit www.bccat.bc.ca.

Performance Measure 1: Total student spaces in public post-secondary institutions

Performance Measure	2007/08 Actual	2008/09 Actual	2009/10 Restated Target ²	2009/10 Actual
Total student spaces in public post-secondary institutions ¹	186,749	195,317	202,807	203,896 ACHIEVED

Data Source: Post-Secondary Institutional Audited Full-Time Equivalent Reports

¹ Total student spaces includes Industry Training Authority Full-Time Equivalents.

² 2009/10 Target Restated since publication in 09/10 Service Plan Update to reflect changes in the planned Industry Training Authority allocations.

Discussion of Results

The number of student spaces at public post-secondary institutions is a measure of education access and capacity. It is also a measure for how effectively BC public post-secondary institutions are meeting the system target for student spaces (Full-Time Equivalents).

Funding for student spaces is distributed across the province to support regional access and respond to labour market demand. The latter is accomplished by targeting priority spaces for graduate students, skilled trades, and to health care and medical education.

The data are calculated using fiscal year enrolment reports submitted to the Ministry by public post-secondary institutions, and is expressed both as a total count of actual Full-Time Equivalents delivered and as a ratio of actual to funded Full-Time Equivalents, also known as a utilization rate.

The restated total student spaces target for 2009/10 was 202,807. The utilization rate corresponding to actual delivery of 203,896 seats was 100.5 per cent. In general, declines in GDP growth and increases in post secondary enrolments growth occur together. By building up the post-secondary system in British Columbia over the last nine years, the provincial government prepared the province for these unprecedented economic times. Past investments, and continued targeted investments in 2009/10, allowed our post secondary institutions to absorb an increase in student demand in 2009/10. The 2009/10 results are a clear increase over 2008/09 results, delivering an additional 8,579 seats or a 4.4 per cent increase.

Objective 1.2: Post-secondary education is accessible and affordable for students

For the purpose of this objective, access means all British Columbians have equitable and affordable access to public post-secondary education. Achieving this objective will ensure students are able to pursue post-secondary education throughout the province and that barriers, such as financial or geographic limitations, are minimized.

This will require consideration of shifts in the composition and size of BC's population such as:

- An increased number of new immigrants to B.C. that have post-secondary education but require English language training and/or credential upgrading;
- Growth in the Aboriginal communities; and
- An increased number of adult learners, especially those that require improved literacy skills, have a disability, or have been displaced from low-skilled occupations.

Strategies

- Reduce financial barriers for students and encourage early planning for the selection and financing of post-secondary studies. For more information on student financial assistance, visit: www.aved.gov.bc.ca/studentaidbc/.

- Improve Aboriginal participation in post-secondary education. For more information on Aboriginal education initiatives in the province, visit: www.aved.gov.bc.ca/aboriginal.
- Maintain affordable post-secondary education through fair tuition policy.

Performance Measure 2: Number of Aboriginal students in the public post-secondary system

Performance Measure	2007/08 Actual	2008/09 Actual	2009/10 Target	2009/10 Actual ¹
Number of Aboriginal students in the public post-secondary system ²	18,254	18,977	>18,977	21,852 EXCEEDED

Data Source for 2009/10 Actual: Ministry of Advanced Education and Labour Market Development, Student Transitions Project.

Notes:

1. Results are from the previous year. For example, the 2009/10 actual is from the 2008/09 academic year (Sept-Aug).
2. Better quality data: Data are based on students who self-identify on enrolment applications or in the K-12 education system. Continuous improvement in the identification of aboriginal students each year has seen the introduction of data quality enhancements. Most significant in this regard are two initiatives: the adoption of the Aboriginal Administrative Data Standard by the public post-secondary institutions and the creation of the Student Transitions Project that links data from K-12 through to post-secondary. The 2009/10 actual is the first unduplicated system-wide headcount data available using these two significant enhancements. As a result, the figures above are not comparable: each subsequent figure contains more robust data.
3. If the 2009/10 target had been restated to use the new methodology, the target would have been 20,245 and the actual would have been 22,360. However, students enrolled in more than one institution would then be counted twice.

Discussion of Results

This performance measure reports on the number of Aboriginal students enrolled in the public post-secondary system. It reflects the Ministry's goal to increase access for Aboriginal learners. Targets are derived from the results of the previous academic year.

The most recent data show 21,852 Aboriginal students enrolled at BC's public post-secondary institutions. The Ministry also tracks the percentage of British Columbia students that are Aboriginal. In 2009/10, the per cent was 5.4 per cent, compared to 4.8 per cent of the total British Columbia population.

Data enhancements for this performance measure such as expanded data linkages, a province-wide data standard, and an increased willingness of students to self-identify as Aboriginal, Métis or Inuit have led to a more accurate count in this year's results. The Ministry is continuing to improve data reporting on Aboriginal learners including the development of specific targets for this measure.

Objective 1.3: B.C.'s post-secondary institutions provide a high quality learning environment and meet standards of excellence

Achieving this objective means that BC's post-secondary students are assured a high standard of excellence in the education and training they receive, and that the needs of students, employers and citizens are met.

B.C.'s public post-secondary institutions are autonomous organizations, managing their own affairs and determining their education programs and courses. However, as they receive a significant portion of their funding from provincial government, the Ministry has put in place an Accountability Framework to ensure the accountability for public resources.

In addition to the rigorous quality assessment process that all institutions and new degree programs go through, the *Degree Authorization Act* requires private and out-of-province public institutions that have received Ministerial consent to operate in B.C. to report annually on established performance standards.

B.C.'s private career training institutions may voluntarily pursue accreditation with the Private Career Training Institutions Agency (PCTIA). To become accredited, an institution must complete a detailed accreditation report, successfully undergo a rigorous evaluation by an external audit team, and meet the Agency's quality standards and key outcomes measures for accredited institutions.

Strategies

- Encourage innovation and flexible education options to promote diversity among students, including life-long learners, Aboriginal people, new immigrants and international students.
- Implement the amendments to the *Private Career Training Institutions Act*, regulations and bylaws to further enhance student protection, quality assurance and accountability in governance in the private career training sector. The recently implemented amendments include providing a student complaint mechanism, introducing and enforcing basic education standards for registered institutions, adopting an outcomes-based accreditation process, strengthening the public interest of PCTIA's board structure, and balancing institution fee structures.
- Establish and implement an Education Quality Assurance designation to recognize institutions that meet or exceed established quality assurance standards.

Goal 2: Build a skilled and competitive workforce

Objective 2.1: WorkBC, the provincial workforce strategy, responds to employers' changing critical skill shortages and occupational needs

A skilled and productive workforce is vital to supporting British Columbia's economy and to achieving the province's economic and social goals.

Achieving this objective requires continued efforts to collaborate with labour market leaders in industry, communities and other interest groups. It also requires coordination with training institutions to build a labour market system that will meet the sectoral challenges and support the economic growth and sustainability of our communities.

Strategies

- Develop a provincial workforce strategy that builds on the achievements of the WorkBC Action Plan.
- Develop, in partnership with stakeholders, including those in industry and education, an implementation plan with targeted actions for a labour market and training system that is flexible and responsive to changing labour market needs.
- Fund the Industry Training Authority (ITA) to meet training demand and expand the program among employers. The ITA provides services for employers, training participants and those who wish to pursue certification on the basis of their existing skills. The ITA funds pre-apprenticeship (Foundation) and apprenticeship technical training at public and private post-secondary institutions. For more information on industry training in B.C., including the ITA's Service Plan Update for 2009/10 - 2011/12, please visit: www.itabc.ca.
- Target specific skills shortages by increasing the number of student spaces available in programming for health professions, skilled trades, technical careers and other professions where shortages are evident.
- Fully-implement SkillsPlus, an initiative to support small to mid-sized enterprises in B.C.

Objective 2.2: Bridge the gaps between employers and those in search of employment with labour market information that is accurate and timely – thereby allowing British Columbians to anticipate future labour market challenges and opportunities

Labour market information is the foundation of effective labour market policies and practices. Government, employers and individuals looking for employment or education opportunities depend on accurate information, particularly in an environment of rapidly changing labour market needs.

Achieving this objective will improve efficiency and productivity by matching employers, training providers and those in search of employment when and where they are needed, and establishing skilled workers in jobs in their area of expertise.

Comprehensive, accurate and innovative labour market information and analysis also allows all actors in the labour market (including government and private sector decision makers) to make informed choices about labour market challenges and opportunities today and in the future.

Strategies

- Build a quality Labour Market Information service that includes products designed to meet the needs of diverse labour market actors and improve employment opportunities, labour market attachment and participation.
- Increase awareness of labour market initiatives and tools for students, employed and unemployed workers, employers and other partners to more efficiently and effectively match labour market supply and demand. For more information, visit www.WorkBC.ca.

Objective 2.3: Funding is strategically targeted for training and improving labour market access for low skilled and unemployed individuals

Implementation of the Canada/BC Labour Market Agreement is underway. The agreement provides funding to support labour market programming targeted to unemployed individuals who are not eligible for Employment Insurance benefits or programs, and those who are employed but are low skilled. It also provides British Columbia business, industry, trainers and service providers with tools, curriculum and support to help integrate essential skills into workplace training programs.

Strategies

- Consult with communities and stakeholders, and develop labour market initiatives and programs along with a performance measurement framework and an outcome reporting system for the Labour Market Agreement.
- Increase the number of communities assisted by the Canada/BC Targeted Initiative for Older Workers program to support and increase employability of unemployed older workers (55-64).

Performance Measure 3: Number of clients served by Ministry labour market development programs under the Labour Market Agreement

Performance Measure	2007/08 Actual ¹	2008/09 Actual	2009/10 Target ³	2009/10 Actual
Number of clients served by Ministry of Advanced Education and Labour Market Development labour market development programs under the Labour Market Agreement	N/A	1,058 ²	11,500	11,957 ACHIEVED

Data Source: Ministry of Advanced Education and Labour Market Development internal database and data provided by service providers.

¹ Actuals for 2007/08 are not available for this performance measure because the Canada/BC Labour Market Agreement began in April 2008.

² Note: The actual number of clients served for 2008/09 is approximately 1,500 but data was only received and reported for 11,957 participants.

³ Targets have been revised since *2009/10 – 2011/12 Service Plan Update*.

Discussion of Results

The Canada/BC Labour market Agreement (LMA) provides approximately \$65.7 million to the province to deliver labour market programs to British Columbians. The Ministry is the signatory of the Agreement and, as a result, has responsibility for oversight of the Agreement.

Administration and delivery of LMA programs and services is shared with the Ministry of Housing and Social Development, the Ministry of Aboriginal Relations and Reconciliation and the Industry Training Authority (ITA).

This performance measure reports on targets set for the number of clients served by labour market programs funded by the Canada/BC Labour Market Agreement. The targets do not include clients served through the Strategic Training and Transition Fund; the two year economic stimulus funding; or the Federal Targeted Initiative for Older Workers. Although the final number of clients served is still coming in, it is expected that the Ministry achieved its target by serving approximately 457 more clients than its 2009/10 target. The Ministry also reports on a number of other performance measures to the federal government as a condition of LMA funding.

Goal 3: Promote BC as a destination of choice to live, learn work and study

Objective 3.1: B.C. attracts the skilled immigrants needed to fulfill the province's labour demand and ensure long-term social and economic prosperity and sustainability

This objective focuses on maximizing the benefits of immigration. This involves working cross-ministry and cross-government to influence and develop plans, policy, programs and initiatives that attract, integrate and retain foreign workers and enable skilled workers and business entrepreneurs to achieve permanent-resident status. By integrating immigrants and their families into B.C.'s economy and society, B.C. maximizes its competitive advantage in the global market.

This objective is also aimed at reducing the time it takes to assess credentials of internationally trained individuals, and at supporting skilled immigrants in attaining jobs for which they are trained. This will help minimize skills shortages, which is a critical factor in ensuring B.C.'s future economic prosperity and social health.

Strategies

- Increase the number of skilled immigrants in the workforce through:
 - Increasing recruitment and accelerated permanent resident status for skilled workers, business entrepreneurs and former international students who were enrolled in the B.C. post-secondary system;
 - Increasing the number of foreign workers entering the workforce;
 - Reducing barriers to labour mobility and to the full employment of skilled immigrants; and,
 - Accelerating credential assessment for trades and professions.

Performance Measure 4: Number of new immigrants attracted to B.C. under Provincial Nominee Program

Performance Measure	2006/07 Benchmark	2008/09 Actual ¹	2009/10 Target	2009/10 Actual
Number of new immigrants attracted to B.C. under the Provincial Nominee Program: ¹				
• Business	100	94	120	122 ACHIEVED
• Strategic Occupations/ Skilled Workers	1,100	2,564	3,000	3,024 ACHIEVED

Data Source: Ministry of Advanced Education and Labour Market Development – Provincial Nominee Statistics.

¹ Numbers are for principal applicants and do not include applicants' spouses or dependants.

Discussion of Results

The Provincial Nominee Program is designed to increase the economic benefits of immigration to the province by recruiting and retaining skilled and entrepreneurial immigrants based on provincial economic needs, priorities and selection criteria. It offers accelerated immigration for qualified skilled workers and experienced entrepreneurs who can contribute to the economy.

This measure indicates the number of new immigrants in the Provincial Nominee Program business category, and expedited entry of skilled worker immigrants into the economy under the strategic occupations category. Despite the continuing impact of the global economic slowdown, approvals under both streams of the BC Provincial Nominee Program in 2009/10 remained strong. Approvals increased by 30 per cent in the Business stream and by 18 per cent in the Strategic Occupations stream. In the employer-driven Strategic Occupations stream, continuing strong demand for workers in the health services, post-secondary education and tourism/hospitality more than offset weaker demand in construction and information technology. Demand in the Business stream remained robust throughout the year, reflecting the fact that lifestyle as well as economic factors are important drivers for business immigrants.

Objective 3.2: Newcomers are able to communicate in English and attain jobs related to their skills, training and education

The abilities of new immigrants to communicate in English and to find jobs related to their previous skills, knowledge and experience are good indicators of successful integration into BC society. Successful integration is vital for BC to be seen as a preferred place for newcomers to live and work.

The Ministry's efforts to support newcomer integration into the BC economy and society are delivered under WorkBC and WelcomeBC.

- WorkBC's suite of labour market programs includes several focused on attracting and recruiting new workers and developing their skills once they arrive.
- WelcomeBC is a framework that brings together services that support immigrant integration into their communities and workplaces, including initiatives that help communities to be welcoming and inclusive toward newcomers. WelcomeBC's three priority sectors are: adult English language development, settlement and inclusive communities and labour market participation. Information on the suite of settlement and integration programs can be found at www.welcomebc.ca.

Strategies

- Provide responsive settlement services that meet the needs of newcomers and their families, and improve their integration into BC's communities and workplaces through:
 - Developing English language training and making use of a variety of service delivery models, such as English Language Services for Adults, which will respond to immigrants' general communication needs and to specific labour market needs; and,
 - Establishing the BC Immigrant Employment Council to provide a cross-sectoral approach to support the labour market integration of immigrant newcomers.

Goal 4: Public sector labour relations support the Province's goals for long term, sustainable growth and prosperity

Objective 4.1: Effectively support Government's management of public sector labour relations and human resource strategies

Strategies

- Develop/maintain an executive compensation and negotiating framework that incorporates government's fiscal, policy and program directions.

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- Maintain a public sector negotiating framework.
- Initiate data surveys on public sector labour.
- Improve the quality and reliability of the data that supports negotiations, including actuarial analysis. This will allow Government to predict costs accurately and improve decision making.

Report on Resources

	Estimated ¹	Other Authorizations	Total Estimated	Actual	Variance
Operating Expenses (\$000)					
Educational Institutions and Organizations	1,886,748		1,886,748	1,877,448	(9,300)
StudentAid BC	99,272		99,272	91,591	(7,681)
Labour Market and Immigration	111,904		111,904	109,312	(2,592)
Public Sector Employers' Council Secretariat	16,868		16,868	16,943	75
Executive and Support Services	15,921		15,921	17,428	1,507
Total Operating Expenses before Adjustment of Prior Year's Accrual	2,130,713		2,130,713	2,112,722	(17,991)
Adjustment of Prior Year's Accrual 2				(3,686)	(3,686)
Total Operating Expenses after Adjustment of Prior Year's Accrual	2,130,713		2,130,713	2,109,036	(21,677)
Ministry Capital Expenditures (Consolidated Revenue Fund) (\$000)					
Executive and Support Services:	0		0	3	3
Furniture and Equipment	1,300		1,300	977	(323)
Information Systems					
Total	1,300	0	1,300	980	(320)
Capital Plan (\$000)					
Educational Institutions and Organizations: Capital Funding – Post Secondary Institutions	249,557		249,557	238,645	(10,912)

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Other Financing Transactions (\$000)					
Educational Institutions and Organizations: Knowledge Infrastructure Program					
Total Receipts					
Total Disbursements	83,257		83,257	53,600	29,657
	83,257		83,257	53,600	(29,657)
Total Net Cash Source (Requirements)	0		0	0	0

¹ The "Estimated" amount corresponds to the *Estimates* as presented to the Legislative Assembly in September 2009.

² As in accordance with Generally Accepted Accounting Principles (GAAP), this amount reflects an adjustment of prior year's expense accrual. These dollars are not available for Ministry spending.

Income Statement for Universities and Colleges

Name of Sector	2009/10 Budget (September Update)	2009/10 Actual	Variance
Combined Income Statement (\$000)			
Total Revenue	4,665,522	4,955,888	290,366
Total Expense	4,643,993	4,655,156	11,163
Operating Results	21,529	300,732	279,203
Gain (Loss) on sale of Capital Assets (if applicable)	0	6,648	6,648
Net Results	21,529	307,380	285,851

This combined income statement includes actual results from all public post-secondary institutions. Numbers do not include the elimination entries required to consolidate these agencies within the government reporting entity.

Appendix A: Ministry Contact Information

Service	Ministry Branch/Agency	Telephone/Fax	E-mail/Website
General information			ALMD.WEBMASTER@gov.bc.ca
Media inquiries	Public Affairs Bureau	T: 250-952-6508 F: 250-356-6942	
Student loans, grants, bursaries, scholarships and special programs	StudentAid BC	T: In Victoria 250-387-6100 T: BC Lower Mainland: 604-660-2610 T: Anywhere else in Canada/U.S. (toll-free): 1-800-561-1818 TTY for deaf and hearing impaired: 250- 952-6832 F: 1-866-312-3322 (toll free in Canada) F: 250-356-9455	www.studentaidbc.ca
Degree Authorization	Degree Quality Assessment Board Secretariat	T: 250-387-5163 F: 250-356-8851	DQABsecretariat@gov.bc.ca http://www.aved.gov.bc.ca/degree-authorization/board/welcome.htm
Private Career Training Institutions	Private Career Training Institutions Agency	T: 604-660-4400 T: 1-866-660-6011 F: 604-660-3312	info@pctia.bc.ca www.pctia.bc.ca/
Industry Training Programs	Industry Training Authority	T: 778-328-8700 T: 1-886-660-6011 F: 778-328-8701	customerservice@itabc.ca www.itabc.ca/
Labour Market- Related Services	WorkBC	T: 250-387-7587	workbcinformation@gov.bc.ca www.workbc.ca

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Services for Newcomers and Immigration Information	WelcomeBC	T: 604-660-2203 F: 604 -775-0670 T: 1-800-663-7867 TDD for deaf and hearing impaired: (604) 775-0303 In BC Lower Mainland T: 1-800-661-8773 Elsewhere in BC	almd.iib@gov.bc.ca www.welcomebc.ca/
Public Educational Broadcaster	Knowledge Network Corporation	T: 1-877-456-6988 T: 604-431-3222 F: 604-431-3387	www.knowledge.ca/
Education Quality Assurance	BC Council on International Education	T: 1.604.637.6756 F: 1.604.637.6765	bceqa@bccie.bc.ca www.bceqa.ca
Admissions and Transfer	BC Council on Admissions and Transfer	T: 1 604-412-7700 F: 1 604-683-0576	admin@bccat.ca www.bccat.bc.ca

Hyperlinks to Additional Information

Legislation: www.aved.gov.bc.ca/publications/legislation.htm

BC Public Post-Secondary Accountability Framework: www.aved.gov.bc.ca/framework/