

## British Columbia

<b>Ministry responsible for literacy</b>	Ministry of Advanced Education
<ul style="list-style-type: none"><li>• <b>Minister's name</b></li><li>• <b>Key Staff</b></li></ul>	<ul style="list-style-type: none"><li>• <a href="#">Hon. Naomi Yamamoto</a></li></ul>
<b>Ministry responsible for the LMA</b>	Ministry of Jobs, Tourism and Innovation
<ul style="list-style-type: none"><li>• <b>Minister's name</b></li><li>• <b>Key Staff</b></li></ul>	<ul style="list-style-type: none"><li>• <a href="#">Hon. Pat Bell</a></li></ul>
<b>Ministry responsible for workplace literacy</b>	Ministry of Advanced Education
<ul style="list-style-type: none"><li>• <b>Minister's name</b></li><li>• <b>Key Staff</b></li></ul>	<ul style="list-style-type: none"><li>• Hon. Naomi Yamamoto</li><li>• <a href="#">Steven Rumpel</a> Director, Essential Skills</li></ul>

### Definition of literacy

The *Adult Opportunities Action Plan* defines literacy as Level 3 in the International Adult Literacy and Skills Survey, which generally equates to high school graduation. This is considered the “desired level” to cope with the increasing demands of the knowledge and information economy, although it is a higher level of competency than people generally associate with literacy. Anything below Level 3 is considered a low level of literacy.

### Adult Literacy Policy

In 2005, the government set out a five-point plan called “Great Goals for a Golden Decade”:

1. Make B.C. the best-educated, most literate place in North America.
2. Make B.C. a model for healthy living and physical fitness.
3. Build the best system of support in Canada for persons with disabilities, special needs, children at risk, and seniors.
4. Lead the world in sustainable environmental management.
5. Lead Canada in job creation.

*ReadNowBC* is the comprehensive literacy strategy announced in 2007, focused on improving literacy skills by increasing:

- The number of children entering school ready to learn;
- The number of children who read successfully;
- The number of adults who have the literacy and essential skills necessary to compete in today's labour market and to function in everyday life;
- The number of Aboriginal students who read successfully.

As part of *ReadNowBC*, the Ministry of Advanced Education developed an adult literacy strategy – the *Adult Opportunities Action Plan* (2007). The plan's goals are to:

- Reduce barriers and increase participation in adult literacy programs and courses.
- Improve literacy rates for key populations, including Aboriginal people and immigrants.
- Co-ordinate quality programs that produce results.

Under the Education Guarantee, free Adult Basic Education (ABE) is now available through the virtual school LearnNow BC, at 18 postsecondary institutions and through school districts' continuing education centres. ABE leads to a high school diploma.

The "Literacy Now Communities Planning Process" builds community networks, partnerships, and relationships to support community literacy and literacy programming across British Columbia. The "Literacy Now Communities Planning Process":

- Assists communities to pool and build financial and human resources to address local literacy challenges
- Identifies a network of community leaders across the province who can support communities in their literacy work
- Provides a provincial overview of emerging issues, trends and potential solutions
- Helps communities to increase and maintain the literacy skills of individual community members
- Assists communities to pool and build financial and human resources to address literacy issues

In June 2011, Literacy Now was transferred to Decoda Literacy Solutions, an organization created through the merger of Literacy BC and the literacy department of 2010 Legacies Now.

## **How are literacy programs provided?**

In 2012, the Ministry of Education supported 72 programs through the Community Adult Literacy Program (CALP) serving an estimated 8, 000 adults. The province provided \$2.4 million to CALP in 2011-12. The programs will be delivered through partnerships between community groups and B.C.'s public post-secondary institutions. Community groups include:

- non-profit societies
- training organizations
- voluntary sector organizations
- professional associations
- educational sector organizations
- workplace organizations (sector councils, unions and business associations)
- municipalities
- community-based literacy programs
- First Nations Bands
- Aboriginal organizations

CALP programs receive up to \$40,000 each to provide instruction and support to adult learners in everything from basic literacy to high school completion. Most offer one-on-one tutoring by trained volunteers, small group classes and other types of learning tailored to adults, Aboriginal people, young parents, and people living in poverty.

CALP programs are offered in a variety of settings – schools, non-profit organizations, native friendship and community centres, mostly run by volunteers. Programs focus on the individual goals of learners such as improving their literacy skills in order to enhance the quality of their lives, improve their employment opportunities, and increase their involvement in their families and communities.

The ABE Program is provided at public post-secondary institutions – 18 colleges, universities, institutes across the province. Courses can be taken as prerequisites for other programs in the post-secondary sector or as leading to the BC Adult Graduation Diploma (BCAGD). In almost every school district, adult learners can attend local high schools to finish a course necessary to receive their high school diploma, or they may complete a reduced number of credits, opt out of provincial exams, and work toward their BCAGD. ABE is also available online through the BC's virtual school, LearnNowBC ([www.LearnNowBC.ca](http://www.LearnNowBC.ca))

## **Is there a focus on workplace literacy and essential skills?**

RES Development Ministry of Advanced Education administers "SkillsPlus" using LMA funds. Through "SkillsPlus," small and mid-sized businesses can enhance the [foundation skills](#) of current employees, improving productivity and [reducing costs](#). The program is designed to assist employers in providing foundation skills development for their employees by [integrating essential skills into workplace training](#). "SkillsPlus" supports the development and delivery of customized, effective curriculum and assessment tools.

First announced in April 2009, the initial "SkillsPlus" pilot projects were offered only to businesses with less than 50 employees, delivering essential skills training to about 480 participants. With completion of the pilots, "SkillsPlus" participants can include organizations of up to 500 employees.

Since 2009, \$4 million has been spent on "SkillsPlus" with about 900 employees involved. In 2011-12, the budget was \$6 million. A January 11, 2012 news release announced an additional \$1.5 million investment in essential skills training through nine "SkillsPlus" projects. These projects will involve over 450 workers.

The Employment Skills Access Initiative has funded projects with an Essential Skills component. Recently, the Labour Market Consortium ((Northwestern Community College, College of New Caledonia, Northern Lights College) received \$510,452 for an "Essential Office Skills Training Program" involving communications, computer, thinking and accounting skills. Capilano University received \$172,774 for "WorkStart Essentials Training Program" an eight-week program that provides participants with workplace skills and certifications. Douglas College received funding for "Enhanced Basic Security" a three -week program for the mandatory provincial Basic Security Guard Training, as well as Essential Skills instruction and a job search component

## **Is there a formal role for labour?**

No formal role was identified.

## **What is the available financial support? (For workers, for labour)**

Funding may be available from “SkillsPlus.” CUPE, HEU, and Capilano College have partnered on “SkillsPlus” projects.

In 2011-12, \$81,318 was provided to a partnership between the BC Construction Industry Skills Improvement Council and the Construction, Specialized Workers' Union Local 1611, the International Union of Painters and Associated Trades District Council #38 and the International Operation Engineers Union Local 115 to deliver essential skills training to 25 union workers.

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<b>Amount</b>	\$396 million (6 years)
<b>Date Signed:</b>	February 20, 2008
<b>Focus for the Unemployed</b>	<p>For those not in the labour market and therefore not eligible for Employment Insurance (EI), as well as under-represented groups:</p> <ul style="list-style-type: none"> <li>• Aboriginal people, immigrants, persons with disabilities, youth, women, older workers and other under-represented groups within the labour market</li> <li>• Individuals entering and re-entering the workforce</li> </ul>
<b>Focus for the Employed</b>	Training for employed individuals who are low skilled and do not have a high school diploma or a recognized credential, or have low levels of literacy and lack essential skills.
<b>Provincial Priorities</b>	<ul style="list-style-type: none"> <li>• skills training, ranging from training in basic skills to advanced skills training</li> <li>• on-the-job training and workplace-based skills upgrading</li> <li>• group interventions and job readiness assistance</li> <li>• financial supports and benefits such as loans, grants and living allowances</li> <li>• employment counselling and services</li> <li>• labour market connections that promote and enhance labour market efficiency</li> </ul> <p><b>2011/12 Objectives</b></p> <ol style="list-style-type: none"> <li>1. Develop and deliver labour market programs and services which are flexible and accessible, applicable, and meaningful to all LMA clients.</li> <li>2. Target LMA funding in the following five categories of programming: <ol style="list-style-type: none"> <li>a. Occupational skills development programming for unemployed clients leading to formal credentialing;</li> <li>b. Employability skills development programming for unemployed clients;</li> <li>c. Labour market transition programming for unemployed clients;</li> <li>d. Skills development programming for employed/low-skilled clients; and,</li> <li>e. Innovative programs which focus on a specific labour market issue/solution or target group</li> </ol> </li> <li>3. Ensure that LMA programs complement, but not overlap or duplicate, existing employment/labour market programs.</li> <li>4. Define our service delivery network for unemployed clients as a system</li> </ol>

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	<p>of connections between LMA third-party service providers and other community based delivery agencies.</p> <ol style="list-style-type: none"> <li>5. Ensure that whenever possible, programs for unemployed participants lead to employment outcomes.</li> <li>6. Ensure that geographic distribution of LMA funding is both reasonable and rational. Programs will be geographically located to ensure that as many LMA clients as possible are served in consideration of funding constraints, identified need and availability of other employment services.</li> </ol>
<b>Accountability Measures</b>	<p>The LMAs contain a robust accountability framework that includes commitments related to the following:</p> <ul style="list-style-type: none"> <li>• the development of annual plans and the engagement of stakeholders</li> <li>• the stewardship of financial resources provided under the agreement</li> <li>• the measurement of the outcomes and benefits of investments in three areas: participants, service delivery and participant impacts</li> <li>• regular public reporting of results achieved</li> <li>• regular review and evaluation of activities</li> </ul>
<b>Displacement</b>	<p>Commitment to ensure that the new federal investments do not displace normal provincial expenditures within the labour market.</p>
<b>Official Languages</b>	<p>B.C. agrees to take into account the needs of the official language minority communities within the province and to deliver, where there is significant demand, services in either official language</p>
<b>Administration</b>	<p>The ministries of and Social Development and Advanced Education and Jobs, Tourism and Innovation collectively are responsible for the LMA. Services are provided through the Ministry of Advanced Education, the Minister of Jobs, Tourism and Innovation, BC's Industry Training Authority, or third-party service providers.</p>
<b>Strategic Training and Transition Fund</b>	<p>BC received \$51.2 million in STTF funds. Two new programs are planned using these funds. The funds were allocated \$25.6 million in 2009/10 and \$30.8 million for 2010/11.</p>
<b>Consultations</b>	<p>2009-10 consultation included:</p> <ul style="list-style-type: none"> <li>• The Workforce of the Future Forum, which included over 100 industry, service and government reps in June 2008;</li> <li>• Series of consultations with industry leaders in November 2008, including individual follow-up meetings in February/March 2009;</li> <li>• Intra-government and inter-government consultations through to March 2009;</li> </ul>

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- A consultation meeting with the BC Small Business Roundtable;
- A Ministry of Aboriginal Relations and Reconciliation consultation of Aboriginal organizations on best practices and services gaps.
- The incorporation of stakeholder feedback is also achieved through rounds of consultation for specific programs, such as Bladerunners, Skills Connect, and the Aboriginal Employment and Training Program.

There is no specific mention of consultation with labour

2010-11 Consultations: engagement sessions were held in 11 communities involving stakeholders, employers, and others. In addition conversations were hosted with stakeholders serving most specialized communities, such as immigrants, Francophone, and people with disabilities.”

BC has posted reports of these engagement sessions online.

### **Literacy and Essential Skills**

The SkillsPlus program targets small and medium sized businesses to provide essential skills training.

## British Columbia - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Client access, communications and transitions	8,500	8,500	8,500	8,000	10,000	7,500	51,000	12%
Career Development Information	6,400	0*	0*	0*	0*	0*	6,400	2%
Employment access, counselling and services	11,600	12,100	12,100	12,100	12,100	12,100	72,100	18%
Job readiness and assessment tools	9,450	9,200	9,200	9,200	9,100	9,200	55,350	14%
Essential Skills and workplace based training	16,100	20,500	20,500	21,000	19,800	20,800	118,700	30%
Financial Supports and Benefits	12,500	14,250	14,250	14,250	13,550	14,950	83,750	21%
Program Administration	1,866	1,866	1,860	1,860	1,860	1,860	11,196	3%
<b>Total (\$000's)</b>	<b>66,416</b>	<b>66,416</b>	<b>66,416</b>	<b>66,416</b>	<b>66,416</b>	<b>66,416</b>	<b>398,496</b>	<b>100%</b>

\* After the 2008/09 fiscal year, development of labour market information to support career development information will be funded through the Labour Market Development Agreement.

## British Columbia LMA Activity

Priority Area	2008-2009		2009-2010		2010-2011		2011-2012	
	\$ Actual	Clients # Actual	\$ Actual	Clients # Actual	\$ Planned	Clients # Planned	\$ Planned	Clients # Planned
<b>1. Employment Services for Unemployed or Low Skilled Employed Clients</b>	N/A	10	N/A	2,910	4,378,000	1,180	5,500,000	1,079
<ul style="list-style-type: none"> <li>• Northeast BC Community and Industry Integrated Immigrant Training (2008-09) (2009-10) (2010-11)</li> <li>• Aboriginal Business and Entrepreneurial Training (BEST) (2008-09) (2009-10) (2010-11) (2011-12)</li> <li>• Expansion of Skills Connect for Immigrants Program (2009-10) (2010-2011)</li> <li>• Northeast BC Community and Industry Integrated Immigrant Training (2009-10) (2010-11)</li> <li>• Expansion of Employment Programming for Aboriginal Persons with Disabilities (2009-10)</li> <li>• Women's Mentoring Program (2009-10) (2010-11) (2011-12)</li> <li>• British Columbia Employment Program (2009-10)</li> <li>• Increase Access to Assistive Technology for Persons with Disabilities (2009-10) (2010-11)</li> </ul>								

Priority Area	2008-2009		2009-2010		2010-2011		2011-2012	
	\$ Actual	Clients # Actual	\$ Actual	Clients # Actual	\$ Planned	Clients # Planned	\$ Planned	Clients # Planned
(2011-12) <ul style="list-style-type: none"> <li>Bridging Employment Program (2010-11)</li> <li>Specialized Community Assistance Program (2010-11) (2011-12)</li> </ul>								
<b>2. Skills Development and Upgrading Interventions for Unemployed Clients</b>	<b>N/A</b>	<b>889</b>	<b>N/A</b>	<b>3,765</b>	<b>19,601,000</b>	<b>2,332</b>	<b>26,000,000</b>	<b>3,178</b>
<ul style="list-style-type: none"> <li>Energy Efficiency Employment Development (2008-09) (2009-10)</li> <li>Trades Training for Immigrants (2008-09) (2009-10) (2010-11) (2011-12)</li> <li>Aboriginal Apprenticeship Strategy (2008-09) (2009-10) (2010-11) (2011-12)</li> <li>Student Financial Assistance for Persons with Disabilities (2008-09) (2009-10) (2010-11)</li> <li>Empowering Women in the Trades (2008-09) (2009-10)</li> <li>Women in Trades Training (2010-11) (2011-12)</li> <li>Employment Skills Access Program (2009-10) (2010-11) (2011-12)</li> <li>Multiple Assessment Pathways (2009-10) (2010-11) (2011-12)</li> <li>Flexible Learning in the Trades (2009-10) (2010-</li> </ul>								

Priority Area	2008-2009		2009-2010		2010-2011		2011-2012	
	\$ Actual	Clients # Actual	\$ Actual	Clients # Actual	\$ Planned	Clients # Planned	\$ Planned	Clients # Planned
11) (2011-12) <ul style="list-style-type: none"> <li>• Environmental Monitoring Assistant Program (2009-10) (2010-11)</li> <li>• Petroleum Field Services Training for Entrepreneurs (2009-10)</li> <li>• Aboriginal Training and Employment Program (2009-10) (2010-11) (2011-12)</li> <li>• Commercial Driver Training for Women (2009-10)</li> <li>• Workforce Exploration Skills Training (2011-12)</li> <li>• Skills Development (2011-12)</li> </ul>								
<b>3. Interventions That Offer Skills Development and/or Work Experience Components for Employed and/or Unemployed Clients</b>	<b>N/A</b>	<b>159</b>	<b>N/A</b>	<b>4,964</b>	<b>28,916,000</b>	<b>3,492</b>	<b>30,000,000</b>	<b>5,600</b>
<ul style="list-style-type: none"> <li>• Expansion of Bladerunners Program (2008-09) (2009-10) (2010-11) (2011-12)</li> <li>• Return to Work Employability Program (2008-09) (2009-10)</li> <li>• Industrial Transition Programs - MPB/Forestry (2008-09) (2009-10)</li> <li>• Small Business Skills Training Program (2009-10) (2009-10)</li> <li>• Expansion of the Return to Work Programs for</li> </ul>								

Priority Area	2008-2009		2009-2010		2010-2011		2011-2012	
	\$ Actual	Clients # Actual	\$ Actual	Clients # Actual	\$ Planned	Clients # Planned	\$ Planned	Clients # Planned
Persons with Disabilities with a focus on developmental, cognitive and mental disabilities (2009-10) <ul style="list-style-type: none"> <li>• JobOptionsBC (2011-12)</li> <li>• Skilled Trades Employment Program (2011-12)</li> <li>• Individualized Employment Services - Specified Disabilities (2011-12)</li> <li>• Labour Market Solutions – Targeted Skills Shortage Program(2011-12)</li> <li>• Labour Market Solutions – Sector Based Solutions (2011-12)</li> <li>• Labour Market Solutions – Implementation of Labour Market Partnership Projects (2011-12)</li> <li>• Youth Skills BC – Workplace Pilot Program (2011-12)</li> <li>• Youth Skills BC- Entrepreneurship Pilot Program (2011-12)</li> </ul>								
<b>4. Skill Development and Training for Low Skilled Employed Clients (Workplace Based)</b>	<b>N/A</b>		<b>N/A</b>	<b>459</b>	<b>2,238,000</b>	<b>350</b>	<b>6,000,000</b>	<b>500</b>
<ul style="list-style-type: none"> <li>• Skills Plus Initiative – Essential Skills Program (2009-10) (2010-11) (2011-12)</li> <li>• Essential Skills Program (TBD) (2011-12)</li> </ul>								
<b>TOTALS</b>	<b>N/A</b>	<b>1,058</b>	<b>N/A</b>	<b>12,098</b>	<b>55,133,000</b>	<b>7,354</b>	<b>67,500,000</b>	<b>10,357</b>

Note: BC's annual report contains no information on actual spending

STRATEGIC TRAINING TRANSITION FUND	2009-10		2010-11	
	\$ Planned	# Clients Actuals	\$ Planned	# Clients Planned
• Attach to the Workforce (2009-2010)	18,100,000			
• Stay Working (2009-2010)	7,500,000			
• Asia Pacific Gateway Skills Table (2010-11)		0	Approx. .600M	TBD*
• Economic Recovery Training Pilot Program (2010-11)		126	Approx. 7.5M	1,000
• BC Employment Program (existing program) (2010-11)		10,701	Approx. 10 M	10,000
• BC Technology Industry Association (BCTIA) (2010-11)		0	Approx. .190M	150
• Women's Mentorship Program (existing program) (2010-11)		127	Approx. .225M	131
• Workplace Training for Innovation Program (2010-11)		1,174	Approx. 7.5M	3,000
• Labour Market Solutions			Approx. 4.786M	TBD*
• Job Opportunities Program		201		
<b>Total</b>	<b>25,600,000</b>	<b>12,329</b>	<b>Approx. 30.801M</b>	<b>Approx. 14, 281</b>

Note: BC's annual report contains no information on actual spending

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April 2012