

# K-12 Workforce Planning

An update from the Ministry of Education and Child Care

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Ministry of  
Education and  
Child Care

# K-12 Workforce – *Current State*

*Approx. 100,000 employees in over 2,000 public, independent and First Nations schools.*



## Public Schools – *90,200 Employees*

-  **46,100 Teachers**
-  **3,200 Administrators**
-  **2,000 Non-Union Supports**
-  **15,000 Education Assistants**
-  **23,900 Other Union Supports**



## Independent Schools

-  **7,200 Teachers, Administrators**

## Key Trends and Challenges

- A ***tight labour market*** across Canada
- Provincial ***enrolment expected to grow*** for the foreseeable future
- ***Retirements*** generating most ***vacancies*** in the next decade
- ***Staffing challenges*** for all types of positions across the province, ***exacerbated in rural/remote areas***
- The K-12 ***workforce does not fully represent B.C.'s population***

# K-12 Workforce Strategy – *Draft*

*Collectively supporting and sustaining a stable, qualified, and engaged K-12 workforce*

- **Collaborative approach**
  - ✓ *Government, BCPSEA, BCSTA, Indigenous organizations, provincial K-12 associations, independent schools, unions, post-secondary institutions, the BC Teachers' Council*
- **Considering the K-12 workforce broadly**  
teachers, support staff, administrators
- **Taking into account all stages of recruitment and retention**  
from attraction into the workforce, to supporting career growth, and recognition of employees



# Workforce Strategy – *The Process*



## Planning Session in May

- *Develop a framework for the strategy*
- *Identify areas of focus*



## Five cross-sector working groups over the summer

- *Map out an ideal state*
- *Discuss considerations to get to the ideal state*



## Develop a first draft

- *Refine the initial framework*
- *Capture our collective vision & what we see as priorities for the short, medium & long term*



# K-12 Workforce Strategy – Draft



## Vision

A **high-quality** and **Inclusive** K-12 education system, delivered by an **engaged workforce** empowered through **rewarding** and **valued career opportunities**.



## Mission

As a sector, collectively support and sustain a stable, qualified, engaged and respected workforce for the K-12 education system.

## Guiding Principles

- Equity
- Resilience
- Coordination
- Reconciliation
- Adaptability
- Future-oriented
- Diversity
- Student-focused
- Evidence-based

## Focus Areas

### ATTRACT & RETAIN TALENT THROUGH DESIRABLE WORKPLACES & REWARDING CAREERS

*Provide engaging career options to attract & retain the right people in the right position*

### OFFER FLEXIBLE, ACCESSIBLE & ROBUST POST-SECONDARY EDUCATION & CAREER PATHWAYS

*Establish flexible & innovative education pathways & delivery models to fit the needs of current/aspiring staff and respond to sector priorities*

### SUPPORT ADULT WELL-BEING & PROFESSIONAL GROWTH

*Support individuals for growth & success at each stage of their K-12 education career journey*

### FOSTER CROSS-SECTOR COLLABORATION FOR AN AGILE EDUCATION SYSTEM

*Leverage collaboration to support alignment, create efficiencies, and ensure system responsiveness to emerging priorities*

## Discussion



**1. What are your reactions to this first draft?**

→ *What resonates with you?*

→ *What is missing/what should be refined?*

**2. How can we best deliver on this work in a coordinated way, given that we all have a role to play on workforce matters?**



# Workforce Planning for the K-12 Sector

## Proposed Consideration

### Foster Cross-Sector Collaboration for an Agile Education System

*“Develop a process to collectively engage in workforce planning at the provincial level, on an ongoing basis (e.g., develop an annual workforce report, convene a workforce planning group, embed workforce planning efforts in strategic plans, discuss and analyze supply/demand forecast and larger societal trends).”*

## Discussion

1. If the Ministry was to develop an annual workforce report, what type of information should it contain?

→ *Headcount and FTE for teachers, support staff, administrators*

→ *Breakdown by age/sex*

→ *Attrition*

→ *Source of workforce supply*

→ *... ?*





## Next Steps

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- Ministry staff are refining the strategy based on sector feedback
- Meetings with sector associations to create the action plan
- Reconvene in the spring for another check-in
- Continue the discussions to develop a workforce report



*Stay tuned for more discussions...*

# Thank you.

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