K-12 Workforce Planning

An update from the Ministry of Education and Child Care

NOV 23, 2023



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

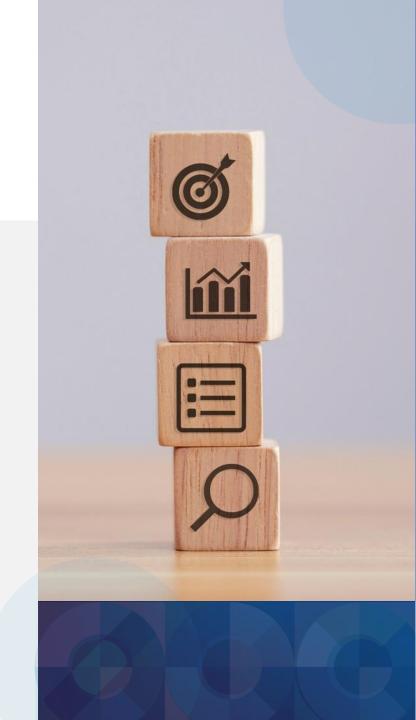
- → A *tight labour market* across Canada
- Provincial *enrolment expected to grow* for the foreseeable future
- Retirements generating most vacancies in the next decade
- → Staffing challenges for all types of positions across the province, exacerbated in rural/remote areas
- → The K-12 *workforce does 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*





- → 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



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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
- \rightarrow Breakdown by age/sex
- → Attrition
- → Source of workforce supply
- → ...?

Next Steps



- 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

i Stay tuned for more discussions...

Thank you.

