



# Panel: Recruitment & Retention in BC Education

Ideas and insights from sector partners and school districts



**MAKE A  
FUTURE**  
CAREERS IN  
BC EDUCATION



Make a Future connects job seekers and employers in BC's K-12 education sector. We inspire and engage candidates and provide recruitment services for employers.







**French  
Teacher  
Recruitment**



**Promoting the  
BC Education  
Sector**



**Building  
Candidate  
Pipelines**



**Northern  
Teacher  
Recruitment**



# Make a Future

## Recruitment Services Division

- Collaborating with school districts to enhance hiring and retention practices in rural and remote school districts.
- Forging strategic partnerships in education
- Recruitment Guidebook for districts





# What We Offer

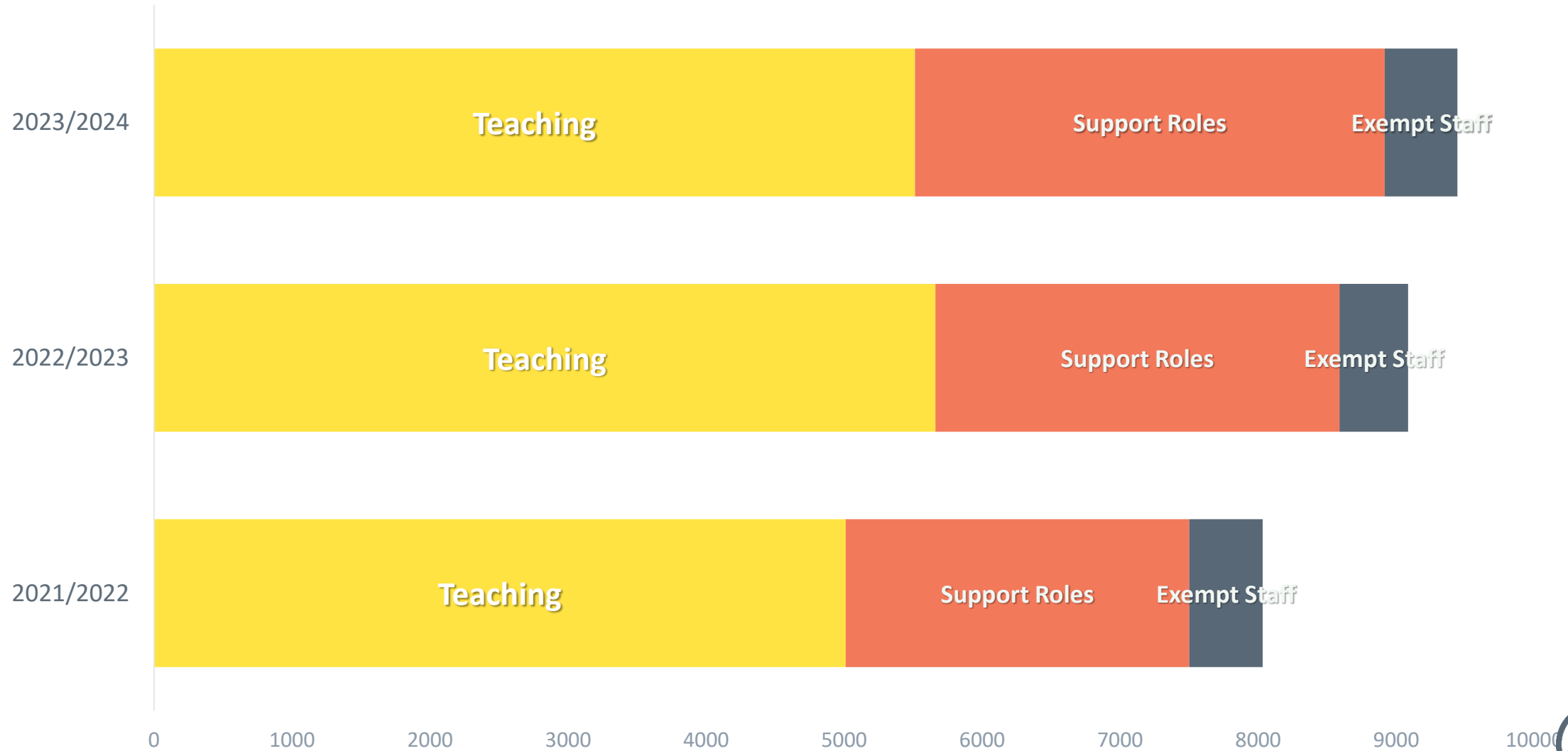
- ❖ Professional recruitment support & consultation
- ❖ Recruitment training & hiring manager support
- ❖ Recruitment process optimization
- ❖ Recruitment and retention tools and resources
- ❖ Information sessions and outreach
- ❖ [RecruitmentServices@makeafuture.ca](mailto:RecruitmentServices@makeafuture.ca)



# Current Landscape in Recruitment



# Hiring remains strong in the sector



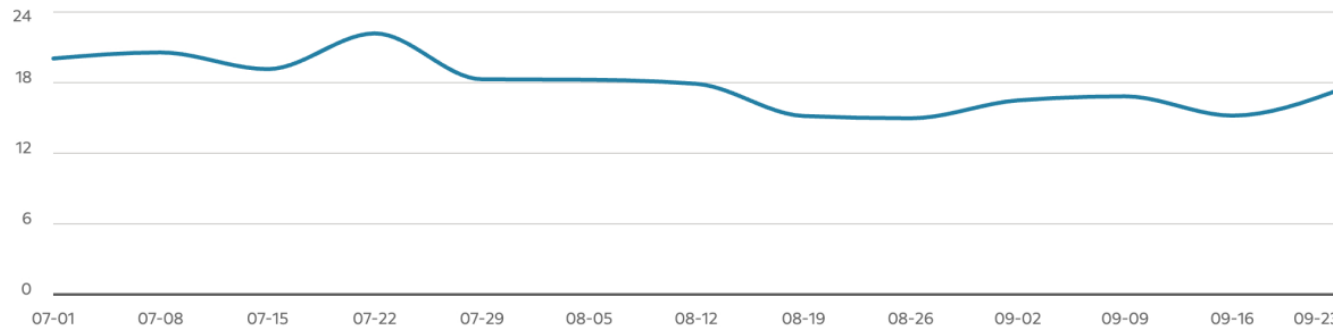


## Teacher jobs in British Columbia from September 2024

### Market Trends

Select one or more metrics to review or compare.

- + Job seekers per job
- + Job seek...
- + Jo...
- + Employ...



### Competition score <sup>1</sup>



**78/100**  
Teacher jobs in British Columbia are very competitive compared to other job markets.

### Jobs <sup>2</sup>

**469**  
-24 since August 2024  
Number of jobs posted in British Columbia that received clicks

# Competition is fierce

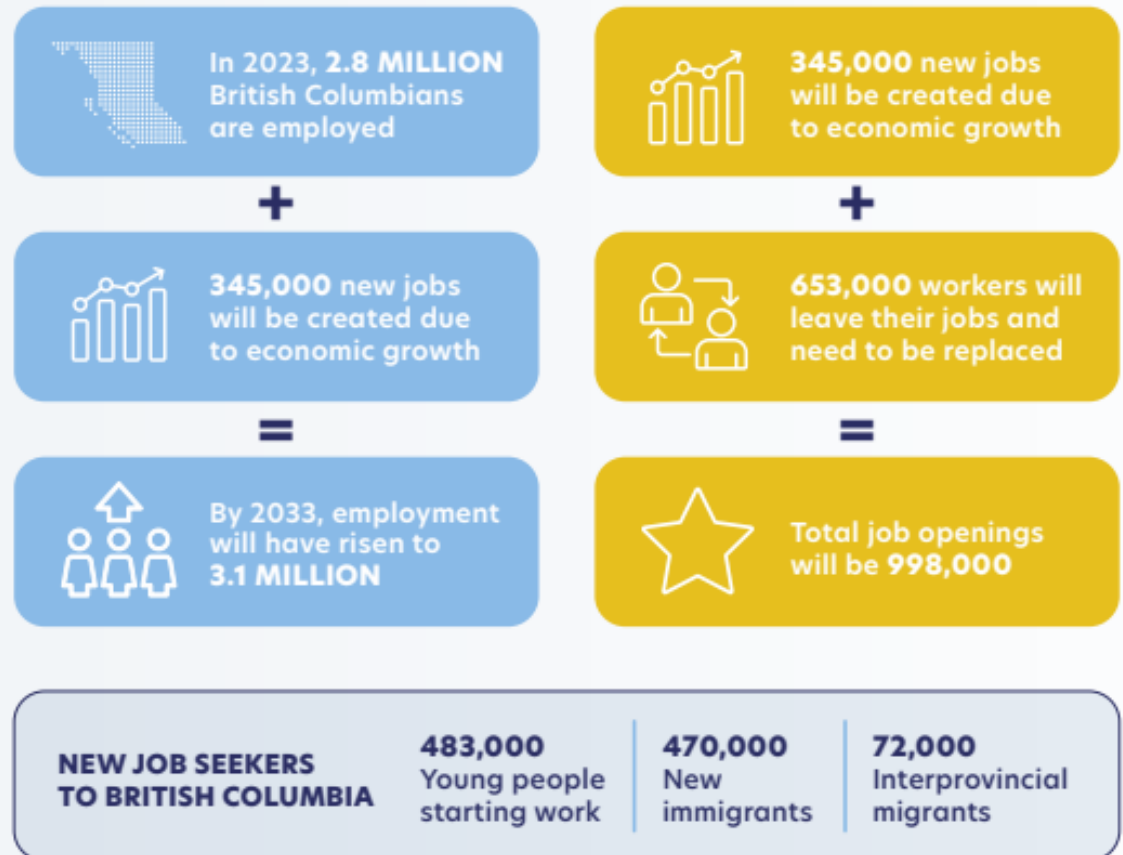




# The province needs workers

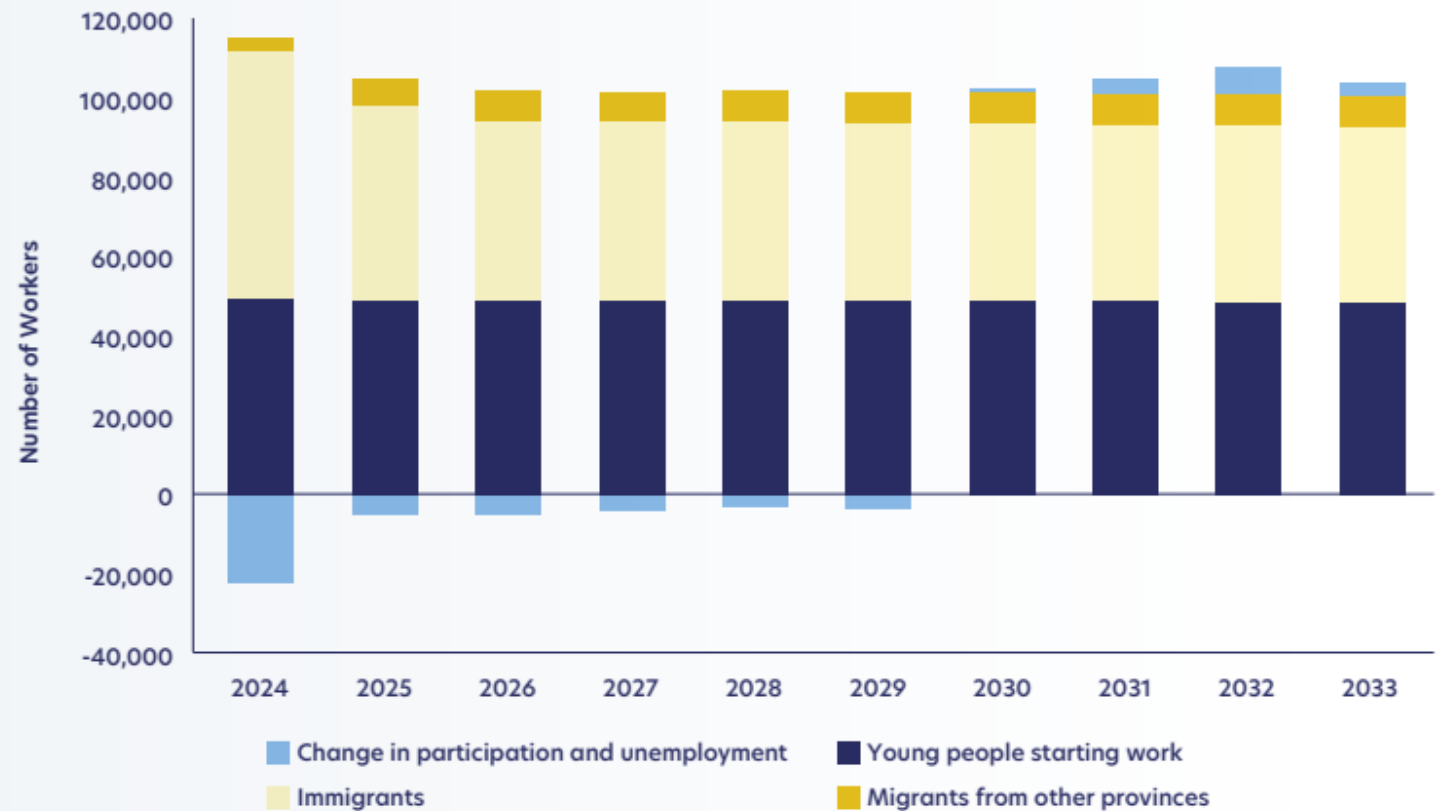
**FIGURE 1.1-2 | Sources of Labour Supply Change, B.C., 2023-2033**

**OVER THE NEXT 10 YEARS**



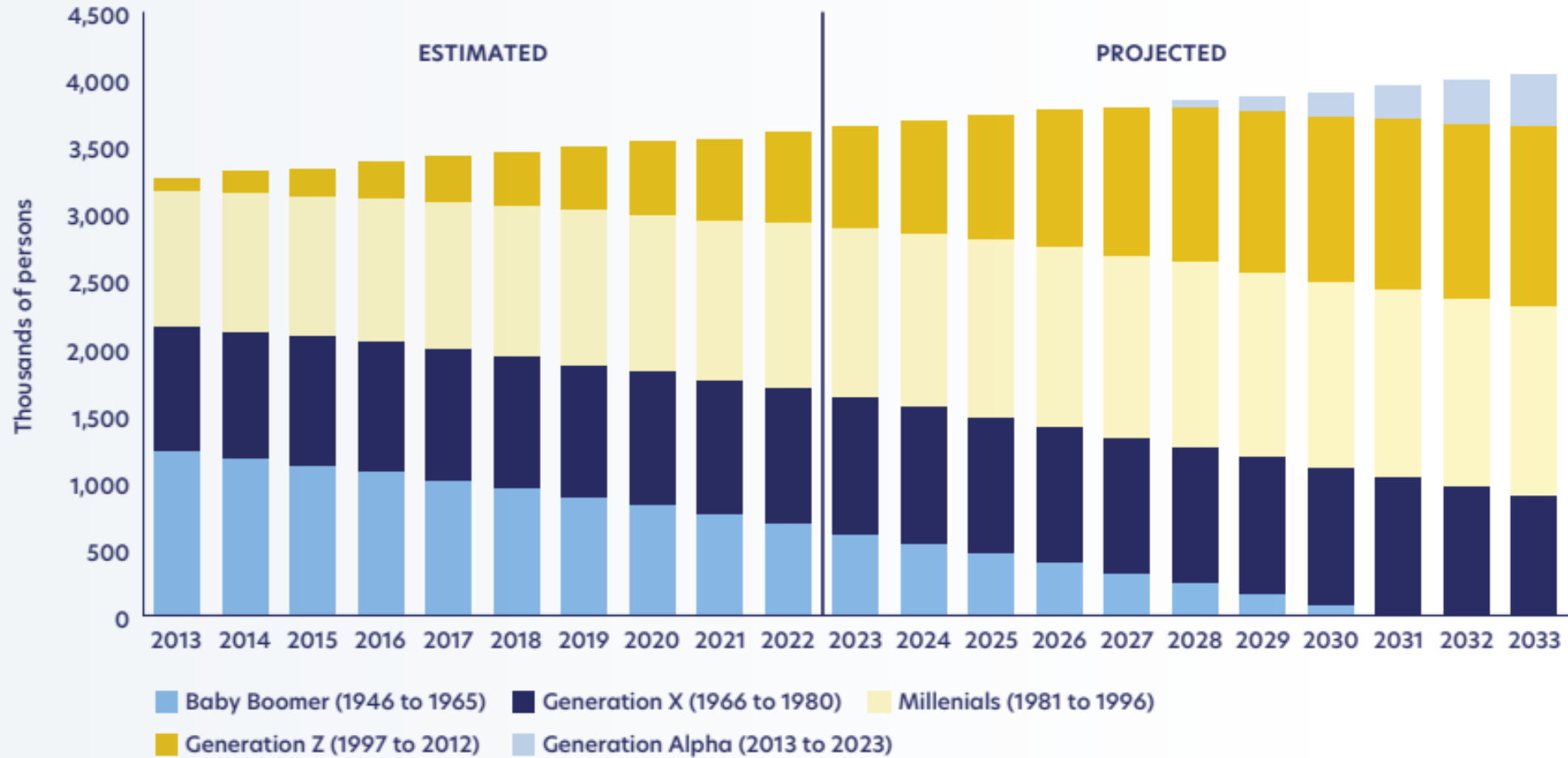
# The makeup of the workforce is evolving

FIGURE 1.2-2 | Sources of New Labour Supply, B.C., 2023-2033, Annual





**FIGURE T-1 | Population of B.C., Aged 15 to 65, by Generations**



Source: BC Stats

Source: BC Labour Market Outlook: 2023 Edition

# Demographics are shifting





**Builders**  
Born: 1925-1945

**Baby Boomers**  
Born: 1946-1964

**Generation X**  
Born: 1965-1979

**Generation Y**  
Born: 1980-1994

**Generation Z**  
Born: 1995-2009

**Gen Alpha**  
Born: 2010-2024

23% of Workforce

66% of Workforce

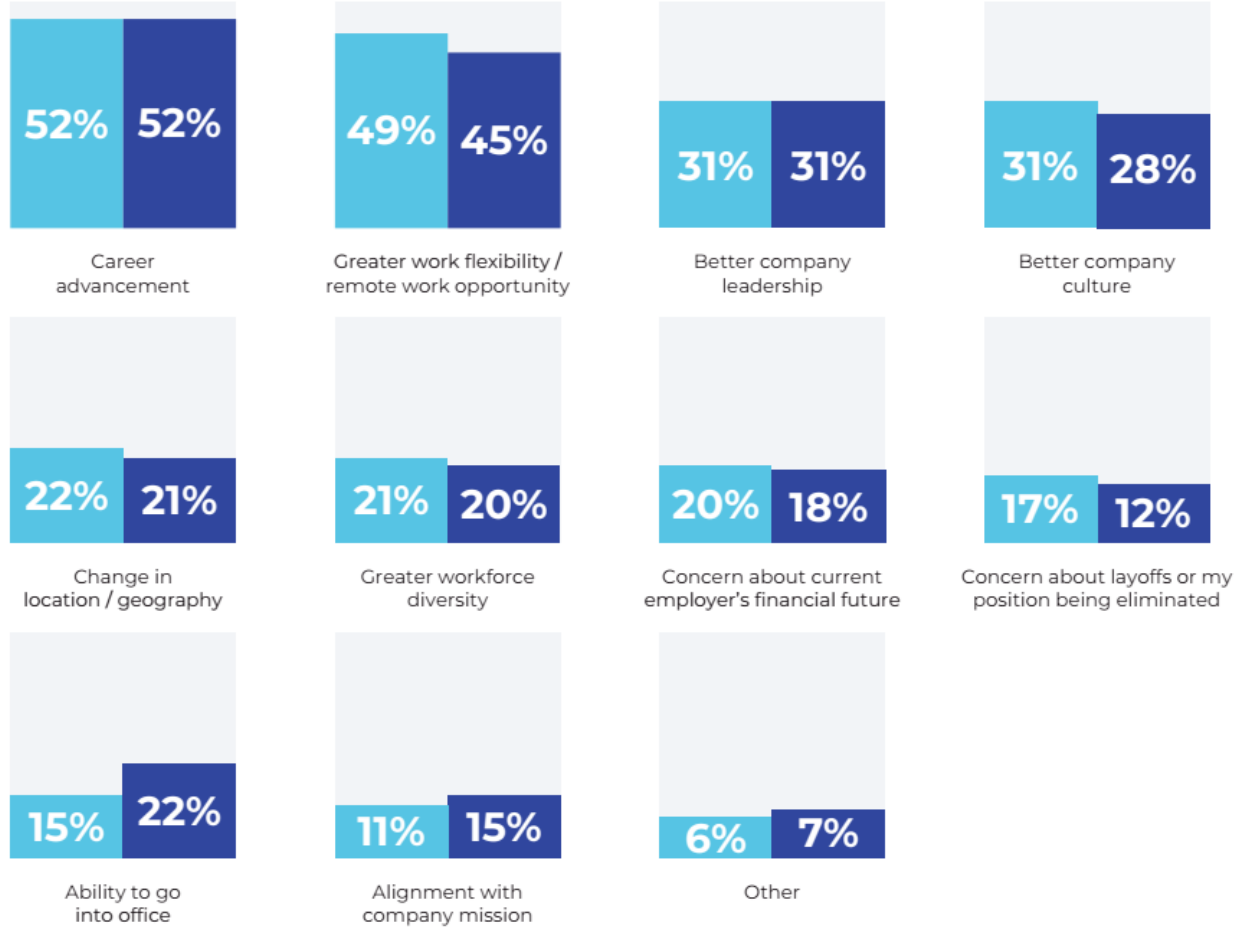
11% of Workforce





## Other Than Higher Compensation, Why Are You Actively Looking for a Job?

● 2024    ● 2023



Besides a higher salary, what else can we offer?



How will you  
adapt to the  
future?





# Panel Discussion



**Andrew Jang**

Senior Manager, Strategic Talent Acquisition  
BCPSEA (Make a Future)



**Bailey Blencowe**

Senior Manager, Recruitment Services  
BCPSEA (Make a Future)



**Cloe Nicholls**

Assistant Deputy Minister  
Ministry of Education & Child Care



**Mimi Lin**

Senior Policy Analyst, Workforce Development  
Branch, Ministry of Education & Child Care



**Fred Hibbs**

Executive Director, Human Resources  
Sooke School District No. 62



**Tanya Major**

Executive Director, Human Resources  
Richmond School District No. 38

**Thank you!**



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