

CANADA – BRITISH COLUMBIA

WORKFORCE DEVELOPMENT AGREEMENT

MINISTRY OF POST-SECONDARY EDUCATION AND FUTURE SKILLS
PROGRAM RESULTS SUMMARY

2020/21



In British Columbia (B.C.), the Canada – British Columbia Workforce Development Agreement (WDA) provides funding for programming that: equips vulnerable British Columbians with skills for employment opportunities; supports employers and communities with training grants to address skill and labour needs; and delivers on reconciliation goals by providing funding to Indigenous communities for education and skills training needs and priorities.

This report introduces WDA-funded program results, delivered by the Ministry of Post-Secondary Education and Future Skills (previously called the Ministry of Advanced Education and Skills Training), for fiscal year 2020/21. It is broken down by program focus: those serving people who are vulnerable or underrepresented in the workforce; those attending to employer skill demands; and those focused on communities. Each group has different priorities and different participant demographics.

Program Overview

Regional and Program Breakdown

In 2020/21, the Ministry of Post-Secondary Education and Future Skills delivered more than **\$146M in WDA-funded programs** and served **21,433 British Columbians**.



Participants by B.C. Economic Region

Most of the 21,433 participants served by WDA-funded programs in 2020/21 lived in the Mainland/ Southwest (50%), Vancouver Island/Coast (16%) or Thompson-Okanagan (15%).

Broadly these percentages mirror the population of each region, except for the Mainland/Southwest which is lower than its population share. Economies of scale can be achieved in this region, compared to other regions where there are challenges around geography and size of community.

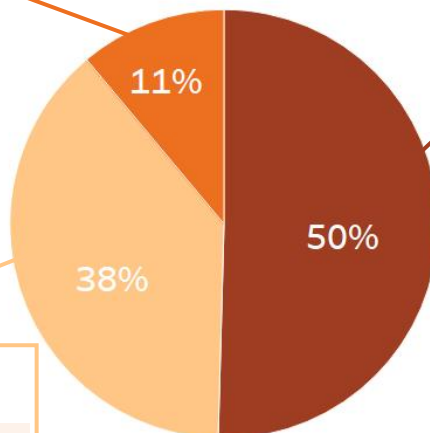
Participants by Program

Community Workforce Response Grant (CWRG)
2,376 Participants

The CWRG supports communities and industries with skills training that leads to sustainable employment for unemployed or underemployed British Columbians.

Skills Training and Employment Programs for Vulnerable and Under-Represented Groups (STPVU)
10,812 Participants

STPVU includes Skills Training for Employment programs, BladeRunners, and Industry Training Authority (ITA) Pre-Apprenticeship programs. These programs support British Columbians facing systemic barriers to meaningful employment. It also includes Indigenous Skills Training and Education programs to support Indigenous communities' self-identified labour market needs and priorities.



B.C. Employer Training Grant (ETG)
8,245 Participants

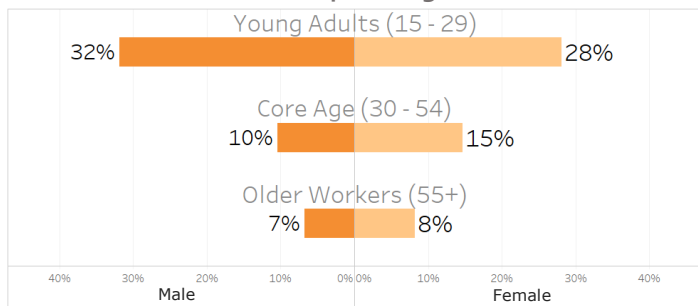
The ETG provides funding to employers for skills training for new or current employees so they can reskill and upskill to meet the skill needs of the business.

Program Overview

Age, Sex and Education Breakdown

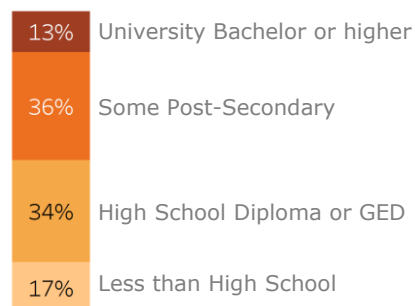
WDA programs meet diverse skills training and employment needs. The demographic profile of WDA program participants provides insight into the diversity of participants¹.

STPVU Participants Age and Sex



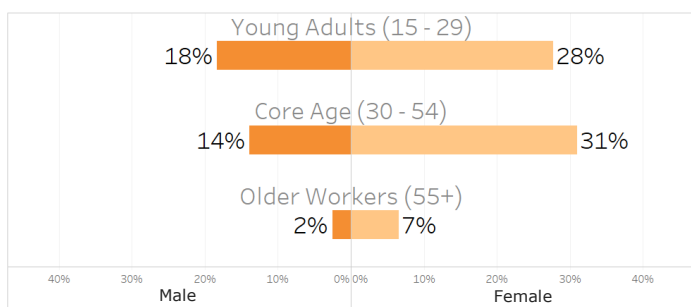
STPVU programs had close to a 50/50 male/female split in participants. Slightly more male young adults (32%) participated than females (28%), while, in the core age group, slightly more females (15%) participated than males (10%).

STPVU Education Levels



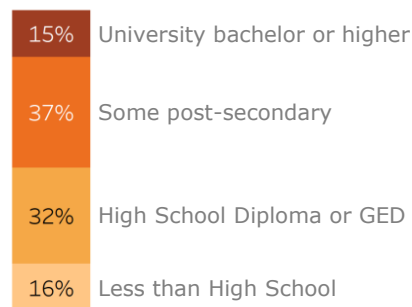
Over 50% of STPVU participants had high school education or less.

CWRG Participants Age and Sex



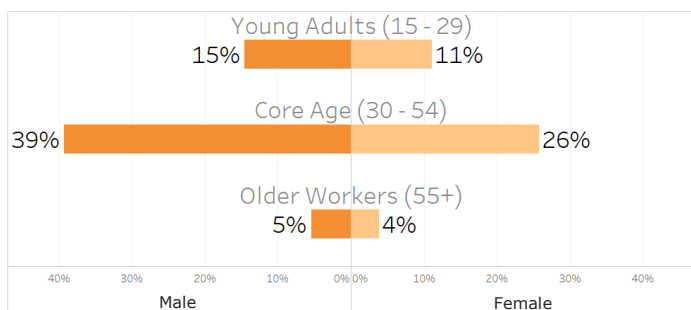
The CWRG program overall served more females (66%). This was reflected in every age category with the largest difference between core age females (31%) versus males (14%).

CWRG Participants Education



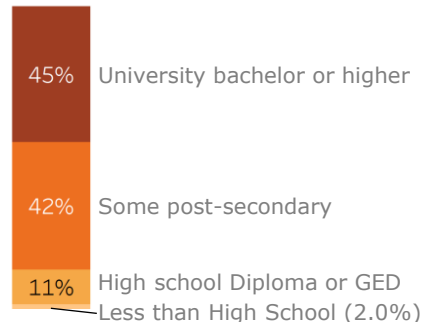
About 48% of the CWRG participants had high school education or less.

ETG Participants Age and Sex



The ETG program overall served more male (59%) than female (41%) participants, with a 13-percentage point difference between core age males (39%) and females (26%) served.

ETG Participants Education



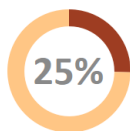
87% of the ETG participants had some post-secondary education or a university degree.

¹ System limitations prevented the accurate collection and reporting on non-binary gender data.

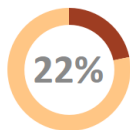
Skills Training Programs for Vulnerable and Under-Represented Groups

STPVU programs serve individuals who face barriers to employment and are not employment-ready. Participants are expected to increase their skills and employability, enroll in further training or education programs, and/or to become sustainably employed and resilient in the labour market.

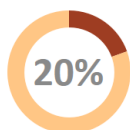
Designated Groups



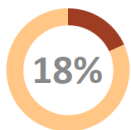
were Indigenous



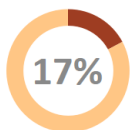
were Immigrants



were Youth at Risk

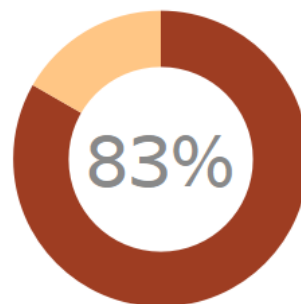


had a Disability



identified as a Visible Minority

Certifications Received

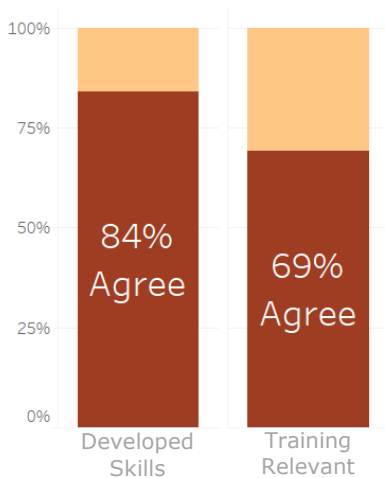


of participants received a certification at training completion

In total, over two thirds of STPVU program participants self-identified as Indigenous, youth at risk, immigrant, being a person with a disability, and/or a visible minority.

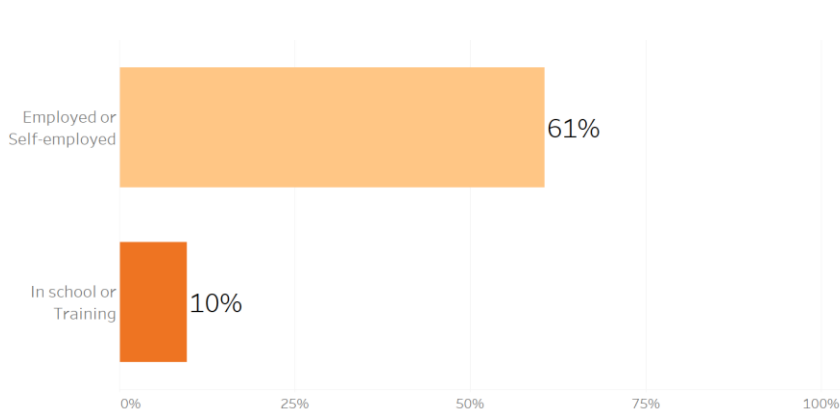
83% of STPVU participants who completed their program received a training certificate.

Gaining Relevant Skills



3 months after completing their program, most participants felt they had increased their skills (84%) and those skills were relevant to their needs (69%).

Employment Status 3-months After Program

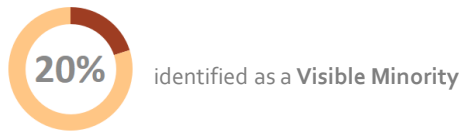
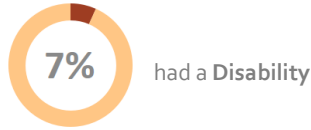


3 months after completing a program, 61% of program participants were employed or self-employed. An additional 10% were in further education or training.

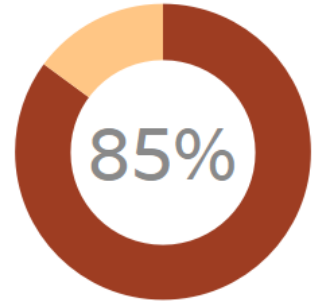
Community Workforce Response Grant

The CWRG provides funding to communities and industries to support in-demand skills training for unemployed or precariously employed (part-time, seasonal or casual) British Columbians. Participants are expected to obtain full-time employment or become self-employed.

Designated Groups



Certifications Received

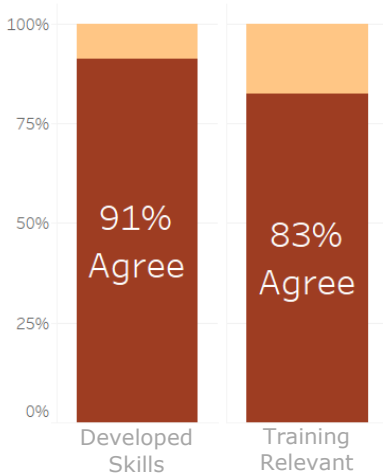


of participants received a certification at training completion

In total, 61% of CWRG program participants self-identified as Indigenous, immigrant, being a person with a disability, and/or a visible minority.

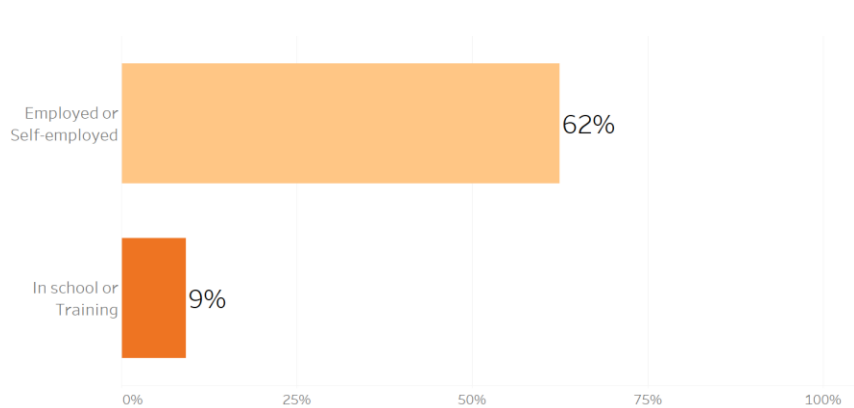
85% of the CWRG participants received a certification upon completing their program.

Gaining Relevant Skills



Most of the CWRG participants felt they had gained new skills or increased existing skills (91%) and that those skills were relevant to their needs (83%).

Employment Status 3-months After Program

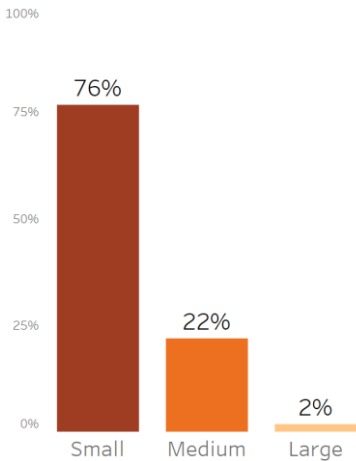


Three months after completing a program, 62% of program participants were employed or self-employed, with another 9% pursuing further education or training.

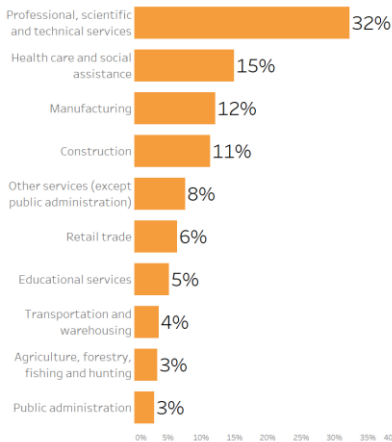
B.C. Employer Training Grant

The ETG provides funding to employers for skills training for employees to reskill and upskill to meet the skill needs of their business. Participants are expected to improve job-related skills to get a job or better job (e.g., increased pay, advancement, a change in employment status, or increased job security).

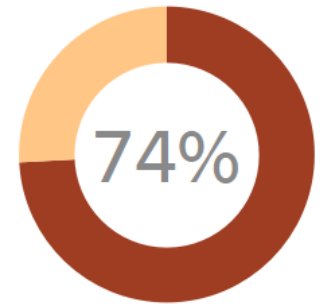
Employers by Size



Top 10 Industries by Share of Employers



Certifications Received



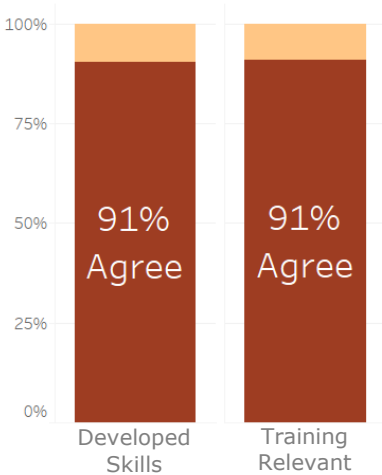
74% of participants received a certification at training completion

98% of the ETG employers were small and medium businesses.

32% of the ETG employers are from the Professional, scientific and technical services industries.

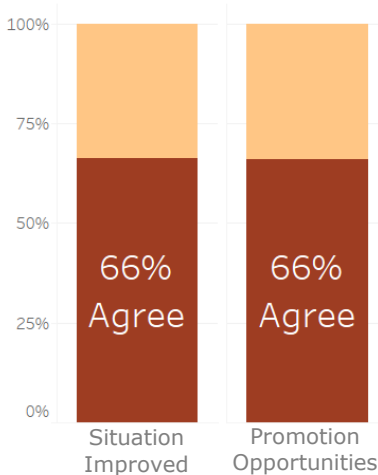
Upon completing a program, 74% of the ETG participants received a training certificate.

Gaining Relevant Skills



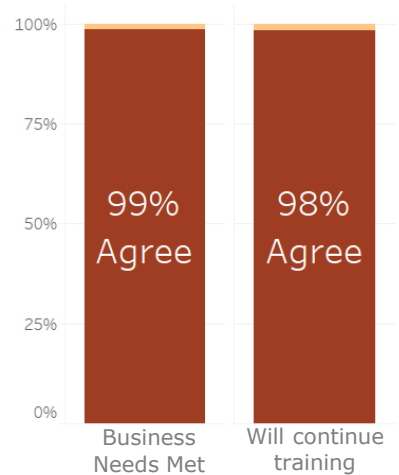
3 months after training, 91% of program participants felt they had increased their skills and the same percentage believed the training was relevant to their needs.

Improving Employment Situation



3 months after training, 66% of participants reported that their employment situation had improved and 66% felt their prospects for promotion were greater.

Meeting Labour Market Needs



Almost all employers stated that the training met their needs (99%) and stated they would continue to invest in employee training (98%).