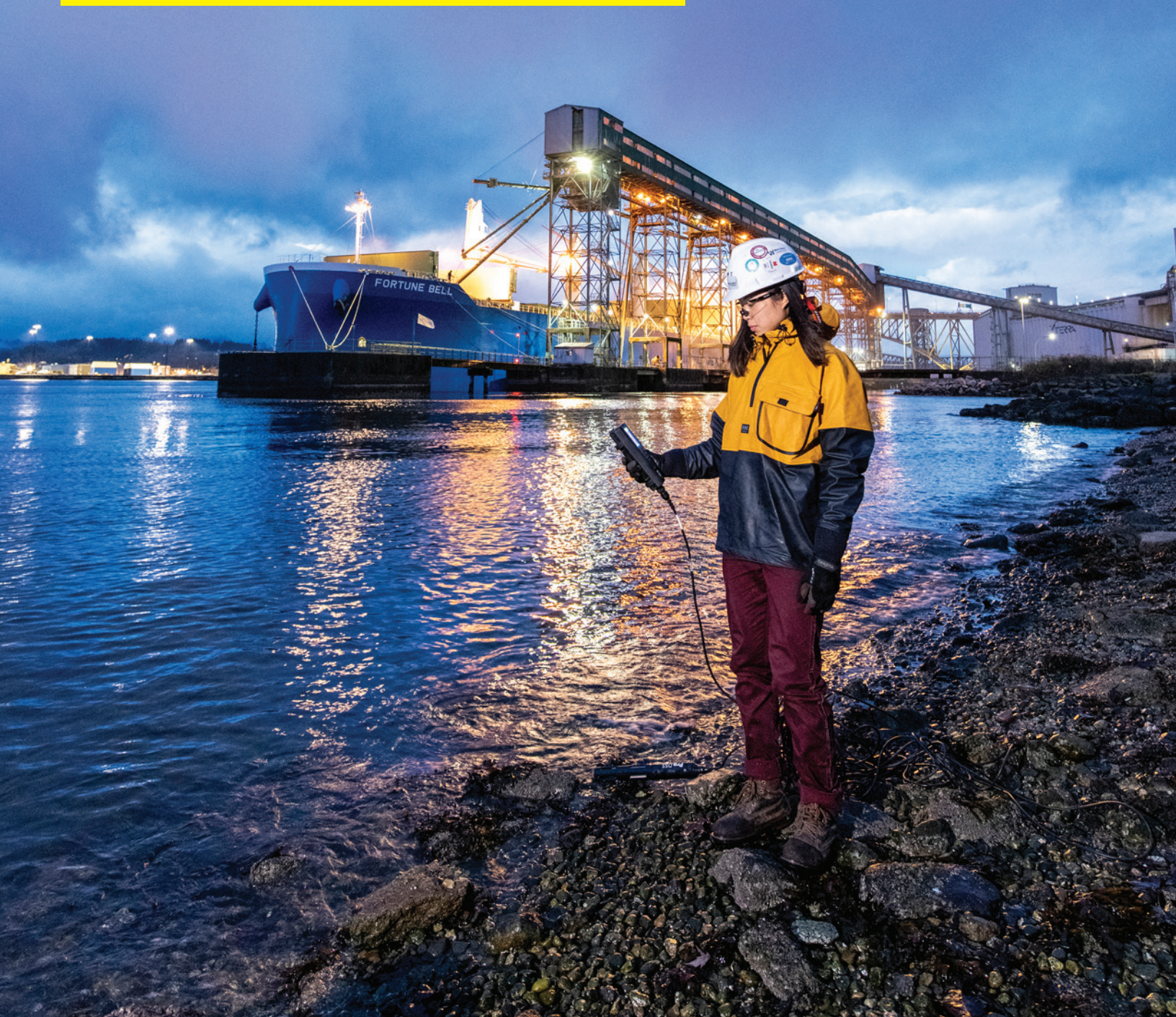




A PARTNER IN FUTURE-PROOFING BC

Institutional Accountability Plan and Report
2022/23 Reporting Cycle





Accountability Statement: Letter to the Minister

Date: July 4, 2023

Honourable Selina Robinson
Minister of Post-Secondary Education and Future Skills
PO Box 9080 Stn Prov Gov't
Victoria, BC V8W 9E2

Dear Minister:

We are pleased to submit the British Columbia Institute of Technology® Institutional Accountability Plan and Report for the 2022/23 reporting cycle to the Ministry of Post-Secondary Education and Future Skills. This report has been prepared in accordance with the ***Budget Transparency and Accountability Act*** and has been reviewed and approved by the British Columbia Institute of Technology (BCIT®) Board of Governors.

Building on our vision, BCIT drives strategic workforce development in support of economic recovery across BC. Over the past year, while working in a climate of fiscal restraint, BCIT has strived to incorporate many initiatives and strategies that align with government priorities and support a sustainable future; below are some of the key highlights:

- Opened the Tech Collider space at the Downtown Campus, offering a unique and exciting space for students to work on real-world technology projects with industry partners and access enhanced AV technologies, makerspace, and entrepreneurship services.
- Launched three self-directed learning modules on Human Rights 101, Relearning Gender, and Anti-Racism Training to further awareness and conversation around Respect, Diversity, and Inclusion, and administered an Equity Diversity & Inclusion environmental assessment which sought input from the BCIT community to inform the development of BCIT's upcoming Diversity & Inclusion plan.
- Formed a Student Housing Working Group, including members from Student Success, Indigenous Initiatives and Partnerships, the International Student Centre, and the Student Association, tasked with investigating and addressing student housing precarity at BCIT.
- Expanded technology-relevant programming to meet the demands of the burgeoning technology sector. In 2022/23, BCIT achieved and surpassed its target of 300 tech spaces, ultimately delivering more than 550 spaces. BCIT will continue to support this important initiative with a new target of 268 additional tech spaces over the next five years.
- Saw 46 BCIT students [former youth in care] benefit from the BC Government's tuition waiver program, with a total of \$161,670 distributed in 2022/23, representing an increase of 18% over 2021/22. BCIT continues to offer tuition waivers for students who are ineligible for the provincial government's program, and awarded three students a total of \$15,000 in waived tuition during the past year.
- Appointed three notable architectural teams to lead development of the three major elements of the \$162.6M **Trades & Technology Complex (TTC)**, in consultation with stakeholders across the Burnaby campus. Thanks to an investment of \$136.6M towards the first phase of development from the province, the multi-building complex will train future trades and technology professionals to meet the growing skilled-labour demand, as well as ensure that the workforce is ready to adapt to the growing challenges of tomorrow.

- Began construction of the \$119.7M [Tall Timber Student Housing Project \(TTSH\)](#). The 470-bed residence on the Burnaby Campus will be constructed as a 12-storey mass timber project to create affordable and sustainable student housing, and will stand as the largest mass timber building in Burnaby.
- Improved accessibility by launching the online Automatic Individual Accommodation Plan (IAP) Renewal project which enables eligible students to digitally renew and distribute their IAPs to instructors, simplifying access to accommodations through Accessibility Services and reducing wait times by freeing up appointment times for other students. The online automatic process will be fully implemented for Fall 2023.
- Advanced campus sustainability efforts through various projects, including completion of a heat recovery project at the Downtown Campus. In support of the province's commitment to CleanBC, the Institute is positioned to achieve its 33% carbon emissions reduction goal in 2024, one year later than planned.
- Significantly expanded BCIT's micro-credential offerings, with over 60 micro-credential programs and 125 micro-credential courses now available. Micro-credentials are designed to align with industry needs, the economy, and learner appetite to deliver accelerated and focused educational experiences. Demand has been strong, with more than 1,500 micro-credentials awarded to date.

BCIT offers wide-ranging programs that address real-world business needs, international activities, and partnerships with industry. We focus on providing career-ready, skilled graduates to a diverse range of industry sectors. In doing so, we make a unique and important contribution to the economic and social prosperity of British Columbia.

We are proud of the past year's achievements and intend to build on the commitments and initiatives outlined in the [BCIT Strategic Plan 2019-2024](#).



Dan Reader
Chair, Board of Governors



Paul McCullough
Interim President



The British Columbia Institute of Technology is grateful to be located on the unceded territory of the Skwxwú7mesh [Squamish], səfílwətaʔ [Tsleil-Waututh], and xwməθkwəy̓əm [Musqueam] First Nations.

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Vision

EMPOWERING PEOPLE. SHAPING BC. INSPIRING GLOBAL PROGRESS.

Mission

PARTNERING LEARNERS AND INDUSTRY FOR SUCCESS THROUGH WORKFORCE DEVELOPMENT.

Values

At BCIT, we strive to:

ACHIEVE EXCELLENCE

We strive to achieve excellence in everything we do and to accomplish real and measurable results.

EMBRACE INNOVATION

We embrace innovation, ignited by imagination and creativity, to improve our approaches, opportunities, and outcomes.

CHAMPION DIVERSITY AND INCLUSION

We champion diversity of experiences, ideas, cultures, and perspectives, fostering a community permeated with equality and inclusivity.

PURSUE COLLABORATION

We believe in the power of collaboration to amplify our efforts.

ENGAGE WITH RESPECT

We work from a position of respect for others' expertise, insight, and inherent worth, and we reflect a respect for future generations in our passion for sustainability.

Strategic Direction and Context

Strategic Direction

Established in 1964, BCIT is provincially mandated under the *BC College and Institute Act* ([Bill 26-2004](#)) to act as a polytechnic institution for British Columbia by offering technological and vocational instruction, as well as baccalaureate and applied master's degree programs.

In 1964, BCIT's philosophy was to prepare job-ready graduates. Over the years, the Institute has seen many changes, but has upheld that key philosophy. For that reason, graduates of BCIT trades, apprenticeship, technology, and professional programs remain some of the most sought-after talent in Canada. BCIT's fundamental commitment to graduates' career success is woven throughout the Institute's history.

BCIT's distinct position can be attributed to the core business of delivering applied education and training in support of British Columbia's economic development. The Institute continues to cultivate partnerships with business, industry, high schools, and other post-secondary institutions. These partnerships have allowed the advancement of the Institute's vision in several ways, including improving core offerings, increasing the number of degree programs, enhancing applied research to support advanced studies, strengthening Work Integrated Learning (WIL) opportunities, and expanding partnerships to include foreign post-secondary institutions.

In Spring 2019, the Board of Governors approved the BCIT Strategic Plan 2019–2022. In 2020, the Board of Governors agreed to extend the plan by one year, changing the end date from 2022 to 2023 due to the pandemic, and it was further extended in 2023 to accommodate the transition to BCIT's new President, Dr. Jeff Zabudsky, who joins the Institute on July 10, 2023. Now titled BCIT Strategic Plan 2019–2024, the three commitments of the plan are:

- People-focused organization
- Future-proof applied education
- Globally relevant connections

Three initiatives underpin each commitment and will be expanded upon throughout the report.

Internal alignment with the changing needs of industry and government is of great importance to BCIT, and the Institute will continue to support the Ministry in their mandate. In response to the Truth and Reconciliation (TRC) Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), as well as the Declaration on the Rights of Indigenous People's Act, BCIT is actively creating opportunities and capacity for Indigenous learners and supporting their success through the [Indigenous Vision](#).

The Institute is also improving access to education for vulnerable and underrepresented students such as former youth in care, while also expanding programming related to the trades, technology, and health sectors. BCIT continues to build on its firm foundation of applied education by embedding WIL in its education model, and remains committed to actively collaborating and engaging with the Ministry and the BC post-secondary system to implement a common application system for the province.

External Scan

BC'S ECONOMIC PERFORMANCE

BC experienced a rebound in gross domestic product (GDP) of 6.23%¹ in 2021, indicated by data from Statistics Canada as of November 2022. This can be attributed to growth in both service- and goods-producing industries, primarily including output in the real estate, healthcare and social assistance, professional, scientific and technical services, and retail trades, as well as mining, quarrying, and oil and gas extraction sectors.² BC's economy also fared well in 2022, with Statistics Canada reporting growth in GDP of 3.59%.³ As BC seeks to recover from ongoing inflationary pressures, the economic outlook is relatively positive. Toronto Dominion (TD) forecasts an expansion in real GDP growth of +0.6% in 2023⁴ with lower expected growth of +0.2% in 2024, while Royal Bank of Canada (RBC) projects an expansion in real GDP of 0.0% and +0.9% in 2023 and 2024 respectively.⁵ Economic recovery can be observed by increased household consumption expenditures, which have risen consistently from the low levels observed in 2020 to high levels throughout 2022, surpassing pre-pandemic levels observed in 2019.⁶

BC experienced a strengthening labour market in 2021 with its employment rate growing by +6.5% through additions of 164,600 jobs, of which 105,000 were full-time, 59,500 were part-time jobs, and where 152,700 jobs were in the private sector.⁷ The future outlook of the local labour market is positive as BC is expected to generate 44,000 job openings in 2023, followed by 31,000 to 43,000 in 2024 through 2032.⁸ The demand for additional labour will directly translate into GDP growth, as businesses will look to invest in their human capital, which will translate to contributing economic activities downstream. According to the BC Labour Market Outlook 2022-2023 Forecast, five major industries will generate half of all jobs over the next decade: these include health care and social assistance [15%]; professional, scientific and technical services [15%]; retail and trade [11%]; construction [7%]; and educational services [6%].⁹ In conjunction with growth in these industries, BC is committed to achieving its environmental goals of becoming carbon neutral by 2050. With this goal in mind, the BC government is investing in new technologies, adopting new policies, and improving existing systems, giving rise to emergent Clean Economy.

The emergent Clean Economy prompted investments into new and existing industries, as well as promoting BC's sustainable energy sector. The provincial government is working on approval of the Cedar LNG project for the electrified floating liquefied natural gas (LNG) facility and marine export terminal, which fostered federal funding of \$527,700 to support participation of Indigenous groups throughout the process, and is projected to create 500 full-time jobs during construction and 100 jobs during operation.¹⁰ Provincial government, in concert with BC Hydro, have been prioritizing industrial electrification by speeding up connections to the electricity grid, supporting a switch to clean power and promoting transition to electrical vehicles. Planned completion of the Site C Clean Energy Project in 2024 will provide 1,100 megawatts of capacity and 5,100 gigawatt hours of electricity, equivalent to powering approximately 450,000 homes a year in BC.¹¹ Site C is projected to increase provincial GDP by \$3.2B during its operation, including a \$130M increase in regional GDP during construction.¹² Additionally, BC was one of the top three provinces leading in EV adoption in Canada in 2021, with 28% of new electric vehicle registrations, or 18,069 EV sales.¹³

Although BC's long-term economic outlook is positive, in the short term, monetary policy will dictate the pace of economic recovery as the Bank of Canada continues to battle inflationary pressures by raising cost of capital. According to the Business Outlook Survey for the first quarter of 2023, businesses expect sales growth to slow and household consumption to decline due to interest rate increases and poor performance in the residential real estate market.¹⁴ According to the survey, "firms continue to view the labour market as tight, though labour shortages and wage growth pressures have eased." Despite softening of demand in some areas, the outlook for the hospitality and tourism sectors is positive due to normalization of travel, as well as the natural resource sector due to favourable commodity prices. BC's economic recovery will benefit from the continued trends in these industries, as they are core contributors to the province's GDP. BC can further position itself on a path for a successful economic recovery by focusing on growing human capital and skilled labour for future growth in emerging sectors.

¹ Statistics Canada. [Table 36-10-0402-01 Gross domestic product \(GDP\) at basic prices, by industry, provinces and territories](#)

² Government of BC. [2022 British Columbia Financial and Economic Review](#)

³ Statistics Canada. [Table 36-10-0402-01 Gross domestic product \(GDP\) at basic prices, by industry, provinces and territories](#)

⁴ TD. [Provincial Economic Forecast](#)

⁵ RBC Economy and Markets. [Canadian Economic Outlook](#)

⁶ Statistics Canada. [Table 36-10-0124-01 Detailed household final consumption expenditure, Canada, quarterly \(x 1,000,000\)](#)

⁷ Government of BC. [2022 British Columbia Financial and Economic Review](#)

⁸ WorkBC. [BC Labour Market Outlook 2022-2032 Forecast](#)

⁹ WorkBC. [BC Labour Market Outlook 2022-2032 Forecast](#)

¹⁰ Government of Canada. Wednesday, March 15, 2023, [News Release](#)

¹¹ BC Hydro. [Site C Clean Energy Project](#)

¹² BC Hydro. [Site C Clean Energy Project: Economic Benefits](#)

¹³ Canada Energy Regulator. [Market Snapshot: Record-high electric vehicle sales in Canada](#)

¹⁴ Bank of Canada. [Business Outlook Survey—First Quarter of 2023](#)

With an increase in annual immigration numbers, BCIT will play a major role in providing skills training to meet the labour gap in the top growing industries in the province. It is projected that between 2022 to 2032, nearly 80% of all job openings will require formal post-secondary education or training, and some of the growth-leading industries will be health care, computer systems design, construction, retail, and education.¹⁵ BCIT caters to meet the labour demand of these industries by producing skilled, job-ready graduates. BCIT continues to work with government on the implementation of Skilled Trades Certification and is committed to meeting the employment needs of the province by ensuring a focus on updated curriculum and training facilities, application of innovative instructional methods, and programs that are accredited by industry and regulatory bodies. The Institute is a significant contributor to the economic success of the province, as articulated in the [BCIT Economic Impact Report](#) published in 2017.

POLYTECHNIC EDUCATION

BCIT shows continued dedication to providing experiential post-secondary education focusing on hands-on, practical learning in programs that are industry-driven. Polytechnic education enhances productivity, growth, and innovation in BC and around Canada by developing human capital and promoting technological progress and innovation.

BCIT is a founding member of [Polytechnics Canada](#), a not-for-profit association based in Ottawa that represents Canada's 13 leading publicly-funded colleges, institutes, and polytechnics. Polytechnics Canada places a strong focus on advocating their members' expertise and benefit to the economy through applied research. The association conducts public policy research and analysis to ensure that colleges and institutes of technology are appropriately supported by federal programs for innovation, higher education, and apprenticeship training.

CHANGING DEMOGRAPHICS

BC continues to experience high levels of international migration following lifting of pandemic-related travel restrictions. As of January 1, 2023, the provincial population is 5.39M. During the year of 2022 the population grew by 147,540 people, translating to annual growth rate of 2.8% - the highest annual increase since 1996.¹⁶ International migration was the largest driver for population growth last year, with net addition of 98,763 non-permanent residents. Meanwhile, interprovincial net migration contributed just 481 people to BC, while natural population change as a result of births and deaths reduced the population by 3,724 people.¹⁷ These statistics once again confirm BC's heavy reliance on international migration for economic and labour force growth.

BC Stats' projections indicate that BC's senior population will grow by 63% between 2020 and 2041, and the proportion of working age population will be declining over the next 20 years and will account only for 58% of all residents.¹⁸ According to the Labour Market Outlook 2022-2032 Forecast, young people entering the workforce will fill 47,000 jobs every year, while immigrants will fill an average of 39,000 jobs annually, between the years 2022 and 2032.¹⁹ The number of college students ages 15-19 is projected to increase over the next 10 years; however, the increase will taper off and normalize by 2033.²⁰ BCIT currently draws the majority of its students from the Lower Mainland region, which is projected to see an average annual population growth of 1.4% between 2020 and 2041.²¹ Furthermore, projections indicate that there will be consistently more women than men living in BC, with the ratio declining from 98% in 2020 to 96.5% in 2041. These statistics imply that post-secondary educational institutions need to adapt and cater to the changing labour force of British Columbia.

With continuing international and interprovincial migration trends, BC will see an expansion of the labour force as well as a more ethnically and culturally diverse society. Post-secondary institutions in the Lower Mainland will continue to cater to college-age students, while also having to meet the needs of older workers and aging professionals and preparing for an increasing number of female students entering new fields such as trades. In order to better integrate new immigrants into the job market, the BC government is investing in career supports that provide language training, career counselling, and financial and educational services related to certification or recertification in various fields.²² Meanwhile, post-secondary institutions such as BCIT are expanding opportunities to offer existing and mature professionals the tools to upgrade their skills through a wide variety of [micro-credentials](#). Furthermore, the province is promoting opportunities for women to [explore trades training](#), and BCIT is offering inclusive trade programs as well as exclusive [exploratory trade program for women](#).

In response to shifting demographics towards a more diverse and maturing population, BCIT will continue its efforts in catering to a diverse student body, while finding opportunities to support the education and training needs of older workers.

¹⁵ WorkBC. [BC Labour Market Outlook 2022-2032 Forecast](#)

¹⁶ BC Stats. [Quarterly Population Highlights](#) January 1, 2023

¹⁷ BC Stats. [Quarterly Population Highlights](#) January 1, 2023

¹⁸ Province of BC. [P.E.O.P.L.E. 2020](#)

¹⁹ WorkBC. [BC Labour Market Outlook 2022-2032 Forecast](#)

²⁰ BC Stats. [Population Projections](#)

²¹ Province of BC. [P.E.O.P.L.E. 2020](#)

²² WelcomeBC. [Career Paths for Skilled Immigrants](#)

POST-PANDEMIC REALITIES

Economy and Society

The current post-pandemic economic conditions are filled with uncertainty as consumers and businesses weather continued inflationary strains as a result of ongoing cost pressures, labour shortages, supply chain shifts, and restriction of credit flow. Statistics Canada reports that the Consumer Price Index increased by 4.3% year-over-year in March of 2023.²³ The Bank of Canada has been determined to battle inflation, raising its policy rate eight times between March 2022 and January 2023.²⁴ As a result, increased cost of borrowing and low supply of housing continues to exacerbate the home affordability crisis.²⁵ Furthermore, the pandemic had a negative effect on the mental health of Canadian youth. The number of deaths attributed to substance abuse has reached new highs during the pandemic and Stats Canada reports that younger age groups made up a disproportionate number of deaths from overdoses.²⁶

Despite the many challenges, Business Outlook Survey reports that sales growth will be positive but subdued throughout the year, while labour demand has softened but continues to be robust.²⁷ Although the pandemic led to an increase in deaths, the continued increase in international immigration provides a steady base for population growth and continued labour supply for the province. With the reopening of campuses last year, post-secondary institutions saw enrolment numbers rebound and in-person studies resume, providing opportunities for youth to make important connections and continue applied, hands-on learning.

BCIT as a Partner in Recovery

BCIT continues to support its students with programs and services essential to their success, whether studying in-person, remotely, or through blended learning. Information Technology Services (ITS) continues to successfully offer [AppsAnywhere](#), which allows students to remotely access academic applications for classes, as well as computer labs for courses that require students to bring their own devices. BCIT's Counselling and Student Development department is also providing phone and virtual counselling appointments for students needing mental health support.

With the provincial government's support, post-secondary institutions are playing a vital role in rejuvenating Canada's healthcare sector following the COVID-19 pandemic. BCIT's new Health Sciences Centre welcomed its first student cohorts in Fall 2022, following a soft opening in June 2022. This state-of-the-art facility supports training of healthcare students for clinical roles, and has allowed BCIT to accommodate 32 new seats per intake to the [Bachelor of Science in Nursing](#) and an additional 16 seats per intake to [Medical Laboratory Science](#), two of the largest nursing programs in the province, as well as 12 seats per intake for the [Magnetic Resonance Imaging](#) program. These increases are supported by the [province's 2022 announcement](#) to increase nursing seats in post-secondary institutions across BCIT, with \$96M budgeted over three years to support education and training capacity for the health profession workforce. With new facilities and this additional funding from the province, BCIT will produce job-ready graduates at a higher rate to replenish the embattled healthcare labour force in BC.

BCIT is pleased to participate in the Ministry's future skills grant, Tech-Relevant Seat Expansion, and TradeUpBC initiatives, increasing opportunities for students to upskill, reskill, and co-skill, and gain certifications necessary to contribute to the workforce in various high-demand technology and trades fields.

Additional projects underway will provide [new and updated training spaces](#) through construction of the Trades and Technology Complex, as well as increase the affordable, sustainable, and diverse accommodations available on the BCIT Burnaby campus in the new Tall Timber Student Housing building. These investments will directly contribute to BC's economic and workforce development priorities by ensuring that future students have access to the best tools, instruction, and equipment required to fill the demand for an estimated 85,000 new trades jobs over the next 10 years, and will be particularly beneficial to students travelling from outside of the Lower Mainland to study at BCIT by alleviating some of the pressures associated with the lack of affordable rental housing in the area.

In the future, BCIT hopes to continue to play an important role in BC's economic recovery and growth by bolstering the province's labour force, and contribute to the economy directly through investment of capital projects. More specifically, BCIT will continue cultivating industry-ready graduates and providing retraining and upskilling to existing professionals to maintain a steady supply of skilled labour for in-demand and emerging industries. With help from the provincial government and BCIT's industry partners, the Institute continues to make investments in new infrastructure, which directly contributes to the local economy by employing local contractors, consultants, and suppliers.

²³ Statistics Canada. The Daily, Tuesday, April 18, 2023. [Catalog no. 11-001-X](#).

²⁴ Bank of Canada. [Policy interest rate](#)

²⁵ StatsCAN Plus. [A look at Canada's economy and society three years after the start of the pandemic](#)

²⁶ StatsCAN Plus. [A look at Canada's economy and society three years after the start of the pandemic](#)

²⁷ Bank of Canada. [Business Outlook Survey—First Quarter of 2023](#)



Beedie Plaza at the BCIT Burnaby campus.

Internal Scan

BCIT STUDENTS

BCIT's mission is to deliver quality education and training to support student career goals, and to provide BC with the skills for a productive economy. The programs offered at BCIT are designed to help meet key mandate commitments from the Ministry and offer future-proof workplace skills.

The Institute continues to draw students from large school districts across BC, and accepts applications from international students across the globe. During the 2022/23 fiscal year, approximately 44,500 students were enrolled at BCIT. Included in these post-COVID-19 enrolment numbers were about 1,700 Indigenous students²⁸ and approximately 3,300 international students.

A Student Check-in Survey, first launched in Fall 2020, continues to be administered annually to all part-time and full-time students, to better understand their needs and concerns during and following the COVID-19 pandemic. Result for the Fall 2022 term showed that 81% of respondents were satisfied with their education, with part-time respondents indicating a higher level of satisfaction [85%] than full-time students [74%]. Apprentices and students in trades and technical studies reported similar levels of satisfaction [83%]. The results also show that students overwhelmingly agree that BCIT is a diverse and inclusive environment, with over one-third of respondents [37%] identifying themselves as a member of a visible minority group. When asked about the overall quality of the learning environment, respondents favoured in-person learning over online learning with 80% of respondents reporting being satisfied with BCIT's efforts to maintain safe learning environments in classrooms, shops, labs, etc.

Of its Flexible Learning [formerly Part-time Studies] students, who make up about 32% of BCIT's Full-time Equivalent (FTE) students,²⁹ 37% come to BCIT because of its reputation; 36% attend because the program/course is only offered at BCIT; 32% choose BCIT because of an online option for their course/program; and 26% because of a flexible schedule.³⁰ Working full-time was the top reason cited for choosing to study on a part-time basis.³¹

With more than 3,300 international students coming from approximately 100 countries³², fostering their success is an important part of the [BCIT Internationalization Plan](#). International enrolment will be closely managed in the coming years to ensure learner access and success as BCIT continues to collaborate globally with other post-secondary systems and employers.

²⁸ Student Transitions Project, Fall 2022 Submission

²⁹ BCIT Student Information Systems, fiscal year 2022/23

³⁰ BCIT 2022 Part-time Studies Engagement Survey Results

³¹ BCIT 2022 Part-time Studies Engagement Survey Results

³² BCIT Student Information System, fiscal year 2022/23

INDIGENOUS STUDENTS AT BCIT

BCIT acknowledges the Coast Salish territories, including the Nations of Tsleil-Waututh, Musqueam, Squamish, Sto:lo, and Tsawwassen, on which the BCIT campuses are located. The introduction of BCIT's Indigenous Vision in 2019 provides a platform to strengthen the Institute's 25-year commitment to the enrolment and success of Indigenous learners. In 2021/22, BCIT delivered more Health (307 students), Trades (661 students), and Engineering and Applied Sciences (400 students) undergraduate programming to Indigenous students than any other non-research post-secondary province-wide.³³ Business and management were also areas of higher enrolment. Enrolment activity of Indigenous students is anticipated to increase over the coming years as BCIT continues to engage in reconciliation, and strengthens relationships with Indigenous communities.

STUDENT WELL-BEING

BCIT is committed to creating physical, social, and educational environments that enrich the well-being of students. The [**BCIT Student Well-being and Resilience Framework**](#), introduced in 2020, is currently being revised to better align collaborative initiatives and engagement for student well-being, increase student engagement, and build institution-wide accountability for student health and well-being. In the updated framework, the Student Well-being Advisory Committee will report to the Vice-President, Students and Vice-President, Academic to guarantee that well-being is being considered both inside and outside of the classroom.

The Canadian Campus Well-being Survey was conducted earlier this year to gather data on student well-being and to complete a current state assessment. In the coming months, this data will be used to inform the campus community on student well-being as well as help drive new programming to support students.

BCIT Student Success continues to offer broad and holistic approaches to support students using the Eight Dimensions of Well-being. This approach is guided by Indigenous perspectives of wellness, the mental health dual continuum model, and the socio-ecological model, which encourages the Institute to create an environment that focuses on individuals in addition to promoting positive well-being at a community and population level.

INCREASING MENTAL HEALTH SUPPORTS

Student mental health support is one of the main priorities of the BCIT Student Well-being and Resilience Framework. Aligning with the priority for providing flexible and accessible services, Counselling and Student Development has extended their hours into the evening. Student Health Services psychiatry services has evolved to include increased case consultation and integrated case management support, and expanded collaboration with various campus stakeholders in health promotion initiatives.

BCIT Student Health Services, Counselling and Student Development, Early Assist, and other support services at BCIT continue to deliver remote and in-person appointments. BCIT is committed to providing a supportive, safe, and inclusive learning and working environment for all community members.

Training and education have also been a priority. In collaboration with the BCITSA, several events and activities have been delivered to help increase resilience and reduce stigma around mental illness. One of the foci of BCIT's Health Promotion Strategist is education for suicide prevention for faculty and staff, and Institute-wide initiatives. A range of new educational opportunities for students, staff, and faculty are being regularly offered, such as Capacity to Connect, Let's Talk About Suicide, Insights into Behaviour, Starting a Conversation about Mental Health, Foundational Training for Students, and more.

Finally, BCIT policies currently being revised are being reviewed with a student well-being lens (e.g. conduct policies). To support learner well-being and mental health-related concessions, recommendations were developed and delivered to BCIT Senior Leadership and Education Council for policies relating to student absence, withdrawal, and leave in extenuating circumstances. Collaborative work has begun to embed student well-being, accessibility, equity, and inclusion in the Program Review and Development processes.

³³ Student Transitions Project, Fall 2022 Submission



Artist's rendering of the 12-storey mass-timber building that will provide 470 students with affordable on-campus housing at the BCIT Burnaby campus.

STUDENT HOUSING

More than 750 students occupy 329 rooms each year in BCIT Student Housing. A flexible model of continuous intake for both short- and long-stay residents allows the operation to support both full-time technology students and short-term apprenticeship students throughout the year. Student Housing has also continued to increase gender inclusive housing options to meet student needs. These options remain the top choice for housing applicants. The province is investing \$108.5M towards the Tall Timber Student Housing Project, which will conclude in early 2025 and will create 470 new beds for students. This increase in housing supply will enable BCIT to better serve a larger portion of its student population, decreasing waitlists and contributing to more affordable student housing in Burnaby.

BCIT Student Housing continues to prioritize housing access for Indigenous learners, former youth in care, and students that have a housing-related accommodation through Accessibility Services. This is in recognition of the importance of housing security to student success and development. Student Housing is also in the continued process of working with BCIT Indigenous Initiatives and Partnerships to rename the current Student Housing buildings with culturally appropriate Indigenous names, and to extend that naming to the new housing tower. This collaboration will also include emphasizing Indigenous elements in both the creation and naming of student spaces, as well as in the landscaping and building design.

Recognizing that many post-secondary learners experience homelessness during their studies, BCIT launched the Student Housing Working Group earlier this year. The Working Group includes members from Student Success, Indigenous Initiatives and Partnerships, the International Student Centre, and the Student Association, and is tasked with investigating and addressing student housing precarity at BCIT.

EMPLOYEE RECOGNITION

BCIT would like to recognize and celebrate all employees for their continued dedication and efforts this year. Faculty and staff consistently go above and beyond to deliver high quality programming and support to the BCIT community. The Institute recognizes employee contributions in various ways, including Employee Excellence Awards, Long Service Awards, and Recognition Cards.

The Employee Excellence Awards program recognizes and honours the contributions made by members in achieving BCIT's commitments to its students and to other employees. The Long Service Award recognizes employees who are celebrating service milestones starting at 20 years and repeating every five years on.

BCIT AND THE TECH INDUSTRY

BCIT continues to grow and enhance its computing and other technology-related programs in support of the tech industry, adding more courses and new programs to accelerate the provision of talent to the sector. Supported by Program Advisory Committees, BCIT's computing and technology programs evolve in response to the specific needs of the tech industry, ensuring that the sector receives the career-ready graduates necessary to its success. Key highlights for 2022/2023 include:

- BCIT Computing Flexible Learning responded to industry needs by developing new micro-credential pathways, a [not sure where to begin? video](#), and timely courses in areas such as Applied DevOps with Kubernetes and [data visualization](#).
- New Media Design and Web Development students created a video presentation for the digital wall at the official opening of the [Downtown Campus Tech Collider](#), which is being used for a wide range of events and educational and collaborative activities.
- BCIT negotiated support for the new Mastercard Chair in Cybersecurity. This new Mastercard-endowed Chair will direct research activities and enhance cybersecurity collaborations for two years.
- To further support cybersecurity, BCIT launched new micro-credentials in [Cybersecurity Operations](#), [Foundational Digital Forensics Skills](#), and [Industrial Networking for Cybersecurity Professionals](#), and also [profiled successful grads](#) and [faculty](#) to build interest in this area.
- To strengthen the computing degree offering, the Bachelor of Technology was transformed to a Bachelor of Science in Applied Computer Science (BScACS); the relaunched program will provide better ladder opportunities for students, and meet the degree-level training needs of more students through an internationally-renowned credential.
- In response to the ever-changing needs of the creative and technology sectors, the Digital Design and Development diploma, 3D Modeling, Art and Animation diploma, and Graphic Communications diploma were extensively updated and redesigned; shorter credential programs were also added, including an Associate Certificate in User Interface (UI) and User Experience (UX) Design.
- Working with local partners, including non-profits, BCIT continued to tie its many student projects to real-world applications by running over 100 computing student industry projects over the year. A short [new promotional video](#) explains these projects to prospective project sponsors and others, and recent blogs describe [how BCIT Computing can support industry](#).
- To support demand from students, an additional set was added for the New Media Design and Web Development program for May 2023; across the New Media Design and Web Development and Digital, Design and Development diplomas, upward of 125 students were placed in industry practicums to support the demand for tech-related workers.
- Digital Forensics and [Cybersecurity students competed internationally and placed](#) against senior university students in a Florida event designed to practice defending against hacking. Computing students applied their technical skills to timely issues ranging from [extreme weather to online disinformation](#) through app development, [successfully competed at hackathons](#), and hosted their own hackathon.
- Computing faculty teamed up with Microsoft to deliver workshops at Gathering Our Voices conference for Indigenous Youth.
- BCIT worked to encourage women and underrepresented groups to pursue tech education and careers by: supporting the Women in Computing student club, leading and mentoring [Technovation Girls BC](#), profiling [successful grads](#) and those [re-entering the workforce](#), and speaking at high schools.
- BCIT aimed to maximize high school students' interest in pursuing tech careers by offering sessions with high school teachers and counsellors, hosting information sessions, providing invitations to project showcases, and [profiling impressive students](#) and [alumni](#).



A BCIT nursing student uses a virtual reality scenario in the simulation lab at the Burnaby Campus.

BCIT PROGRAMMING

BCIT is focused on developing graduates poised to add immediate value in employment and entrepreneurial activity throughout BC, Canada, and the world. The Institute's applied education model prepares graduates to launch successful careers as leaders in their fields and to continue their education through ladder credential pathways and just-in-time options such as micro-credentials. BCIT is very proud of recently launched programs such as the Advanced Certificate in Digital Health and the Advanced Certificate in Sustainable Business. These programs will prepare graduates to be leaders in these emerging areas and contribute to the local, provincial, and national economy.

Over the past year, the Academic Planning and Quality Assurance Office completed a comprehensive review of the Institute's program review process, which yielded a streamlined process while ensuring focus on curricular currency. During the past year, a number of BCIT programs completed this rigorous program review process, focused on ensuring alignment with student and industry needs, curricular innovation, and excellence in teaching and learning. The Bachelor of Engineering in Electrical Engineering, Bachelor of Technology in Geographic Information Systems, Bachelor of Technology in Forensic Investigation, and Diploma in Nautical Sciences recently underwent the program review cycle and established action plans for curricular renewal. As an outcome of recent program reviews, many programs implemented significant changes to ensure ongoing currency and relevancy. These programs include: the Bachelor of Environmental Public Health, Bachelor of Science in Applied Computer Science, and programs in Business Analytics [Graduate Certificate], Business Administration [Graduate Certificate], Pediatric Nursing Specialty [Advanced Certificate], Graphic Communications [Diploma], and Marketing Management [Diploma].

APPLIED RESEARCH, INNOVATION, AND INDUSTRY RELATIONSHIPS

BCIT is unique in its focus on conducting applied research, and considers this one of its pillar activities. At the Institute, applied research involves hands-on experience for students via experiential and Work Integrated Learning, capstone projects, directed studies, and industry sponsored student projects. Applied research provides students with opportunities to work on real-life problems, granting them invaluable experience to aid their future careers.

Applied research also involves collaboration between BCIT faculty and industry in pursuit of new methodologies and technologies. This is informed by current global and local trends, including digital transformation, sustainability, changing demographics, healthcare innovation, and globalization. It serves as a conduit for assisting Canadian companies and communities to innovate for a better economy. At BCIT, research covers a wide range of technologies that are important to the provincial economy such as information technology, building science, biotechnology, health, forensics, natural resources, manufacturing, energy, transportation, business, food, and sustainability.

BCIT's Strategic and Education Plans include initiatives to establish the Institute as a leader in applied research through the creation of Living Labs and centres of excellence. Embedding BCIT Applied Research into global, provincial, and local trends ensures the Institute stays at the forefront of technological change and innovation. BCIT has the following key research centres:

- [Building Science Centre of Excellence](#)
- [Centre for Applied Research and Innovation](#)
- [Centre for Architectural Ecology - Collaborations in Living Walls and Green Roofs](#)
- [Centre for Digital Tools & Social Transformation](#)
- [Centre for Ecocities](#)
- [Centre for Internet of Things](#)
- [Diversity Circles](#)
- [Emission Reduction and Research Test Hub](#)
- [Language Success Team](#)
- [Polytechnic Research Institute for Simulation and Multimedia](#)
- [Rehabilitation Engineering Design Lab](#)
- [Remotely Piloted Aircraft Systems Hub](#)
- [Rivers Institute](#)
- [Smart Microgrid](#)
- [Spartan Controls Centre for Energy Education and Research](#)
- [Teck Copper Innovation Hub](#)

With more than 900 collaborative projects and 5,000+ faculty and students working on applied research annually, BCIT is committed to research that supports companies to develop new products and services. BCIT's Research Chairs have brought in over \$10M in total grant funding since their initial appointments:

- Dr. Ken Ashley, Rudy North Chair in River Ecology and Director, Rivers Institute
- Dr. Jaimie Borisoff, former Canada Research Chair, Rehabilitation Engineering Design, and Director, MAKE+ Research Group
- Dr. Paula Brown, Canada Research Chair, Phytoanalytics and Director, Natural Products Research Group
- Dr. Fitsum Tariku, Research Chair in Advanced Building Technology and former Canada Research Chair, Whole Building Design
- Dr. Mathew Smith, Metallurgy Research Chair and Director, Centre of Welding Technologies

Some highlights include:

- [BCIT and Teck announce opening of Teck Copper Innovation Hub](#)
- [New BCIT Research Chair in Advanced Building Technology aims to transform the residential construction industry](#)
- [BCIT recognized for outstanding contribution by World Federation of Colleges and Polytechnics with Applied Research and Innovation Silver Award](#)
- [YVR and BCIT collaborate on innovative applied research projects](#)
- [BCIT Building Science student receives CitiesAlive International Research Award](#)

In addition to the research occurring in research centres and BCIT's Schools, the Centre for Applied Research and Innovation [CARI] is home to the Institute's dedicated research groups:

- [Centre for the Internet of Things \(IoT\)](#) keeps BCIT at the forefront of this emerging technology with advanced hands-on education and training, industry collaboration, and research.
- [MAKE+](#) is an interdisciplinary research group focused on product development, applied research, and education. The team optimizes the functionality, user experience, value, and commercial success of emerging health, consumer, and industrial products. This team is capable of taking complex projects and ideas from requirement to discovery and concept development.
- [Natural Products Research Group \(NRG\)](#) concentrates on issues related to natural health and food product quality, process improvement, and human health. NRG's goal is to ensure that all Canadians can achieve the potential health and economic benefits offered by natural health products, medicinal plants, and food products.
- [Smart Microgrid Applied Research Team \(SMART\)](#) converges expertise in the information technology, communications engineering, and energy management fields to develop prototypes and solutions for complex applied research problems. SMART has a reputation for unique experience in three strategic research themes: smart microgrid and energy management systems, electric vehicle infrastructure, and critical infrastructure cybersecurity.

PHYSICAL INFRASTRUCTURE

BCIT has five campuses across the Metro Vancouver region as well as a number of satellite locations. The Burnaby Campus is the largest site, accommodating 78% of BCIT's full-time students and 33% of Flexible Learning students. The Downtown Campus, located at the heart of Vancouver's business and tech core, is the hub for Flexible Learning courses and programs and serves over 6,000 students. BCIT has a state-of-the-art Aerospace Technology Campus in Richmond with over 20 training aircraft, including a Bombardier CRJ100 aircraft that was donated to BCIT in February 2017. The BCIT Marine Campus (BMC), located in North Vancouver, provides training for BC Ferries and other agencies. The Marine Engine Room simulator located at BMC is unique in Western Canada, providing true-to-life training for marine engineers. BCIT's Annacis Island campus, formerly shared with Vancouver Community College, was fully transferred to BCIT in April of 2022. This campus is located in Delta and contains the Motive Power Centre for Excellence, an innovative centre for delivering heavy-duty transportation programming and the applied research facility Emission Reduction and Research Test Hub [ERRTH], which are essential for the province's workforce needs.

ALUMNI RELATIONS

Alumni relations is critical to advancing the mission of BCIT, and seeking the support of this key group of ambassadors as volunteers, advisors, mentors, and financial contributors is a priority for the Institute.

BCIT partners closely with the BCIT Alumni Association [BCITAA] to align strategic plans and enhance the value of this partnership. The BCITAA's vision, mission, and Strategic Plan are focused on fostering alumni success, giving back to the BCIT community, and engaging alumni for life. With BCIT alumni now in more than 100 countries, the Institute's 5,200 international alumni play an important role in helping BCIT build its global reputation. An increased ability to track BCIT's over 200,000 alumni across the globe is a key area of development.

BCITAA is one of the longest standing donors to BCIT, having made its first gift in 1985. Its established endowments are now valued at more than \$1.24M; these endowments have funded student scholarships and bursaries totaling over \$800K. BCITAA's total giving totals \$2.45M, including remaining expected payments on the \$1M pledge to BCIT's INSPIRE Campaign in 2020, to establish a BCIT Alumni Centre on the Burnaby Campus. These philanthropic efforts will continue to build the BCIT alumni legacy for generations of students to come.

ENVIRONMENTAL, SOCIAL, AND CORPORATE GOVERNANCE (ESG)

Environmental Disclosure

BCIT fosters sustainability through commitments that include sustainable infrastructure, reduction in greenhouse gas (GHG) emissions, demonstration of leading-edge technologies and equipment, and opportunities to conceptualize, design, and implement solutions. Launched in support of BCIT's Strategic Plan, the Sustainability Vision defines sustainability as living socially just lives within ecological limits.

Operationally, BCIT has a target of reducing Institute GHG emissions by 33% by 2023, based on 2007 levels, and is committed to 80% GHG reductions by 2050. The Institute's stretch target is to be fully Net Zero by 2050. The annual GHG emissions from 2022 were 7,424 tonne CO₂e, an 11% reduction from 2007. With the Central Plant Decarbonation project currently underway, BCIT will reach 37% GHG reduction in 2024.

In the past fiscal year, BCIT:

- Began developing a climate and sustainability risk framework as a part of BCIT's Enterprise Risk Management (ERM) strategy led by Enterprise Risk and Internal Audit (ERIA).
- Participated in the Academic Committee for the 2023 Ecocity World Summit, developing programming and chairing sessions for the London, UK event. BCIT previously hosted the Ecocity World Summit in 2019.
- Completed a heat recovery project at the Downtown Campus thanks to collaboration between the BCIT Energy Team, Facilities Improvements, and IT Services. This cools BCIT's server room as well as new technology in the Tech Collider and repurposes the heat to warm classrooms and other spaces, and has resulted in a 20% reduction in Downtown Campus carbon emissions.
- Completed the design for the SE8 Central Heating Plant. Construction of this project will result in BCIT achieving its 33% carbon emissions reduction goal in 2024, one year later than planned.
- Opened a new \$1.5M Wood Waste to Energy Centre (WWEC) which uses a biomass boiler to recycle wood waste into clean energy. The Centre will use 250 tons of wood cut-offs and sawdust annually from Carpentry and Joinery programs to heat buildings at the Burnaby Campus.
- Completed a comprehensive Decarbonization study, giving a roadmap to near-term and future targets for decarbonization of operations, and the tools to track progress toward these targets.
- Collaborated with BC Housing to establish a [new Research Chair in Advanced Building Technology](#) to focus on advancing education and research in housing, with particular emphasis on decarbonization of new and existing buildings, and development and integration of advanced building technologies.
- Hosted an inaugural Guichon Creek Day led by BCIT's School of Construction and Environment in collaboration with Campus Planning and Facilities, Wellness Champions (HR), Green Team Members, and Marketing and Communication, Indigenous Services. This event was targeted at the BCIT community with goals to launch the Guichon Creek map, raise awareness of Guichon Creek as a place of wellness, and educate on the recent and future ecological restoration initiatives around Guichon Creek as a lead-up event for World Rivers Day.
- Became a signatory to the [Sustainable Development Goals \(SDG\) Accord](#) with the leadership from BCIT's Sustainability Office, furthering the Institute's global leadership in the advancement of sustainable cities. The SDG accord includes the 17 goals set forth by the United Nations (UN) as a universal call to protect the planet, end poverty, and improve the lives and prospects of all humans.
- Launched a [new website](#) for the Centre for Ecocities on measuring and reducing their personal carbon and ecological footprints, using the Lighter Footprint App developed through the Centre's work with local governments.
- Supported BCIT students in receiving international recognition for their climate change projects, including a part-time Building Science/Building Engineering graduate student who [received a CitiesAlive international research award](#) for his work on blue-green roof performance to tackle, and a Computer Systems Technology (CST) Bachelor of Technology (BTech) student who [won an Energy Management and Green Computing Best Paper award](#) for using Artificial Intelligence (AI) to optimize Heating, Ventilation, and Air Conditioning (HVAC) in buildings.
- Achieved a reduction in total energy usage by 7%, compared to pre-pandemic levels in 2019, despite the addition of the new 9,909 m² Health Sciences Centre building. The energy conservation initiatives undertaken over the last four years have successfully reduced campus energy usage.

Social Disclosure

With approximately 2,350 full-time and over 1,000 part-time faculty and staff, BCIT is one of the largest employers among post-secondary institutions in BC.³⁴ BCIT prides itself on offering competitive salaries and generous benefits, and ranked as one of BC's Top Employers in 2022.³⁵ BCIT's Total Compensation Package offers a comprehensive range of employer paid benefits to eligible employees and their dependents. BCIT believes in balance, so along with generous vacation entitlements, BCIT makes financial investment in health and welfare, income protection, and retirement. Professional Development (PD) is available to staff including tuition waivers to take BCIT courses, PD resources for faculty and staff, and ongoing workshops online and in person offered by a variety of BCIT groups including Diversity Circles, BCIT Respect, Diversity, and Inclusion Office, Indigenous Initiatives and Partnerships, Organizational Development, and online Human Resources training.

All new employees must take Occupational Health and Safety, and Respectful Workplace training. A gym, free fitness workshops, and on-site childcare are also available to faculty and staff.

Governance

BCIT is governed by two bodies: the Board of Governors and the Education Council.

The Board of Governors is comprised of elected and appointed members, all representing different interests. Members interpret the provincial government's requirements and objectives to the Senior Team and report to the province on its stewardship of the Institute's resources. The Board is accountable to the province and the public for the achievement of the public policy objectives of the Institute set by the government. Board meetings are open to all and past meeting minutes are available on the [BCIT website](#).

The BCIT Education Council (EdCo) focuses on academic matters, including: setting policies, criteria, and procedures for awards, academic standing, appeals, and examinations; defining curriculum content for courses; and advising the Board of Governors on developing educational policies, programs, or priorities. Past meeting minutes are available on the [BCIT website](#).

³⁴ [British Columbia's Top Employers \[2023\], Mediacorp Canada Inc.](#)

³⁵ [British Columbia's Top Employers \[2023\], Mediacorp Canada Inc.](#)

Mandate Priority Reporting

As per the 2021/22 Mandate Letter from the Ministry to BCIT, the government has identified five overarching foundational principles to help inform the Institute's policies and programs:

- Putting people first
- Lasting and meaningful reconciliation
- Equity and anti-racism
- A better future through fighting climate change
- A strong, sustainable economy that works for everyone

BCIT continues to maintain strong commitments to supporting the Government of British Columbia and the Ministry in achieving and contributing to three key priorities. The following sections outline the responses to these priorities as stated in the 2021/22 Mandate Letter and the 2022/23 Minister's Letter of Direction:

1. Continue to work with the Ministry to resume full on-campus learning and services for students, faculty and staff, following the direction and guidance of the Provincial Health Officer and the COVID-19 Go-Forward Guidelines for BC's Post-Secondary Sector, and support your academic communities as you respond to COVID-19 impacts and recovery.

Safety, transparency, and accountability were of utmost importance to BCIT as it resumed on-campus learning in Fall 2021. The Ministry's Guidelines, developed by a team of experts from the post-secondary sector, regional health authorities, the BC Centre for Disease Control, and approved by the Provincial Health Officer, have guided and supported BCIT through the pandemic. BCIT was directed by its Go-Forward Plan, which outlined protocols and guidelines for a safe return to campus; the Institute is now guided by a robust [Communicable Disease Prevention Plan](#), last updated in June 2022, and a [Pandemic Scenario Response Plan](#), updated in August 2022. BCIT has maintained a [webpage dedicated to COVID-19](#) to provide students, staff, faculty, and visitors with up-to-date information about BCIT's COVID-19 response and recovery. As well, employees can access FAQs on the BCIT intranet platform. Throughout COVID-19, BCIT has ensured compliance with WorkSafeBC and operational responses to the Health Authorities.

BCIT continues to monitor and update the BCIT community regarding the latest provincial health guidelines related to COVID-19. In alignment with student preferences, many BCIT programs and courses continue to offer blended or remote learning options, allowing greater flexibility and accessibility for students to study in a learning environment of their choosing.

2. Work with the Ministry and your communities, employers, and industry to implement post-secondary education and skills training initiatives for British Columbians, particularly those impacted by COVID-19 and vulnerable and underrepresented groups, to participate fully in economic recovery and growing career opportunities.

Micro-credentials

Agile learning is one of the top priorities and deliverables under BCIT's Strategic Plan. This is achieved through the renewal and growth of Flexible Learning [formerly Part-time Studies] and the implementation of micro-credentials. Since BCIT launched its first micro-credential program in early 2021 with funding provided by the province and the Canada-BC Workforce Development agreement, over 60 micro-credential programs and 125 micro-credential courses have been developed. These short, stackable skill- and knowledge-gaining opportunities are available across all BCIT schools in support of both industry and community needs. To date, over 1,500 micro-credentials have been issued. The Institute is committed to supporting lifelong learning in the public post-secondary system through the different models and pathways of education provided, and continues to seek further opportunities for growth.



BCIT Heavy Duty Truck Technology students get hands-on experience.

Co-op and Work Integrated Learning

BCIT continues to offer and expand on a range of WIL opportunities for students including apprenticeship, co-operative education (co-op), practicums, clinical placements, internships, directed studies, and capstone projects with industry. In programs with co-op, the Institute's Centre for Workplace Education facilitated over 550 work terms in various industries in 2022, including 120 co-op students working in industries affected by skilled trades labour shortages. WIL is a core component of BCIT's applied educational model and programming. New WIL opportunities have recently been developed for programs such as the Aviation Management Diploma and Graphic Communications Diploma, and BCIT continues to seek opportunities to expand, including securing funding such as a grant from the BC Energy Regulator to support Trades co-op programs. BCIT is also a member of the national Business/Higher Education Roundtable (BHER), where post-secondary advocates work with key business leaders across all sectors to expand WIL opportunities.

Career Planning

Providing a career-focused applied learning environment for students remains a consistent top priority for BCIT. The **BCIT Centre for Workplace Education** helps connect students with work integrated learning experiences through **E-Jobs**. With the deliverable to implement a hub for workforce services, BCIT is enhancing the career planning resources support provided to students. These workforce services include Prior Learning Assessment & Recognition (PLAR) and Flexible Learning pathways, providing individuals with an opportunity to reskill and transition their careers. Examples include:

- **Canadian Colleges for Resilient Recovery** allows BCIT to offer fully funded courses and programs supporting workers to transition into jobs supporting Canada's low-carbon economy.
- Through the **future skills grant**, students can receive up to \$3,500 in Ministry funding to put toward over 25 BCIT offerings in support of career advancement.
- The **TradeUpBC** initiative supports career development for tradespeople.

High-demand Occupations

BCIT is committed to offering programs aligned with high-demand occupations and priority sectors. New programs recently developed in key areas of focus include: new Anesthesia Care Option in Pediatric Specialty Nursing (Advanced Certificate), Digital Health (Advanced Certificate), Healthcare Unit Clerk (Associate Certificate), and Sustainable Business (Advanced Certificate). The Institute has also been working with the province to offer short-term skills training through the StrongerBC future skills grant. This grant will provide learners with access to skills training opportunities to upgrade their skills, and further their careers by opening doors to well-paid, high opportunity occupations. BCIT is currently offering 23 eligible courses and programs under this grant.

Ongoing campus development projects are geared toward creating new training facilities, including a Trades and Technology complex which is expected to create capacity for an additional 700 students. Thanks to generous investments from the Province of BC and industry partners, this new complex will equip BCIT to meet increasing demand resulting from Skilled Trades Certification requirements. This in turn will train more future trades and technology professionals to meet the growing skilled-labour needs across the province. The Institute is focused on ensuring that the workforce is ready to adapt to the growing challenges of the coming years.

Health-seat Expansion

In early 2022, in response to the growing needs of health care workers in the public health sector, the BC government announced additional funding for health-related seats to be added to public post-secondary institutions. Since September 2022, BCIT has provided 96 additional seats in the Bachelor of Nursing program, 16 more seats in the Medical Laboratory Science program, 8 seats in Radiation Therapy, and a new cohort of 12 seats in Magnetic Resonance Imaging. Of the 132 seats added to these health programs in the 2022/23 academic year BCIT has filled 112, and looks forward to growing this number in the coming year.

Initiatives to Support Vulnerable and Underrepresented Groups

Student success is paramount at BCIT, with deliverables to promote access and success for all students woven throughout the Institute's Strategic Plan. Under the SEM Plan, the Institute continues to promote access and entrance, provide service excellence, engage learners, and foster student success. BCIT remains committed to continuing to increase Indigenous recruitment, retention, and completion rates, with the goal of achieving enrolments that mirror the regional Indigenous population. BCIT's continuation of the INSPIRE campaign will raise funds for access and inclusion, among other priorities.

BCIT is represented in the Ministry-led Campus Navigator Community of Practice, supporting former youth in care to access post-secondary education and achieve positive learning outcomes. Within the Community of Practice, BCIT participates in ongoing dialogue about best practices by collaborating and building relationships, and sharing knowledge and resources to help resolve issues related to supporting former youth in care.

In 2022/23, BCIT saw 46 former youth in care benefit from the BC Government's tuition waiver program, with a total of \$161,670 distributed in 2022/23, representing an increase of 18% over 2021/22. At BCIT, each student on the government tuition waiver program is supported by a Student Financial Aid and Awards (SFAA) Coordinator, and is provided with proactive supports including access to the Youth Futures Education Fund, general check-ins, and reminders of upcoming deadlines. These students are also reminded of and provided with referrals to other support services, including Indigenous Initiatives for those who self-identify as Indigenous.

Many of BCIT's student supports and services offer remote access, enabling students to connect with supports from home or other areas within their communities, including telephone or video appointments with Counselling and Student Development, Student Health Services, Accessibility Services, and more. Where appropriate, students in need are referred to the provincial government's Here2Talk counselling program, providing 24/7 support via app, phone, or web.

The Institute also has a robust Early Assist program through which any BCIT community member can submit a referral for a student who may be facing barriers, or struggling academically or personally. Each student referred to Early Assist is contacted by a case manager, who will provide support for as long as necessary. Early Assist case managers are well positioned to coordinate wrap-around supports for students, including referrals to services and supports within BCIT and in the wider community as appropriate.

Gender parity is another element identified in the target setting for optimum enrolment captured within the SEM Plan. BCIT continues to promote gender parity, especially in underrepresented fields. BCIT offers a [Trades Discovery for Women](#) Associate Certificate, designed to introduce women to trades, and an [Enhanced Bridge Watch Rating](#) Associate Certificate in partnership with Camosun College with subsidized tuition for women and Indigenous students through Transport Canada's [Marine Training Program](#). Throughout 2022/23, BCIT engaged in various initiatives to encourage women and underrepresented groups to pursue tech education and careers, including leading and mentoring [Technovation Girls BC](#) and profiling [Women in Engineering, successful IT grads](#), and those [re-entering the workforce](#), and speaking at high schools. The Institute is also committed to supporting access for equity-deserving and underrepresented groups, with a Gender Based Analysis Plus [GBA+] lens applied to the design of campus spaces to incorporate accessible, gender neutral washrooms and other inclusive spaces.

Student Safety and Well-being

In January 2022, BCIT participated in the Student Perceptions of SV Survey. The purpose of the survey was to help BC post-secondary institutions and the Ministry better understand student perceptions of sexual violence in the BC System in order to help create a safer and healthier learning environment for students. Close to 17,000 BCIT students were contacted and over 700 students shared their feedback. Based on feedback from this survey, the Institute has expanded resources and training opportunities related to sexual violence, on which more information can be found below.

Student mental health support is one of the main priorities for the BCIT holistic approach to student success. Under the enhanced learner services in well-being and resilience deliverable of BCIT's Strategic Plan, the Institute has implemented after-hours counselling and protocols to integrate referrals to the 24/7 provincial resources.

Ministry's Sexualized Violence Policy Review and BCIT Response

As the first post-secondary institution in the province to establish sexualized violence regulations, BCIT takes sexualized violence seriously. The Institute works to reduce sexualized violence through research, education, reporting, and policy. BCIT has contributed to Ministry engagement on their sexualized violence policy review by participating in a province-wide initiative, with BCIT students among close to 10,000 students from across BC who completed a Student Perceptions of SV Survey to support a research study on sexual violence in post-secondary institutions. The Institute looks forward to further opportunities for engagement with Ministry, while reviewing and acting upon the survey results to prevent and respond to sexualized violence within the BCIT community.

The survey results broadly indicate that, while BCIT students report perceiving sexual violence to be less common at BCIT and are slightly less likely to feel unsafe than the province-wide results show, the issue of sexual violence is still present and very real for some students at the Institute. The survey report calls upon BCIT, and all post-secondary institutions, to do more. Student respondents to the survey indicated a high level of interest in receiving more information on sexual violence and BCIT has responded to that call by completing the following:

- Updating [webpages on sexual violence and misconduct](#) to reflect changes in how the Institute provides support and accommodation to its community.
- Adapting other training and resources to include clear messaging to improve education and awareness to prevent sexual violence as well as strengthening trust, including reviewing Be More Than a Bystander training and consent and first responder trainings. Ongoing review and reflection ensures content remains current and meaningful to the Institute's multi-faceted community.
- Developing and launching employee and student online learning modules, Safer Campuses for Everyone – Preventing and Responding to Sexual Violence – to increase understanding about the meaning and impact of sexual violence. The modules emphasize the importance of consent in all relationships and outline how to intervene to prevent sexual violence. They also clearly explain how students can find support for themselves and how to support others who have experienced sexual violence.
- Developing an Anonymous Reporting tool, to be launched by September 2023. A comprehensive communication plan is in development prior to launch, and will reach groups across the Institute including BCIT faculty and staff, students, and the Student Association. The survey results will assist in ensuring targeted groups within the survey are addressed.

BCIT is committed to assisting individuals who have experienced sexual violence to ensure they receive the help and resources they need to make an informed choice about their options. Regardless of whether an individual chooses to make a report under BCIT's Sexual Violence and Misconduct policy about their experience, BCIT provides [support for staff and students](#), through workplace or academic accommodations. A review of this Sexual Violence and Misconduct policy is underway, currently working through multiple levels of community review. The Institute is aiming to have this policy and associated procedure ready for review by the BCIT Board of Governors by December 2023.

Implementation of Skilled Trades Certification

SkilledTradesBC [formerly the Industry Training Authority] recently announced the implementation of Skilled Trades Certification, with ten trades initially chosen for implementation. As BC's largest provider of trades training, BCIT engages frequently with SkilledTradesBC on meeting training needs. In past years, BCIT has been commissioned by the Ministry to research the [Impact of Certification on Trades Skill in British Columbia](#). As well, former BCIT President Kathy Kinloch was a member of the Strategic Advisory Working Group [SAWG] on Mandatory Certification.

In 2022/23, the Institute developed a Gasfitter – Class A program to help ensure training opportunities are available in the trade, which is one of seven included in Phase 1 of the initial ten identified trades requiring certification. To support programming needs for other identified trades, BCIT continues to actively work with SkilledTradesBC to offer more seats to meet increased demand, where possible. The Institute has responded quickly to expand offerings of part-time courses for trades workers seeking to refresh their knowledge prior to writing their certification exams. Additionally, the Institute actively monitors program demand throughout the year to identify opportunities to increase seats in foundation and apprenticeship intakes, helping to move students through the trades training system. BCIT will continue to work closely with SkilledTradesBC throughout the coming years, and awaits further updates on implementation steps.

Additional Tech-Relevant Seat Expansions

As part of the StrongerBC Economic Plan released in 2022, BCIT made plans, in consultation with the Ministry, and in response to the government's initiative to create 2,000 additional tech-relevant seats in public post-secondary institutions across BC. Building on the success of BCIT's efforts from the previous technology-relevant program expansion, the institution has identified eight programs with further opportunities for growth. These eight programs include the existing Chemical and Environmental Technology Diploma, New Media Design & Web Development Diploma, Digital Forensics and Cybersecurity Bachelor of Technology, Applied Computer Science Degree, and Digital Design and Web Development Diploma, as well as three programs currently under development: Master in Applied Science in Applied Computing, Creative Industries Degree, and Biomanufacturing Operator Certificate. With funding provided by the Ministry, BCIT is committed to increasing capacity across these eight programs by 268 full-time equivalents [FTEs] over the next five years.

The Government of BC and PacificCan are [making a combined investment of \\$7.2M](#) to create a new BC National Biomanufacturing Training Centre [NBTC] at BCIT, which will support companies addressing some of the world's most pressing health-care challenges. BCIT will partner with the Canadian Alliance for Skills and Training in Life Sciences [CASTL] to deliver an industry-informed Biomanufacturing Operator Certificate at the NBTC. Development of the Biomanufacturing Operator Certificate is underway, with multiple industry engagement initiatives taking place. An ongoing planning process includes the BCIT Program Team, industry, and partners [UBC and CASTL], with a goal to complete a Development Plan by October 2023. The NBTC facility design is scheduled to begin July 2023 with the secured design consultant, and both facility and equipment procurement activities are on schedule, with the facility expected to be fully operational in Spring 2024. Following completion of the above activities, BCIT looks forward to offering the first intake of the Biomanufacturing Operator Certificate in Summer 2024.

K-12 Transitions and Dual Credit Programming

For over 25 years, BCIT's High School Partnership department has actively engaged with school districts across BCIT to build and maintain relationships that enable the Institute to support students in earning post-secondary credits prior to graduating high school. In 2022/23, 232 students participated and earned post-secondary credit across 28 High School Dual Credit programs at BCIT. As well as the Dual Credit programming, High School Partnerships supported an additional 38 students participating in transitional/pathway opportunities across 12 BCIT programs. The Institute looks forward to continuing this work with BC school districts in the years to come.

3. Fully engage with government in implementing mandate commitments to support a future-ready post-secondary system and workforce, increasing access to post-secondary education and skills training and high opportunity jobs for British Columbians. This includes cross-government and stakeholder collaboration to support mandate commitments where education, innovation and equity play a role, and that builds upon government's CleanBC strategy and supports a clean economic future.

Cross-Government and Stakeholder Collaboration

BCIT is fully committed to engaging with government and key stakeholders to support the labour market and the post-secondary system. Government continues to be a primary partner in the implementation of the Institute's mandate priorities, with community and stakeholder engagement playing a critical role in establishing key initiatives and priorities. As an Institute with a strong connection to industry, stakeholder involvement was key to the development of the BCIT Strategic Plan, the Indigenous Vision, the SEM Plan, the Education Plan, and the Anti-Racism Framework. Additionally, BCIT Applied Research works with industry to provide innovative solutions to industry challenges. Stakeholder engagement is essential to the creation of a future-ready and accessible post-secondary institute that supports a clean economic future for everyone.

Tuition Policy

The institution continues to submit the [annual tuition and mandatory fee data](#) to the Ministry each year.

To uphold program affordability, BCIT complies with the Ministry's [Tuition Limit Policy](#) and increased the 2022/23 tuition and mandatory fees by two percent for domestic students.

In preparation for 2023/24, BCIT conducted thorough consultation with Ministry and the BCIT Student Association regarding implementation of a new mandatory fee to recover costs related to student technology. Consultation with the Student Association was also focused on increases to international tuition above two percent to ensure that international education remains cost-recovery; international tuition is not subject to the Ministry's Tuition Limit Policy.

Digital Services

BCIT is actively working on the implementation of EducationPlannerBC [Application Service]. To date, the current state process mapping, functional gap analysis, and the initial system connection have been completed. Efforts are underway on connecting with EPBC in BCIT's test environment to ensure connectivity to the EPBC Platform. As work continues on this initiative, the institution is aiming to launch the common application system in early 2024.

As an institution with a strong focus on innovation, BCIT continues to develop new strategies and adapt to the ever-evolving learning environment. To support the transition to online learning, BCIT developed an eLearning Strategy Action Plan and implemented several digital learning strategies to provide education and assistance to faculty and students. Such digital strategies include the introduction of virtual classrooms, online support for faculty, an online Student Success Hub, and enhancements to the BCIT AppsAnywhere tool. The Institute continues to seek opportunities for advancement of digital services, with an online Automatic Individual Accommodation Plan [IAP] Renewal project underway to enable eligible students to digitally renew and distribute their IAPs to instructors rather than through individual appointments, thereby simplifying students' access to accommodations in their learning environments. This new process will be fully implemented for the fall 2023 term.

BCIT has continued to enhance its cybersecurity posture while ensuring measures are aligned with the provincial directives. Leveraging resources, processes, and standards from the Information Security Branch of the Office of the Chief Information Officer [ISB/OCIO], BCIT:

- Expanded Cybersecurity awareness trainings through refreshed [Cyber Awareness Program](#) website; and conducts regular simulated phishing campaigns and security threat risk assessments.
- Implemented enhanced cloud security tools to mitigate endpoint and identity-based threats.
- Improved cybersecurity risk assessments with integrated Enterprise Risk Management [ERM] framework, completed threat hunting engagement and a tabletop exercise, integrated Cyber Incident Response plan with Emergency Management Program.
- Published Security and Technical Standards for BCIT users and technical staff and management.

Funding Formula Review

BCIT engaged in the provincial funding review process, with guidance from a small core team led by the CFO & VP Finance. The core team sought guidance from senior leadership and the Board of Governors, and engaged other BCIT stakeholders throughout the process. In response to government's invitation, BCIT submitted a written response highlighting its contributions to the system, as well as opportunities and challenges faced by the institution. This submission has been posted to the government's [Post-Secondary Funding Formula Review](#) website, along with submissions from other public post-secondary institutions and key stakeholders throughout the province.

Aligning Education and Skills Training with the BC Economic Plan

Aligning its education and skills training to meet the goals of the BC Economic Plan is important to BCIT. The Institute takes steps to support key areas of this plan in several ways, including fighting climate change and providing increased education and training opportunities, as reported in the sections below..

Fighting Climate Change with Sustainability

Furthering the Institute's global leadership in the advancement of sustainable cities, BCIT – [along with other members of Colleges and Institutes Canada \[CiCan\]](#) – became a signatory to the [Sustainable Development Goals \[SDG\] Accord](#). The SDG accord includes the 17 goals set forth by the United Nations [UN] as a universal call to protect the planet, end poverty, and improve the lives and prospects of all humans. To mark the UN SDG Week in March 2023, Institute Sustainability [launched a webpage series](#) that showcases what the Institute is doing to advance these 17 SDG goals. The [SDGs at BCIT webpages](#) include information on courses, programs, applied research, innovation, operational initiatives, and other ways the BCIT community is contributing to each of the SDGs.

BCIT has ongoing industry and community partnerships with a climate and sustainability focus; in collaboration with industry, the Institute's Emission Reduction and Research Test Hub [ERRTH] is an applied research facility concerned with reducing and cleaning exhaust from heavy duty machinery. The Institute also works with municipalities to explore and advise on approaches and technologies for more sustainable cities. This action is based on a promise made at the Eco Cities conference as well as on one of the Institute's Interdisciplinary Centres of Competence, which is focused on sustainability. BCIT's Acting Director of Institute Sustainability served as a member of the Academic Committee for the 2023 Ecocity World Summit, developing programming for and chairing sessions at the three-day event. BCIT previously hosted this event in 2019.

On its many campuses, BCIT's efforts to reduce GHG and move toward new and clean technologies are also on track, with the Institution positioned to achieve its goal of reducing GHG emissions by one third by 2023, based on 2007 levels.



BCIT offers an increasing number of micro-credential programs.

Increasing Training Opportunities in Support of StrongerBC: Future Ready Action Plan

As indicated above, BCIT continues to seek and respond to opportunities to expand delivery of training across all sectors, in support of the StrongerBC: Future Ready Action Plan. BCIT's growing number of micro-credential course and program offerings and engagement in initiatives such as Tech Expansion, Skilled Trades Certification, the future skills grant, and TradeUpBC exemplify the Institute's commitment to increasing training opportunities. Ongoing campus development projects aim to increase training spaces, allowing BCIT to further expand and meet the needs of students and the province in high-demand areas.

BCIT Performance Plan

BCIT Alignment with Ministry Strategic Directives

The table below provides an overview of the BCIT Strategic Plan's three commitments and nine initiatives, and how those align to support the system's strategic objectives as outlined in the Accountability Framework.

		BCIT STRATEGIC INITIATIVES	SYSTEM STRATEGIC OBJECTIVES	BCIT HIGH-LEVEL PERFORMANCE INDICATORS
BCIT COMMITMENTS	PEOPLE-FOCUSED ORGANIZATION	<ul style="list-style-type: none"> Strengthen support and services for learners to promote success, well-being, and resilience. Invest in faculty and staff development to advance our practice and encourage a dynamic culture of learning. Redesign processes, systems, and structures to enhance our agility and effectiveness and to embed sustainability. 	Capacity Access Quality	<ul style="list-style-type: none"> Learner demand Quality of educational experience Investment in people Advancement of respect, diversity, and inclusion Operational effectiveness
	FUTURE-PROOF APPLIED EDUCATION	<ul style="list-style-type: none"> Reimagine flexible studies and extend offerings and credential models to facilitate reskilling and improve learner access. Anchor BCIT as a leader in interdisciplinary and integrative learning methodologies that ensure job readiness and career mobility. Cultivate exceptional learning environments and communities through technology and sustainable campus development. 	Capacity Relevance Quality Efficiency	<ul style="list-style-type: none"> Industry collaboration Extent of Indigenization BCIT brand strength Campus sustainability Fiscal sustainability
	GLOBALLY RELEVANT CONNECTIONS	<ul style="list-style-type: none"> Infuse Indigenous knowledge and practices throughout the organization and within our partnerships to mobilize broader societal change. Reinvent how we work with industry and peers to drive economic, social, and environmental prosperity in BC and beyond. Foster and sustain an open, engaged, and multicultural community of BCIT learners, faculty, staff, and alumni. 	Capacity Access Efficiency	

Strategic Goals and Directives

BCIT STRATEGIC PLAN

The BCIT Strategic Plan, initially launched in 2019, is the result of a comprehensive engagement process. Surveys, community consultations, workshops, stakeholder interviews, and open houses were conducted as part of the engagement and information-gathering process. Over 9,000 stakeholders took part, including BCIT Indigenous leaders, students and alumni, donors, faculty and staff, employers, government, peers, and union partners.

Several trajectory-setting initiatives contributed to the start of the Strategic Plan 2019–2024. The Education Plan and Strategic Enrolment Management Plan were created in alignment with the direction of the Strategic Plan commitments. The creation of the Learning and Teaching Framework, together with the Campus Development Plan and INSPIRE fundraising campaign, also informed the Strategic Plan. The BCIT rebrand and the distillation of the Institute's values were other important components.

In the context of rapid change, employers are seeking a combination of technical skills and practical experience. BCIT's unique education model aligns to deliver on these expectations. In addition, BCIT has the ability and the commitment to advance environmental health, and to enrich the community through Indigenization, reconciliation, and anti-racism.

Times of inflection are also times for reflection. As BCIT and the world emerged from the COVID-19 pandemic, the Institute

conducted a significant review of the existing strategic plan and made the determination to extend the plan, and articulated three Institute priorities: Agile Learning; Digital Transformation; and Partnership in Provincial Resilience. Each represents a response to the requirements of learners, employees, and industry at this juncture. Each also represents not only an opportunity to mitigate immediate risk, but an opportunity for BCIT to optimally position the Institute for the long term.

BCIT therefore makes three commitments. Each commitment will be met through three initiatives.

COMMITMENT 1:

BCIT is people-focused. Investing in learner success, employee talent, and an enabling infrastructure is fundamental to its vision of empowering people. BCIT will:

- strengthen support and services for learners to promote success, well-being, and resilience;
- invest in faculty and staff development to advance our practice and encourage a dynamic culture of learning; and,
- redesign processes, systems, and structures to enhance our agility and effectiveness and to embed sustainability.

COMMITMENT 2:

BCIT provides future-proof applied education. The urgent need for renewal is explicitly acknowledged. BCIT's first Education Plan provides an evidence-informed roadmap for change. BCIT will:

- reimagine flexible studies and extend offerings and credential models to facilitate reskilling and improve learner access;
- anchor BCIT as a leader in interdisciplinary and integrative learning methodologies that ensure job readiness and career mobility; and,
- cultivate exceptional learning environments and communities through technology and sustainable campus development.

COMMITMENT 3:

BCIT contributes through globally relevant connections, focusing effort on collaborations that will be of greatest value both to society and to those collaborating. BCIT will:

- infuse Indigenous knowledge and practices throughout the organization and within our partnerships to mobilize broader societal change;
- reinvent how we work with industry and peers to drive economic, social, and environmental prosperity in BC and beyond; and,
- foster and sustain an open, engaged, and multicultural community of BCIT learners, faculty, staff, and alumni.

Strategic Priorities Underway

ANTI-RACISM FRAMEWORK

During the past year, BCIT has built on previous work to further equity, diversity, inclusion and anti-racism amongst students and staff. In addition to continuing several initiatives launched in previous years, including the completion of several priority actions identified in the Anti-Racism Framework, some of the new activities undertaken this past year include:

- Launched the Anti-Racism training module and Human Rights 101 training module, which are available to employees in the Employee Learning Centre and to students and the public at large as a Massive Open Online Course [MOOC].
- Created plain language guides on a variety of topics including:
 - Respectful learning Environment FAQ for students
 - Harassment & Discrimination Reporting Flow Chart
 - Harassment & Discrimination Complaint Option Table
- Hosted several events (with or via Diversity Circles), including:
 - International Day for the Elimination of Racial Discrimination
 - Celebrating Black Excellence
 - Intersectional & Justice-Oriented Leadership
 - Sharing Our Story – An Exploration of Identity with Elder Alf Dumont
- Reformed the “Diversity and Inclusion Committee [D&I]” to the “Equity, Diversity, and Inclusion [EDI] Committee” to include representation from all schools and serve as an advisory committee on all matters of EDI, and report activities to the President on a yearly basis.
- Created an inter-departmental Diversity and Inclusion in Learning Committee to collaborate with faculty and staff on incorporating EDI principles such as anti-racism into program reviews and course development.
- Created an inter-departmental Holiday and Observances Working Group to review what dates are noted and observed by BCIT through an EDI lens.
- Began an EDI assessment to inform the development of an EDI strategy, with consultants having already conducted focus groups of staff and students and a review of BCIT policies.

AN INDIGENOUS VISION: A FRAMEWORK FOR ACTION AND ACCOUNTABILITY

BCIT is deeply committed to Truth, Reconciliation, and Indigenization. The introduction of [An Indigenous Vision: A framework for action and accountability](#), introduced in 2019, provides a focal point for the celebration of BCIT’s 25-year commitment to the enrolment and success of Indigenous learners. To date, the Indigenous 101 training and modules have been accessed by approximately 5,000 BCIT community members, and a new Allyship module has been developed and is pending launch; these modules are also being translated into additional languages. The Pathways program is nearing completion and Indigeneity is increasingly reflected in the curriculum and teaching practices at BCIT. The Institute is active in community outreach and program delivery across the province.

An Indigenous Vision is the culmination of a year-long, face-to-face consultation process augmented by responses to a written survey. The response was truly inspiring and reassuring, not only in terms of the scale of engagement, but because it became clear that Indigenization was already well underway in many areas of the BCIT community.

Bold and ambitious, An Indigenous Vision is also simple and clear. BCIT aspires to a future in which:

- BCIT is the first-choice post-secondary institution for Indigenous learners in BC;
- Well-developed pathways exist to support Indigenous learner transition to and from BCIT; and,
- Indigeneity is embedded and active across BCIT.

The Institute's main areas of focus in operationalizing the Vision align with both the Colleges and Institutes Canada principles and the Vision objectives. With the learner at the center of planning, the Vision identifies three types of actions:

- **Inclusion actions** are people-focused and intent on building awareness and understanding around Truth, Reconciliation, Indigenization, the legacy of Colonization, and the contemporary reality of Canada and Indigenous people.
- **Accountability actions** strive to create an environment in which all learners, and specifically Indigenous learners, find themselves reflected across the Institute and supported by programs, policies, and services designed to meet their needs.
- **Relationship actions** foster a culture in which respect and collaboration underpin all that we do. Based on authentic and sustainable partnerships, these actions represent progress towards a future in which we work together to promote the place and space of Indigenous people.

The Vision complements the three commitments in the BCIT Strategic Plan, as reflected in the objectives of An Indigenous Vision:



PEOPLE-FOCUSED ORGANIZATION

- Support for the whole person
- Visible integration of Indigenous values, traditions, and ways of knowing
- Policies and practices that enable the success of learners, faculty, and staff

FUTURE-PROOF APPLIED EDUCATION

- Relevant, reflective, and respectful curriculum
- Access and inclusion for Indigenous learners—financial, academic, cultural, and physical
- Preparation for economic independence through skills acquisition and the BCIT learning model

GLOBALLY RELEVANT CONNECTIONS

- Sustained Indigenous partnerships and stakeholder engagement
- Standard-setting approach to Indigenous integration with industry
- Collaboration with our post-secondary peers in promoting Truth and advancing Reconciliation

PEOPLE VISION

In January 2022, BCIT launched its first [People Vision](#), which describes the people goals and priorities of the Institute. Developed through extensive consultative and collaborative work with stakeholders across the Institute since 2019, the People Vision is representative of the community who helped create this shared vision that will guide BCIT over the coming years.

The People Vision communicates the objectives and priorities for empowering BCIT employees. It focuses on three objectives that fall under the themes of Growth, Effectiveness, and Culture. Foundational, but also aspirational, these objectives create the focal points for the People Vision.

To advance these objectives and priorities, five core areas were identified as being fundamental to BCIT employees and to the institution's commitment to be a people-first organization:

WELLNESS	Support for our people in prioritizing their health by leading a balanced lifestyle, underpinned by the creation of a workplace where employees can thrive
EMPOWERMENT	An approach that equips and enables employees to work productively and confidently in ways that advance the mission of BCIT
ACCOUNTABILITY	Systems that motivate and support responsibility and initiative in how employees fulfill their current roles and prepare themselves for future roles
TALENT	Practices that help BCIT attract, develop, promote, and retain employees, enabling both personal growth and institutional capacity building
CONNECTEDNESS	Mechanisms that leverage individual employee contributions in ways that yield more than the sum of the parts, inspiring a shared sense of purpose

BCIT has committed to providing semi-annual updates to the community outlining progress on each of the focus areas and priorities within. Updates have been shared under [Initiation of the BCIT People Vision](#) in July 2022 and January 2023.

PARTNERSHIP IN PROVINCIAL RESILIENCE

The vision is for BCIT to drive strategic workforce development in support of economic recovery across BC. Complementary to established programming, interdisciplinary design and open credentialing form key components for what has been dubbed “resilient recovery” — the acceleration of the provincial and national economy in a strategic and sustainable way. The key components include:

- Establishment of micro-credentials as a new currency in skill building;
- Development of a social justice strategy to help embed diversity and inclusion in the workforce; and
- Applied research and industry collaborations to advance sustainability knowledge and practice.

Consistent with other aspects of the Strategic Plan, BCIT's focus is provincial, but its context is global. BCIT's work in new models of credentialing to facilitate reskilling and upskilling is pivotal for the economy, drawing upon proprietary BCIT activity in open multidisciplinary credentials and prior learning assessment and recognition. The drive towards sustainability and equity is pivotal for society, leveraging unique BCIT expertise and resources from environmental innovations, to Indigenous 101, and Women in Trades programs.

INTERNATIONALIZATION STRATEGY

In 2022/23, over 3,300 international students choose BCIT's applied and practitioner-oriented portfolio of offerings to acquire the technical skills associated with their chosen fields. Following a tremendous impact to international activities as a result of travel constraints during the COVID pandemic in 2020/21 the Institute has seen a steady recovery of international undertaking, including international enrolments at BCIT. Canadian students have also participated in overseas opportunities under the federal government funded Global Skill Opportunity scholarships.

Since the launch of the BCIT Internationalization Plan in 2021, the Institute's geography, regional history, and existing relationships have created a powerful advantage that enables BCIT to build and sustain connections throughout the world. The Plan has identified three priorities:

- Attract and support international students and faculty to create a more diverse learning community.
- Enrich student and employee experience through international engagement.
- Strengthen connections that build global and provincial capacity and advance the internationalization of education.

In the past decade, BCIT has delivered international credential programs to more than 6,500 students through more than 20 partner institutes in Brazil, Chile, China, South Korea, and Vietnam. To date, the Institute has established international study agreements with more than 200 institutes and organizations worldwide. There have been more than 20 new agreements developed with Germany, France, Philippines, Indonesia, Ireland, and Mexico during last 9 months. The BCIT polytechnic model of applied education has become an icon abroad and continues to be sought-after in emerging countries where human capital is key to the success of local economy. Canada's recent Indo-Pacific strategy enables BCIT to expand its relationships in this critical region to help generate economic benefits for both BC and the local regions while maintaining deep cultural ties for British Columbians.

BCIT International is home to the [International Credential Evaluation Service \(ICES\)](#), the only provincially-mandated organization for foreign credential evaluation in British Columbia. Established in 1995, ICES is one of six member organizations across Canada authorized by the federal government to contribute expertise in assessing and evaluating international credentials. ICES is a key service provider meeting the needs and interests of internationally educated newcomers to BC and Canada for employment, professional registration, licensure, post-secondary entry, and immigration. The service helps Canadian employers to provide work placement by validating newcomers knowledge and skills, mitigating the shortage of skilled labour in the province. In 2022/23, ICES evaluated approximately 12,000 foreign credentials.

ICES works with sectors across labour markets and has agreements with professional organizations, regulatory bodies, employers, government bodies and post-secondary institutions. On January 31, 2023, the British Columbia College of Nurses and Midwives and the Nursing Community Assessment Service entered a partnership with ICES, introducing a [new registration/evaluation process](#) to eliminate significant barriers for foreign-trained health professionals seeking work in Canada.

BCIT International continues to attract new talent and create partnerships that help advance the provincial economy and enrich society in British Columbia.

STRATEGIC ENROLMENT MANAGEMENT (SEM) PLAN 2020-2023

The SEM Plan was launched as part of the Strategic Plan to address BCIT's enrolment cycle from end-to-end – from planning through to retention, completion, and transition to alumni. The SEM Plan is built to channel and support activity in three fundamental areas. These three priorities have remained paramount in all efforts to embed and evolve SEM at BCIT:

- **Student Access and Entrance:** BCIT will take a more intentional Institute approach to recruitment and admission, supporting student decision-making through advisory support and financial assistance that seeks to clarify and streamline program pathways and remove barriers to enrolment.
- **The BCIT Experience:** BCIT will create a distinctive learning environment that delivers a transformative student experience, reinforced through coordinated relationship management and consistent delivery of messaging throughout the student journey.
- **Student Success:** Building upon the commitment to the people at BCIT, the Institute will advance changes in services, academic supports, and program structures that reinforce student well-being, ensuring that students are equipped to apply themselves in their learning.

In the 2022/23 reporting year, the following SEM initiatives were completed:

- In conjunction with the SEM group, the Flexible Learning [formerly known as Part-time Studies] Alignment Project expanded on the 2022 pilot to additional programs. Aligns Flexible Learning programs with their full-time equivalent while recognizing the different paths to completion, managing growth, and improving student preparedness for success.
- Established an advanced Program Declaration process for international students to allow additional lead time for study permit processing and to mitigate Flexible Learning downward enrolment.
- Refined enrolment planning processes for full-time technology program overages and managing domestic/international seat capacities to optimize enrolment.
- Completed consultation with Indigenous students and Elders for the development of BCIT's Indigenous Viewbook. This advances progress toward BCIT Reconciliation and Indigenization and supports underrepresented and equity-deserving groups.
- Completed a current state review and documentation of BCIT application and admission in preparation for EducationPlannerBC future state design. This initiative responds to Ministry's mandate of aligning with other public post-secondary institutions in joining the common application system.
- Operationalized SEM implementation initiatives such as web optimization to continuously improve the student web experience, successful applicant profiles to support applicants and optimize recruitment efforts, and syndicated enrolment-related research studies to further drive actions to support SEM culture pan-institutionally.

SEM is a long-term and ongoing initiative that continues to evolve with Institute priorities. As enrolment pressures continue, the established SEM-driven culture will support strategies and local decisions to optimize enrolment. Where needed, centrally led SEM initiatives have been distributed to key units across the Institute, and operationalized and/or amalgamated with other priority projects to support SEM at BCIT beyond implementation.

EDUCATION PLAN 2019-2022

BCIT launched its current Education Plan in 2019 after extensive community conversation known as Ed Talks. Through these talks, BCIT faculty and staff discussed imminent challenges and opportunities facing the Institute. To preserve BCIT's distinction as BC's premier polytechnic institute, it was noted that there is a need to actively develop new products and methodologies. "Distinction through Differentiation" captures this theme.

The core strategy in reaching this goal has been an increased emphasis on interdisciplinarity, the blending and collaboration between two or more different fields of knowledge.

This core strategy is being realized through three areas of focus:

- Interdisciplinary programming: The development of new programs in a collaborative and shared manner across several BCIT schools to address emerging fields such as Digital Health or Smart Cities. This creates an opportunity for students to customize a part of their education through electives and content from other subject areas.
- Open multi-disciplinary credentials: The opportunity to achieve academic standing by accumulating credits through discrete, non-related courses.
- Shared centres of competence: Interdisciplinary teams and distinct faculties that provide leadership, best practices, research, support, and education for a focus area. In conjunction with external partners, the centres pursue global recognition and serve as a hub for BCIT's technological expertise.

The above strategies recognize that BCIT continues to support the province in an environment of ever-increasing complexity. Methodologies and approaches must be developed and, in some instances, improved to complement the Institute's existing business model. As the future of work changes, BCIT is committed to remaining the best choice for strategic workforce development.

With a new President appointed and joining BCIT in summer 2023, the Institute will undertake the development of a new Strategic Plan and, from that, a new Education Plan will emerge for the coming years.

AGILE LEARNING

The vision for Agile Learning is for BCIT to become a recognized leader for providing personalized education, relevant in an everchanging global context. The key components include:

- continued renewal and growth in Flexible Learning offerings;
- rapid development and launch of micro-credentials;
- adapted and expanded models of WIL;
- new peer and industry partnerships to enhance and expand BCIT's offerings; and
- recognition of prior learning achieved through employment and non-traditional education pathways.

The first three components target the sharp growth in demand for learning that is modular, flexible, and applied – all of which are areas of differential strength for BCIT and more important than ever as the economy reshapes and rebounds. In addition to customized industry training, the fourth element may include collaborations through which BCIT works with peer institutions in new ways to educate learners across the province as the sector settles post-pandemic. Finally, the fifth element recognizes that both skill and knowledge are acquired through lived experience and industry training; BCIT works to assess and recognize this knowledge for accelerated pathways to credentials. “Agile Learning” will likely be a highly contested domain as other institutions recognize the trends, but BCIT is equipped with the ability and credibility to prevail. With outstanding education and student experience as the primary objectives, and employers being the key beneficiary, success in Agile Learning will also lead recruitment and retention of highly skilled instructors.

MICRO-CREDENTIALS

Micro-credentials provide learners with industry-focused, applied competencies that allow them to rapidly upskill, reskill, or co-skill, build resiliency, and stay ahead of workplace trends. As the workforce reshapes following the COVID-19 pandemic, the launch of micro-credentials comes at a pivotal time for BCIT and the province. BCIT's commitment to developing these industry-relevant micro-credentials in an agile and responsive manner has put the Institute at the forefront of this rapidly-evolving component of post-secondary education. BCIT is also partnering with other institutions and industry leaders to develop relevant micro-credentials. One example is the [Food Safety Management](#) micro-credential, which was formulated in partnership with the University of British Columbia.

To date, over 1,500 micro-credentials have been issued from the Institute through the following BCIT schools:

- Business + Media;
- Computing & Academic Studies;
- Construction & the Environment;
- Energy;
- Transportation; and
- Health Sciences.

Since the launch of its first ever micro-credential in 2021, BCIT has been in the process of developing many new micro-credential programs and courses, a full list of which can be found on the [BCIT website](#).

SUSTAINABILITY VISION

BCIT's Sustainability Vision is an exercise in tenacity and change management, underpinned by cross-functional and interdisciplinary collaboration, which draws from the Strategic Plan. The key initiatives are:

- Process and system redesign: redesign processes, systems, and structures to enhance BCIT's agility and effectiveness and to embed sustainability.
- Augmented and sustainable environments: cultivate exceptional learning environments and communities through technology and sustainable campus development.
- New models of collaboration: reinvent how BCIT works with industry and peers to drive economic, social, and environmental prosperity in British Columbia and beyond.

The Sustainability Vision and its key initiatives are being implemented through nine strategies that are linked to BCIT's strategic plan and priorities. These ensure action will be taken in every aspect of the institution, including its influence on the broader world.

People-focused Organization:

- Changes in day-to-day practice that support our people in reducing their environmental footprints.
- Demonstrably sustainable procurement of goods and services across BCIT, in partnership with our suppliers.
- Steady evolution in governance processes to signal and ensure institutional focus on sustainability.

Future-proof Applied Education:

- Renewal and development of curriculum and credentials that integrate sustainability across BCIT programs.
- Channeling of applied research to advance knowledge and practice in areas in which BCIT can contribute to meaningful socio-ecological change.
- Harmonization of built and natural learning systems and spaces that transform our campuses as living labs.

Globally Relevant Connections:

- Accountability reporting through active participation in post-secondary sustainability programs.
- Development of the Centre for Ecocities to advance BCIT research and leadership.
- Facilitation of dialogue and mobilization of collective action, both internally and beyond, to embed and advance the sustainability agenda.

BCIT has recently received greater attention for sustainability performance, coming out as a top performer in the [2022 Sustainable Campus Index](#) and [Colleges and Institutes Canada's ImpAct – Climate initiative](#). In 2021, BCIT completed its first Institute-wide comprehensive accountability reporting through the Sustainability Tracking and Reporting System (STARS) from the Association for Advancement in Higher Education (AASHE) and achieved a Silver Rating for sustainability accomplishments. Planning is now underway to implement actions and submit the next STARS report in 2024. The Institute Sustainability team also assessed BCIT's contribution to the seventeen global Sustainable Development Goals (SDGs) and launched the [UN Sustainable Development Goals at BCIT](#) web pages in time for [Canada SDG Week 2023](#). Additionally, BCIT and the BCIT Student Association have now both signed [the SDG Accord](#) and are collaborating on related reporting and outreach activities.

BCIT's [Centre for Ecocities](#), with support from the Real Estate Foundation of BC (REFBC), is embarking on a new project to embed equity into its approach to helping BC communities measure and manage their carbon and ecological footprints. This work supports CleanBC (the Province of BC's climate plan) and the global Sustainable Development Goals (SDGs). The Centre is also planning an ecological footprinting research initiative with York University as well as next phases of collaboration with UN-Habitat on climate youth training and furthering the SDG Cities network across Canada. In February 2022, BCIT students, faculty, and staff presented at the Ecocity World Summit hosted by Delft University and preparations are underway for participation in the next Ecocity Summit taking place in June 2023 in London, UK.

On the home front, BCIT's [Green Team](#) of faculty and staff volunteers continues to elevate sustainability awareness and practice across the Institute, including at the annual [Sweater Day event](#) that included all five campuses for the first time. The BCIT Energy Team, in collaboration with Facilities Improvements and IT Services, has completed a heat recovery project at the Downtown Campus. This cools the server room as well as new technology in the Tech Collider and repurposes the heat to warm classrooms and other spaces. This resulted in a 20% reduction in Downtown Campus carbon emissions. The design for the SE8 replacement Central Heating Plant is complete and its construction will result in BCIT achieving its 33% carbon emissions reduction goal. Campus Planning and Facilities is also in the planning stages to reach future carbon emissions reduction goals for 2030, 2040, and 2050 while continuing to add new buildings and infrastructure.

As a part of BCIT's Enterprise Risk Management (ERM) strategy led by Enterprise Risk and Internal Audit, a climate and sustainability risk framework is now in development. This will help BCIT prepare for inbound impacts – such as those from more unpredictable and severe weather events – and better assess the outbound impacts of the Institute's activities. The framework will also help BCIT keep up with rapidly evolving climate modelling and emerging requirements in climate risk and Environmental, Social, and Governance (ESG) reporting.

PROCESS AND SYSTEM REDESIGN

One of the nine initiatives in BCIT's Strategic Plan is to redesign processes, systems, and structures in order to enhance agility and effectiveness, and to embed sustainability. This past year, BCIT has accomplished the following:

- Completed migration of faculty and staff email and document storage to the cloud.
- Completed Multi-Factor Authentication (MFA) for faculty and staff to enhance security.
- Completed implementation of Banner self-service employee dashboard and direct deposit.
- Completed extension of IT Service Management (ITSM) processes and toolset to enable Enterprise Service Management (ESM) in Safety, Security and Emergency Management (SSEM) department.
- Completed establishment of an online store for IT accessories and peripheral requests.

BCIT's Information Technology Services (ITS) team continues to strive to address impediments to excellence, innovation, and agility.



Once completed, the Concert Properties Centre for Trades & Technology will provide a space for innovation in skilled trades and engineering, applied learning, research and industry collaboration, and build capacity for 700 additional students which will alleviate trades training waitlists and help to build up a healthy talent pool in BC.

INSPIRE – THE COMPREHENSIVE CAMPAIGN FOR BCIT

INSPIRE is BCIT’s largest comprehensive campaign and is integral in supporting BCIT as it ushers in a new era for students, faculty, and the province. This campaign provides a broad range of entry points for donors – from individuals and alumni to corporate donors, making modest to transformational donations. The campaign focuses on three key pillars:

- **Campus Redevelopment:** The INSPIRE Campaign will replace 40+ year-old structures at the end of their lifespans with thoughtfully designed and state-of-the-art equipped spaces built to expose students to various disciplines, inspire curiosity, promote collaboration, and break-down academic and programmatic silos. These new spaces will incorporate sustainable construction practices and will enhance the social and educational experience of students.
- **Learning and Teaching Innovation:** The INSPIRE Campaign will invest in innovative teaching methods such as simulation, virtual reality, and augmented reality to provide immersive, interactive, experiential learning opportunities that integrate real-world environments, workflows, and interdisciplinary interactions into the classroom.
- **Access and Inclusion:** The INSPIRE Campaign will work to remove financial and other barriers that prevent students from receiving an education. BCIT’s commitment is to provide holistic support for Indigenous learners, fostering an inclusive environment, helping remote students access education, and providing a safe environment for Indigenous students.

The Campus Redevelopment Plan is a key strategic initiative. BCIT Burnaby Campus will be re-envisioned as a learning community with next-generation spaces that are conducive to collaboration, innovation, and research. The campus will develop buildings and shared spaces which will enhance and expand the educational experience of BCIT students, including the:

- Health Sciences Centre [opened September 2022];
- Beedie Plaza [opened May 2023];
- Tall Timber Student Housing [in construction - opening 2025]; and
- Trades & Technology Complex [in development], featuring five new buildings including the Concert Properties Centre for Trades and Technology and the Robert Bosa Carpentry Pavilion.

Total funds raised to date, as of April 30, 2023, for the INSPIRE Campaign are \$107.5M with a further \$2M being finalized with gift agreements. The funds have been designated to the three campaign pillars as follows:

- Campus Redevelopment \$50.6M;
- Learning & Teaching Innovation: \$26.6M; and,
- Access & Inclusion: \$30.3M.

The INSPIRE Campaign has provided a platform of growth for the Foundation that is unparalleled in its history, seeing growth from raising \$6.7M per year in 2018/19 to over \$20M in 2022/23.

BURNABY CAMPUS DEVELOPMENT PLAN

Campus development is a key focus area for BCIT. A vital component of this initiative is advancing a viable Campus Development Plan for the Burnaby campus. In addition to major changes to campus infrastructure, streetscapes, and land use, the plan informs the development of capital projects such as the Health Sciences Centre [HSC], Tall Timber Student Housing [TTSH], and the Trades and Technology Complex [TTC].

The HSC welcomed its first students in September 2022 and offers a unique healthcare educational experience. The facility integrates the simulation of direct patient care, indirect patient care, and allied health and laboratory science. The building incorporates a number of elements that recognize its place on traditional territories of the Coast Salish First Nations. A four-storey mural by Musqueam artist Chase Gray covers the building's main interior wall, and the building's rooftop garden highlights native plants, particularly those used by Indigenous communities. This building has achieved WELL building standard certification and Rick Hansen Foundation accessibility certification.

The TTSH project will provide 470 much-needed student housing beds with self-contained studio and communal living units. The 12-storey building will also provide a variety of student lounges, project rooms, and outdoor student commons to support student life for all students living on campus. The project supports BCIT's ambitious goals to reduce its institutional carbon footprint and to showcase innovative building techniques like mass timber construction. The completed building will meet the BC Energy Step Code 4 and will be one of the largest mass timber structures in BC.

The TTC is an integrated, multi-phase project that supports the growing demand for trades training in support of industry-driven labour demand. At the heart of the project is the new Concert Properties Centre for Trades and Technology, which will be augmented by the Robert Bosa Carpentry Pavilion and a Marine and Mass Timber Workshop to create a new trades identity. The project supports women and Indigenous students in trades programs by developing inclusive and culturally appropriate spaces, and providing opportunities for active student engagement through Living Lab efforts and Community Benefit Agreement opportunities that allow students and recent graduates to be a part of project delivery. Like Tall Timber Student Housing, this project will demonstrate leadership in Mass Timber design. It will also meet leading standards for accessibility and sustainability, including Rick Hansen Foundation Accessibility Certification, BC Step 4 Energy Code and the CaGBC Net Zero standard certification.



BCIT's state-of-the-art 285,000-square-foot Aerospace Technology Campus in Richmond.

BCIT AND INDUSTRY

BCIT continues to seek out new opportunities to engage with leading businesses from various industry sectors, in order to establish partnerships that benefit students and the Institute. Some partnerships of note include:

- YVR and BCIT signed a memorandum of understanding to collaborate on innovative applied research projects and strengthen their existing partnership working together to use applied research, technology, and innovation to solve real-world challenges.
- BCIT and Teck Resources Ltd have announced the opening of the [Teck Copper Innovation Hub](#). Made possible by a \$1.75M donation from Teck, the facility is located inside the BCIT Centre for Applied Research & Innovation (CARI). It will use 3D printing to help BCIT researchers and students explore the use of copper and other materials in a variety of healthcare devices, including prosthetics and orthotics.
- Through the generous support of Concert Properties and the Concert and Industry Partners Construction Trades Discovery fund, 25 students in the School of Transportation's Trades Discovery program were supported with full tuition, student fees, and workforce certificates, including Mental Health First Aid. Without this support, these future skilled trades workers may not have been able to embark in trades careers.
- BCIT School of Transportation's Airline and Flight Operations Commercial Pilot (Fixed-Wing) program has partnered with multiple airlines to provide students with employment pathways including [WestJet's](#) WestJet Encore Pathway program, [Porter Airlines'](#) Destination Porter pathway, and [Jazz Airlines'](#) Jazz Aviation Pathway program.
- Nuxalk Nation Housing Initiative partnered with the BCIT School of Construction & the Environment (SOCE) Zero Emissions Building (ZEB) Learning Centre and Vancity Credit Union to provide six short videos for youth education and engagement on key concepts from the project.
- BCIT Centre for Ecocities has been approved for a \$109K grant from the Real Estate Foundation of BC (REFBC) for "Advancing Ecocities in BC: Closing the Sustainability and Equity Gap." This project will build on the success of previous REFBC-funded initiative to deepen the work with flagship communities in the Ecocity Peer Network and to scale this work to reach other communities across BC.
- SOT's Automotive Division recently signed an exclusive collaboration agreement with Tesla and will be delivering the first Tesla START Apprentice Training Program in Canada. Students will undergo an intensive four-year apprenticeship and EV service training program designed to provide the candidates with the skills necessary for a successful career with Tesla.

POST-SECONDARY PARTNERSHIPS

BCIT continues to establish partnerships within the education sector, both nationally and internationally:

- BCIT's School of Health Sciences recently celebrated over 20 years of joint UBC-BCIT Honours B.Sc. degree in Biotechnology.
- Researchers from UBC, SFU, BCIT, and Fisheries and Oceans Canada have partnered to examine the impact road salt may be having on local Pacific salmon. This group of researchers and scientists, including Dr. Anayansi Cohen-Fernandez from BCIT School of Construction and the Environment and students from the BCIT Ecological Restoration program, will monitor salt levels in more than 20 streams around the Lower Mainland.
- BCIT International signed memorandums of understanding with several post-secondary institutions in Germany. These agreements include:
 - BCIT and the International University of Applied Sciences [IU] in Germany will explore a 2+2 pathway partnership. German students with two years of study in Germany are anticipated to articulate into BCIT's Bachelor of Technology in Forensics Investigation in the Digital Cybersecurity program.
 - BCIT and the International University of Applied Sciences in Germany. This agreement allows German students to study in higher levels at BCIT with recognition from the German university for the credits obtained at BCIT towards the completion of the German credential.
 - BCIT and Ravensburg-Weingarten University of Applied Sciences signed a new agreement for a Dual Credential program, the BCIT Graduate Certificate in Global Leadership and the RWU MBA in International Management and Sustainability. This program allows BCIT's Graduate Certificate students to complete an MBA program with this international partner institution.
 - BCIT and Staatliche Berufsschule Bad Aibling in Bavaria, where Germany will explore opportunities of student and faculty exchanges.
- BCIT's School of Transportation and World Citi College of Philippines signed a collaboration agreement in training aircraft maintenance students as a part of their Bachelor Degree in Aeronautical Technology.
- BCIT's School of Energy and Coast Mountain College [CMTN] partnered to offer the first ever BCIT Power Engineering cohort in Northwestern BC. The program is a joint venture between BCIT, CMTN, and LNG Canada and will build capacity to supply operational employees for the new LNG facility in Kitimat.
- Clear Seas continues to offer an [Indigenous Internship Program](#), in collaboration with Mitacs and with BCIT as the main educational partner. The program builds capacity in Indigenous communities by providing opportunities for students, and prioritizes the inclusion of Traditional Knowledge in research on impacts of marine shipping on coastal communities in Canada.

Performance Measures, Targets, and Results

The performance measures listed below align with the Ministry goals and objectives as defined by the 2021/22 Accountability Framework. Measures are provided along with a brief summary of the results.

SYSTEM OBJECTIVE 1: CAPACITY

The Ministry's Strategic Objective of Capacity is designed to ensure the BC public post-secondary system has sufficient capacity to meet the evolving needs of the province.

STUDENT SPACES (FTE)	2021/22 ACTUAL	2022/23 TARGET	2022/23 ACTUAL	2022/23 ASSESSMENT
Total Student Spaces	12,640	12,784	11,941	Substantially Achieved
Nursing and other allied health programs	2,570	2,998	2,424	Not Achieved
Developmental	207	224	242	Achieved
<i>Performance Measure description: the number of full-time equivalent (FTE) student enrolments delivered overall and in designated program areas.</i>				

Historically, BCIT has consistently achieved and exceeded the Ministry's target for total student spaces. In 2022/23 BCIT saw a slight decline in utilization while still substantially achieving the target, ultimately delivering 93.4% utilization on the Ministry's total student spaces. In recent years, the softening demand of domestic students along with steady increases of international students have impacted BCIT's utilization rates. Enrolment has further been affected by COVID-19. Actions are currently underway to help increase domestic activity to enable BCIT to achieve and exceed its target over the next few years. Some of these actions include: expanding industry services opportunities, increasing recruitment efforts, and actively managing capacities to accommodate additional students where there is strong demand. Recent Ministry announcements regarding the [future skills grant](#) and [TradeUpBC](#) are also expected to create additional demand in Flexible Learning courses and programs.

BCIT delivered 2,424 student FTEs in Nursing, Specialty Nursing, and Allied Health programs in 2022/23, which is a decrease of 5.6% from the previous year.

CREDENTIALS AWARDED	2021/22 ACTUAL	2022/23 TARGET	2022/23 ACTUAL	2022/23 ASSESSMENT
Number	5,921	≥ 5,981	5,895	Substantially Achieved
<i>Performance Measure description: the average number of credentials awarded to domestic students by public post-secondary institutions in the most recent three years.</i>				

Credentials awarded by BCIT to domestic and international graduates have increased 7.0% over the past five years, from 7,201 in 2017/18 to 7,556 in 2021/22. This growth can be mainly attributed to advanced diplomas, diplomas, and bachelor's degrees.

SYSTEM OBJECTIVE 2: ACCESS

The Ministry's Strategic Objective of Access ensures that the BC public post-secondary system provides equitable and affordable access for residents.

INDIGENOUS STUDENT SPACES	2021/22 ACTUAL	2022/23 TARGET	2022/23 ACTUAL	2022/23 ASSESSMENT
Total Indigenous Student Spaces ³⁶	726	815	830	Achieved
Ministry [PSFS]	421		439	
SkilledTradesBC	305		391	
Performance Measure description: number of full-time equivalent (FTE) enrolments of Indigenous students delivered in all program areas.				

³⁶ Results from the 2022/23 reporting year are based on data from the 2021/22 fiscal year; results from the 2021/22 reporting period are based on data from the 2020/21 fiscal year.

Indigenous FTEs at BCIT increased by 14.3% over the previous year, with the Institute achieving a total FTE count of 830 Indigenous learners. This assessment is reflective of student activity between April 2021 and March 2022. During 2022/23, BCIT saw Indigenous enrolments recover as students returned to campus and COVID-19 measures were modified. The Institute experienced some of the highest Indigenous headcounts.³⁷ BCIT's reputation and legacy are key factors in helping drive this growth and, over the coming year, the institution will continue to expand its engagement with Indigenous communities.

Indigenous students are enrolled in many areas of programming at BCIT, including engineering and applied sciences, business and management, and trades; particularly as apprentices in the electrical, carpentry, metal fabricator, millwright, and ironworker generalist fields.³⁸

The Institute will continue to seek out opportunities for Indigenous learners through consultation with key partners and stakeholders. BCIT will be an important partner in ensuring the post-secondary experience is positive and supportive for Indigenous learners, while creating clear pathways to success, from K-12 to employment. The institution continues to implement the BCIT Indigenous Vision to ensure systemic change and student success.

SYSTEM OBJECTIVE 3: QUALITY

The Ministry's Strategic Objective of Quality ensures that the BC public post-secondary system provides quality through enriched educational experiences that meet the learning objectives of students.

STUDENT SATISFACTION WITH EDUCATION	2021/22 ACTUAL		2022/23 TARGET	2022/23 ACTUAL		2022/23 ASSESSMENT	2022/23 PSI*
	%	+/-		%	+/-		%
Former diploma, associate degree and certificate students	91.6%	0.6%	≥ 90%	91.1%	0.7%	Achieved	90.2%
Trades foundation and trades-related vocational graduates ³⁹	91.7%	1.5%		88.8%	1.9%	Achieved	89.0%
Former apprenticeship students	89.7%	1.6%		83.7%	2.2%	Substantially Achieved	90.1%
Bachelor degree graduates	94.8%	1.5%		92.6%	1.8%	Achieved	88.8%
Performance Measure description: percentage of students who were very satisfied or satisfied with the education they received.							

***Note:** BC post-secondary institutions, minus BCIT for 2022.

As in previous years, BCIT has continued to achieve or substantially achieve the Ministry target on students' satisfaction with education.

STUDENT ASSESSMENT OF THE QUALITY OF INSTRUCTION	2021/22 ACTUAL		2022/23 TARGET	2022/23 ACTUAL		2022/23 ASSESSMENT	2022/23 PSI*
	%	+/-		%	+/-		
Former diploma, associate degree, and certificate students	93.8%	0.5%	≥ 90%	93.8%	0.6%	Achieved	94.7%
Trades foundation and trades-related vocational graduates	94.8%	1.2%		94.4%	1.3%	Achieved	94.6%
Former apprenticeship students	93.1%	1.4%		88.6%	1.9%	Achieved	94.2%
Bachelor degree graduates	94.2%	1.6%		91.9%	1.9%	Achieved	91.2%
Performance Measure description: percentage of students who rated the quality of instruction in their program positively.							

***Note:** BC post-secondary institutions, minus BCIT for 2022.

³⁷ BCIT Student Information Systems, fiscal year 2022/23

³⁸ Central Data Warehouse (CDW) FTE Datamart, Ministry of Post-Secondary Education and Future Skills (May 2022)

³⁹ As of the 2019/20 reporting year, the trades foundation and trades-related vocational graduates have been split out from the former diploma, associate degree and certificate students.

Former students' favourable assessment relating to BCIT's quality of program instruction, as well as the achievement of Ministry targets over the past few years, indicate that the Institute continues to make strong progress.

STUDENT ASSESSMENT OF SKILL DEVELOPMENT [OVERALL]	2021/22 ACTUAL		2022/23 TARGET	2022/23 ACTUAL		2022/23 ASSESSMENT	2022/23 PSI*
	%	+/-		%	+/-		%
Former diploma, associate degree, and certificate students	87.0%	0.7%	≥ 85%	87.1%	0.7%	Achieved	86.7%
Trades foundation and trades-related vocational graduates	88.2%	1.6%		86.8%	1.8%	Achieved	87.9%
Former apprenticeship students	82.7%	1.9%		79.2%	2.1%	Substantially Achieved	84.1%
Bachelor degree graduates	90.0%	1.8%		87.4%	2.0%	Achieved	83.7%
Performance Measure description: percentage of students who indicated their education helped them to develop various skills.							

*Note: BC post-secondary institutions, minus BCIT for 2022.

BCIT strives to meet the Ministry's targets; this year all graduate ratings achieved their targets, while former apprenticeship students were slightly below target. BCIT's Educational Quality Framework encourages continuous quality improvement, focusing on program curriculum, program delivery, and educational support systems. The Institute reviews all programs on a systematic basis, utilizing feedback from students, industry, and faculty. BCIT programs are benchmarked against programs in peer institutes across the province and Canada. Minor revisions and updates occur frequently, and when more extensive changes are deemed appropriate, these proposed changes are reviewed and approved by the BCIT Education Council with support from the BCIT Learning and Teaching Centre.

SYSTEM OBJECTIVE 4: RELEVANCE

The Ministry's Strategic Objective of Relevance ensures that the BC public post-secondary system is relevant, having the breadth and depth of programming to meet the evolving economic needs of the province.

STUDENT ASSESSMENT OF THE USEFULNESS OF KNOWLEDGE AND SKILLS IN PERFORMING JOB	2021/22 ACTUAL		2022/23 TARGET	2022/23 ACTUAL		2022/23 ASSESSMENT	2022/23 PSI*
	%	+/-		%	+/-		
Former diploma, associate degree, and certificate students	87.2%	1.0%	≥ 90%	86.9%	1.0%	Substantially Achieved	83.9%
Trades foundation and trades-related vocational graduates	90.3%	2.0%		88.3%	2.2%	Achieved	86.0%
Former apprenticeship students	93.0%	1.5%		89.9%	1.9%	Achieved	91.4%
Bachelor degree graduates	92.7%	1.9%		90.8%	2.1%	Achieved	84.8%
Performance Measure description: percentage of employed graduates who indicated the knowledge and skills they acquired through their education was useful in performing their job.							

*Note: BC post-secondary institutions, minus BCIT for 2022.

BCIT's result for former diploma, associate degree, and certificate students, at 86.9%, is slightly below the Ministry target [90%], but above the PSI average [83.9%]. The Institute's ability to perform above average compared to other post-secondary institutions reflects its aptitude in preparing job-ready graduates and adapting to the changing needs of the labour market. BCIT's results for usefulness of knowledge and skills in performing a job show a slight decrease over the Institute's performance in the previous year. BCIT uses Program Mix Analysis to monitor all full-time and Flexible Learning programs, identifying which programs are performing below the target. Results from this analysis is taken into consideration by Deans when developing operating plans for their schools, with actions identified to resolve underperforming areas. Furthermore, BCIT's robust program review process also identifies areas where programs need to improve and the Learning and Teaching Framework provides insights and resources to support student learning and skill development.

UNEMPLOYMENT RATE	2021/22 ACTUAL		2022/23 TARGET	2022/23 ACTUAL		2022/23 ASSESSMENT	2022/23 PSI*
	%	+/-		%	+/-		
Former diploma, associate degree and certificate students	12.1%	0.8%	≤ 8.7%	8.6%	0.7%	Achieved	5.5%
Trades foundation and trades-related vocational graduates	11.2%	1.8%		9.1%	1.8%	Achieved	8.5%
Former apprenticeship students	3.4%	1.0%		3.4%	1.1%	Achieved	2.0%
Bachelor degree graduates	2.9%	1.2%		2.2%	1.0%	Achieved	6.3%
Performance Measure description: percentage of graduates who were unemployed at the time of the survey, compared with the percentage of unemployed individuals with high school credentials or less.							

***Note:** BC post-secondary institutions, minus BCIT for 2022.

BCIT is closely attuned to the needs of the labour market and can therefore experience an above-average impact from economic and labour market conditions in the province and in the economic development region.

BCIT Going Forward

In the year to come, BCIT is excited to continue playing an integral role in the provincial and national recovery, while also responding to related financial pressures on the institution. By advancing educational initiatives, BCIT will help train a highly skilled, diverse, and adaptable labour force in BC. BCIT aims to align with industry and government needs by supporting a strategic focus in education to better match current demographic trends and labour demand. Now, particular focus will be dedicated to technology, trades, and healthcare sectors, furthering and strengthening industry partnerships in order to deliver training and apprenticeships, and fostering hands-on learning through collaborative activities with the K-12 school districts. Furthermore, continued efforts will be made to reskill and upskill the labour force via micro-credential programs and agile learning initiatives.

BCIT will continue to build on its 50 years of experience providing quality applied training for the evolving social and economic needs of the region, while striving to stay at the forefront in innovation, equity, and technological and post-pandemic learning trends. The Institute’s commitment remains to produce job-ready graduates with future-proof skills to fill the labour needs.

Consolidated Financial Statements

For the most recent financial information, please see the Audited Financial Statements at bcit.ca/financial-services/financial-reports

Appendix: Implementation of Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples

Progress on Implementation of Truth and Reconciliation Commission's (TRC) Calls to Action and Articles of the United Nations Declaration (UN Declaration) on the Rights of Indigenous Peoples at Public Post-Secondary Institutions in BC.

The provincial government is committed to implementing the UN Declaration on the Rights of Indigenous Peoples and the TRC Calls to Action. Institutions will have addressed relevant TRC Calls to Action and articles of the UN Declaration on the Rights of Indigenous Peoples to varying degrees.

TRC CALL TO ACTION AND UN DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES ARTICLE	
1: SOCIAL WORK	
We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.	
PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
N/A	
12: EARLY CHILDHOOD EDUCATION	
We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.	
PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
N/A	
16: INDIGENOUS LANGUAGE DEGREE AND DIPLOMA PROGRAMS	
We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal Languages.	
PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
N/A	<ul style="list-style-type: none"> BCIT does not yet offer language degree & diploma programs, but has engaged a Tsleil-Waututh Hul'q'umn'num Language Consultant to support language initiatives at BCIT. These initiatives include naming of student residences including existing and future buildings, renaming of public spaces on campus, and language lessons. Development of a Traditional Plants App is also well underway.
23: HEALTH-CARE PROFESSIONALS	
We call upon all levels of government to increase the number of Aboriginal professionals working in the healthcare field, ensure the retention of Aboriginal healthcare providers in Aboriginal communities, and provide cultural competency training for all healthcare professionals.	
PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
N/A	<ul style="list-style-type: none"> See initiatives undertaken in other departments within BCIT School of Health Sciences.

24: MEDICAL AND NURSING SCHOOLS

We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration (UN Declaration) on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
In Progress	<p>PEOPLE LEVEL</p> <ul style="list-style-type: none"> Five reserved seats in Bachelor of Science in Nursing (BSN) Program. Five reserved seats in the Medical Laboratory Science Program. Increased the number of Kairos Blanket Exercises (KBEs) to include sessions for Health Sciences faculty and students. The BSN currently runs 6 KBEs per academic year for students as part of the curriculum. Faculty partnership towards formation of the Canadian Association of Schools of Nursing National Indigenous health working group; currently have 1 faculty member as an active member of the working group. BSN Indigenous Circle for faculty. Faculty development through ongoing educational resources. BSN Staffing committee working with HR to embed competencies related to Anti-Indigenous racism and cultural safety into job-postings. Engagement of students via survey to understand their educational experiences. Newly established Anti-racism in Nursing Education working group partnership between BSN and Specialty Nursing program. Increased awareness of events and activities (KBE, information sharing related to public education events). <p>CURRICULUM LEVEL</p> <ul style="list-style-type: none"> Newly revised mandatory course for BSN which focuses on true history of Indigenous peoples in Canada, centers Indigenous voices and ways of knowing, and discusses culturally appropriate approaches in delivery of care for patients. Curriculum revisioning to develop and expand awareness, understanding, and skill development towards Indigenous Cultural Safety, trauma informed practice, equity-oriented care, conflict resolution, human rights. Integrating learning activities specific to new BCCNM practice standard (Indigenous cultural safety, cultural humility, and anti-Indigenous racism). Specialty Nursing program undertaking efforts to indigenize their department and curricula.

28: LAW SCHOOLS

We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the UN Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
N/A	<ul style="list-style-type: none"> While BCIT does not have a law school, Kory Wilson, Director of Indigenous Initiatives and Partnerships at the Institute, is a lawyer and has been working with the BC First Nations Justice Council to advance the BC First Nations Justice Strategy.

57: PUBLIC SERVANTS

We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the UN Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
In Progress	<ul style="list-style-type: none"> Work is underway to create additional modules about UNDRIP/DRIPA and what it means for BC. Regular discussions are held with the Director of Respect, Diversity & Inclusion regarding this initiative. BCIT has provided Indigenous 101 training to many community members and organizations. The cultural awareness course continues to be offered online and in person to the BCIT community as well as being requested and scheduled by external groups including City of Coquitlam, Burnaby Board of Trade, BC Tech, and Vancouver Board of Trade.

82: TEACHER EDUCATION

We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to: Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
In Progress	<ul style="list-style-type: none">▪ An Allyship module has been developed, and is ready to be added to online training hub.▪ Several new Indigenous Awareness Modules in the development stages.▪ BCIT continues to offer an Indigenous 101 series of workshops to the BCIT community, which are available online or in person upon request. Indigenous 101 is available to various other organizations and groups external to BCIT.▪ BCIT partnered with BC Campus and two province-wide workshops using the Indigenization Guides for Teachers and Instructors.▪ Workshops have been developed with the Learning and Teaching Centre at BCIT.▪ There are ongoing meetings and consultation with every department at BCIT and individual instructors in regard to Indigenous issues.▪ Zoom workshops have been developed to distribute other Indigenous Guides to BCIT.

86: JOURNALISM AND MEDIA SCHOOLS

We call upon Canadian journalism programs and media schools to require education for all students on the history of Aboriginal peoples, including the history and legacy of residential schools, the UN Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
In Progress	<ul style="list-style-type: none">▪ Indigenous Journalism Circle has been formed and is working on completing a Journalism Action Plan to increase Indigenous Awareness, both within and out of the classroom, increase enrolment, and influence Indigenous accuracy in the media.▪ BCIT's three Indigenous Awareness Modules are in use by faculty and staff.

92: BUSINESS SCHOOLS

We call upon the corporate sector in Canada to provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the UN Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and antiracism.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
In Progress	<ul style="list-style-type: none">▪ BCIT's School of Business and Media, in partnership with Indigenous Initiatives and Partnerships, has been working with Lil'wat First Nation and the Whistler Institute to offer Indigenous training and cultural competency. Two Indigenous and Intercultural Awareness courses have been developed in partnership with the Lil'Wat First Nation, with several offerings delivered in the Sea-to-Sky Corridor. The courses aim to build lasting sustainable relationships through educating individuals and employers on the culture, history, and traditions of the Lil'wat, as well as the history and effects of colonization in Canada and the residential school system, and to provide employers the tools to support local Indigenous community members at work. The Lil'Wat First Nation partnership will continue, with course content currently being reviewed and updated, and a similar programming opportunity is currently being explored with the Squamish First Nation.▪ A separate micro-credential is under development for delivery to Lil'wat Nation community members and to high school students in the area; this micro-credential will aim to deliver life and employment skills, including topics on effective communication, employment readiness, and more. Upon successful implementation of this micro-credential, opportunities for expansion will be explored.

UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES IMPLEMENTATION

How is your institution working with Indigenous peoples and communities to implement the United Nations Declaration on the Rights of Indigenous Peoples, and in particular the articles related to education, which include the following:

Article 14

1. Indigenous peoples have the right to establish and control their educational systems and institutions providing education in their own languages, in a manner appropriate to their cultural methods of teaching and learning.
2. Indigenous individuals, particularly children, have the right to all levels and forms of education

Article 15

1. Indigenous peoples have the right to the dignity and diversity of their cultures, traditions, histories and aspirations which shall be appropriately reflected in education and public information.

Article 21

Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including, inter alia, in the areas of education, employment, vocational training and retraining, housing, sanitation, health and social security.

PROGRESS	NEW AND/OR CONTINUING INITIATIVES AND PARTNERSHIPS
In Progress	<ul style="list-style-type: none"> ▪ Creation of the Indigenous Wellness Toolkit to support students in the Eight Dimensions of Well-being. As well as being a stand-alone Toolkit, BCIT Indigenous Initiatives and Partnerships anticipates developing a plan to integrate Indigenous Wellness Toolkit modules into BCIT programs. Implementation has been delayed due to limited resources. ▪ Continued progress toward priorities outlined in An Indigenous Vision: A framework for action and accountability. To identify actions and areas for development across BCIT, priorities within the Vision are being reviewed and considered by schools and departments. These areas are creating their own "Reconciliation Action Plans" to support the Vision, with some schools having already completed their Plans. ▪ Increasing diversity & inclusion events and related activities to support education and awareness. ▪ Ongoing consultation with stakeholders and community. ▪ The number of programs and services being offered is increasing.

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