



Provincial K-12 Workforce Plan



Vision

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



Mission

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

Guiding Principles

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

Focus Areas

SUPPORT RETENTION THROUGH ADULT WELL-BEING & PROFESSIONAL GROWTH

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

- Employee well-being
- Onboarding
- Mentorship
- Professional learning (e.g., communities of practices, learning networks)
- Leadership development
- Supports for education assistants

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

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

- Pathways for specific occupations & between occupations (e.g., education, micro-credentials, conditional certificates)
- Pathways for internationally educated individuals
- Flexible education programs (e.g., multi-access, in-community)
- Responsive education programs (e.g., number of seats to address supply/demand, preparation of K-12 staff for the school context)

ATTRACT DIVERSE TALENTS & INDIVIDUALS INTO K-12 CAREERS

Provide attractive & engaging career options to attract & retain the right people in the right positions

- Workforce representative of BC's diverse student population
- Sector communication on careers in K-12 education
- Early exposure to K-12 careers (e.g., dual credits, career education)
- Compensation, incentives, & bursaries
- Housing

FOSTER CROSS-SECTOR COLLABORATION FOR AN AGILE EDUCATION SYSTEM

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

- Collaboration between positions/districts/stakeholders (e.g., resource sharing)
- Streamlining processes to address workload issues (e.g., tasks taking staff's focus away from students)
- Strategic planning to limit scope creep (e.g., the expanding role of schools beyond the learning agenda)
- Monitoring, adapting to, and anticipating HR needs