



Workforce Development Projects and SD59

Board of Education
Presentation

Wednesday,
November 19, 2025

Provincial K-12 Workforce Plan



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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



Workforce Development Pilot Projects

- Pre-Employment Hiring Incentives
- Northern BC Practicum Award
- Northern BC Relocation Award
- Northern Student Bursary Return of Service Program

Pre-employment Hiring Incentives

- 3 Rounds:
 - Rounds 1 and 2 – Two Tiers (2023-2025)
 - Tier 1 = Critical Need -> \$10 000 per 1.0 FTE hire
 - Tier 2 = High Need -> \$5000 per 1.0 FTE hire
 - ✓ **School District No. 59 Applied for Tier 1 and Tier 2 Incentives (Chetwynd and Tumbler Ridge)**
- Round 3 - Three Tiers (2025-2026)
 - Tier 1A = Critical Isolated Need* for 2025
 - Tier 1 = Critical Need -> \$10 000 per 1.0 FTE hire
 - Tier 2 = High Need -> \$5000 per 1.0 FTE hire
- ✓ **School District No. 59 Applied for Tier 1 and Tier 1A Incentives (Tumbler Ridge and Chetwynd).**

Pre-employment Hiring Incentives

3-Rounds

Tier 1 Critical Need: \$10 000

Criteria:

- School is located in a rural/remote area
- Critical Hire need to fill with certified teacher(s)
- High risk of school functional closures
- High proportion of students from historically marginalized communities and/or facing systemic barriers who are being negatively impacted by the lack of certified teachers
- Extended period of vacancy and unable to fill position

Position and Applicant Eligibility:

- For certified enrolling teachers only
- Full-time or part-time
- Applicants must be certified teachers to teach in BC or eligible to become certified
- Applicants can come from anywhere
- For new hires only (cannot be retroactively applied)

Pre-employment Hiring Incentives

Round 3 – Additional Tier (Tier 1A: Critical Isolated Need)

Tier 1A Critical Need: \$15 000.

Criteria:

- School is located in an isolated area (e.g., requires access by boat)
- Extremely difficult and challenging position(s) to fill
- History of school functional closures
- High proportion of students from historically marginalized communities and/or facing systemic barriers who are being negatively impacted by the lack of certified teachers and a high turnover rate of teachers/LOPs
- High number (and rate) of LOPs and/or non-certified teachers teaching regular enrolling classes
- Extended period of vacancy and unable to fill position

Position and Applicant Eligibility:

- For certified enrolling teachers only
- Full-time or part-time
- Applicants must be certified teachers to teach in BC or eligible to become certified
- Applicants can come from anywhere
- For new hires only (cannot be retroactively applied)



Pre-employment Hiring Incentives

- **3 Rounds:**

- Round 1 (2023-24 School Year)

- ✓ School District No. 59 applied for 5 incentives.
 - ✓ We received 4 - \$10 000.00 incentives.
 - ✓ 3 teachers were hired and offered the \$10 000 – 1 teacher is still teaching in Tumbler Ridge (2025)

- Round 2 (2024-25 School Year)

- ✓ School District No. 59 applied for 11 incentives.
 - ✓ We received 5 - \$10 000.00 incentives for Chetwynd.
 - ✓ A number of teachers were offered employment and incentives through our post-and-fill season (January – August)
 - ✓ 3 teachers were hired and offered the \$10 000 – 3 teachers are still teaching with SD59 (Chetwynd and Dawson Creek).

Pre-employment Hiring Incentives

- **3 Rounds:**
 - Round 3 (2025-26 School Year)
 - ✓ **School District No. 59 applied for 12 incentives.**
 - ✓ **We received 5 - \$10 000.00 incentives for Tumbler Ridge and two \$10 000 incentives for Chetwynd.**
 - ✓ **A number of teachers were offered employment and incentives through our post-and-fill season (January – August)**
 - ✓ **4 teachers were hired and offered the \$10 000.00 – 4 teachers are still teaching with SD59 (2 in Chetwynd and 2 in Tumbler Ridge).**

Northern BC Practicum Placement Awards

- Teacher candidates in B.C. teacher education programs can apply for an \$8,000 award to complete their summative practicum in a rural or remote community in Northern B.C.
- This initiative is supported through funding from the Ministry of Education and Child Care. The program aims to:
 - Encourage more teacher candidates to choose rural or remote practicum placements by offering financial support for relocation costs
 - Strengthen partnerships between northern school districts and B.C. teacher education programs and provide rural and remote schools more opportunities to welcome teacher candidates
 - Raise awareness of the many benefits of living and working in northern communities and generate interest in teaching in this region.

Northern BC Relocation Award

The Northern B.C. Relocation Award provides financial support to teacher candidates who need to relocate to attend in-person coursework as part of a teacher education program delivered in northern British Columbia. Funded by the Ministry of Education and Child Care, this initiative helps reduce barriers for students living in northern B.C. by supporting their move closer to university campuses offering teacher education programs. -> UBC, UNBC, and SFU.

- **Award amount**

- Eligible teacher candidates can apply for relocation support of \$800 per week, up to a maximum of \$8,000 per teacher candidate.

- **Eligibility requirements**

- To apply for the Northern B.C. Relocation Award, a teacher candidate must be:
- Currently living in northern B.C.
- Enrolled in a teacher education program offered by a [participating institution](#) in northern B.C.
- Required to relocate to attend in-person coursework

Northern Student Bursary: Return To Service Program

- Teacher candidates who commit to working for three years in one of the participating northern schools will be eligible to receive an award of up to \$18,000 during the final year of their teacher education program. This funding will be applied directly toward their tuition costs.
- Upon graduation, students who receive the award must **successfully secure employment as a teacher in one of the participating schools to fulfill the return of service requirement**. Recipients who do not fulfill the return of service requirement will be required to repay the award.



School District 59 Advocacy: A Seat at the Table

Committees: Workforce Development

1. Workforce Development Team:

1. Data Working Group (Workforce Report)
2. Northern Practicum Awards Committee
3. Northern Return to Service Awards Committee

2. Workforce Development Team Collaborations:

1. Ministry of Education and Childcare
 1. Workforce Development: Governance and Analytics Division / Workforce, Accountability and Governance Division
2. University Programs – Deans
3. BCSSA
4. BCPVPA

Awards Received to Date:

- **Northern BC Practicum Awards (\$8000)**
 - 2 (UBC Vancouver, UBC WKTEP)
- **Northern BC Relocation Award (\$8000)**
 - 1 (UBC WKTEP)
- **Northern Student Bursary Return of Service Program (Up to \$18000)**
 - In Progress



Practicum Placements: Current

- **Simon Fraser University:**
 - AHCOTE (Alaska Highway Consortium of Teacher Education)
 - PLP (Professional Linking Program)
- **University of Calgary:** Werklund
- **UBC – WKTEP** (West Kootenay Teacher Education Program)
- **Inquiries:** University of the Fraser Valley





Practicum Placements: Recent years

- Werklund School of Education
- AHCOTE
- WKTEP
- University of Alberta
- University of British Columbia (Vancouver)
- University of Northern British Columbia

Additional Recruitment Information

- Make A Future
 - Marketing
 - Employer Presentations (x2)
 - Use of Make a Future Platforms
- Indeed
 - Digital Career Fair
 - Employment Platform
- Nine10
 - Marketing
 - Discover Your Path
- University Partnerships / Presentations
- In-person Career Fairs

