

Environmental Scan 2019

INSTITUTIONAL RESEARCH

snəwəyət leləm.

THE COLLEGE OF HIGHER LEARNING.

Langara.

THE COLLEGE OF HIGHER LEARNING.

Executive summary

The Environmental Scan 2019 considers the demographic and economic context, government priorities, and trends in post-secondary education that might relate to Langara's mission as Canada's pathways college. There are three parts in the Environmental Scan 2019: the first discusses broader trends in the Vancouver area and British Columbia as a whole; the second discusses trends specific to Langara and other post-secondary institutions in the province; and the third discusses Langara's internal enrolment trends and ongoing initiatives.

Broad external trends

The largest group of Langara students are in the 18- to 24-year-old age range and live in the College's service area, made up of the Vancouver, Richmond, and Burnaby school districts. While the populations of the College service area and of BC as a whole continue to grow, we have seen decreases in the population aged 18-24, a trend that is reflected in decreasing numbers of grade 12 students in local high schools. This decrease is expected to reverse by the end of the 2020s; meanwhile, recent trends suggest Metro Vancouver will continue to see new residents arrive from other provinces and from outside Canada.

Strong economic growth in BC has caused the unemployment rate to drop to its lowest level since the 2008/09 recession. With the lowest unemployment rate and the highest job vacancy rate in Canada, BC is in need of skilled workers; however, the availability of work might be an incentive to delay post-secondary training. Over the next decade, more than three-quarters of new job openings will require some level of post-secondary education. A majority of BC's job openings will be in the Mainland/Southwest region that includes the Langara service area. However, high housing prices can make it difficult to live, work, and study in Metro Vancouver, as the gap between home prices and income is worse in Vancouver than in any other Canadian city, though recent policy changes appear to have slowed the increase in prices. The city's Cambie Corridor plan will create new high-density housing options near Langara, while expansions to TransLink service will help students who commute from elsewhere in the Lower Mainland.

The most recent provincial budget sets out a number of policy priorities, including:

- Constructing new affordable homes and student housing;
- Providing more post-secondary seats for early childhood educators, health care assistants, and nurses;
- Reconciliation with Indigenous peoples;
- Reducing climate pollution; and
- Making education more accessible to underrepresented populations.

Governments at the federal, provincial, and municipal level have all made investments to support the technology sector in Vancouver, which is home to Canada's Digital Technology Supercluster and is a major centre of the digital entertainment industry. The federal and provincial governments are also working to expand immigration and grant more study permits to international students.

Trends specific to Langara

Langara transfers more students to research- and teaching-intensive universities than any other BC college or institute. Compared to those of other institutions in the area, Langara's graduates are more likely to report that they went on to further education rather than working full time. In

addition to public institutions, several private and out-of-province institutions operate in the Langara service area and offer similar programs.

The Ministry of Advanced Education, Skills and Training has set out priorities for Langara in its most recent Mandate Letter, including:

- Improving access for vulnerable and underrepresented students;
- Expanding work-integrated learning opportunities and programming in high-demand fields;
- Improving student safety and well-being;
- Aligning with the new secondary education curriculum and the new common application system; and
- Balancing finances while limiting tuition increases.

Additionally, Langara is scheduled to undergo the Quality Assurance Process Audit in 2020; this audit will review internal program review processes at all BC post-secondary institutions. Other provincial initiatives include capital spending at post-secondary institutions throughout BC, for example, to expand student housing and build new training and research facilities.

As automation reshapes the economy, it will also affect job tasks and the skills needed for success. By combining job-specific skills with soft skills in communication and critical thinking, workers can prepare themselves for technological change in the workplace. To help instructors and students adapt in a rapidly changing economy, institutions including Langara are beginning to make use of open educational resources and explore proposals to offer badges and micro-credentials. Another priority for BC post-secondary institutions is to implement the education-related Calls to Action of the Truth and Reconciliation Commission, as outlined in the Ministry Mandate letter, as well as to engage with Indigenous knowledge systems in their teaching and learning.

Internal trends and issues

Like other public post-secondary institutions in the area, Langara has seen a decrease in domestic enrolments over the past five years, while the number of international students has increased. The College has also seen more students living in Surrey or elsewhere in the Lower Mainland. Incomes are higher, on average, for Langara graduates who remain in Canada than for Metro Vancouver workers as a whole.

Langara has strategically grown its population of international students and expanded support for students both in their home countries and after they arrive in Canada. In 2017, the College began developing its Internationalization Strategy with input from employees and students. The aim of internationalization at Langara is to integrate an intercultural dimension in the way we teach, learn, and provide services.

Langara has developed a new 25-year Campus Master Plan, which will pursue site densification. While the new self-funded Science and Technology building, open since 2016, has provided some needed spaces for classrooms and student services, Langara still faces significant pressure for additional space to match enrolment growth.

While increasing the amount of campus space, the College has reduced its energy usage and emissions per square foot. Langara is implementing several other sustainability projects, including recycling and composting on campus, new solar panels installed on the Science and Technology building, and new water fill stations to help eliminate the need for single-use water bottles.

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Institutional overview

Langara College, located in south Vancouver, was established as an independent public college on April 1, 1994. Our vision is to be Canada's pathways college and our mission is to provide accessible educational opportunities that meet the needs of our diverse community and to support exceptional learning experiences that lead to employment, career advancement, and further education. We are firm believers in life-long learning and deliver on this commitment by charting exceptional educational pathways for students of all ages, backgrounds, and life stages. Langara plays a critical role in preparing students with the skills and knowledge needed for high-demand occupations both in our local region and in other BC communities.

We offer the most comprehensive university transfer program of any BC college: six baccalaureate programs (Bachelor of Business Administration degrees in Accounting, Business Management, International Business Management, and Marketing Management; Bachelor of Recreation Management; and Bachelor of Science in Nursing), 23 career programs, and continuing studies courses in over 70 subject areas. Students can pursue programs of study leading to a post-degree certificate or diploma, bachelor's degree, associate degree, diploma, certificate, or citation. We also provide a wide range of educational experiences designed to enrich post-secondary learning, including work-integrated learning (which includes co-operative education), domestic and international field studies, and educational partnerships with domestic and international institutions and organizations. Langara College Continuing Studies offers a unique selection of intensive English and academic skills programs for students whose first language is not English, in addition to personal and professional development courses designed to meet the needs and schedules of our community. The College served nearly 23,000 students in the 2018/19 fiscal year.

In April 2019, Langara rolled out its refreshed institutional identity, incorporating the name *snəwəyət̓ leləm̓*, given to us by the Musqueam people. The name means 'house of teachings' in the *hən̓q̓əmin̓əm̓* language and was given to Langara in recognition of the growing relationship between the College and Musqueam, and Langara's location on Musqueam unceded traditional territory.

Broad external trends

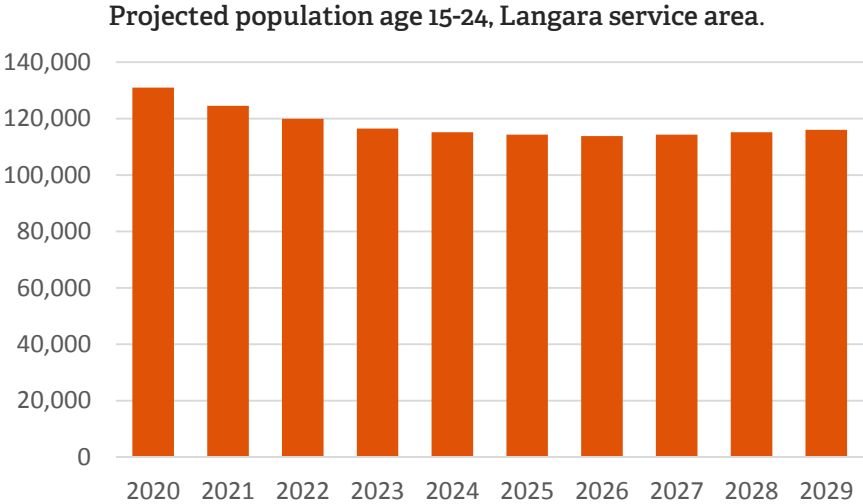
Demographics

Overview

The Province defines the Langara College service area as the combination of the Vancouver, Richmond, and Burnaby school districts.¹ For more than ten years, over three quarters of our students have listed their residence within this region. The College’s primary demographic is 18- to 24-year-old students (77% in 2018/19), but we also serve many who are entering or returning to school later in life, retraining for new careers, or advancing their professional qualifications.

Population trends

The total population of the College service area is expected to increase by 12.7% between 2019 and 2029.² Langara’s domestic enrolment generally reflects the population change in the 18-24 age group. According to BC Stats, the College service area population in the 15-19 age group is projected to increase by 0.9% in the next 10 years, while the population in the 20-24 age group is projected to decrease by 24.9% in the same period.³ Overall, this means a 15.2% decrease in the population aged 15-24, which accounts for the majority of the College’s students. While the population of this demographic group is expected to decrease each year until 2026, it is expected to grow steadily for the rest of the decade and into the 2030s.

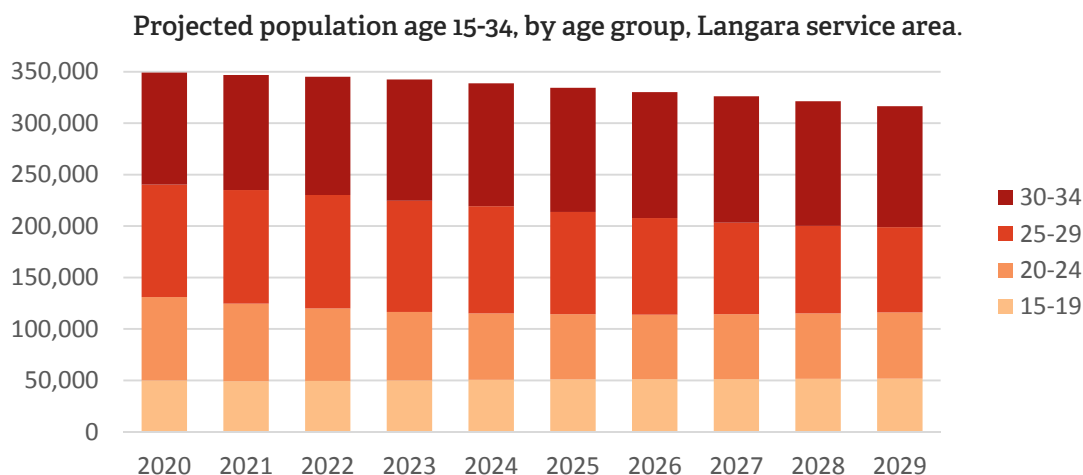


¹ Order of the Lieutenant Governor in Council; Order in Council No. 0077, approved Jan. 12, 1994.

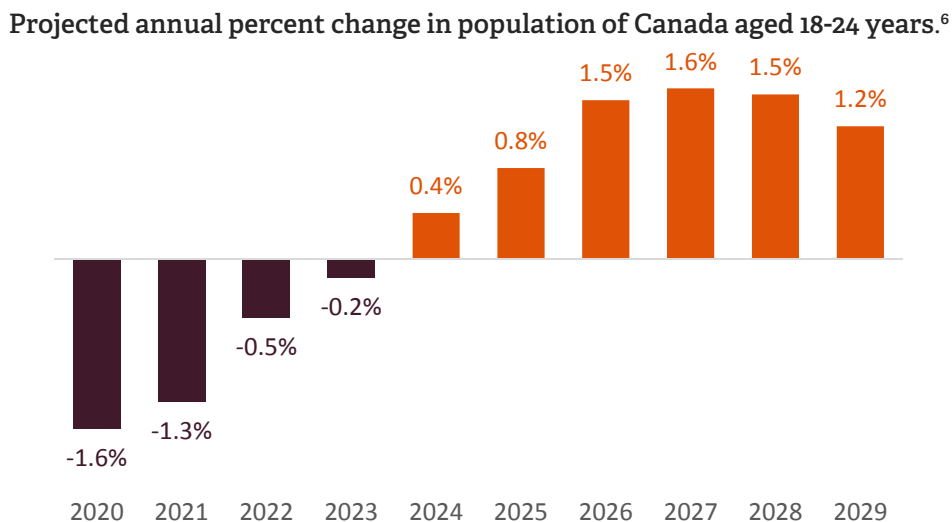
² *P.E.O.P.L.E 2018 Projection Model*, BC Stats, Government of British Columbia. July 1, 2018.

³ *Ibid.* BC Stats has changed its population projection age cohorts, so population projections are no longer available for the 18- to 24-year-old cohort.

Additionally, in 2019 there are 214,000 residents of the Langara service area between the ages of 25 and 34. While this number is also projected to decrease over the coming decade, it will still be larger than the population between the ages of 15 and 24⁴.



This matches broader trends throughout British Columbia and Canada as a whole, where although the overall population has been increasing, the population aged 18-24 is projected to decrease slightly over the next few years before it starts to grow in the second half of the decade.⁵



⁴ Ibid.

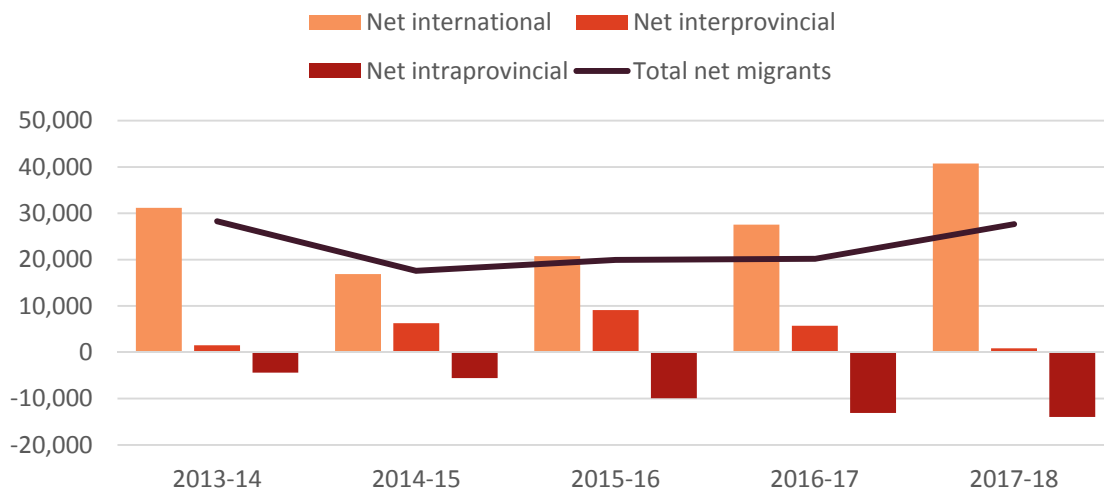
⁵ Statistics Canada, Table 17-10-0057-01 Projected population, by projection scenario, age and sex, as of July 1 (x 1,000).

⁶ Ibid. Graph is based on Statistics Canada's projection scenario M1, which assumes medium growth with interprovincial migration based on trends observed between 1991/1992 and 2010/2011.

Migration

The population of Langara's service area also depends on how many people move into and out of British Columbia, and from one part of the province to another. Over the past 5 years, the largest group of people moving into Metro Vancouver⁷ have come from outside Canada, with net international migration ranging from 17,000 people in 2014-2015 to 41,000 in 2017-2018. However, net migration within British Columbia was negative, as more people left the Vancouver area for other parts of the province than moved into Metro Vancouver from other regional districts. Overall, Metro Vancouver gained more than 110,000 people through migration between 2013 and 2018.⁸

Annual net migration into Metro Vancouver Regional District.



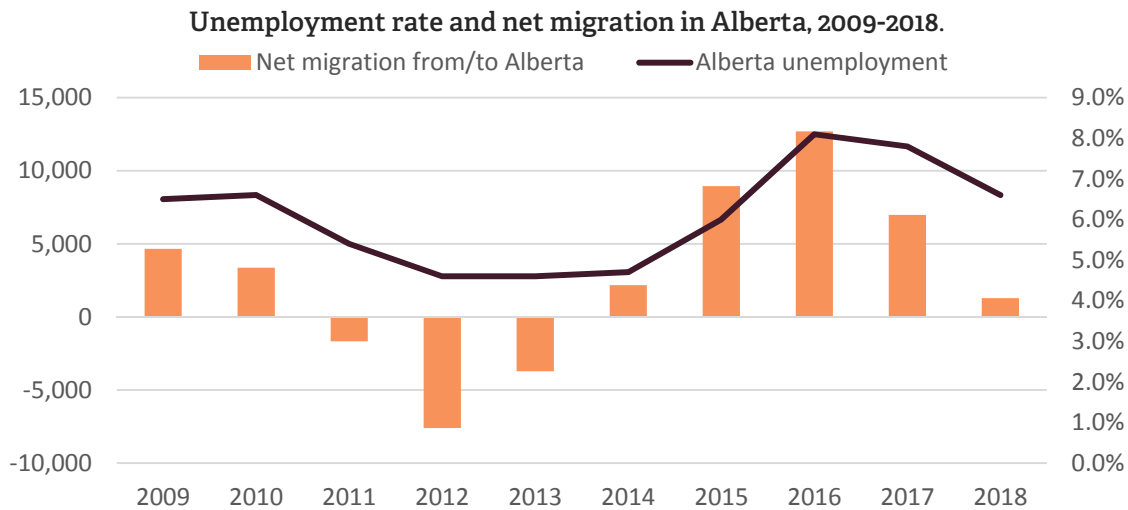
Migration into and out of British Columbia is in part related to economic conditions in other provinces. For example, in recent years unemployment in neighbouring Alberta has ranged from a low of 4.6% in 2012 and 2013 to a high of 8.1% in 2016.⁹ Low unemployment in Alberta coincided with more people moving from BC to Alberta than the reverse. In 2016, on the other hand, high unemployment in Alberta coincided with the highest net migration from that province in recent years; more than half of BC's net interprovincial migration in 2016 came from Alberta.¹⁰

⁷ The Metro Vancouver Regional District includes the entire Langara service area as well as municipalities like Surrey, Delta, and North Vancouver.

⁸ BC Stats, *British Columbia Regional District Migration Components*, last modified March 28, 2019.

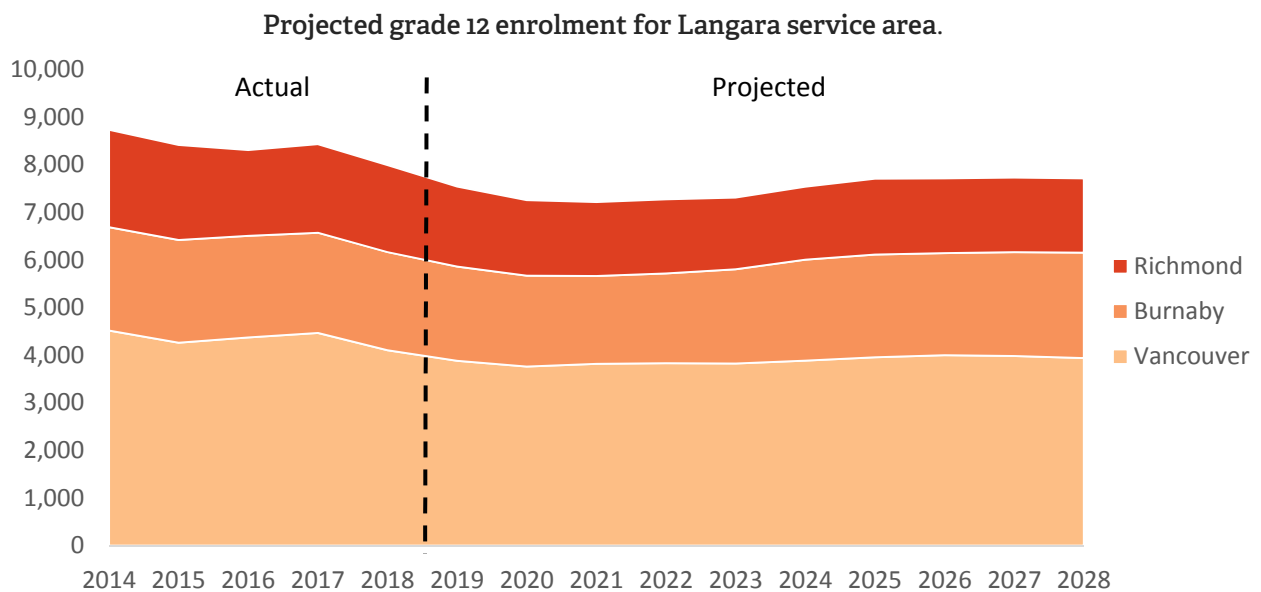
⁹ Statistics Canada, Table 14-10-0327-01, Labour force characteristics by sex and detailed age group, annual.

¹⁰ BC Stats, *Inter-provincial and international migration*, last updated 2019 Q1.



High school student enrolments

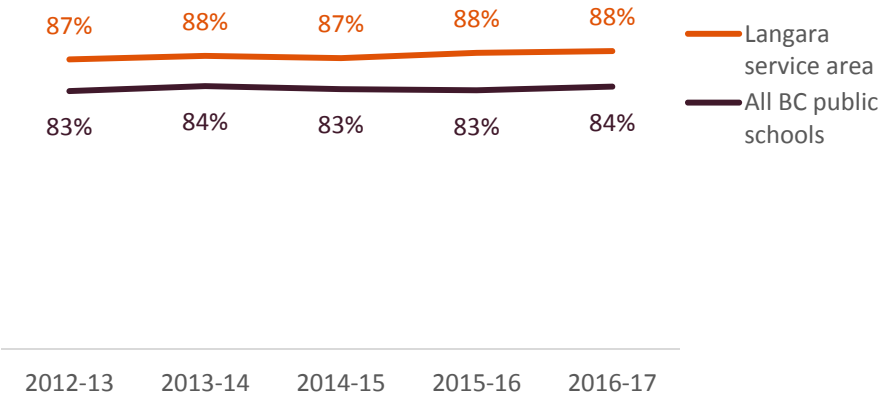
Because many students are recent high school graduates, Langara’s domestic student enrolment is also related to the number of students completing grade 12 in the Vancouver area each year. These numbers have been decreasing in recent years, and BC Stats projects that the decrease will continue until 2021. While grade 12 enrolments in the service area (including the Vancouver, Burnaby, and Richmond school districts) are projected to increase later in the decade, they will still be lower in 2028 than they were in 2014 (decreasing from 8,700 to 7,700).¹¹



¹¹ Ministry of Education, Projection of Public School Aged Headcount Enrolments, 2018/19. Figures for 2019 onward are projections.

The high school completion rate in the three school districts in the Langara service area is higher than the average for BC public schools. In 2016/17, for example, the six-year completion rate (i.e., the percentage of students who were in grade 8 in 2011/12 who completed a high school diploma within six years) was 88% in the Langara service area, compared to 84% throughout the province. These rates have been generally steady over the past five years. While the number of completers has decreased, this is due to the drop in the number of students over that period.

Six-year high school completion rate, 2012/13-2016/17.



Economy

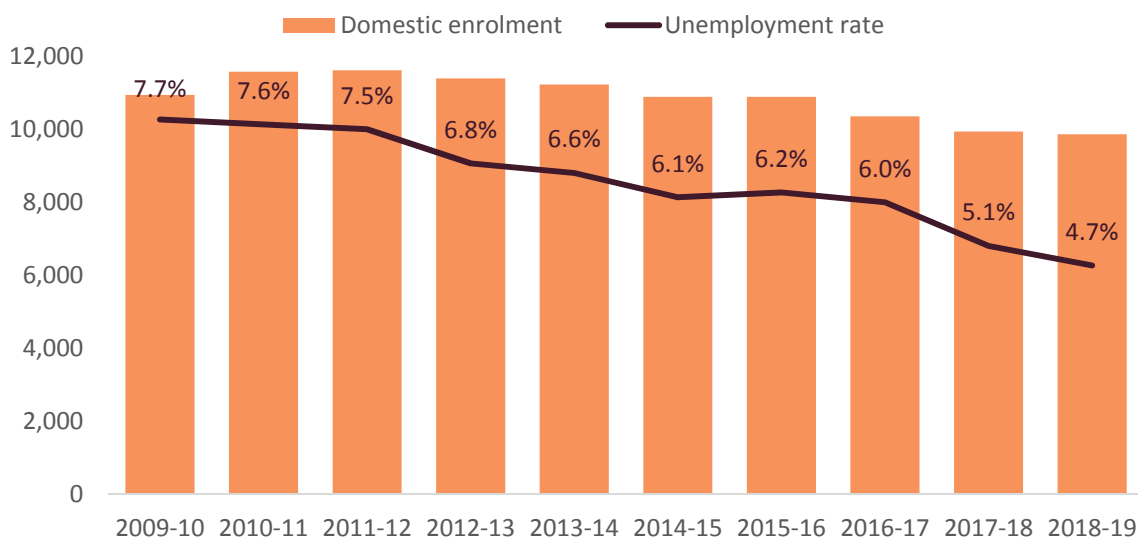
Overview

Strong economic growth in BC has caused the unemployment rate to drop to its lowest level in the past decade. The Vancouver area, in particular, is expected to continue to see growth in the labour market, with a majority of new jobs requiring post-secondary education. At the same time, Vancouver's extremely tight housing market puts pressure on the area's residents. The development of new housing and transportation options in coming years will affect the patterns of where people choose to live, work, and study.

Labour market and employment

In recent years, Langara's highest domestic enrolments have come in years when the provincial unemployment rate was relatively high, while periods of low unemployment have coincided with lower enrolments. When the labour market is strong, potential students may choose to find work and defer their education plans; when jobs are harder to find, in contrast, they may be more motivated to pursue a credential as a path to future employment.

Langara domestic enrolment and BC unemployment rate.¹²



The unemployment rate in British Columbia in 2018 was 4.7%, the lowest rate in the country and the lowest seen in the province since the 2008/09 recession. With more than 2.5 million people employed in December 2018, BC employment hit a record high. While the provincial labour force grew by 0.6% in 2018, the creation of new jobs meant that BC’s job vacancy rate remained among the highest for all provinces. As employers have struggled to fill job openings, average weekly wages increased by 4.1% in 2018, the highest rate of increase in the past decade. While the Ministry of Finance projects employment to continue increasing over the next five years, they do not expect the downward trend in the unemployment rate to continue, with unemployment increasing gradually to 5.5% in the medium term.¹³

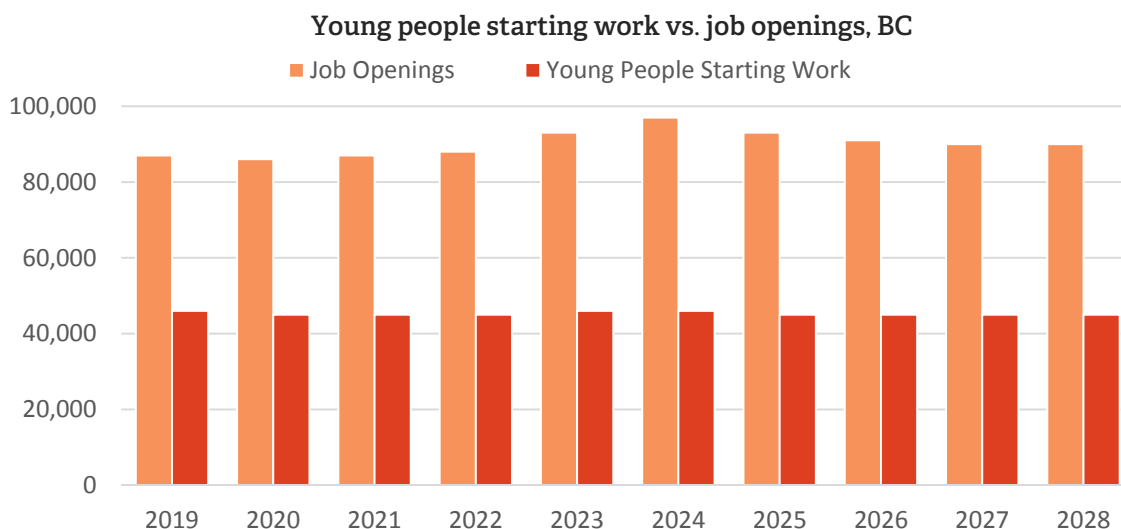
The *B.C. Labour Market Outlook* projects that the total number of job openings throughout the province will increase from 86,000 in 2020 to 97,000 in 2024, before returning to around 90,000 a year at the end of the forecast period. The majority of these openings will be to replace retiring workers.¹⁴ Only around half of these openings will be filled by young people entering the workforce after completing high school or a post-secondary education. On average, an additional 24,000 jobs each year will be filled by immigrants from outside Canada and another 8,000 by migrants from other provinces. This leaves an average of 13,000 jobs each year to be filled by other workers re-entering the labour market—including those who return after pursuing a post-secondary education later in their careers, unemployed workers who find jobs, and people who temporarily left the labour market for other reasons.¹⁵

¹² Unemployment data from Statistics Canada, Table 14-10-0327-01, Labour force characteristics by sex and detailed age group, annual. Langara domestic enrolments include Regular Studies students only and are calculated for each fiscal year.

¹³ British Columbia, Ministry of Finance, *Budget and Fiscal Plan, 2019/20-2021/22* (2019), 68-69, https://www.bcbudget.gov.bc.ca/2019/pdf/2019_budget_and_fiscal_plan.pdf

¹⁴ WorkBC, *British Columbia Labour Market Outlook: 2018 Edition* (WorkBC Labour Market Information Office, 2018), 13, <https://www.workbc.ca/Labour-Market-Industry/Labour-Market-Outlook.aspx>

¹⁵ *Ibid.*, 14.



Whether they enter the labour force for the first time, move to BC from elsewhere, or return to work after an absence, many of the workers in these new jobs will need post-secondary training. The *B.C. Labour Market Outlook* projects that more than three quarters of new jobs over the next decade will require some level of post-secondary education, including 41% of jobs requiring a diploma, certificate, or apprenticeship, and an additional 36% requiring a bachelor’s degree or beyond.¹⁶ While job requirements will vary from one opening to the next, certain “soft skills” are very widely applicable. The skills and competencies most likely to be rated as “very important” for a job opening include active listening (73% of job openings), speaking (65%), reading comprehension (56%), and critical thinking (55%).¹⁷

A majority of the province’s job openings will be in the Mainland/Southwest region, which includes Vancouver and the Langara service area.¹⁸ Of these, the greatest number of openings will be in the retail trade and construction industries, thanks largely to replacement of a high number of retiring workers. In contrast, job openings in legal and other services, food services, and ambulatory health care services will be more evenly split between newly created jobs and replacement.¹⁹

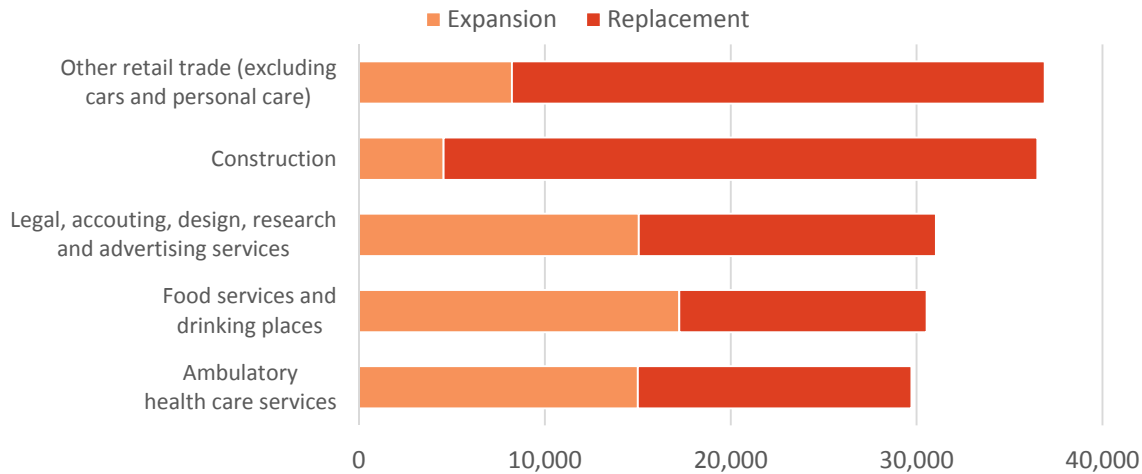
¹⁶ Ibid., 15.

¹⁷ Ibid., 27-29.

¹⁸ The Mainland/Southwest region includes the Metro Vancouver, Fraser Valley, Squamish-Lillooet, and Sunshine Coast regional districts.

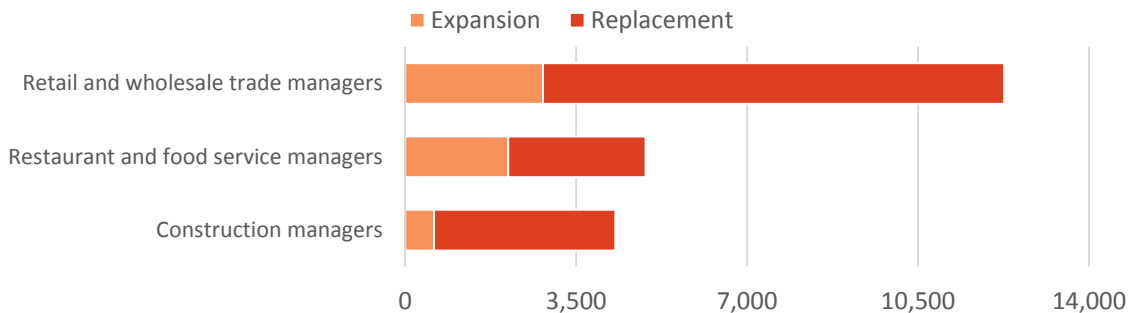
¹⁹ WorkBC, *Labour Market Outlook*, 39.

Industries with the largest number of job openings, Mainland/Southwest, 2018-2028.



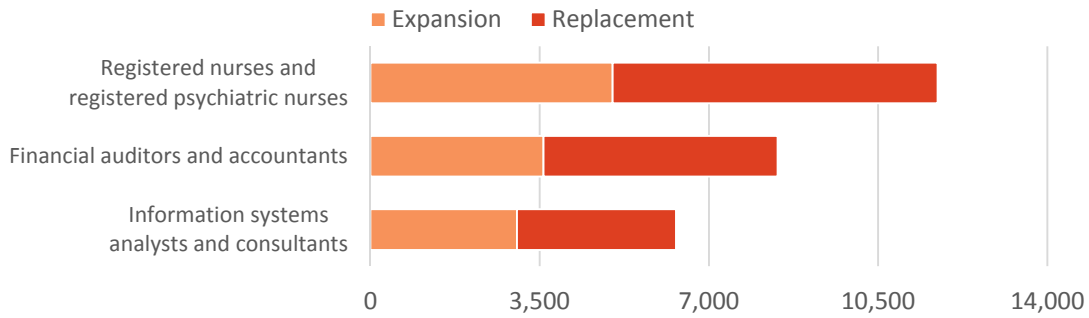
The *B.C. Labour Market Outlook* also lists the occupations expected to create the most job openings over the next 10 years. These occupations are listed by the experience and education typically required for workers. The top occupations with skill level 0, management occupations usually requiring a combination of education and experience, include managers in retail and wholesale trade, restaurant and food service, and construction. The top occupations with skill level A, requiring a minimum of a bachelor's degree, include registered nurses, financial auditors and accountants, and information systems analysts and accountants. The top occupations with skill level B, requiring a diploma or certificate, include administrative officers, cooks, and social and community service workers.²⁰

Top occupations, skill level 0, with largest number of job openings, Mainland/Southwest, 2018-28.

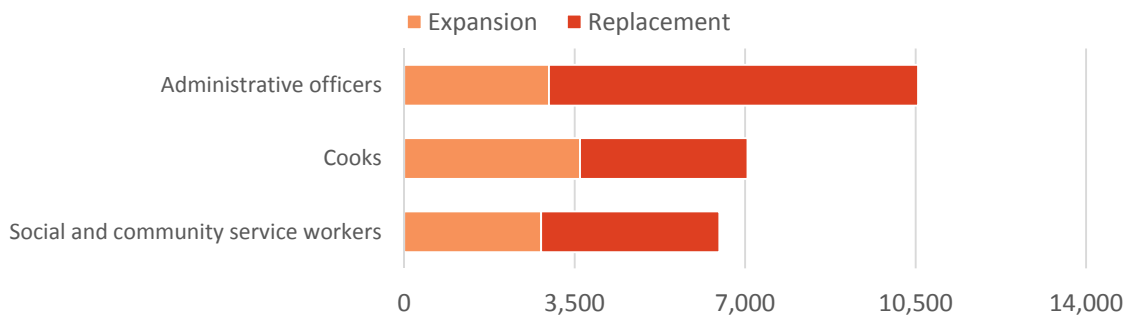


²⁰ Ibid., 40.

Top occupations, skill level A, with largest number of job openings, Mainland/Southwest, 2018-28.



Top occupations, skill level B, with largest number of job openings, Mainland/Southwest, 2018-28.



Housing

The rapid increase in housing costs in the region may affect the decisions of local people, particularly young people in the 18-24 age group, to live and study in Vancouver. One study found that the gap between home prices and average earnings in Vancouver was the second worst among major world cities, behind only Hong Kong.²¹ Between the first quarter of 2000 and the fourth quarter of 2018, house prices in Vancouver tripled. This 200% price increase was faster than Hong Kong (178%) or Toronto (138%).²² As housing prices increase, incomes have been unable to keep up: between 2013 and 2018, house prices increased by 58%, while disposable household income increased by only 12%.²³ As a result, in 2019, the average household in Vancouver would need to spend 85% of its pre-tax income to cover mortgage payments, property taxes, and utilities to own an average home; this makes Vancouver the least affordable city in Canada.²⁴ While many of these measures relate to the cost of home ownership, rent has also increased, rising 6.4% over the past three years.²⁵ With a rental housing vacancy rate below 1%, renters face substantial competition when looking for a home. Over 46,000 renting households in Vancouver pay over 30% of their income on rent, thus

²¹ Douglas Todd, "How unaffordable is Vancouver? Let us count the ways," *Vancouver Sun*, May 28, 2019, <https://vancouversun.com/opinion/columnists/douglas-todd-how-unaffordable-is-vancouver-let-us-count-the-ways>

²² "Global cities house-price index," *The Economist*, 11 March 2019, https://www.economist.com/graphic-detail/2019/03/11/global-cities-house-price-index?date=2000-03&index=real_price&places=VAN&places=TOR

²³ "The Knight Frank Global Affordability Monitor 2019," Knight Frank, January 27, 2019, <https://www.knightfrank.com/blog/2019/01/28/the-knight-frank-global-affordability-monitor-2019>

²⁴ "Housing Trends and Affordability," RBC Economic Research, March 2019, <http://www.rbc.com/newsroom/reports/rbc-housing-affordability.html>

²⁵ Ibid.

meeting the Canada Mortgage and Housing Corporation (CMHC) definition for unaffordable housing; of these, 15,000 pay more than half their income on rent.²⁶

Recent policy changes at the provincial and federal level, as well as increasing interest rates, have contributed to slow or even reverse the trend of rising prices. Between June and December 2018, benchmark prices in Greater Vancouver decreased by 7.2% for single family homes, 5.3% for townhouses, and 6.4% for apartments.²⁷ While this led to a slight improvement in the ratio of home ownership costs to income, Vancouver is still far above other Canadian cities in this measure.²⁸

Langara is located within the area covered by the City of Vancouver's Cambie Corridor Plan. This plan aims to increase population density in the area between Oak Street and Ontario Street south of 16th Avenue. The development area is anchored by the Canada Line SkyTrain running along Cambie Street, with two potential new stations to be built at 33rd Avenue and 57th Avenue.²⁹ By 2041, the City expects that the population of the Cambie Corridor will more than double, from a 2016 population of 34,800 people. They also anticipate more than 9,200 new jobs in the Corridor.³⁰ The area around 41st Avenue and Cambie Street has been designated as a Municipal Town Centre, with priority given to frequent public transit and high-density development, including high-rise towers at Oakridge Centre and surrounding blocks.³¹ Closer to Langara, the north side of 49th Avenue between Cambie and Ontario will see new mid-rise buildings with a mix of housing and commercial use; 49th Avenue itself will be redesigned as a "Complete Street," giving priority to transit, cycling, and walking, and incorporating wider sidewalks and public spaces.³² The YMCA site just west of the College will also see the development of new housing, including the possibility of student-oriented housing, and has been identified as a priority location for a childcare facility.³³

Transportation

Public transit in Metro Vancouver, including the Canada Line SkyTrain route and the route 49 bus that reach Langara's 49th Avenue campus, is provided by TransLink. TransLink ridership has been increasing, with riders taking 261 million trips in 2018, a 12% increase in the past five years.³⁴ A 2017 survey of Langara students, faculty, and staff found that 88% of respondents take transit to campus, including 92% of students and 68% of employees. In contrast, only 38% of respondents (30% of students and 70% of employees) reported that they drive to Langara. Additionally, 61% of respondents said better transit service and connections would encourage them to travel more frequently without a car.³⁵

²⁶ City of Vancouver, *Housing Vancouver Strategy*, 2017, 14,

²⁷ Ministry of Finance, *Budget and Fiscal Plan*, 69-71.

²⁸ "Housing Trends and Affordability."

²⁹ City of Vancouver, *Cambie Corridor Plan*, 2018, 8-9, <https://vancouver.ca/home-property-development/cambie-corridor-plan.aspx>

³⁰ *Ibid.*, 32.

³¹ *Ibid.*, 60-95.

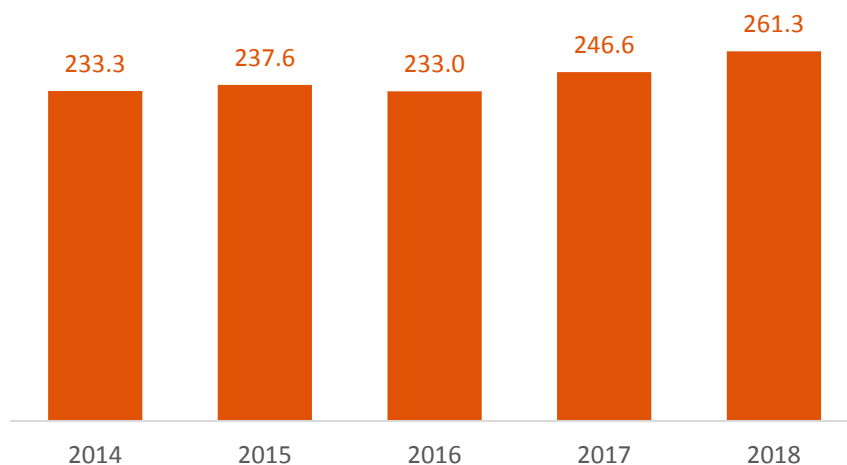
³² *Ibid.*, 96-105.

³³ *Ibid.*, 178-179.

³⁴ TransLink, "Ridership," <https://www.translink.ca/Plans-and-Projects/Accountability-Centre/Ridership.aspx>

³⁵ Langara College Transportation Survey, 2017. The Transportation Survey will be conducted every two years starting in 2017. The results of the 2019 survey will be available by early 2020.

Annual journeys (*millions*), TransLink Conventional System,³⁶ 2014-2018.



TransLink has identified four technology trends that are likely to shape transportation in coming decades. These include automated vehicles, wireless communication between vehicles, electric vehicles, and shared transportation. Taken together, these changes might affect not only public transit, but also the way people use cars and bikes, as well as impacting urban planning more broadly.³⁷ Other factors that may affect transportation and other aspects of life include climate change—including rainier winters, hotter and drier summers, and rising sea levels—as well as shifts in global trade patterns.³⁸

Physical environment

Global climate models predict an average increase of about 3°C in the Metro Vancouver area by the 2050s. Warming temperatures will lead to hotter, drier summers with increased risk of drought and wildfires and greater costs for cooling buildings. More rainfall and fewer days below 0°C in the winter will reduce heating costs but lead to increased risk of flooding and landslides as well as reduced snowpack and possible strains to the region’s water supply. For agriculture, a longer growing season will be balanced against an increased risk of pests and plant diseases.³⁹ Additionally, sea levels will continue to rise over the course of coming decades. The province recommends planning for a sea level rise of around one metre by the year 2100. Much of the population of the Lower Mainland lives close to the shoreline, including in areas of Vancouver, Richmond, and the Lower Fraser Valley that are protected by dikes that were not designed with this sea level rise in mind.⁴⁰

³⁶ Includes bus, SkyTrain, SeaBus, and West Coast Express.

³⁷ TransLink, “Four Trends Reshaping Transportation,” Transport 2050, https://engage.translink.ca/transport-2050/news_feed/four-trends-reshaping-transportation

³⁸ TransLink, “Learn About the Big Disruptors,” Transport 2050, https://engage.translink.ca/transport-2050/news_feed/learn-about-the-big-disruptors

³⁹ Metro Vancouver, *Climate Projections for Metro Vancouver*, 2016, <http://www.metrovancouver.org/services/air-quality/AirQualityPublications/ClimateProjectionsForMetroVancouver.pdf>

⁴⁰ British Columbia, Ministry of Environment, *Sea Level Rise Adaptation Primer: A Toolkit to Build Adaptive Capacity on Canada’s South Coasts*, 2013, <https://www2.gov.bc.ca/assets/gov/environment/climate-change/adaptation/resources/slr-primer.pdf>

Policy

Provincial budget priorities

The most recent provincial budget sets out a number of policy priorities, as described below, that might affect the social and economic landscape of the Vancouver area.

Housing	<ul style="list-style-type: none">• Constructing new affordable homes and student housing• Taxing foreign buyers, speculators, and empty home owners• Providing protection for renters⁴¹
Childcare	<ul style="list-style-type: none">• Reducing fees and increasing the number of spaces in licensed child care• Introducing the Affordable Child Care Benefit (ACCB)• Increasing wages for early childhood educators (ECEs), expanding bursary program• Creating an additional 620 ECE seats in the province's public post-secondary institutions⁴²
Health care	<ul style="list-style-type: none">• Adding health-care assistant seats in post-secondary institutions• Increasing funding to train sonographers, health care assistants, nurse practitioners, and specialty nurses• Adding 1.2 million hours of care for seniors and people in long-term care⁴³
Education	<ul style="list-style-type: none">• Investment in new schools, expansions, and seismic upgrades• Hiring over 1,000 new education assistants⁴⁴
Reconciliation with Indigenous peoples	<ul style="list-style-type: none">• Incorporating Indigenous knowledge and perspectives in new K-12 curriculum• Expanding and enhancing Aboriginal Head Start programs⁴⁵
CleanBC	<ul style="list-style-type: none">• Converting to zero-emission vehicles• Incentives for energy-efficient buildings• Climate action tax credit⁴⁶
Skills development and immigration	<ul style="list-style-type: none">• Making adult basic education and English language learning programs tuition-free at public post-secondary institutions• Eliminating tuition for former youth in care• Increasing the number of seats in colleges and universities in high-demand areas like tech• Investing \$10.5 million to create more co-op and entrepreneurial training opportunities for post-secondary students• Investing \$5 million to train more nurse practitioners, specialty nurses, and other health care professionals• Eliminating interest on student loans• Extending Provincial Nominee Program pilot in the tech sector⁴⁷• Scholarships to encourage women to join science and tech-based professions⁴⁸• Temporary Foreign Worker Registry to protect workers⁴⁹
Infrastructure	<ul style="list-style-type: none">• Broadway Subway in Vancouver• Improving high-speed internet connectivity⁵⁰

⁴¹ British Columbia, Ministry of Finance, *Making Life Better: A Plan For British Columbia*, Province of British Columbia Strategic Plan 2019/20-2021/22 (2019), 14-15.

⁴² *Ibid.*, 16-17.

⁴³ *Ibid.*, 21-22.

⁴⁴ *Ibid.*, 25-26.

⁴⁵ *Ibid.*, 28-29.

⁴⁶ *Ibid.*, 32-34.

⁴⁷ *Ibid.*, 34-35.

⁴⁸ *Ibid.*, 40.

⁴⁹ *Ibid.*, 41.

⁵⁰ *Ibid.*, 36-37.

Langara's 2018/19 Institutional Accountability Plan & Report lists the College's initiatives in response to the Ministry priorities described in the most recent Mandate Letters. See Appendix A for the list of initiatives.

Investment priorities

The provincial government maintains a Major Projects Inventory (MPI) of private and public sector construction projects valued at \$15 million or more (\$20 million or more in the Lower Mainland). As of the fourth quarter of 2018, the largest project in BC is a \$36 billion liquefied natural gas (LNG) terminal in Kitimat. Within the Mainland/Southwest region, the largest current projects are a hotel and commercial development in Richmond and a residential and commercial development in Vancouver, both privately funded and estimated to cost \$4 billion. The largest publicly-funded project in the region is the proposed replacement of the Massey Tunnel connecting Delta and Richmond, estimated to cost \$3.5 billion.⁵¹

Technologies

Initiatives at the federal, provincial, and municipal level all support the development of the Vancouver area's high-tech economy.

Canada's Digital Technology Supercluster is based in Vancouver. This federally-funded program supports projects in the digital industry, including ways to visualize, analyze, and collect data. Membership in the supercluster includes 27 private companies and six BC post-secondary institutions. Langara is an associate member of the supercluster. It combines \$153 million in funding from the federal Ministry of Innovation, Science and Economic Development and over \$200 million in commitments from member organizations. The supercluster is expected to generate more than \$5 billion in Canadian GDP and create 13,500 jobs. The seven projects funded to date will improve outcomes in the natural resources, healthcare, and industrial sectors.⁵²

The Province of British Columbia implemented the #BCTECH Strategy in 2016 in recognition of the importance of the technology sector to the BC economy. In 2016, the sector provided over 100,000 jobs, around 5% of the province's total workforce. The high tech sector also generated around 7% of the province's GDP that year.⁵³ The #BCTECHSummit, held most recently in Vancouver in March 2019, is hosted by the BC government and the Innovate BC agency and brings together industry leaders, government officials, and researchers each year.⁵⁴

The Vancouver Economic Commission (VEC), the economic development agency for the City of Vancouver, provides assistance and information to local businesses. The VEC's focus areas include the technology sector, digital entertainment, and the green economy. There are 75,000 tech professionals working in Vancouver and 40,000 people working in digital entertainment, including

⁵¹ British Columbia, BC Major Projects Inventory, *Major Projects Inventory Q4 2018 Issue*, <https://www2.gov.bc.ca/gov/content/employment-business/economic-development/industry/bc-major-projects-inventory>

⁵² Canada's Digital Technology Supercluster, <https://www.digitalsupercluster.ca/info/>

⁵³ British Columbia, "The Renewed #BCTECH Strategy," <https://bctechstrategy.gov.bc.ca/economy/renewed-bc-tech-strategy/>

⁵⁴ #BCTECHSummit, <https://www.bctechsummit.ca/page/1373464/about>

film and video games. The city is also home to 25% of Canada’s clean technology companies, working in areas including transportation, wastewater treatment, energy, and agriculture.⁵⁵

Immigration

In addition to the Provincial Nominee Program tech sector pilot mentioned above (under “Provincial budget priorities”), the provincial and federal governments are working to expand immigration. In 2017, more than 286,000 new permanent residents were admitted across Canada, including 38,000 in BC. Targets set out in 2017 aim to increase that number to 340,000 people per year by 2020. In addition to attracting permanent residents, Canada has been increasing the numbers of temporary workers and international students. Under the Global Skills Strategy, Canadian businesses can hire skilled foreign workers on a temporary basis.⁵⁶

The number of valid study permits increased from 120,000 in 2000 to 570,000 in 2018, a 467% increase. Between 2006/07 and 2015/16, the share of international students in Canadian colleges and institutes doubled, from 4% to 8%.⁵⁷ In 2018, the government estimated that international students add \$15 billion per year to Canada’s economy.⁵⁸

Transportation investment

TransLink’s 10-year investment plan, covering 2018-27, includes a number of projects to expand transit in the Metro Vancouver area. These projects include:

Rapid transit projects	<ul style="list-style-type: none"> • Millennium Line Broadway Extension • Surrey-Langley Light Rail Transit⁵⁹
Upgrading the existing rail network	<ul style="list-style-type: none"> • Increasing Expo and Millennium Line service starting in 2019 • Increasing Canada Line service starting in 2020 • New SkyTrain cars and modernization of infrastructure⁶⁰
New bus and HandyDART investments	<ul style="list-style-type: none"> • Five new B-Lines by 2019, including 41st Avenue • Increasing bus service by 10% from 2017 to 2019, and by 8% from 2020 to 2021 • New B-Lines in Richmond and on Scott Road in 2021⁶¹

⁵⁵ Vancouver Economic Commission, “Our Focus,” <https://www.vancouvereconomic.com/focus/>

⁵⁶ Immigration, Refugees and Citizenship Canada, *2018 Annual Report to Parliament on Immigration*, <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/annual-report-parliament-immigration-2018/report.html>

⁵⁷ Andy Blatchford, “Canada aims to attract more international students by expanding presence overseas,” *Global News*, April 14, 2019, <https://globalnews.ca/news/5166974/international-students-canada/>

⁵⁸ IRCC, *2018 Annual Report to Parliament*.

⁵⁹ TransLink, *Phase Two of the 10-Year Vision: 2018-2027 Investment Plan*, 5, <https://www.translink.ca/Plans-and-Projects/10-Year-Plan.aspx>

⁶⁰ *Ibid.*, 9.

⁶¹ *Ibid.*, 11.

Trends specific to Langara

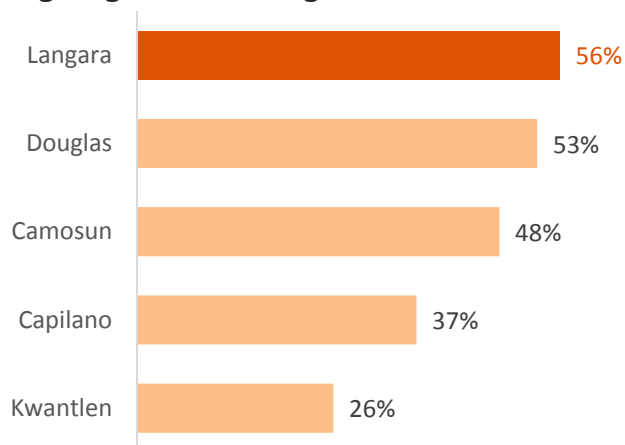
Langara and other institutions

Each public post-secondary institution in the province has its own context and mission. For example, the Diploma, Associate & Certificate Student Outcomes (DACSO) survey allows a comparison between Langara and other institutions in the Lower Mainland and Victoria. Of these comparison institutions, in 2018 Langara had the lowest percentage of its graduates reporting that they were employed full-time, at 65%. However, Langara also had the highest percentage of graduates reporting that they have gone on to take further education, at 56%. Among comparison institutions, Douglas College was the only other institution where a majority of respondents took further education.⁶²

Percentage of graduates employed full-time, 2018 DACSO.



Percentage of graduates taking further studies since leaving program, 2018 DACSO.

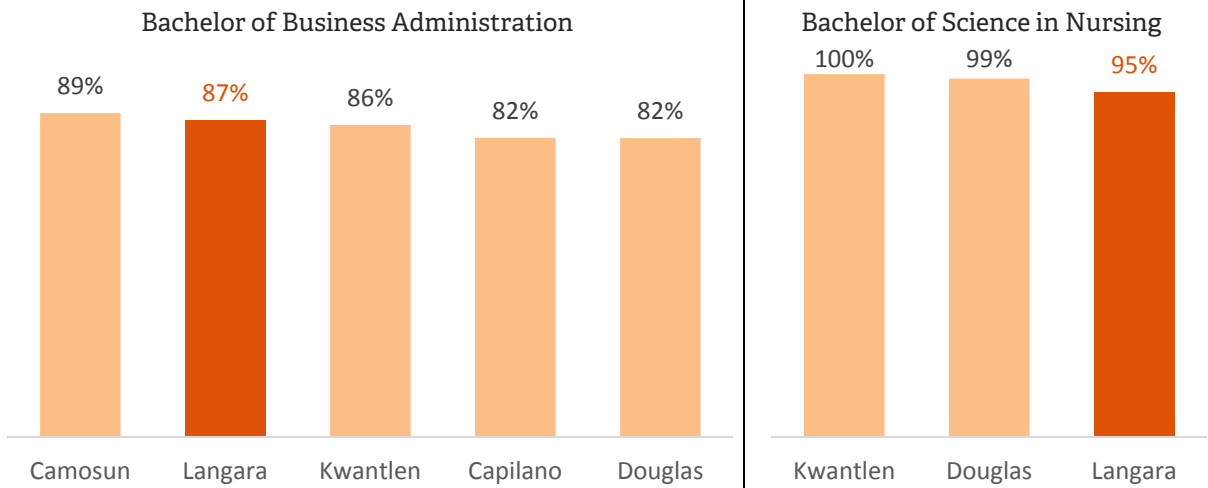


The Baccalaureate Graduate Survey (BGS) provides similar information about Langara's bachelor's degree graduates (in the Bachelor of Business Administration, Bachelor of Science in Nursing, and Bachelor of Recreation Management programs). Students are surveyed two years after completing their bachelor's degree program. The 2018 BGS found that among Langara's BBA graduates, 96% were

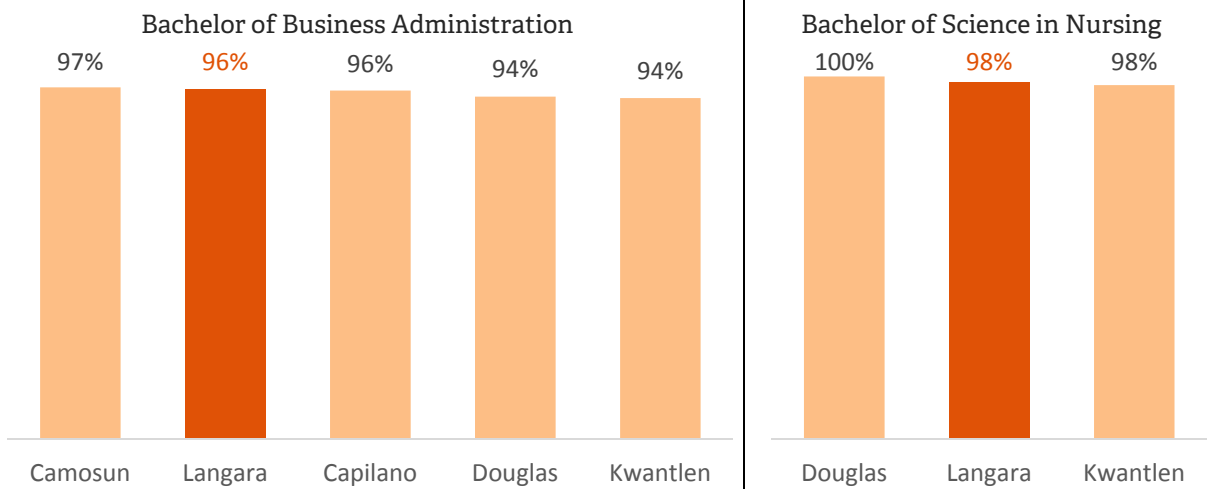
⁶² BC Diploma, Associate Degree and Certificate Student Outcomes (DACSO) Survey, 2018.

working; of those who were working, 87% were in a job related to their education. Of Langara's BSN students, 98% were working, and 95% of these were in a job related to their education. These rates were similar to those at Camosun, Capilano, Douglas, and KPU.

Percent of employed graduates in a program-related job, 2018 BGS.



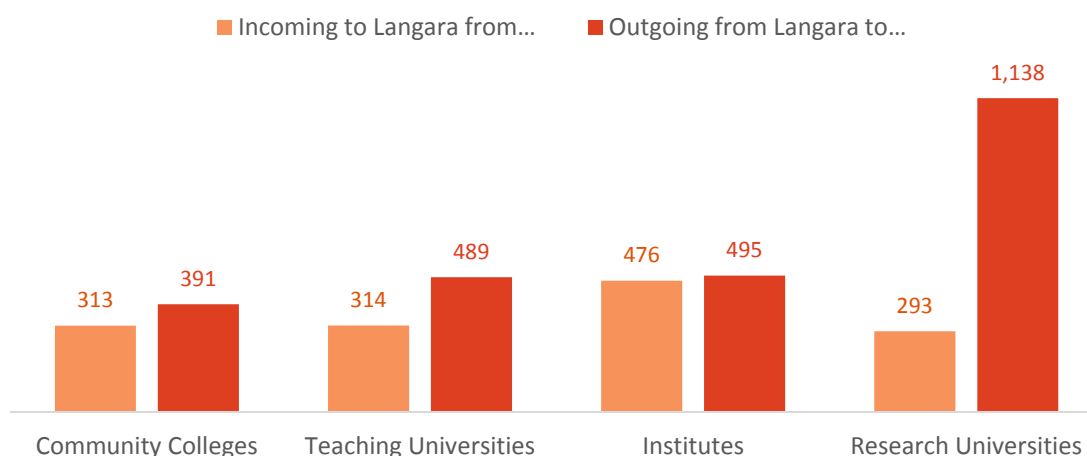
Percent of respondents currently working, 2018 BGS.



As Canada's pathways college, Langara transfers more students to research- and teaching-intensive universities than any other BC college or institute; in 2016/17, 1,138 former Langara students were studying at research universities, and another 489 were studying at teaching universities. Additionally, Langara receives the second most transfer students among all BC colleges and institutes, with 1,350 incoming transfer students in 2016/17.⁶³

⁶³ British Columbia Council on Admissions & Transfer, Student Transitions Project, Student Mobility Pivots and Dashboard 2016/17.

Pathways of transfer students to and from Langara, 2016/17.



In addition to public institutions, the Ministry has authorized a number of private and out-of-province institutions to grant degrees in B.C. In all, nine of these institutions operate in the Langara service area and offer similar programs, including one that offers diplomas, five that offer associate degrees, and five that offer a bachelor of business administration (BBA) or other business- or commerce-related bachelor's degree.⁶⁴

Private and out-of-province public degree-granting institutions in Langara service area.

Institution	Location	Diplomas and associate degrees	Bachelor's degrees
Acsenda School of Management – Vancouver	Vancouver	Advanced Diploma in Business Administration; Post Graduate Certificate/Diploma in General Management	Bachelor of Business Administration
Alexander College	Burnaby, Vancouver	Associate of Arts; Associate of Science	
City University of Seattle	Vancouver		Bachelor of Arts in Management
Columbia College	Vancouver	Associate of Arts; Associate of Science	
Corpus Christi College	Vancouver	Associate of Arts	
Fairleigh Dickinson University	Vancouver		Bachelor of Science in Business Administration
Fraser International College	Burnaby	Associate of Arts	
University of Canada West	Vancouver	Associate of Arts	Bachelor of Commerce
Yorkville University	Vancouver		Bachelor of Business Administration

Ministry approval is also required for private institutions that provide career-related training. For example, a number of institutions in the Langara service area provide training related to film, animation, visual effects, and other fields that overlap with Langara offerings.⁶⁵

⁶⁴ British Columbia, "Find an Institution," <https://www2.gov.bc.ca/gov/content/education-training/post-secondary-education/find-a-program-or-institution/find-an-institution>

⁶⁵ British Columbia, Private Training Institutions Branch, "Private Training Institution Directory," <http://www.privatetraininginstitutions.gov.bc.ca/students/pti-directory>

Private training institutions in Langara service area.

Institution	Location	Programs
In Focus Film School	Vancouver	3D Animation and Visual Effects; Film Production
LaSalle College Vancouver	Vancouver	Animation Art & Design; Vfx for Film & Television
Lost Boys Studios – School of Visual Effects	Vancouver	Advanced Visual Effects Compositing; Visual Effects Production
New Image College	Vancouver	Film Acting Conservatory
Shinobi School of CG	Richmond	3D Animation and Modeling
Think Tank Training Centre	Vancouver	Computer Animation, Visual Effects & Game Design
Vancouver Animation School	Burnaby	2D Computer Animation Diploma; Effects Animation Diploma
Vancouver Film School	Vancouver	3D Animation & Visual Effects; Film Production
Vancouver Institute of Media Arts (VanArts)	Vancouver	2D Character Animation; Visual Effects for Film & Television

Provincial policy

Ministry priorities

The Ministry's priorities for Langara College are set out in its annual Mandate Letters. The 2019/20 Mandate Letter sets out a few overarching priorities in line with those discussed above ("Provincial budget priorities"). In 2018, the government released a set of Draft Principles to Guide the Province's Relationship with Indigenous Peoples, which will guide post-secondary institutions and other public sector organizations toward implementing the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP) and the Calls to Action of the Truth and Reconciliation Commission (TRC).⁶⁶ The TRC's education-related Calls to Action include eliminating educational and employment gaps between Aboriginal and non-Aboriginal Canadians, funding for First Nations students seeking a post-secondary education, and the creation of degree and diploma programs in Aboriginal languages.⁶⁷ Additionally, public sector organizations are expected to align with the government's targets for reducing carbon pollution and moving to clean, renewable energy, as well as increasing diversity among board members by actively seeking out members of under-represented groups to fill open positions.⁶⁸

The Mandate Letter sets out the following priorities for the College:

- Implementing the education-related TRC Calls to Action and increasing Indigenous student success
- Improving access for vulnerable and under-represented students
- Expanding programming related to high-demand occupations and priority sectors including trades, technology, and health
- Expanding co-op and work-integrated learning opportunities
- Improving student safety and well-being

⁶⁶ British Columbia, Ministry of Advanced Education, Skills and Training, 2019/20 Mandate Letter, February 28, 2019, <https://langara.ca/about-langara/college-board/pdf/2019-20%20Mandate%20Letter.Signed.pdf>

⁶⁷ Truth and Reconciliation Commission of Canada, *Truth and Reconciliation Commission of Canada: Calls to Action*, 2015, http://nctr.ca/assets/reports/Calls_to_Action_English2.pdf

⁶⁸ Ministry of Advanced Education, Skills and Training, 2019/20 Mandate Letter.

- Successful transition of students into post-secondary education with the new BC Graduation Program⁶⁹
- Implementing the EducationPlannerBC common application system
- Developing a balanced approach to international education
- Maintaining balanced or surplus finances
- Limiting tuition and fee increases to 2% for domestic students⁷⁰

Other areas of focus for post-secondary institutions in BC include increasing student housing, expanding the use of open education resources (see below, “Trends in post-secondary education”), and increasing the number of spaces in technology-related programs.⁷¹

QAPA review

In 2016, BC’s Degree Quality Assessment Board developed the Quality Assurance Process Audit (QAPA). This external review looks at post-secondary institutions’ internal processes for measuring the success of their programs. In 2016/17 and 2017/18, the first five institutions completed a pilot of the QAPA review.⁷² Langara’s audit is scheduled to begin in 2020 and will assess the College’s program review process. Academic programs periodically undergo program review, which assesses programs’ strengths, accomplishments, and challenges, providing evidence to inform future planning in order to continuously improve program design and support student success.

Capital spending

The 2019 budget includes \$3.3 billion in capital spending over the next three years by BC post-secondary institutions. In addition to provincial funding, some of this capital investment comes from foundations, donations, internal sources, revenues generated from services, and the federal government.⁷³

Budget 2019 capital spending, post-secondary institutions.

Institution	Amount	Project
University of Victoria	\$201 million loan	Two new student housing buildings
Thompson Rivers University	\$37 million loan	Purchase and renovation of apartment complex
Simon Fraser University	\$126 million	Sustainable Energy and Environmental Engineering Building
Camosun College	\$64 million	Health sciences centre
British Columbia Institute of Technology	\$78 million	Health science building
Okanagan College	\$19 million	Health sciences building
College of New Caledonia	\$6 million	New equipment and space for power engineering and welding programs
British Columbia Institute of Technology	\$48 million	Replacement of Canada Way receiving substation and associated electrical infrastructure

⁶⁹ The new BC Graduation Program makes changes to the curriculum for grades 10-12. BC Graduation Program, <https://curriculum.gov.bc.ca/graduation>

⁷⁰ Ministry of Advanced Education, Skills and Training, 2019/20 Mandate Letter.

⁷¹ Ibid.

⁷² British Columbia, “Quality Assurance Process Audit,” <https://www2.gov.bc.ca/gov/content/education-training/post-secondary-education/institution-resources-administration/degree-authorization/degree-quality-assessment-board/quality-assurance-process-audit>

⁷³ Ministry of Finance, *Budget and Fiscal Plan*, 40-41.

North Island College	\$18 million	Campus renewal and expansion
Selkirk College	\$23 million	Renewal and expansion of trades training facilities; new student commons space
College of New Caledonia	\$5 million	Renovation and fit-out project
Thompson Rivers University	\$38 million	Nursing and Population Health Building
University of British Columbia, Vancouver Prostate Centre	\$23 million	Specialized equipment to establish research facilities for drug discovery and clinical translation
Simon Fraser University	\$19 million	Quantum computer
University of Victoria, Ocean Networks Canada	\$6 million	Equipment for Northern Cascadia Subduction Zone Observatory

A number of other priorities identified in the most recent BC budget (see above, “Provincial budget priorities”) also relate to the offerings of Langara and other post-secondary institutions. For example, the province plans to increase the number of spaces for students in ECE and health care professional programs, as well as funding more co-op opportunities for students. Tuition-free Adult Basic Education and English Language Learning programs began in 2018. There is also an opportunity to further expand programming in line with provincial priorities. At the same time, addressing the Vancouver area housing crisis, increasing access to child care, and improving transportation infrastructure in the area could all help make it easier for students to live and study in the area.

Trends in post-secondary education

Skills for the future economy

Technological change is reshaping the entire economy. The trend toward automation—using technology to replace or improve the work done by people—might improve workers’ efficiency, allow them to spend less time on repetitive tasks, and help address labour shortages, but it might also result in job loss if a smaller number of people can do the same amount of work. While there could be a combination of positive and negative effects of automation on workers, it seems clear that job tasks and the skills demanded are likely to change.⁷⁴ As discussed above (“Labour market and employment”), the skills most widely in demand over the next 10 years include communication skills and critical thinking.

Similarly, in a survey of BC employers, the Conference Board of Canada found that the most important skills needed in employees were the soft skills that allow people to learn and adapt in a variety of jobs and workplaces. More than any other skill, employers looked for critical thinking and problem solving, with 73% of survey respondents answering that they have need of more job candidates with this skill. The other top skills in demand include oral communication, literacy, and working with others.⁷⁵ A study on “future-proofing” Canadian workers also found that as automation changes the labour market, uniquely human skills like social awareness, collaboration, and judgement will be among the most valuable skills. More job-specific skills can become obsolete with technological change, but the capacity to adapt and continue learning will continue to be important.⁷⁶ Post-secondary education can play a key role in developing these skills.

⁷⁴ WorkBC, *Labour Market Outlook*, 4.

⁷⁵ James Stuckey and Daniel Munro, *Skills for Success: Developing Skills for a Prosperous BC* (Ottawa: The Conference Board of Canada, 2015), 42-54, <https://www.conferenceboard.ca/e-Library/document.aspx?did=6686>

⁷⁶ Stephen Harrington, Jeff Moir, and J. Scott Allinson, *The Intelligence Revolution: Future-proofing Canada’s workforce* (Deloitte and Human Resources Professional Association), 26-37.

Open educational resources

Open educational resources (OERs) are educational materials that are publicly available to teachers who can use, adapt, and redistribute them under an open licence. OERs allow educators around the world to access a wide range of learning materials and adapt them to local cultural context and learning needs.⁷⁷ The Commonwealth of Learning, an intergovernmental organization that promotes distance education and open learning, has its headquarters in Burnaby.⁷⁸ BCcampus, funded by the Ministry of Advanced Education, Skills and Training, promotes OER use in BC and manages the BC Open Textbook Project. As of 2019, 285 open textbooks are available online to educators around the world.⁷⁹ Many Langara instructors have adopted OERs in their courses. In 2018/19, there were 68 Langara course sections making use of OERs, an increase from only 21 sections two years earlier. Open Langara calculates that these resources have saved students over \$750,000 to date.⁸⁰

Badges and micro-credentials

Related to open educational resources are badges and micro-credentials, which refer to the digital recognition of skills that students demonstrate in courses, internships, or other activities. Institutions in Canada are beginning to offer micro-credentials, often through their continuing education departments.⁸¹ Locally, KPU has begun exploring proposals to offer open badges.⁸² The College is also exploring micro-credentials and stackable credits. In 2018, Langara approved a new Citation in Full Stack Web Development, a 15-credit program that develops a cluster of skills in demand in industry.

Indigenization

BCcampus and the Ministry of Advanced Education, Skills and Training have collaborated to create a series of guides, called *Pulling Together*, for the Indigenization of post-secondary institutions in the province. These guides are OERs intended to help instructors, researchers, administrators, and staff to engage with Indigenous knowledge systems and pedagogy.⁸³

Langara is one of 67 institutions across Canada that are signatories to the Indigenous Education Protocol. Signatories agree to seven principles:

- Making Indigenous education a priority
- Ensuring governance structures recognize and respect Indigenous peoples
- Incorporating Indigenous peoples' traditions into curricula and learning approaches
- Supporting students and employees to increase understanding and reciprocity among Indigenous and non-Indigenous peoples
- Increasing the number of Indigenous employees and senior administrators
- Establishing Indigenous-centred services and learning environments

⁷⁷ United Nations Educational, Scientific and Cultural Organization, *Guidelines for Open Educational Resources (OER)*, <https://unesdoc.unesco.org/ark:/48223/pf0000213605>

⁷⁸ Commonwealth of Learning, <https://www.col.org/about/what-commonwealth-learning>

⁷⁹ BCcampus, OpenEd, <https://open.bccampus.ca/what-is-open-education/>

⁸⁰ Langara College Library, "Open Education at Langara," <https://langara.libguides.com/open-education>

⁸¹ Jennifer Lewington, "University students can now earn badges to recognize their merits," *Maclean's*, April 10, 2019, <https://www.macleans.ca/education/university-students-can-now-earn-badges-to-recognize-their-merits/>

⁸² Kwantlen Polytechnic University, "Open Badges," <https://www.kpu.ca/teaching-and-learning/technology/open-badges>

⁸³ BCcampus, Indigenization Project, <https://bccampus.ca/projects/indigenization/>

- Relationship building and accountability to Indigenous communities in support of self-determination⁸⁴

Langara's 2018/19 Institutional Accountability Plan & Report lists the College's initiatives and progress made to address the TRC'S Calls to Action and the UN Declaration. Please see Appendix B for the list of initiatives.

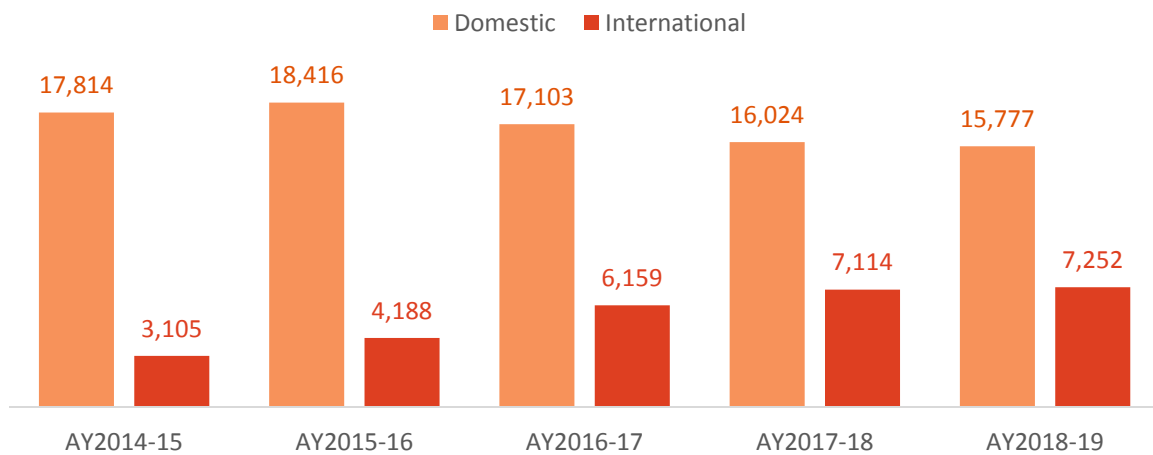
⁸⁴ Colleges and Institutes Canada, Indigenous Education Protocol,
<https://www.collegesinstitutes.ca/policyfocus/indigenous-learners/protocol/>

Internal trends and issues

Langara enrolment trends

Over the past five years, Langara’s domestic student enrolments have trended downward, from 17,814 in academic year 2014/15 to 15,777 in 2018/19. In the same period, international student enrolments increased each year, from 3,105 in 2014/15 to 7,252 in 2018/19.⁸⁵ These trends are consistent with other BC public post-secondary institutions. For example, Camosun, Capilano, Douglas, and KPU all saw a decrease in domestic enrolments from academic year 2013/14 to 2017/18. All four institutions saw large increases in international enrolments over the same period.⁸⁶ As discussed above, the number of grade 12 students in the Langara service area decreased between 2013 and 2018, a trend that is expected to continue until 2021. The increasing number of international students is also consistent with the rapid increase in the number of study permits issued throughout Canada.

Langara enrolment by residency status.



To support our marketing and recruitment efforts in several high-potential markets, Langara has engaged with in-country representation to promote our programming and provide prospects and applicants with excellent support services. This in-country support has also been expanded within India where students may now visit an office in Chandigarh to receive admission and pre-departure onboarding support. Furthermore, we have increased enrolment capacity for students in our popular post-degree programs.

In addition to relevant programming, Langara provides ongoing support and experiences that encourage international students to gain a deeper understanding of Canadian culture and opportunities for cross-cultural exchange. The i-Guide peer mentorship program continues to grow, offering new international students a chance to benefit from the guidance, advice, and support of a more experienced international student mentor during their first semester on campus. The program has been further enhanced and expanded to include students within the post-degree management programs. The International Student Services team has continued to enhance their case management support for newly admitted students, by hosting live webinars for students to meet

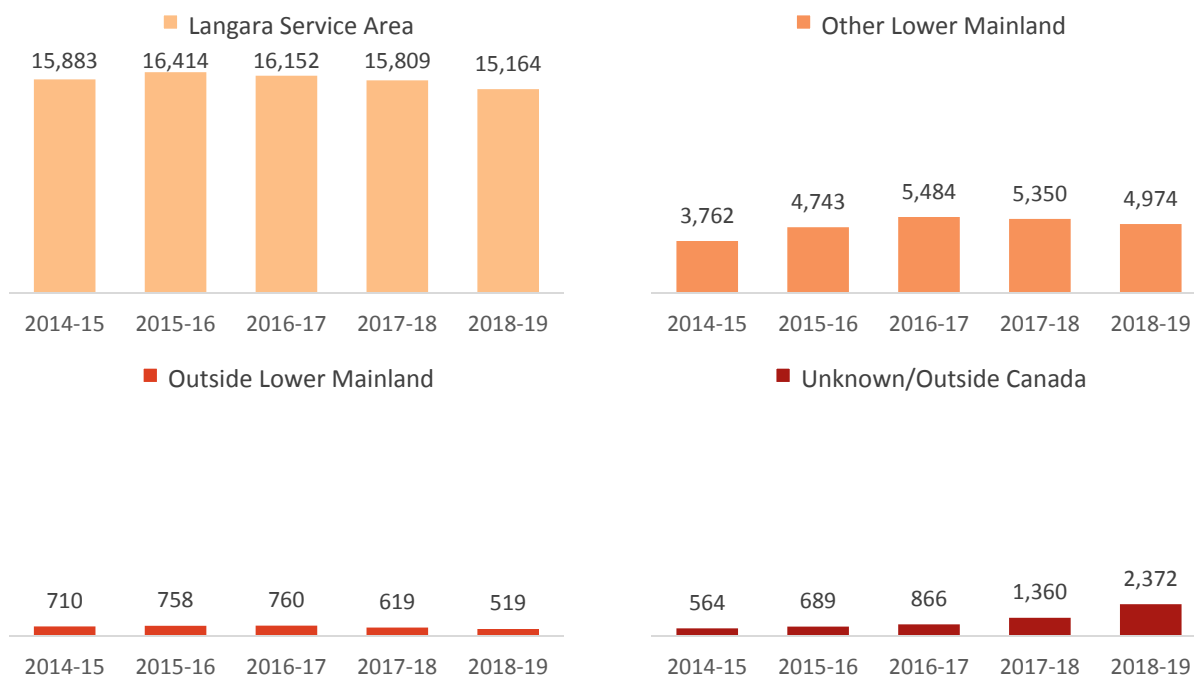
⁸⁵ Internal Langara College data.

⁸⁶ CDW October 2018 Institution Demographics. CDW data for other institutions are not yet available for academic year 2018/19.

their International Student Coordinator and have their questions answered while still residing in their home country. Many of our international students live with Metro Vancouver families, either as part of our robust spring and summer English Language Programs, or through our extensive network of more than 1,300 Homestay families for students of Langara and other partner institutions.

Over the past five years, the number of Langara students from the College's service area (Vancouver, Burnaby, and Richmond) has fluctuated somewhat, increasing from 15,883 students in 2014/15 to a high of 16,414 in 2015/16 before decreasing to 15,164 in 2018/19. However, Langara has an increase in the number of students who live outside the service area. Between 2014/15 and 2018/19, the number of students living elsewhere in the Lower Mainland increased from 3,762 to 4,974, with Surrey accounting for all of the net increase. The number of students living outside the Lower Mainland decreased slightly over the same period, from 3.4% to 2.3% of the total. At the same time, there are a growing number of students, mostly international students, who report a city of residence outside of Canada or for whom we do not have city data.⁸⁷ The rising cost of living in Vancouver may contribute to the growing percentage of students living farther away, and transportation options throughout Metro Vancouver and beyond may be increasingly important if larger numbers of students commute to Langara's Vancouver campus.

Langara enrolment by place of residence.



A recent study tracks Langara graduates' incomes in the years after they earn a credential. While not all graduates are included, either because tax information could not be found or because there were too few graduates in a cohort,⁸⁸ we are able to track median employment income for a number of cohorts graduating between 2009 and 2014. For example, we have income data for the 2010 cohorts over the next five years (2011-2015). By their fifth year after graduation, Langara certificate students

⁸⁷ Internal Langara College data.

⁸⁸ Graduates over age 64 in their year of graduation, as well as those who leave Canada, are excluded. Data are suppressed for small cohorts to meet the confidentiality requirements of the Statistics Act.

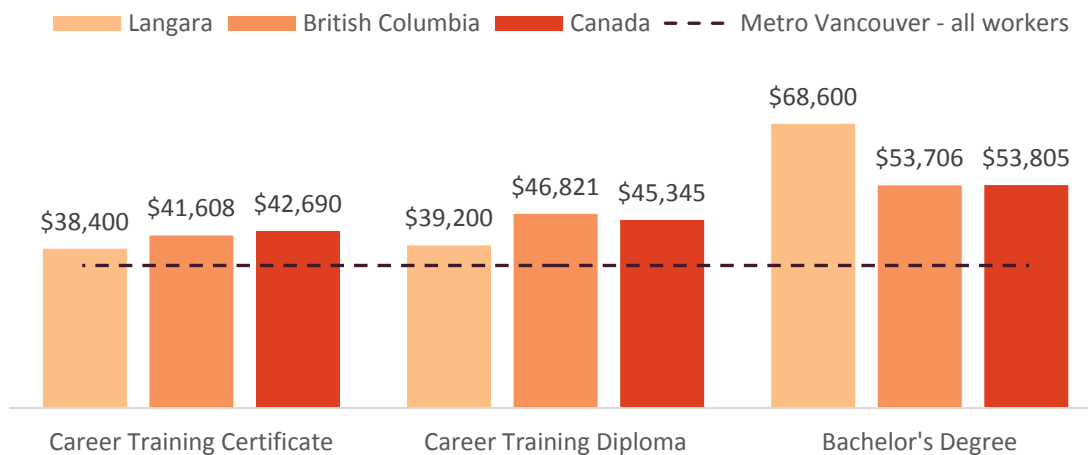
earned \$38,400 on average, while diploma students earned \$39,200 and bachelor's degree students earned \$68,600.⁸⁹ These income levels compare favourably with the overall median for all workers in the Metro Vancouver area, which was \$34,400 in 2015.⁹⁰

Median employment income, Langara 2010 graduates, by credential type.



We can also compare Langara graduates' income levels with those of post-secondary graduates throughout British Columbia and Canada as a whole. While Langara certificate and diploma graduates earned less than their counterparts elsewhere, Langara bachelor's degree graduates earned considerably more than the average for all bachelor's graduates province- and nationwide.

Median incomes for 2010 graduates five years after graduation.



⁸⁹ Tax Linkages Project data.

⁹⁰ Statistics Canada, Table 11-10-0239-01, Income of individuals by age group, sex and income source, Canada, provinces and selected census metropolitan areas. Median income is reported for the population age 16 and over who reported employment income that year. This median income is reported in 2017 constant dollars; for the purposes of comparison with Langara graduates' income, we convert this to 2015 constant dollars using the Bank of Canada Inflation Calculator, <https://www.bankofcanada.ca/rates/related/inflation-calculator/>

Managing internationalization

In alignment with Provincial and Federal immigration targets, Langara has grown its population of international students strategically. With its academic reputation, Langara has been consistently popular among international students from many regions of the world. In academic year 2018/19, international students represented over 100 different countries. Langara has expanded the cultural diversity of its student body to include growing numbers of students from India, China, Vietnam, Brazil, Japan, and other Southeast Asian and South American countries. In 2018/19, we increased our recruitment efforts and included missions to Panama, Philippines, Indonesia, and Ukraine in an attempt to further enhance the diversity of our student population. In addition, we launched several programs that offer increased opportunities for international and domestic students to work together as they develop skills for high-demand careers and pathways to immigration.

Langara launched its Internationalization Strategy development in November 2017. Since that time, the strategy has been developed with input and consultation with employees and students. Internationalization at Langara is an intentional process to integrate an intercultural dimension in the way we teach, learn, and provide services at the College, in order to enhance the educational environment for all students and employees while making a meaningful contribution to our community. The Internationalization Strategy⁹¹ has four goals:

Student success and development	<ul style="list-style-type: none"> • Coordinate required skills for course and program completion. • Support development of a strategic approach to advising. • Create an Equity, Diversity, and Inclusion Committee with employee and student representatives.
Support for employees	<ul style="list-style-type: none"> • Create opportunities for employees to meet to discuss culture. • Make time, training, and resources available to employees to incorporate an intercultural dimension on campus. • Provide funding towards obtaining a credential in intercultural studies and support research on internationalization initiatives.
Intercultural dimension	<ul style="list-style-type: none"> • Establish a credential in intercultural competence. • Pilot a cross-campus student mentoring program with an intercultural focus. • Establish Intercultural Days on campus and fund student and employee participation in the community.
Global citizenship	<ul style="list-style-type: none"> • Support the development of global citizens with a sense of belonging to a broader community and common humanity. • Develop learning outcomes and teaching initiatives that foster intercultural understanding. • Investigate the establishment of an Education Abroad Office and an International Partnership Coordinator position.

Space and capital development

Langara remains committed to developing the facilities required to support our growth, as well as making the improvements required to deliver an excellent learning environment for our students. To this end, we have developed a new 25-year Campus Master Plan, which will pursue site densification. The College has a significant shortage of classrooms and supporting spaces as enrolment grows substantially year after year. To ensure that our students have the space and equipment to support optimum learning, Langara self-funded the construction of a new Science and Technology building, which opened September 2016. While the Science and Technology building has

⁹¹ Currently in draft form. Final version is expected Summer 2019 and will be available at <https://langara.ca/about-langara/intercultural-initiatives/index.html>.

provided some critically needed spaces for classrooms and student services, Langara still faces significant pressure for additional classrooms and support spaces to cope with enrolment growth. The College wishes to work collaboratively with the Ministry of Advanced Education, Skills and Training on funding partnerships for the future of our campus. We will also continue to upgrade learning spaces on campus to ensure the College stays at the forefront of technology and provides a modern learning environment.

According to Langara's 2017-18 Space Utilization Report, the number of domestic and international Annual Student Contact hours at the College was higher than the Ministry's Space Standards for classroom and lab space. The number of contact hours was 20% higher than recommended by the Ministry's standards, given the College's class/lab space available. Additionally, Langara had about half (54%) of the Ministry's recommended space dedicated to administration and faculty offices, while library/study space was only 31% and cafeteria space was only 33% of the respective guidelines for those categories.⁹²

Campus sustainability

Langara is working hard to reduce our energy usage on campus while we grow. Since 2009/10, the campus area increased by 33%; during this same period, our energy usage and emissions per square foot on campus have decreased by 20% and 43% respectively. We continue to incorporate energy efficiency in our designs and ongoing upgrades. Our new Sciences and Technology building received LEED Gold certification, making this the fourth LEED Gold building on campus. The construction of this building also included phase one of a renewed central heating plant on campus, designed to connect to a future, low-carbon, district heating system along the Cambie Street corridor. Langara is also upgrading many end-of-life systems to more efficient alternatives. With support from the provincial government and the federal Strategic Investment Fund, we upgraded the major fan systems in A Building, our largest classroom building. We also continue to upgrade lighting throughout campus to a more energy-efficient solution.

Langara College is implementing several other sustainability projects. Our recycling and composting initiatives have included standardization of our recycling sorting stations to be consistent with the City of Vancouver. Our next goal is to install recycling bins outside of all buildings. Externally, we set up a new waste management and recycling services agreement, and we will be working closely with our new vendor on education and engagement to further increase landfill diversion rates.

We are collaborating with departments and committees across Langara on sustainability initiatives. The College worked with the Langara College Foundation to support a student-led renewable energy project. New solar panels were installed on the Science and Technology building in the fall of 2018 and additional panels were added in March 2019. A Sustainability Coordinator co-op position has been proposed again this year to work with the Student Engagement Office to increase awareness of and engagement with our sustainability initiatives within the College community. We are also working on the installation of additional water fill stations around the campus to help eliminate the need for single-use water bottles on campus, with a goal to have one on every floor of every building. We will continue to look for opportunities to make our campus more sustainable for future generations.

⁹² Langara 2017-18 Space Utilization Report.

Appendices

Appendix A. Initiatives in response to Ministry priorities

Mandate Letter 2018/19	
Ministry Priorities	Langara Responses and Initiatives
Actively participate in an engagement process with the Ministry and Indigenous partners to develop a comprehensive post-secondary strategy that responds to the TRC Calls to Action and UN Declaration on the Rights of Indigenous Peoples.	Please see detailed table under the section, <i>Indigenous Initiatives</i> .
Continue to implement tuition-free Adult Basic Education and English Language Learning programs to domestic students, and collaborate with partner organizations to effectively deliver these programs to meet the needs of adult learners.	The College is continuing tuition-free delivery of ABE mathematics courses and ELL courses to domestic students.
Continue to improve the education success of former youth in care who pursue post-secondary education, including implementation of the tuition waiver program and other supports at your institution.	The number of students enrolled at Langara who had received government care in their youth increased by 37% as compared to last year. In addition to our commitment to supporting students that meet the established funding criteria, this increase was further enabled by the College's institutional commitment to expand the eligibility of this provision and fund an additional four students in Summer 2018, nine students in Fall 2018, and eight in Spring 2019.
Expand technology-related programming and other programs that align with the growing knowledge-based economy.	<ul style="list-style-type: none"> ▪ Nurse Practitioner program development underway ▪ Post-Degree Diploma in Data Analytics first intake Spring 2019 ▪ Citation in Full Stack Web Development approved by Langara's Education Council ▪ Certificate in Data Analytics under development
Improve student mental health, safety and overall well-being, including creating greater awareness of available supports.	The College has begun to implement its first Mental Health plan entitled: "A frame of mind: A commitment to invest in the mental health and well-being of the Langara Community." Built with multi-stakeholder involvement from across the College community and in collaboration with the BC Division of the Canadian Mental Health Association (CHMA), this three-year framework has five main pillars that guide 12 specific commitments aiming to systematically support mental health and wellness of students and employees. This, in part, includes the hiring of a dedicated employee to lead these important cross-functional initiatives as well as strengthen the College's active involvement in various provincial and national efforts and campaigns. In November 2018, Langara became the first BC college to sign on to the Okanagan Charter.
Align your institutional processes with the K – 12 curriculum changes to ensure the seamless transition of students entering post-secondary education.	<p>We have met with all our program representatives to review the Grade 10-12 course changes specifically, and have mapped out how these new/revised courses will impact Langara's admissions and pre-requisite requirements for new high school students.</p> <p>Langara will not be using the literacy or quantitative test results for admission or pre-requisite purposes at this time.</p>

Work closely with the Ministry to develop a balanced approach to international education.

Langara has completed the implementation of the EducationPlannerBC online application platform to allow international students the opportunity to submit applications online. The college continues to work with the Ministry to enhance the platform with a document upload feature, allowing students to submit their supporting documents at the time of application. Langara has also embarked on the development of XML Transcript sharing with BC Offshore Schools. The College is providing more opportunities for domestic students to gain international experience through overseas field studies, such as India Connect, and is developing a new service learning program in Kenya.

Comply with government's two percent cap on tuition and mandatory fee increases.

The College complied with the 2% cap.

Mandate Letter 2019/20

Ministry Priorities

Langara Responses and Initiatives

Implement the education-related TRC Calls to Action relevant to Langara College and actively participate in an engagement process with the Ministry and local, regional and other Indigenous partners to develop and implement a comprehensive strategy that increases student success and responds to the TRC Calls to Action and UN Declaration on the Rights of Indigenous Peoples.

Please see detailed table under the section, *Indigenous Initiatives*.

Improving access to post-secondary education with a focus on vulnerable and under-represented students.

- Langara is using the 2018 Skills Development Employment Benefit (SDEB) funding provided by the Ministry for a Learning Strategist Pilot Program on campus. The project targets students with disabilities and other academically at-risk student groups.
- Disability Services at Langara is now Accessibility Services, based on feedback received from the Langara community. Staff will continue to provide the same support services to students with disabilities to ensure equal access to the educational environment.
- Acquisition of a new case management system for Accessibility Services has been completed and implementation is in progress. The integrated system will allow for better case management and communication among multiple users of student data and will enhance the student experience.

Expanding programming aligned with high demand occupations and priority sectors (such as trades, technology and health).

- Bachelor of Science in Bioinformatics DQAB approval granted on April 5th
- Nurse Practitioner program developed with HLTH and AEST awareness
- Citation in Full Stack Web Development first intake Summer 2019
- Certificate in Data Analytics first intake Spring 2020

Expanding co-op and work-integrated learning opportunities for all students.

- Work Integrated Learning (WIL) Review and Recommendations Group to complete review Spring 2019.

	<p>Project goal is to provide opportunity for every Langara student to participate in WIL and/or experiential learning.</p> <ul style="list-style-type: none"> ▪ Early Childhood Education (ECE) WIL/PLAR project to integrate WIL into ECE curriculum. Currently in development phase, implementation target September 2019. ▪ Introduced and continue to expand Coop Peer Mentoring program to increase support and confidence for students in Coop program. ▪ Implementation of an online preparatory course designed to increase student confidence and success in obtaining and benefiting from Coop placements. ▪ Further expansion of our Employer Awareness campaign to increase coop options for students. In 2017/18, 42% of FTE students were enrolled in a program that embeds work-integrated learning, an 8% increase since 2015.
<p>Improve student safety and overall well-being in the areas of mental health and the prevention of sexual violence and misconduct, including creating greater awareness of available supports.</p>	<p>Following the development of the Langara Sexual Violence and Misconduct policy in 2017, the College community has taken collective action to enhance overall awareness and build greater capacity to respond and support. Some of these actions have included award-winning marketing campaigns to promote consent awareness, the development of a Sexual Respect Ambassador program, and developing improved print and digital materials focusing on respecting boundaries, healthy relationships, and bystander intervention. The consistent and meaningful contributions of students have been essential to the success of these and other related initiatives.</p>
<p>Ensure that students are able to seamlessly transition into post-secondary education with the implementation of the new BC Graduation Program.</p>	<p>Langara is working towards approval for the following motions:</p> <ul style="list-style-type: none"> ▪ Update Grade 10-12 curriculum course changes to correspond to Langara's admission and pre-requisite requirements. ▪ Remove discontinued Grade 11 and 12 courses from Langara's admission and pre-requisite requirements. ▪ Delete all references to optional and/or required BC Grade 12 provincial exams and blended grades from our academic calendar and website.
<p>Continue to actively participate in the implementation of the EducationPlannerBC common application system for all undergraduate applicants.</p>	<ul style="list-style-type: none"> ▪ EducationPlannerBC is live for all regular studies programs. It is well used by domestic and international students. Since launching EPBC we have seen a higher number of overseas applicants (international and domestic) use the online application. ▪ Document upload is in progress, with an estimated completion date of July 2019. ▪ Fee waiver is in progress, with an estimated completion date of May 2019. ▪ XML high school transcript project has begun, with an estimated completion date of September 2019.
<p>Work closely with the Ministry to develop a balanced approach to international education, participating in the development and implementation of a</p>	<p>Langara has provided feedback to the Ministry and is willing to engage in any other consultations related to the development of initiatives toward creating a balanced and diverse international student population. The College welcomes discussions on marketing and recruitment</p>

<p>provincial framework for international education.</p>	<p>strategies, strategic enrolment management, diversification mechanisms, and the expansion of opportunities for domestic students to gain international experience and acquire intercultural competencies.</p>
<p>Meet or exceed the financial targets identified in the Ministry’s three-year Service Plan tabled under Budget 2018, including maintaining balanced or surplus financial results.</p>	<p>Staff prepared a balanced budget for FY 2019/20 that was presented at the March 28, 2019 Board of Governors meeting. The Board approved that budget (which included the 2% increase for domestic tuition and an increase for international tuition).</p>
<p>Comply with the Tuition Limit Policy, which sets a two percent cap on tuition and mandatory fee increases for domestic students to ensure courses and programs are affordable.</p>	<p>The Board of Governors, at their November 22, 2018 meeting, approved the following motion: That the Board approve the proposed tuition fees for instruction in all programs and courses commencing on or after May 1, 2019 according to the fee schedule attached and marked “Schedule A.” Schedule A includes a 2% increase to domestic tuition.</p>

Appendix B. Progress on TRC Calls to Action and UNDRIP

TRC Call to Action	Progress	Initiative and Partnership Details
1: SOCIAL WORK	Implemented	<p>Langara College does not offer a social work degree program that directly prepares student for child welfare work. However, our Social Service Certificate Worker and Diploma, as well as our two university transfer courses, Introduction to Social Welfare in Canada and Introduction to Social Work Practice, provide a foundation for students wishing to pursue Bachelor of Social Work degrees. A few of the many ways that we engage with and educate students include:</p> <ul style="list-style-type: none"> ▪ The CASW Statement of Complicity and Commitment to Change and the TRC Principles of Reconciliation. ▪ Truth-telling and reconciliation about the role of our social work with respect to the experiences of Indigenous peoples in Canada. ▪ The BCCSW Code of Ethics and research ethics in Indigenous contexts. ▪ Readings and discussions related to the ways in which social work practice could support processes of reconciliation and social justice; historical and inter-generational trauma; the principles of trauma informed care from the perspective of Indigenous clients; over-representation of Indigenous children in care; and the social determinants of health as it relates to Indigenous people.
12: EARLY CHILDHOOD EDUCATION	In Progress	<p>The Langara ECE department is continually working to develop a culturally appropriate program for the students in our program. Each term we have Indigenous guest speakers that visit our courses to offer their expertise, culture, and perspective to our students and faculty. In term one, our Langara Elder visits the course on the history of ECE. In second term an Indigenous early childhood educator visits a course on working with families. In third term, Aaron Nelson Moody visits a class and does a workshop on Reconciliation through collaborative art. When we have an Indigenous student in the ECE program, we offer information on the Gathering Space and our Elder. Our future plans include the following:</p> <ul style="list-style-type: none"> ▪ Requesting that term one students visit the Musqueam Cultural center. ▪ Purchase Indigenous art to display in our designated classroom. ▪ The ECE department has submitted a proposal to the Federal government (Employment and Social Development Canada) to partner with the YMCA and the Musqueam people to look at creating Musqueam specific content and Indigenous ways of knowing into our language and literacy courses.
16: INDIGENOUS LANGUAGE DEGREE AND DIPLOMA PROGRAMS	In Progress	<p>The Indigenous Language plan is to work this summer to develop and deliver a language program at Musqueam. Once that is created we will work in partnership with UBC to offer joint programming in BC languages.</p>

23: HEALTH-CARE PROFESSIONALS	In Progress	Any Indigenous applicant interested in the BSN program is invited to meet with one of the Indigenous Liaison Counsellors in the Indigenous Gathering Space (C140) to discuss academic advising as well as personal and career counselling needs. The Indigenous Gathering Space houses the Indigenous Education and Services team and offers culturally-relevant support services to Indigenous students on campus.
24: MEDICAL AND NURSING SCHOOLS	In Progress	In support of the Truth and Reconciliation Commission's Calls to Action, Langara is committed to increasing the number of practicing Indigenous nurses in Canada. In an effort to decrease systemic barriers posed to Indigenous learners, five seats in the Bachelor of Science in Nursing (BSN) program and two seats in the Advanced Entry BSN program are reserved for prospective Indigenous students who meet the minimum admission requirements.
28: LAW SCHOOLS	N/A	
57: PUBLIC SERVANTS	N/A	
62: TEACHER EDUCATION	N/A	
86: JOURNALISM AND MEDIA SCHOOLS	In Progress	We are working with Langara's Coordinator for Aboriginal Studies to determine a specific course in which Journalism students can participate. We hope to have this implemented for Fall 2019. Over the last few years, we have invited Indigenous journalists to provide seminars to our students.
92: BUSINESS SCHOOLS	In Progress	We are launching a campus-wide Indigenization Strategy next fall for which all students, including those in the Langara School of Management, will learn about 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.

**UN DECLARATION ON
THE RIGHTS OF
INDIGENOUS PEOPLES**

Progress

Initiative and Partnership Details

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?

Implemented
and/or
In Progress

In 2018/19, Langara worked on the following projects:

- Construction of a new Indigenous Community Gathering Space, which has more than doubled the capacity to serve Indigenous learners.
- Created a weaving for reconciliation course through Fine Arts.
- Established an Indigenous Carving course.
- Hired an Indigenous specialist in our Teaching and Curriculum Development Centre.
- Received a SSHRC grant to develop an Indigenous Upgrading Program.
- Raised a Musqueam House Post in front of T-Building.
- Will host an Indigenous math camp for youth in July 2019.

Over the last year, the Director of Indigenous Education and Services has engaged in discussions across the College. Next year, the College will launch a campus-wide Indigenization Project. It will include a campus-wide discussion on how we incorporate Indigenous themes and projects into our work, curriculum development that includes Indigenous material, strategies to hire more staff that are Indigenous, and a continual enhancement on the College's relationship with Musqueam. In addition, Langara will be running the upgrading program at Musqueam, and at the Urban Native Youth Association in East Vancouver. This will allow us to produce a report on educational upgrading both on reserve and in urban Indigenous communities.