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The enclosed Update Document on the progress of the B.C. Human Resource Development Project will be used at a series of regional meetings and other interest group meetings around the province during November and December, 1991.

The regional update meetings are being organized by the B.C. Chambers of Commerce in the following locations:

November 12	Abbotsford	6:00 - 9:00 p.m.
November 19	Kamloops	12:00 - 3:00 p.m.
November 21	Terrace	11:30 - 2:30 p.m.
November 22	Penticton	12:00 - 3:00 p.m.
November 27	Cranbrook	12:00 - 3:00 p.m.
November 28	Prince George	12:00 - 3:00 p.m.
December 2	Campbell River	12:00 - 3:00 p.m.
December 5	Victoria	11:30 - 2:30 p.m.
December 6	Richmond	12:00 - 3:00 p.m.
December 10	Fort St. John	12:00 - 3:00 p.m.

If you are interested in attending one of these sessions, please contact the Manager at the appropriate Chamber office to obtain an invitation.

Whether or not you are able to attend a meeting, we are asking for input on the strategic issues identified by the planning committees. You will find instructions on how you can participate on page 7.

We welcome your response.

NewsLetter



BRITISH COLUMBIA
**Human
Resource
Development
Project**

Volume One, Issue Three

July/August 1991

600 Stakeholders shape project framework

Stakeholders orientation sessions, held across the province in May, introduced people to the Human Resource Development Project and identified crucial questions and concerns.

The Steering Committee gathered participants from a cross-section of stakeholder groups, including business and industry, schools, colleges and universities, community groups, Native organizations, students and private training institutions.

Gary Mullins, Deputy Minister of Advanced Education, Training and Technology and chair of the Steering Committee, started the day-long sessions with the background and rationale for the Project. Other Steering Committee members participated on a panel discussing what involvement in the Project means to their constituent groups. They were followed by Project Director Paul Gallagher presenting the

preliminary framework of the Project.

Discussion groups offered ideas on issues the Project needs to address, commented on its organization and suggested strategies to ensure the Project process is consultative, responsive and comprehensive.

Discussions were lively and fruitful, and comments were recorded for use by the Steering Committee. At their June 4th meeting, the Committee was able to include participant perspectives and suggestions within a revised Project framework.

Project staff have completed point-form reports of all discussion groups for each of the six orientation sessions. The appropriate report will automatically be sent to each participant. As well, these documents are available on request through the Project's Vancouver office.

Individual response forms, circulated at the Orientation Sessions, are still being received by the Project office and will be compiled for use at future events.

- As a society we need to find ways to increase the value of and respect for trades-related training.
- Federal involvement and cooperation are essential.

Events and Stakeholder Participation

- Ensuring breadth of participation should be a very high priority. Representatives of the principal stakeholders may not be aware of all sub-groups which might want to participate in events. Under-represented groups need special consideration.
- Events should be held at times and in circumstances that will encourage participation of people from the business community, women, the unemployed, people with disabilities and the general public.
- Special efforts should be made to keep all Project activities open and inclusive.
- The Steering Committee should recognize that locally-based decisions — as opposed to centralized decisions — are often of a higher quality.
- We must learn from others outside B.C. and not "reinvent the wheel".

Orientation feedback

Discussion group participants at the Orientation Sessions raised new issues for consideration. They also refocused some previously identified issues and provided strong recommendations on the type of grassroots involvement necessary for the Project to be successful.

Common themes and suggestions for adjusting the Project plans arose in every location the Steering Committee visited.

Policy Areas and Issues

- Relations with the K-12 school sector should be integral to the entire project. School/post-school must be viewed as a continuum, and the Project design should be revised to reflect this.

● The "Essential Characteristics" of the HRD Strategy deserve special attention and should feed into and be considered part of all other policy areas.

● The policy area titles may be "too traditional" or "academic" and could lead to an extension of the past conventional "sectors". A preferred approach would be to focus on "learners" rather than systems and structures.

● The policy area on Research and Development and Transfer of Technology does not seem to "fit" with the sectoral orientation. It might need to be addressed within other policy areas.

● The scope of the Project, its goals and underlying values and assumptions need to be more clearly defined.

● Retraining is a very complex component of HRD and should be emphasized within the Project framework.

Our Responses

- Mr. Wayne Desharnais, Deputy Minister, Ministry of Education, has been added to the Steering Committee to ensure close cooperation with the K-12 system.
- An Equity Advisory Committee to the Project has been established and will include representation from Native, immigrant, disabled, women's groups and the unemployed.
- The Project design has been reworked (see article on Changes).
- Event planning committees will include members from outside the Lower Mainland, and events will be planned in many regions of the province.
- Steering Committee and Project staff are maintaining close contact with top federal officials, who have indicated strong support for the Project and its goals.

Changes in project design

Building on input from the Orientation Sessions, the Steering Committee and Project staff have reorganized the framework of the HRD Project.

The two main Project goals are to:

- Develop and empower individuals to ensure that B.C. will have an educated, aware citizenry.
- Energize B.C.'s economy within a knowledge-based marketplace.

These goals are based on changing factors such as increased economic and social globalization, mushrooming demands for all levels of education, training and retraining, and limited resources to meet these needs.

Priority outcomes for learners have been outlined. The work of the HRD Project is to define broad policy directions to take us to the desired priority outcomes from our current education and training systems.

Phase I of the Project will consist of a series of "events" to obtain broad participation and input on the relevant policy issues. The initial policy areas shown in the May/June issue of the Newsletter have been restructured as follows:

Initial Policy Issues

Issue Areas

1. CRITERIA

- What characteristics does a comprehensive HRD system require

2. SECTORAL ISSUES

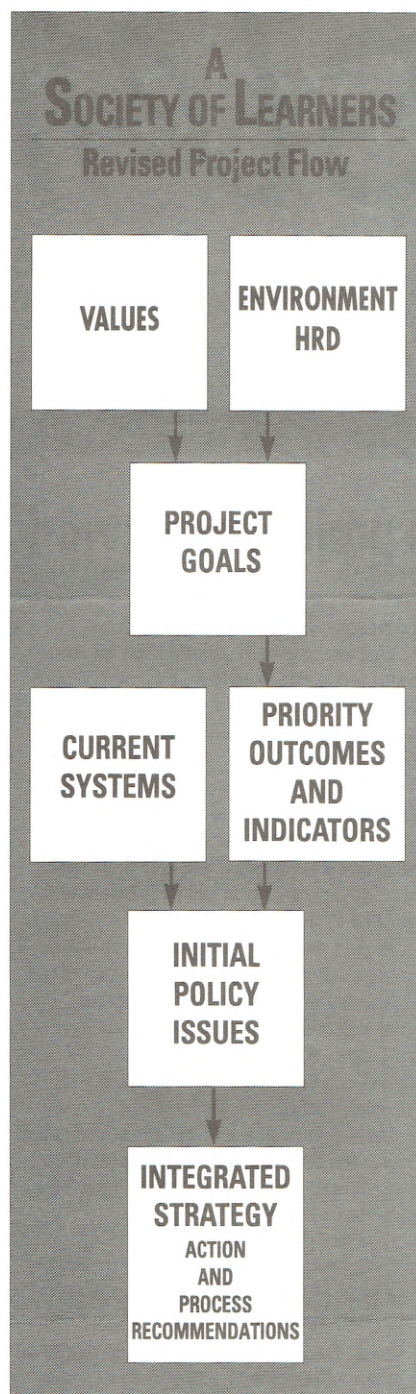
- workplace-based education and training
- applied studies
- the academic enterprise
- apprenticeship
- foundation learning
- informal learning
- retraining

3. THE SCHOOL INTERFACES WITH POST-SCHOOL AND WORK

4. ENABLING RESEARCH AND INNOVATION

In Phase II, the work of the stakeholders will be integrated into a comprehensive framework of policies and strategies for more extensive public consultation and presentation to the Minister of Advanced Education, Training and Technology early in 1993.

"People don't resist change--they resist being changed"



PROGRESS

R E P O R T

The Project staff are establishing "lead stakeholder" committees to define more clearly the policy issues and plan events to address them. Committees dealing with two policy areas, the "Criteria of a Successful HRD System" and "Applied Studies," met in June. Others will be called together throughout the summer. Watch for more details in the next newsletter or call the Project office for more information.

B.C. Human Resource Development Project Steering Committee

Gary Mullins (Chairman)

Deputy Minister
Ministry of Advanced Education, Training and Technology

Valerie Buchanan

Past President
Advanced Education Council of British Columbia

Tom Calvert

President
Science Council of British Columbia

Michael Conroy

Member
Private Post-Secondary Education Commission

Wayne Desharnais

Deputy Minister
Ministry of Education

Donald Fearey

Member
Provincial Apprenticeship Board

Joyce Ganong

Assistant Deputy Minister
Skills Development
Ministry of Advanced Education, Training and Technology

Keith Gray

Vice President
Government Relations and Educational Services
Business Council of British Columbia

Shell Harvey

Assistant Deputy Minister
Universities, Colleges and Institutes
Ministry of Advanced Education, Training and Technology

Douglas Jardine

Member, Council of Chief Executive Officers
British Columbia Colleges and Institutes
President, Capilano College

Ed Lavalle

President
College-Institute Educators' Association

Brad Lavigne

Chairperson
Canadian Federation of Students, British Columbia Office

Geraldine McGuire

Chairperson, Education Committee
British Columbia Federation of Labour

Richard Powers

Member
Confederation of University Faculty Associations
Department of Political Science
University of Victoria

David Reid

President
British Columbia Chamber of Commerce

David Strong

Member
The Universities Presidents' Council
President, University of Victoria

Kathryn Teneese

Executive Director
First Nations Congress

Ron Woodward

Assistant Deputy Minister
Science and Technology
Ministry of Advanced Education, Training and Technology

British Columbia Human Resource Development Project Secretariat

Paul Gallagher, Project Director

Jeannette Matson, Project Co-ordinator
Eleanor Joughin, Administrative Assistant

c/o Simon Fraser University at Harbour Centre

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NewsLetter



BRITISH COLUMBIA
**Human
Resource
Development
Project**

Volume One, Issue Four

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Equity Participation Advisory Committee Established

The Equity Participation Advisory Committee (EPAC) was established in June to act as a resource to the B.C. HRD Project Steering Committee and staff. It directs matters related to those

Members of the EPAC were appointed by umbrella organizations and include: Winston Leckie, *Community Review Committee (People with Disabilities)*; Nathan Matthew, *First Nations Congress*; Kate Pelletier, *Women's Employment and Training Coalition*; Niall Trainor, *YMCA Enterprise Centre (Unemployed People)*; and Kathy Vance, *Affiliation of Multicultural Societies and Service Agencies of B.C.*

groups traditionally under-represented in human resource development, and ensures the voices of these people are heard at events sponsored by the Project.

At their first meeting it was agreed that members of under-represented groups had a major role to play in the HRD Project planning process. "If marginalized people are not included in the process from the beginning they will become even more marginalized," said Kathy Vance, a representative of the Affiliation of Multicultural Societies and Service Agencies of B.C.

Representatives from a variety of under-represented groups are participating on the nine planning committees to assist in identifying strategic issues unique to them.

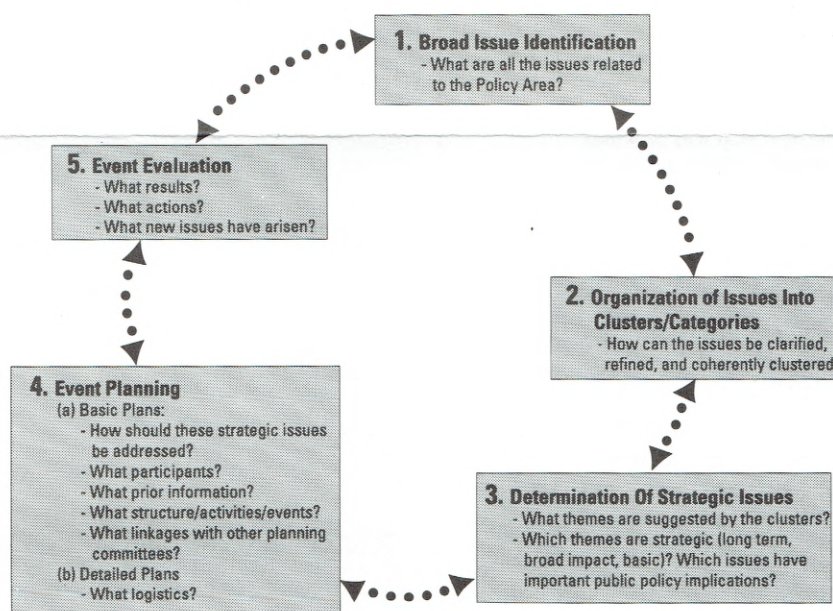
Planning Committees In Full Swing

A planning contingent of nearly 100 people has been working for the HRD Project throughout the summer to identify strategic issues and plan events to address them. Nine planning committees, which relate to the policy areas approved by the Steering Committee at its June meeting, have been established. Members were appointed by the Steering Committee and the Equity Participation Advisory Committee.

The Project is a consensus-building process. The planning committees must determine the most effective means of obtaining broad participation and input on the key policy issues facing B.C. in the various areas of human resource development. Validation of the issues by a wide cross-section of stakeholders will be part of the event process. "We want to be sure we're asking the right questions and that all stakeholders feel ownership of the project outcomes", said Brian Gillespie, vice-president of BCIT, and a member of the Applied Programs planning committee.

Following suggestions made during the orientation sessions in May, attempts have been made to include at least one member from outside the Lower Mainland on each of the committees. All planning committees have endorsed a very open process, and have recommended that activities take place throughout the province. Nancy Wilson, board member of Northwest Community College and member of the Essential Characteristics committee emphasized, "Rural and remote areas of B.C. often have different needs from urban areas and require different resources to meet these needs. Also, people living in outlying regions have additional financial demands as a result of

Event Planning Model



Steps being used by planning committees in designing activities and processes to address strategic or policy issues.

travel, housing and additional cost of living incurred in order to attend post-secondary institutions in the major centres of their choice, and these concerns must be addressed."

In recognition of the importance of the role the K-12 system plays in human resource development, representatives of that sector have been appointed to each committee.

Once the Planning committees have identified the major policy issues, activities will be designed to provide opportunities for community members and interest groups to become involved in the dialogue. Commenting on the planning process, Kathy Crouse, assistant executive director of the Association for Community Living, noted that "The task of the HRD Project is immense and it is sometimes difficult for committee participants to grasp the scale of planning required. However, with all the key stakeholders represented in the planning stage, the project is already getting a glimpse of a shared vision — one that is tremendously exciting for all British Columbians."

The committees include representatives from the following stakeholder groups:

Advanced Education Council of B.C.
B.C. Chamber of Commerce
B.C. Federation of Labour
Business Council of British Columbia
Canadian Federation of Students
College-Institute Educators' Association
Confederation of University Faculty Associations

Council of Chief Executive Officers
Equity Participation Advisory Committee
First Nations Congress
Ministry of Advanced Education, Training and Technology
Ministry of Education
Provincial Apprenticeship Board
Private Post-Secondary Education Commission
Science Council of British Columbia
University Presidents' Council

The committees are:

- Essential Characteristics of an HRD System
- Workplace Based Education and Training
- Applied Studies
- Academic Enterprise
- Apprenticeship
- Foundation Education
- Non-formal/Informal Learning
- School Sector Interfaces with Post-School & Work
- Enabling Research & Innovation

The next issue of the Newsletter will report on the event plans currently being designed by the planning committees, and will outline opportunities for input on the strategic issues.

A list of committee members is available from the HRD Project.
Telephone 775-0285.

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Wayne Desbarnals
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Ministry of Education

Donald Fearey
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Provincial Apprenticeship Board

Joyce Ganong
Assistant Deputy Minister
Skills Development Division
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Richard Powers
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Essential Characteristics Committee Hosts First Event

The first Planning Committee to begin its work in June also organized the first Project event. It was a day-long workshop presented by the Essential Characteristics Committee for members of all other Planning Committees. It was held on September 30, 1991 and was sponsored by the Business Council of British Columbia.

The purpose of the workshop was to validate work done to date on defining the Characteristics of a Successful HRD System, and to obtain assistance from other planning committee representatives in establishing appropriate criteria or indicators for each characteristic.

The next step will be wider dissemination of this information and consultation with stakeholder groups.

"All Countries are developing countries. The question (is): What are we developing toward?"

...from Creative Work by Willis Harman and John Harman