

B.C. Environmental,  
Social and Governance (ESG)  
Summary:

**Supplementary Data Report**

DECEMBER 2023



Ministry of  
Finance

## Minister's Message

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Across British Columbia, people and businesses work hard every day to make our province a great, safe place to live. They bring diverse perspectives to help solve the challenges we face, including climate change and social inequalities. They recognize the importance of building a strong, sustainable economy that works for everyone.

Creating a more prosperous future for B.C. requires a clear and responsible vision. It takes thoughtful planning that puts people first and leaves nobody behind. It means forward-looking decisions are made using an Environmental, Social and Governance (ESG) lens.

B.C. is focused on building a strong, expanding economy, where environmental and social sustainability is the basis for future growth. Our StrongerBC Economic Plan is designed to meet the challenges we face today by achieving two big goals that align with ESG principles – clean and inclusive growth – to create a more prosperous B.C. for generations to come. Building up B.C.'s industry is about more than just the structural outcomes – it's about strengthening and maintaining a strong social, cultural, and economic foundation in our communities.

Around the world, interest in responsible investment that factors in impacts to the environment, our communities and global stability is booming. B.C. is working to be a leader in attracting investment and spurring clean and inclusive economic growth, while measuring how this growth translates into improvements in the quality of life for people and communities.

With this in mind, I am pleased to release B.C.'s first ESG Summary: Supplementary Data Report. This report provides metrics that highlight the efforts made across government to incorporate ESG values into ongoing strategic work. We are committed to tracking our progress and continuously improving how we assess our measures and outcomes.

This report shows some of the steps we are taking, like building ESG planning into capital projects to strengthen communities by creating more child care spaces, meeting our CleanBC targets through efficient and climate-resilient buildings, growing the labour force, and supporting the use of innovative building materials like mass timber.

It's why we are leading the creation of an ESG Centre of Excellence. The centre will help businesses understand and adopt ESG strategies, reporting and metrics that help them grow and succeed. It will help attract ESG-conscious investors and diversify markets for goods and services from B.C. It will help enhance the well-being of people, businesses, and communities.

B.C. is well positioned to succeed in this new global economy that prioritizes ESG values. By building an inclusive, sustainable, and innovative economy that works for more people now and for generations, the Province can become a world leader in ESG.



Honourable Katrine Conroy  
Minister of Finance

# Province of British Columbia Environmental, Social, Governance Profile

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The Province of B.C. is focused on making strong investments so people who live and work here have a good quality of life, with services and infrastructure they can depend on and opportunities to prosper from economic development in their communities.

As a provincial government, using an ESG lens helps ensure future generations benefit from the decisions we make today, aligned with our CleanBC Economic Plan for clean and inclusive growth.

The kind of growth we want in British Columbia is about far more than attracting investment, growing industry, and structural outcomes – it is about building and maintaining a strong social, cultural and economic foundation for the people who live here.

## Why ESG is Important to B.C.

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The environmental, social, and governance decisions that public and private sector organizations make have a measurable impact on its bottom line. Factors that are not part of an organization's traditional financial analysis can substantially impact financial results. Prioritizing environmental, social and governance decisions can help attract socially responsible investors, improve the organization's reputation, and increase demand.

- » Environmental criteria consider how the Province performs as a steward of the environment.
- » Social criteria examine how the Province manages relationships with people, businesses and communities in British Columbia.
- » Governance criteria reviews robust governance standards, accountabilities, and transparency.

Reconciliation with Indigenous Peoples is a unique and significant part of all aspects of the B.C. government's ESG work. Advancing reconciliation is a cornerstone of B.C.'s distinctive approach to ESG.

The Province's approach to ESG is also based on the following facts:

- » ESG is relevant to financial market participants: issuers, bankers, and investors.
- » Capital markets have embraced ESG to guide investment and encourage issuers of debt and equity to align with ESG values.
- » The growth of sustainable finance is contributing to greater reliance on ESG screening factors by investors and their banking advisors.

# The ESG Summary: Supplementary Data Report

This data report highlights some of the work the Province is doing across programs and ministries, and is aimed at providing a better understanding of B.C.'s ESG profile. This data table is a supplement to the [B.C. ESG Summary Report \(PDF\)](#) that was released in August 2022.

This report contains a fraction of the policies and services the government provides and oversees across British Columbia. Absence of an initiative from the report does not diminish its importance, nor is it a reflection of a lack of ESG principles embedded in the initiative.

The audience for this report includes bond investors, capital market investors, those who want to invest in B.C.'s economy, companies who may want to partner with the Province on economic and social development, special interest groups and interested members of the public.

The Province is committed to strong reporting frameworks that encourage improvement and measure progress on how we can create a more inclusive, sustainable economy today and in the future. ESG is a growing field, and these reports:

- » Keep B.C. in line with industry standards, however there are no current standards for governments.
- » Educate investors on an issuer's ESG credentials and provide updates on ESG targets achieved by the issuer.
- » Demonstrate B.C.'s commitment to ESG and show its progress through programs, policies and practices.
- » Highlight B.C.'s ESG work.

## B.C.'s ESG Framework for Capital Projects

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British Columbia uses an ESG framework to guide the development and approval of provincial infrastructure projects.

Current priorities for projects include growing the labour force, meeting CleanBC targets, use of innovative building materials including mass timber, and creating more accessible and affordable child care spaces to help families and support employment.

Government's ESG Framework for Capital Projects provides guidance to help ensure projects can achieve these priorities. It consists of a suite of tools to support project teams in each phase of the project lifecycle. The framework supports efficient decision making by presenting ESG policy assessments in a consistent way across a range of project types.

## ESG Centre of Excellence

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The Province is establishing an ESG Centre of Excellence to support B.C. businesses and entrepreneurs to promote, develop, and market environmentally friendly and socially responsible goods, resources and services. The new centre will facilitate ESG investments in B.C., attract socially and environmentally conscious investors, and diversify markets for B.C.'s world-class goods and services under a respected and trustworthy ESG brand.

## ESG Advisory Council

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In preparation for Budget 2022 and Budget 2023, the Minister of Finance consulted with the ESG Advisory Council to further explore how the provincial government can continue to support well-being in B.C. They noted the importance of carefully monitoring a range of environmental and socio-economic outcomes, both across regional and demographic groups, in assessing the province's well-being.

Key themes from the ESG Advisory Council meetings were reconciliation with Indigenous peoples, as well as climate change mitigation and adaptation. Many ideas were shared about standards of living, poverty and inequality, including issues around housing and child care affordability. The Council also highlighted the importance of inclusive access to education, skills training, and financial capital. Other pressing topics of discussion included B.C.'s evolving labour market, policies and measures that build shared prosperity, sustainable natural resource development, and opportunities for innovation across B.C.'s economy.

In general, members of the ESG Advisory Council highlighted the need to partner with Indigenous peoples and affected groups in private and public sector decision-making processes to diversify discussions, improve implementation, and foster inclusive prosperity. They further noted that careful consideration and monitoring of environmental and socio-economic outcomes (particularly across regions and diverse GBA+ population groups) contributes to supporting strong communities in B.C.

## Crown Agencies

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In September 2023, BC Hydro's first formal communication of its ESG practices was released with its fiscal 2023 ESG report. BC Hydro is another example of ESG reporting among Crown agencies in Canada through comprehensive reporting. Their reporting is clear and comprehensive and is a great example of some of the work that B.C.'s Crown agencies are doing to prioritize ESG. BC Lottery Corporation was the first Crown agency to release an ESG report in 2022.

## B.C.'s ESG Ratings

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ESG reporting is a rapidly evolving area and there is currently no broadly accepted standard which applies to government. The ESG Scores below are non-solicited assessments from independent third parties which have their own unique rating framework.

ESG factors have the potential to positively or negatively impact a government's credit rating based on risks and considerations tied to related changes, in the future, to their respective rating methodologies. The takeaway from the three credit rating agencies (Moody's, Fitch, and DBRS Morningstar) is that British Columbia's credit rating is not materially impacted by its ESG risk profile.

### MOODY'S:

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Moody's Investors Service uses a Credit Impact Score (CIS). For an issuer scored CIS-2 (neutral-to-low), its ESG attributes are overall considered as having a neutral-to-low impact on the current rating (i.e., the overall influence of these attributes on the rating is non-material). Moody's rating of British Columbia reflects neutral-to-low exposure to environmental and social risks and a positive governance profile.

### FITCH:

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In April 2023, Fitch affirmed B.C.'s Credit Relevant Score was a 3, which indicates "minimally relevant to rating, either very low impact or actively managed in a way that results in no impact on the entity rating."

### DBRS MORNINGSTAR:

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In a May 2023 assessment of B.C.'s credit, DBRS concluded that there are no environmental, social, or governance factors that had a significant or relevant effect on its credit analysis of B.C.

NOTE: Standard and Poor's does not have an ESG score for B.C.

## Summary

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The Province recognizes that stakeholders from the capital markets and public policy place progressively higher value on ESG credentials. The application of ESG principles is evolving, and the Province continues to aim to provide more disclosure as the market develops. B.C. recognizes the value accorded by the financial community to ESG and takes pride in its role in advancing this important work.

# Province of British Columbia – ESG Summary: Supplementary Data Report

						Results									
Dimension	Indicator	Description of Indicator	Learn more	Targets	Baseline/Budget	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24 (estimates)	Alignment with UN Sustainable Development Goals <a href="https://sdgs.un.org/goals">https://sdgs.un.org/goals</a>	
Environmental	<b>Greenhouse Gas (GHG) Emissions</b>	Since 2019, B.C. has worked with many organizations, governments, and communities to put into action CleanBC, government's plan to lower climate-changing emissions by 40% by 2030. B.C. is committed to meeting its target through accelerated and expanded action as part of the CleanBC Roadmap to 2030.	<a href="#">Provincial Inventory of greenhouse gas emissions</a> <a href="#">2022 Climate Change Accountability Report (PDF)</a>	40% below 2007 emissions by 2030, 60% below 2007 emissions by 2040, 80% below 2007 emissions by 2050 (measured in MtCO2e/year). Non-legislated targets for 2025 (-16%) and sectors have also been set. A legislated net zero target for 2050 is also under development.	63.8 MtCO2e in 2007	63.4	64.4	66.2	65.2	61.4	62.0	61.6 to 64.6	60.1 to 63.3	13 - Climate Action	
	<b>Carbon Tax Rate</b>	A price on carbon pollution (such as a carbon tax) is one of the most effective and economically efficient ways to reduce GHG emissions.	<a href="#">2022 Climate Change Accountability Report (PDF)</a>		2018	\$30 per tonne	\$30 per tonne	\$35 per tonne	\$40 per tonne	\$40 per tonne	\$45 per tonne	\$50 per tonne	\$65 per tonne	13 - Climate Action	
	<b>LEED Gold</b>	Public sector organizations (PSOs) are encouraged to promote the use of low carbon and renewable building materials in the design and construction of public sector infrastructure.  Building new PSO facilities to a Leadership in Energy and Environmental Design (LEED) Gold, or equivalent certification by a green building rating system, helps to assure building owners that their investment in a new facility yields superior performance in a variety of areas, including energy and water efficiency, stormwater management, indoor environmental quality and materials usage.	<a href="#">Low Carbon Building Materials and LEED v4: A guide for public sector organizations (PDF)</a>	All new Provincial buildings constructed to be LEED Gold or higher. A net-zero building sees enough renewable energy created on-site to meet the building's total energy needs.	The numbers of buildings to be constructed has not been determined and the target applies to all regardless of metrics.	0	0	0	2 - LEED Gold	1 - LEED Gold	0	1 - Net-Zero Building	1 - LEED Gold (Underway)	9 - Industry, Innovation and Infrastructure	
	<b>Mining Sector</b>	The Province is committed to ensuring that B.C. remains a leader in mining regulation and oversight, while enhancing responsible resource development and strengthening First Nations involvement in B.C.'s mining sector. All mining activities in B.C. are regulated under the Mines Act and the Health, Safety and Reclamation Code for Mines.	<a href="#">Mineral Exploration &amp; Mining</a>	Continued growth of the mining sector, playing a key role in our low-carbon future.  Dollar figures reflect investment in private sector mining exploration expenditure.		\$246.6 million	\$331.4 million	\$329.5 million	\$422.7 million	\$659.8 million	\$740.4 million				9 - Industry, Innovation and Infrastructure
	<b>Zero-Emission Vehicle (ZEV) Public Charging Stations</b>	The CleanBC Go Electric program is intended to encourage and accelerate the adoption of ZEVs in B.C. for the environmental and economic benefits.  British Columbia introduced programs to support ZEV adoption in 2011 and has since committed more than \$288 million in funding.	<a href="#">Go Electric Program</a>	10,000 charging stations by 2030. These investments are part of the Province's wider strategy to move toward 100% new light-duty ZEV sales by 2035.				2,000 charging stations	2,500+ charging stations	3,000+ charging stations	3,800+ charging stations				13 - Climate Action

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Environmental	ZEV Sales	The CleanBC GO Electric Passenger Vehicle Rebate Program is intended to make ZEVs more affordable for British Columbians.	<a href="#">Zero-Emission Vehicle Update - 2021 (PDF)</a>	Move toward 26% new light-duty ZEV sales by 2026, 90% by 2030, and 100% by 2035.	2019	1%	1.50%	4.10%	8.70%	9.4%	10%	18.10%		12 - Responsible Consumption and Production	
	Forest Landscape Planning	<p>Conducted in partnership with First Nation Governments and in collaboration with forest and range tenure holders, Forest Landscape Plans provide legal direction for where and how forest management activities such as timber harvesting, road layout and silviculture activities, can occur on the land base, for the 10-year life of the plan. These plans will also address other values including climate change adaptation and mitigation, old growth management, species at risk and wildlife habitat, wildfire risk reduction and wildfire resiliency management, recreation, cultural values and watershed health.</p> <p>Central to this approach is working collaboratively with Indigenous governments to co-develop plans, and engaging with communities and stakeholders.</p> <p>The Ministry of Forests is tracking the number of Forest Landscape Plans initiated with First Nations through government-to-government agreements. The Ministry is committed to engaging with First Nations on forest landscape planning.</p> <p>Forest Landscape Planning was introduced in Bill 23, the Forest Statutes Amendment Act in November 2021.</p>	<a href="#">Forest landscape plans</a>	To initiate eight plans with First Nations through government-to-government agreements in 2023/24.								4 initiated	8	15 - Life on Land	
	Low Carbon Fleet Program (BC Transit) and Low Carbon Fleet Strategy (TransLink) - Compressed Natural Gas (CNG) Buses	<p>BC Transit's Low Carbon Fleet Program supports provincial targets for GHG emissions and aligns with the CleanBC plan. The strategy will add CNG and battery-electric buses to BC Transit's fleet over the next 10 years.</p> <p>TransLink is committed to having a net zero public transportation system by 2050, including the implementation of TransLink's Low Carbon Fleet Strategy. By 2040, TransLink's entire conventional bus fleet will be zero emission.</p>	<a href="#">Clean transportation</a>		95 (BC Transit)	120	128	166	227	247	283	283			13 - Climate Action
					145 (TransLink)	251	298	298	298	298	298	355		13 - Climate Action	
Clean Electricity Standard	BC Hydro will generate and acquire clean energy to meet its retail sales on the integrated grid over a fixed four-year period.	<a href="#">BC Hydro's Annual reports</a>	100%. This goal is aligned with the Province's CleanBC strategy.									100%	100%	7 - Affordable and Clean Energy 13 - Climate Action	



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Social	Improved Internet Access	<p>Connectivity is critical for everyone in British Columbia regardless of where they live. High-speed internet is needed for many aspects of our daily lives, supporting us to work, learn at home and school, access services and do business. Access to cellular connectivity is also vital, especially along highways, to help us remain connected and safe when we are on the move, and to access emergency services when we need them.</p> <p>Some households in British Columbia, particularly in rural, remote, and Indigenous communities, lack access to high-speed internet or cellular services. The B.C. government works to address this by offering funding programs to support connectivity infrastructure expansion. The Province also supports local and Indigenous governments with their connectivity and funding programs in B.C.</p>	<a href="#">Connecting Communities BC</a>	To reduce the number of underserved households from 115,000 in 2022 to 0 in 2027. And by 2027, to provide internet access for all households in B.C. with a minimum of 50/10 Mbps.	115,000 households (2021/22) A result lower than baseline means that additional households have benefited from investments in high-speed internet.						115,000	91,132		11 - Sustainable Cities and Communities
	Improved Supports for Youth and Young Adults with Care Experience	<p>In Budget 2022, the Province committed \$35 million over three years for comprehensive supports for young adults transitioning from government care to adulthood up to the age of 27. These supports are offered through the Strengthening Abilities and Journeys of Empowerment (SAJE) program.</p> <p>Supports, to be fully rolled out by 2024, includes a new financial supplement, a no-limit earnings exemption, help with the cost of housing, the introduction of transition planning, enhanced access to life-skills, cultural and mental-health programs or activities, and improved medical benefits.</p> <p>We want to ensure young people have the tools, resources and social supports to transition successfully to adulthood and adult services.</p>	<a href="#">SAJE (Strengthening Abilities and Journeys of Empowerment)</a>	<p>Proportion of eligible population who receive SAJE support (as a %)</p> <p># of Agreements with Young Adults (AYAs)</p> <p># of Temporary Housing Agreements (THAs)</p> <p># of Temporary Support Agreements (TSAs)</p> <p># of Rent Supplements administered</p> <p># of Navigators and Guides hired</p>	<p>\$35 million over three years, including increases of \$4.6 million in 2022/23, \$10 million in 2023/24 and \$19.8 million in 2024/25.</p>	9%	12%	13%	16%	15%	19%	23%		<p>1 - No Poverty</p> <p>3 - Good Health and Well-being</p> <p>10 - Reduced Inequalities</p> <p>16 - Peace, Justice and Strong Institutions</p>
	Licensed Child Care Spaces	The ChildCareBC plan supports growth in the number of child care spaces available to parents to help families access, affordable, quality, and inclusive child care as a core service they can depend on, while strengthening communities throughout British Columbia.	<a href="#">ChildCareBC</a>	This performance measure reflects Government's commitment and efforts to create new licensed child care.	\$84 million provincial baseline			114,632	120,947	125,738	131,997	139,245		
								Total invested: \$22.2 million	Total invested: \$131.7 million	Total invested: \$147.4 million	Total invested: \$190.9 million	Total invested: \$277.4 million		

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Social	Child Care Workforce	<p>Early childhood professionals play a critical role in caring for and preparing kids for the future.</p> <p>Released in 2018, the Early Care and Learning Recruitment and Retention Strategy sets out B.C.'s plan to improve supports for professionals in the child care sector. Government continues to provide support for current and prospective early childhood professionals through a variety of programs and initiatives.</p>	<a href="#">Support for early childhood professionals</a>	Average number of ECEs receiving the ECE Wage Enhancement on a monthly basis (and continued ECE Wage Enhancement).				7,668	8,907	7,967	10,484	11,281		4 - Quality Education	
	Gender Equity	<p>Gender Based Analysis Plus (GBA+) is an analytical tool used to assess how gender diverse groups of non-binary people, women, and men may experience legislation, policies, and programs. When GBA+ is applied to government processes it looks at who, based on intersecting systems of gender discrimination, benefits and who is excluded from those policies, programs, or initiatives.</p> <p>The Gender Equity Office leads this work and is also working to close the gender pay gap by continuing to address systemic discrimination in the workplace and moving closer to equal pay for equal work through the implementation of the new Pay Transparency Act.</p>	<a href="#">Gender equity in B.C.</a>	Incorporating GBA+ into policy and budget processes	<p>Since 2018, the Province has used GBA+ to ensure that comprehensive, evidence-based policy advice is provided to decision makers to achieve better results for all British Columbians. For example, Budget 2023 uses GBA+ analysis to monitor economic trends and inform all spending and tax decisions.</p> <p>As of November 2023, B.C. employers are required to include salary or wage information on all publicly posted jobs under B.C.'s Pay Transparency Act, which passed into law this year. As soon as the Act was passed, B.C. employers were no longer able to ask prospective employees for pay history information or punish employees who disclose their pay to co-workers or potential job applicants. Also as of November 2023, large and medium-sized employers in B.C. will gradually be required to publicly post reports about their gender-pay gap.</p>									5 - Gender Equality	
	Staffing Support in Long-Term Care	The Province is committed to improving and strengthening the quality of service, and providing the best day-to-day assistance to seniors in long-term care. We will increase the direct care staffing hours seniors receive per resident day.	<a href="#">Ministry of Health Annual Report</a>	3.36 average direct care hours per resident day across all health authorities by 2022/23	3.11 (2016/17)	3.11					3.58	3.57	3.57		3 - Good Health and Well-being
	Total Operating Room Hours	B.C. is committed to increasing access for surgical patients and catching up on surgeries lost, due largely to COVID-19, while meeting growing patient demand now and in the future. We will increase the number of hours operating rooms are in use in a year.	<a href="#">Ministry of Health Annual Report</a>	696,700 by 2025/26	545,349 (2016/17)	545,349					569,316	586,657	613,534		3 - Good Health and Well-being

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Social	<b>Number of People Aged 75+ Admitted to Hospital for Chronic Disease</b>	Proactive disease management and community-based services can help seniors maintain function and reduce complications that could lead to more emergency department visits and hospitalizations. Lower admission rates indicate that patients are receiving the appropriate care in the community to allow them to stay home longer and be healthier. This performance measure tracks the number of people, 75 years of age and older, with select chronic diseases such as asthma, chronic obstructive pulmonary disease, heart disease, and diabetes who are admitted to hospital. (A lower rate is better.)	<a href="#">Ministry of Health Annual Report</a>	2,650 by 2025/26	3,360 (2016/17)	3,360				2,183	2,196	2,200		3 - Good Health and Well-being
	<b>Affordable Homes</b>	In April 2023, the Province released the Homes for People Action Plan. It builds on the success of 2018's Homes for B.C.: A 30-Point Plan for Housing Affordability, by introducing new initiatives and further financial investment. Homes for People is a plan to unlock more homes, faster; deliver better, more affordable homes; support those with the greatest housing need; and create a housing market for people, not speculators.	<a href="#">Homes for People (PDF)</a>	The Province is committed to delivering 114,000 new homes in partnership by 2028.										1 - No Poverty 11 - Sustainable Cities and Communities
	<b>Responding to Homelessness</b>	The Province is committed to addressing the housing and support needs of people experiencing or at risk of homelessness. Through various partnerships and projects, we are working to better understand, respond to and prevent homelessness in B.C. Our goal is to make homelessness rare, brief and a one-time occurrence. On April 3, the provincial government released its Belonging in BC homelessness plan, including immediate actions to help thousands of people access and maintain housing and supports. Through this plan, Government is working with Indigenous partners, people with lived experience of homelessness, local governments, service providers and other partners to create a province where everyone has a community and a place to call home.	<a href="#">Belonging in BC (PDF)</a>	To help establish baseline data and ensure ongoing accountability, we will track the actions and impacts of multiple ministries against the plan's goals. Targets are in development. Some examples of potential targets include (but are not limited to): <ul style="list-style-type: none"><li>Reducing the number of people experiencing homelessness for the first time, particularly from communities that are overrepresented in the homeless population,</li><li>Increasing the number of affordable and supportive housing units, and</li><li>Reducing the number of people discharged from health and correctional facilities to homelessness.</li></ul>	The Belonging in BC homelessness plan includes immediate actions backed by \$633 million in Budget 2022 (over three years) and \$1.5 billion in Budget 2023									

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Social	A Pathway to Hope	A Pathway to Hope is B.C.'s roadmap for making mental health and addictions care better for people. It is a plan to make positive, lasting changes so that B.C.'s system of mental health and addictions care works for everyone. There are several priority actions as part of A Pathway to Hope, including improving wellness for children, youth, and young adults; supporting Indigenous-led solutions; providing better substance use care and saving lives; and improving access to better quality care.	<a href="#">Ministry of Mental Health &amp; Addictions Annual Report</a>	Number of communities (school districts) with Integrated Child and Youth Mental Health and Substance Use Teams operating or in implementation	N/A				Baseline year: 0	5	5	12	12	3 - Good Health and Well-being
				Number of Foundry Centres operating	N/A	1	5	7	Baseline year: 9	11	11	15	17	
	Responding to the Drug Toxicity Crisis	Accelerating B.C.'s response to the toxic drug crisis across the full continuum of substance use care. This is measured by the percentage of people on opioid agonist treatment who have been retained for 12 months.	<a href="#">Ministry of Mental Health &amp; Addictions Annual Report</a>	A 2-3 percent increase.			48%*	48%*	48%*	48%*	48%*	46%*	45%*	
	Accessible and Relevant Quality Post-Secondary Education and Skills Training	The Province continues to make post-secondary education and skills training more affordable, accessible and relevant; helping people reskill to find in-demand jobs; and breaking down barriers so everyone can find a job where they can thrive.  <ul style="list-style-type: none"> <li>BC Access Grant - a needs based up-front grant, up to \$4,000.</li> <li>Interest-free student loans</li> <li>Future Skills Grant - up to \$3,500 program-specific (to high-demand occupations), up-front grant.</li> <li>Provincial Tuition Waiver Program - covers 100% tuition and other costs associated for B.C. students who were in government care at one time.</li> <li>Free Adult Basic Education - K-12 courses that are pre-requisites for post-secondary education and skills training are free.</li> </ul>	<a href="#">BC Public Post-Secondary System - 2021/22 Accountability Framework Highlights (PDF)</a>	Tuition Rate Target: ≤Canadian average		Not reported	7.4% (target: ≤8.6%)	7.3% (target: ≤8.5%)	7.3% (target: ≤8.5%)	7.3% (target: ≤8.6%)	7.0% (target: ≤7.7%)		4 - Quality Education 8 - Decent Work and Economic Growth	
				Relevance Target: Post-secondary graduates' unemployment rate is ≤ unemployment rate of B.C. population aged 18-29 with high school credentials or less		8.0% (target: ≤10.8%)	7.1% (target: ≤8.0%)	6.5% (target: ≤7.8%)	6.0% (target: ≤9.1%)	8.0% (target: ≤17.7%)	8.2% (target: ≤11.6%)			

\* There may be differences in reporting on this measure compared to historical MMHA Annual Service Plan Reports, as the methodology has been updated.

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Social	<b>Lasting and Meaningful Reconciliation (Indigenous Procurement, Training, Certification, and Hiring) at BC Hydro</b>	BC Hydro has set targets and goals to advance reconciliation that include procurement and hiring targets, as well as training for all employees. BC Hydro will also publish its UNDRIP Implementation Plan in 2023. Targets are updated annually.	<a href="#">BC Hydro's 2022/23 Annual Service Plan Report (PDF)</a> <a href="#">BC Hydro's Fiscal 2023 ESG report (PDF)</a>	Indigenous Procurement target for 2022/23 was \$880 million, actual procurement spend for 2022/23 was \$1.16 billion.	Based on projects in our capital plan (i.e., Site C; John Hart seismic upgrade; Capilano Substation)						\$914 million	\$880 million	\$1.4 billion	8 - Decent Work and Economic Growth 10 - Reduced Inequalities 11 - Sustainable Cities and Communities
				In 2022/23 the target for Indigenous Hiring was 4.3% and BC Hydro's actual was 4.0%. (While below the target, it is higher than the available B.C. workforce of 3.6% in the occupations we hire.)						4.10%	4.30%	4.60%		
Indigenous Training target for 2022/23 was 55%, and our actuals were 74%.									53%	55%	63%			
PAR certificate - Progressive Aboriginal Relations Certificate target is gold for 2022/23 and we met that target.									PAR Gold	PAR Gold	PAR Gold			
	<b>Providing Low-Carbon Affordable Energy</b>	Meeting our provincial and corporate climate targets means taking advantage of B.C.'s renewable low-carbon electricity by switching the fuel we use for transportation, changing how we heat our homes and businesses, and shifting how we power industry. Our Electrification Plan sets out how we are encouraging and incenting residents and businesses to switch from fossil fuels to low-carbon electricity while supporting economic development.  In addition to keeping electricity rates low, BC Hydro established a low-income advisory council in 2017. There is also a Customer Crisis Fund that offers a once-per-year grant to eligible residential customers. BC Hydro also has an Energy Conservation Assistance Program available for free to income-qualified households.	<a href="#">BC Hydro's 2022/23 Annual Service Plan Report (PDF)</a>	BC Hydro's residential, commercial, and industrial bills have been ranked in the first quartile in 2021/22 and 2022/23 compared to 22 participating utilities in North America. The Affordable Bills measures in the Annual Service Plan Report are based on survey information taken from the annual Hydro Quebec report, "2022 Comparison of Electricity Rates in North America." The report is used as a benchmark to demonstrate that our bills are affordable compared to other major North American utilities.						1st quartile	1st quartile	1st quartile	7 - Affordable and Clean Energy	

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						Results									
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<b>Governance</b>	<b>Mandate Letters for Ministers/ Ministries</b>	Mandate letters are issued once per government term, when there is a change in Executive Council (Cabinet), or when there is a fundamental change in an organization's mandate. They are a tool for the government to communicate priorities to ministries and crown agencies. These letters are published online as part of public transparency and accountability.	<a href="#">Executive Council &amp; Parliamentary Secretaries of B.C.</a>											16 - Peace, Justice and Strong Institutions	
	<b>Mandate Letters for Crown Agencies</b>		<a href="#">Crown Corporations</a>												
	<b>Service Plans</b>	The Budget Transparency and Accountability Act (BTAA) provides the legislative framework for B.C. government planning, reporting, and accountability. The BTAA requires that three-year service plans and annual service plan reports are made public annually.  Annual service plan reports are key accountability documents for ministers, Crown agency boards, their respective organizations, and the general public. While a service plan states what an organization will set out to accomplish, annual reports look back on the fiscal year and provide a summary of what resulted from those planned activities.  Both reports provide fiscal transparency in relation to provincially funded programs and initiatives.	<a href="#">Ministry Service Plans</a>	100% of ministries and Crown Agencies produce an annual Service Plan and Annual Service Plan Report per BTAA requirements (excluding BTAA exempted organizations).										16 - Peace, Justice and Strong Institutions	
	<b>Annual Service Plan Reports</b>		<a href="#">Ministry Annual Service Plan Reports 2022/23</a>		100%	100%	100%	100%	100%	100%	100%	100%			
	<b>Balanced Budget and Ministerial Accountability Act</b>	The Balanced Budget and Ministerial Accountability Act (BBMAA) holds Ministers responsible individually for ensuring that ministries operate within their budgets and that Ministers of State with responsibility for non-financial targets meet their targets. The BBMAA ties Ministers' salaries directly to financial and non-financial targets.	<a href="#">Balanced Budget and Ministerial Accountability Act</a>												16 - Peace, Justice and Strong Institutions
	<b>ESG Framework for Capital</b>	Government applies an ESG Framework for capital projects that guides the delivery of key government priorities through the development of taxpayer-supported projects. In this context, applying an ESG lens to capital plan investments supports labour objectives, new child care spaces, mass timber construction, CleanBC objectives and governance.	<a href="#">Budget and Fiscal Plan 2023/24-2025/26 - Page 63 (PDF)</a>	Annual reporting									Metrics published in Budget 2023		5 - Gender Equality 7 - Affordable and Clean Energy 8 - Decent Work and Economic Growth 9 - Industry, Innovation and Infrastructure 11 - Sustainable Cities and Communities 13 - Climate Action

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Governance	Diversity and Inclusion Strategy	Where We All Belong is a three-year diversity and inclusion strategy for the BC Public Service. It ensures the Public Service is reflective of our province and inclusive of Indigenous peoples, minority communities, immigrants, persons with disabilities and the LGBTQ2S+ community.	<a href="#">Equity, Diversity &amp; Inclusion Strategy for the BC Public Service</a>	Ensure the BC Public Service is reflective of our province and inclusive of Indigenous peoples, minority communities, immigrants, persons with disabilities and the LGBTQ2S+ community. We measure diversity and inclusiveness of the B.C. Public Service through the Work Environment Survey (WES). The data provided is from the WES 2018, WES 2020, and WES 2022.		No WES conducted.	Indigenous employees: 4.3% Visible Minorities: 17.0% Women: 62.1%	No WES conducted.	Indigenous employees: 4.7% Visible Minorities: 20.5% Women: 61.8%	No WES conducted.	Indigenous employees: 4.5% Visible Minorities: 21.0% Women: 62.7%	No WES conducted.		16 - Peace, Justice and Strong Institutions
	Enterprise Risk Management Framework	Government manages a comprehensive enterprise risk management regime. It's comprised of policy directing ministries, corporate-level risk analysis, mandatory reporting to Deputy Ministers' Council, risk identification and prioritization through the Central Agency Risk Committee, and capacity building across Crown agencies and the broader public sector by way of the Public Sector Risk Management Community of Practice.	<a href="#">Risk Management for Government &amp; Provincial Public Sector</a>	All-Ministry Risk Register compiled and reported annually (June)  Semi-annual performance updates to Ministry Risk Registers submitted (June and December)  Ministry-level Risk Maturity Self Assessments completed (every three years – next in 2024)	Activity-based reporting					Complete	Complete	Complete		16 - Peace, Justice and Strong Institutions
	Public Reporting of Indemnities and Guarantees	Indemnities and guarantees both promise compensation by a party for adverse consequences arising from a legal relationship involving other parties. They are both instruments that may be used to allocate risk to a party that would not otherwise bear the risk.  An indemnity is a legally binding promise to make another party financially whole in the event of specified losses or damages. A guarantee is a legally binding promise to pay a debt or perform an obligation of another party if that other party fails to do so.  The Financial Administration Act states that an indemnity or guarantee must not be given by government, and is not binding on government, unless it is given in accordance with the regulations.  Ministries must report all indemnities and guarantees as part of financial reporting requirements.	<a href="#">Core Policy and Procedures Manual: Indemnities and Guarantees</a>	Annual activity-based reporting		Complete	Complete	Complete	Complete	Complete	Complete	In Progress	In Progress	

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<b>Governance</b>	<b>Public Sector Board Development Addressing Reconciliation and Diversity, Equity and Inclusion</b>	<p>Since 2017, the B.C. Government has committed to renewing public sector boards to reflect the diversity of the province.</p> <p>The Ministry of Finance has supported this commitment through resourcing and enhanced recruitment efforts to ensure highly qualified and diverse candidates are included in candidate pools for appointment to board chair and director positions.</p>	<a href="#">BC public sector board applications information</a>											16 - Peace, Justice and Strong Institutions
	<b>Employment Standards</b>	The law in B.C. sets minimum standards for compensation and working conditions in most workplaces. The standards promote open communication, fair treatment, and work-life balance for employees.	<a href="#">Employment standards</a>	Employment standards legislation is to set minimum standards for “decent” work, including supporting British Columbia’s compliance with international labour obligations.	Budget		\$7.9 million	\$8.7 million	\$13.0 million	\$13.8 million	\$14 million	\$14 million	\$17.7 million	8 - Decent Work and Economic Growth
	<b>Workers’ Compensation and Occupational Health and Safety</b>	The Workers Compensation Act and the Occupational Health and Safety Regulation provide workers healthcare and wage-loss compensation for work-related injuries and require workplaces to comply with occupational health and safety standards in place to protect workers.	<a href="#">Employment standards and workplace safety</a>	WorkSafeBC partners with employers and workers in B.C. to promote the prevention of workplace injury and disease, rehabilitate those who are injured, provide fair compensation to replace workers’ loss of wages while recovering from injuries, provide timely return to work, and ensure sound financial management for a viable workers’ compensation system.	Time-loss Claims Rate. This is calculated by the number of accepted time-loss workers’ compensation claims per 100 person years of employment.  Note: this is listed by calendar year, as opposed to fiscal year (e.g., The 2017/18 column shows the rate for 2017.).		2.18	2.19	2.19	2.15	2.24			8 - Decent Work and Economic Growth
	<b>Declaration on the Rights of Indigenous Peoples Act</b>	On November 28, 2019, B.C. became the first jurisdiction to adopt the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration) through legislation. The Declaration on the Rights of Indigenous Peoples Act (Declaration Act) was developed jointly with Indigenous leaders and legal staff and was introduced through historic ceremony.	<a href="#">Declaration on the Rights of Indigenous Peoples Act</a>	There is momentum building in the implementation of the Declaration Act. Several provincial laws have been amended to align with the UN Declaration, and many more legislative changes are currently being developed. Established in 2022, the Declaration Act Secretariat is a dedicated body to support government’s reconciliation efforts by ensuring laws, policies and practices are consistent with the Act. The Province is advancing agreements that share decision-making with First Nations and are shifting from short-term transactional arrangements to co-development of long-term agreements that support reconciliation, self-determination, decision-making, and economic independence.										



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Governance	Declaration Act Action Plan	<p>The Declaration Act Action Plan, released March 30, 2022, is a five-year, cross-government action plan that will guide the Province's work to implement the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration) in B.C.</p> <p>The Action Plan was developed in consultation and co-operation with Indigenous Peoples and includes 89 tangible, achievable cross-government actions in the areas of self-determination and self-government, rights and title, ending anti-Indigenous racism, and enhancing social, cultural and economic well-being.</p>	<a href="#">Declaration Act Action Plan</a>	<p>Across government, steady progress has been made to implement the Declaration Act Action Plan, in consultation and co-operation with Indigenous Peoples. In April 2023, MIRR announced the new \$200-million Declaration Act Engagement Fund – a direct response to calls from First Nations for support to increase participation in the development and alignment of provincial laws and implementation of the Declaration Act Action Plan. Released in June 2023, the 2022/23 Declaration Act Annual Report is the first report since the launch of the Action Plan and the first to report on shared progress on the 89 actions committed to. In year one, 32 actions are completed or underway.</p>											10 - Reduced Inequalities 16 - Peace, Justice and Strong Institutions
	Uphold Indigenous Self-Government Over Child Welfare	<p>The Ministry of Children and Family Development (MCFD) consulted and collaborated with Indigenous partners to develop Bill 38, the Indigenous Self-Government in Child and Family Services Amendment Act. The intent of the amendments are to uphold Indigenous Peoples' inherent right to self-government, including jurisdiction over child and family services, and to align with the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p>This broad mandate enabled the scope of the amendments to expand significantly during the legislation development process as Indigenous partners and MCFD worked together.</p>	<a href="#">Bill 38 - Indigenous Self-Government in Child and Family Services Amendment Act</a>												10 - Reduced Inequalities 16 - Peace and Justice Strong Institutions
	Poverty Reduction	<p>TogetherBC, British Columbia's Poverty Reduction Strategy, sets a path to reduce overall the poverty rate in B.C. by 25% and child poverty rate by 50% by 2024.</p> <p>With investments from across Government, TogetherBC reflects government's commitment to reduce poverty and make life more affordable for British Columbians. It includes policy initiatives and investments designed to lift people up, break the cycle of poverty and build a better B.C. for everyone.</p>	<a href="#">TogetherBC: British Columbia's Poverty Reduction Strategy (PDF)</a> <a href="#">Poverty Reduction Strategy Act</a>	<p>The strategy must include initiatives intended, over the five-year period beginning on January 1, 2019, to reduce the poverty rate for 2024 below the poverty rate for 2016 by at least</p> <p>(a) 25% among all persons, and (b) 50% among persons under 18 years of age.</p> <p>The poverty rate must be measured using the market basket measure published by Statistics Canada as the "Market Basket Measure" or "Canada's Official Poverty Line".</p>	<p>Incidence of Poverty - All Persons: 16.0%</p> <p>Incidence of Poverty - Persons Under 18: 17.5%</p>	<p>Baseline year: 16.0%</p> <p>Baseline year: 17.5%</p>	14.60%	13.30%	11.90%	7.60%	5.00%	8.8% % change (2016-2021): 45%	7.9% % change (2016-2021): 54.6%		1 - No Poverty

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<b>Governance</b>	<b>WorkBC</b>	<p>WorkBC provides direct access to the world of work in British Columbia. Its key goal is to help all British Columbians successfully navigate B.C.'s labour market.</p> <p>WorkBC connects job seekers and employers – helping people find jobs, explore career options, and improve their skills, and helping employers find the right talent and grow their business.</p>	<a href="#">WorkBC</a>	<p>Integrated employment services and supports are provided to British Columbians in order to address labour market challenges facing unemployed and underemployed people across the province. The results are an estimated aggregate of British Columbians served through Federal and Provincial funded WorkBC programs provided by both the Ministry of Social Development and Poverty Reduction and the Ministry of Post Secondary Education and Future Skills.</p>		126,400+	119,700+	106,100+	120,200	118,000	114,800+	124,600+	76,600+ Q1 only	1 - No Poverty 8 - Decent Work and Economic Growth