VANCOUVER COMMUNITY COLLEGE
BOARD OF GOVERNORS PUBLIC MEETING AGENDA

Wednesday, February 24, 2016 at 6:00 p.m. – Room 420, Downtown Campus

Board of Governors: Pam Ryan (Chair), Claire Marshall, Sumit Ahuja, Chloe Choi, Brenda Aynsley, Mike Tourigny, Dee Dhaliwal, Erin Klis, Garth Manning, Shaina Jaff, Kay Vandervalk

Ex Officio: Peter Nunoda, Todd Rowlatt

Recording Secretary: Deborah Lucas

Staff Resources: Irene Young, Linda Sanderson, Kathryn McNaughton, Karen Wilson, Marlene Kowalski

Item	Topic	Time	Speaker	Pre reading materials	Action	Page
1	Call to Order		Chair	Verbal		
2	Adopt Agenda		Chair	Agenda		1

DRAFT

MINUTES OF THE PUBLIC MEETING OF THE BOARD OF GOVERNORS
OF VANCOUVER COMMUNITY COLLEGE
HELD ON JANUARY 27, 2016 AT THE DOWNTOWN

VCCNEWSANDEVENTS

FEBRUARY2016

x s Á •šZZ}•š}oo (P}ŒE} ŒE]ÁwP]WP v}µ}µšZŒ }Ev(Œ }v{&à Ãt}vÂ'àÁQ@@8Ff(ù ‘
}(šZ vvµ oŒ }Ev(Œ vZ o Œ}••v Ç/v]P vÐ}µÃ}bÀÆX% ÃÀ&Ð

VCCin the News

- ChefTips:How to protect your grocerybudget, TheProvince,Feb.5
  Z [v • š Œ µ š] Œ o] u] (v(Œ]•‰ }W Œ } À Œv }Œ Z } Á Ç } µ vl ‰Ç } µ Œ
  P Œ }]Œ Ç Á v X

UpcomingEvents

- s Z } • šš•Z d Œ Ç r r d Œ À v (Œ } Œ š Z ú ì ì Z] P•Z Z } } • œ µ všš } • o Œ v } µ š
  š Œ š Z Œ }] µ P š Z Œ š] À Z • šš Z Œ } Á Œ µ ‰ µ • X
  Œ Á Ç
- s [ñ ì š Z v v] À Œ • Œ Ç š

DECISION NOTE

PREPARED FOR: } Œ}('}À Œv}Œ•

DATE: & Œµîð[ÇÍÇò

ISSUE: E ÁW Œ}PWŒEŒu‰t}}Po]šŒo ‰Z}]Pv]‰o}u

BACKGROUND:

dZ]P]šŒo ‰Z}]Pv‰ Œšu•‰šE}‰š}oEvP À oš}Z‰]ÆE]•š]vEPš](}‰ Œ}P]ŒEšµ
šÁ}Ç ŒE‰o}udZX‰Œ}PZŒE•u vš µPZššš (}ŒEZo •ïš Ç Œš•ZVµŒE ŒEšš](] š
‰Œ}P•Œ Œ švîìííUv Z •Z (µovŒ}ou•]wš]šo µv ZZX

NEW DGD DIPLOMA PROGRAM

PREPARED FOR

The Board of Governors, and
Education Council

CONTENTS

PURPOSE & CONTEXT	3
PROGRAM NEED	10
COMPETITIVE ANALYSIS	14
STUDENT PROFILE	18
QUALITY	21
ADMISSION & DELIVERY	24
PHASE IN / PHASE OUT	34

APPENDICES

- DGD Grad Audit
- Government Support Periodicals
- Canadian Indeed Employment Trends

PURPOSE & CONTEXT

SIGNIFICANT INDUSTRY CHANGES

The purpose of the Digital Graphic Design [DGD] Diploma is to address industry changes for graphic design

+8!&<!;'9W 316!2-'9 !8' £330-2+ (38 1<£§(!$';'&T !££f -2f32' &'9-+2'89 >,3 $!2 >380 #3;, 68-2; !2& >'# >-;,

PURPOSE & CONTEXT

The Digital Graphic Design [DGD] program is unique in that it seeks clients within its own community. Due to ;,' 91!£ 9;!ø 3(;>3 -2$£<&-2+ ;,' '6!8;1'2; '!&'8T $8'!§2+ &'9-+2 >380 (38 9;<&'2;9 !2& 683+8!19 $8' ates real world experiences without needing to go very far. DGD has found that other programs at VCC are eager ;3 6!8§$-6!;' -2 3<8 'ø38;9W '£3> -9 ! £-9; 3(931' 3(;,' -2-§!§='9 ,!9 ;!0'2 3='8 ;,' £!9; ;>3 @'!89W

CULINARY ARTS

Collin Gill, Department Head

DGD students and DH have met with Collin. DGD has 683&<$'& -2(3 9'99-32 639;'89 I‰‡ˆ‹T ‰‡ˆŒT ‰‡ˆ¤mT 683f 13§32!£ 639;'89 !2& -2(3+8!6,-$9 (38 ;,' 683+8!1W 3££-2 9<6638;9 !£ £ 'ø38;9 1!&' #@ !2& ;,' 2'> 683+8!1W

HAIR AND ESTHETICS

Lucy Gri th, Department Head

9;<&'2;9 !2& -29;8<$;389 ,!=' 1'; >-;, <$@T !9 >'£ £ !9 1!2@ 9;!ø 1'1#'89 32 9'='8!£ 3$$!9-329W ,!9 683&<$'& -2(3 9'99-32 639;'89 I‰‡ˆ‹T ‰‡ˆŒmT !2& -2f (3+8!6,-$9 (38 ;,' 683+8!1 !9 >'£ £ !9 $32§2<'& 683/'$;9 #';>''2 ;,'-8 9;<&'2;9 !2& 9;<&'2;9W <$@ 9<6638;9 !£ £ 'ø38;9 1!&' #@ !2& ;,' 2'> 683+8!1W

PURPOSE & CONTEXT

BAKING & PASTRY ARTS

Kimberly Tada, Instructor

DGD students and DGD instructors have met with Kim to
683&<$' 9;!§32!8@ !2& 1'2< &'9-+1 #';
&'2;9 !2& 9;<&'2;9W -1 9<6638;9 !
#@ !2& ;,' 2'> 683+8!1W

-;, ;,' 2'> -6£31! 83+8!1T >3<£& S
9<6638; ;,'9' 683+8!19T #' !#£' ;3 '?;'2
!&&-§32!£ 9'8=-$'9 !2& '?;'2& 3<;8'f!$,
munity in Vancouver.

Selected Student Works

PROGRAM NEED

1 CURRENT CERTIFICATE

PROGRAM NEED

5 |ADVANCED CERTIFICATION

experience components to answer to the changing need.

6 |RESPONSIVE DESIGN AND PRODUCTION

these emerging technologies.

See appendix - Summary of program content comparison

7 |GRAPHIC DESIGNER WITH MANY HATS

PROGRAM NEED

PROGRAM	º CATION *	OFFERING	PROGRAM FOCUS	ENTRANCE PORTFOLIO	º ING	INTERNSHIP OR CAPSTONE
VCC Digital Graphic Design Print & Web	' 8 §) $! ; ' (900 hrs)	Full Time Day	• 3 < 2 & ! § 3 2 - 2 & ' 9 - + 2 T print and web. • Applied concept and client focused, with technology.	yes	no	Many real clients throughout program.
BCIT 3 1 1 < 2 - $! § 3 2 ' 9 - + 2 9 9 ' 2 § ! £ 9	' 8 §) $! ; ' (738 hrs)	Full Time, Evening & Weekend	• Visual web & print. • ' 8 @ , - + , - 2 & 8 ! > - 2 + ! 2 & $ 3 2 $ ' 6 § 2 + W • PRO-Joint program with EC. • CON-Schedule does not appeal to most students	no 9 < # / ' $ § =	Emily Carr Ladder 2nd Year (3 more years)	no
BCIT Technical Web Designer	' 8 §) $! ; ' (480 hrs)	Full Time Day	• Internet and digital technology (web & video). • Coding and video technology driven. • CON-Too short to deliver promissed outcomes	no	no	no
BCIT Assossiate Graphic ' 9 - + 2	Associate ' 8 §) $! ; ' (360 hrs)	Full Time & Part Time	• ! 9 ; (3 < 2 & ! § 3 2 T ! ; @ 3 < 8 3 > 2 schedule. • CON-Very basic curriculum, technology driven.	no	no	no
BCIT Digital Design & Development	Diploma (1338 hrs)	Full Time Day	• 3 < 2 & ! § 3 2 - 2 & ' 9 - + 2 - 2 + T & ' = ' £ 3 6 - 2 + T { $ 8 ' ! § 2 + 9 3 $ - ! £ ! 2 & 3 2 £ - 2 ' ! 6 6 £ - $! § 3 2 9 ! $ 8 3 9 9 = ! 8 - 3 < 9 & - + - ; ! £ 1 ' & - ! 6 £ ! $ 3 8 1 9 W • Technology driven curriculum. • PRO-One of the longest running & ' 9 - + 2 6 8 3 + 8 ! 1 9 > - ; , 8 ! $ § $ < 1	no	no	Eight Week 8 ! § § $ < 1
BCIT Graphic 3 1 1 < 2 - $! § 3 2 9 Technology Management	Diploma (1392 hrs)	Full Time Day	• 3 8 0 - 2 + > - ; , > ' # 9 - ; ' 9 T 1 ! 8 0 ' § 2 + T & printed media.			

D

3ness & tJ EMC /Span<</ActualText (þÿ)>>BDC 9 0 0 9 252.36 280.9515 Tm (6 TmTj ET BT BT /Span <</ActualText (þÿ)>>BDC 9 0 0 9 252.36 280.9515 Tm (6 TmTj ET BTE

2 ;,' 683$'99 3(6<89<-2+ !2 !8§$<£!§32 683$'99 >-;, !6-£!23 2-='89-;@W

,' -6£31! 683+8!1 >3<£& #' ;>3 @'!89 -2 £'2+;, >-;, !2 36§32 ;3 '?-; ! '8 ;,')89; @'
>-;, ;,' -6£31! -; >3<£& #' !2 !&&-§32!£ @'!8W !?-1<1 !££3>!#£' §1' (38 $316£'§32 -

RECRUITMENT STRATEGIES

,' (3££3>-2+ 8'$8<-;1'2; 9;8!;'+-'9 !2& !$§32 6£!29 >-££ #' -16£'1'2;'& -2 =!8@-2+ 9;!+'9 ;,83<+, ‰‡ˆ¤f‰‡ˆ•W $§32 6£!29 1!@ #' $,!2+'&T <6&!;f'&T !2& '='2 '£-1 -2!;'& !9 (!$;389 ;,!; -2*<'2$' '283££1'2; $,!2+'T !9 #<&+';9 &-$;!;'T 38 !9 '=!£<!§329 3(96'$-)$ 683+8!19 38 !$§=-§'9 >!88!2;W

1 SPECIAL EVENTS

'96-;' -2$8'!9'& &-+-;!£ !$§=-;@T ! 8'$'2; 9<8='@ (3<2& ;,!; ;,' 139; 'ø'$§=' 1!80'§2+ 9;8!;'+-'9 (38 $3££'+'9 !8' 2'='8;,'£'99f#±92&9!2& -2=3£=' &-8'$; -2;'8!$

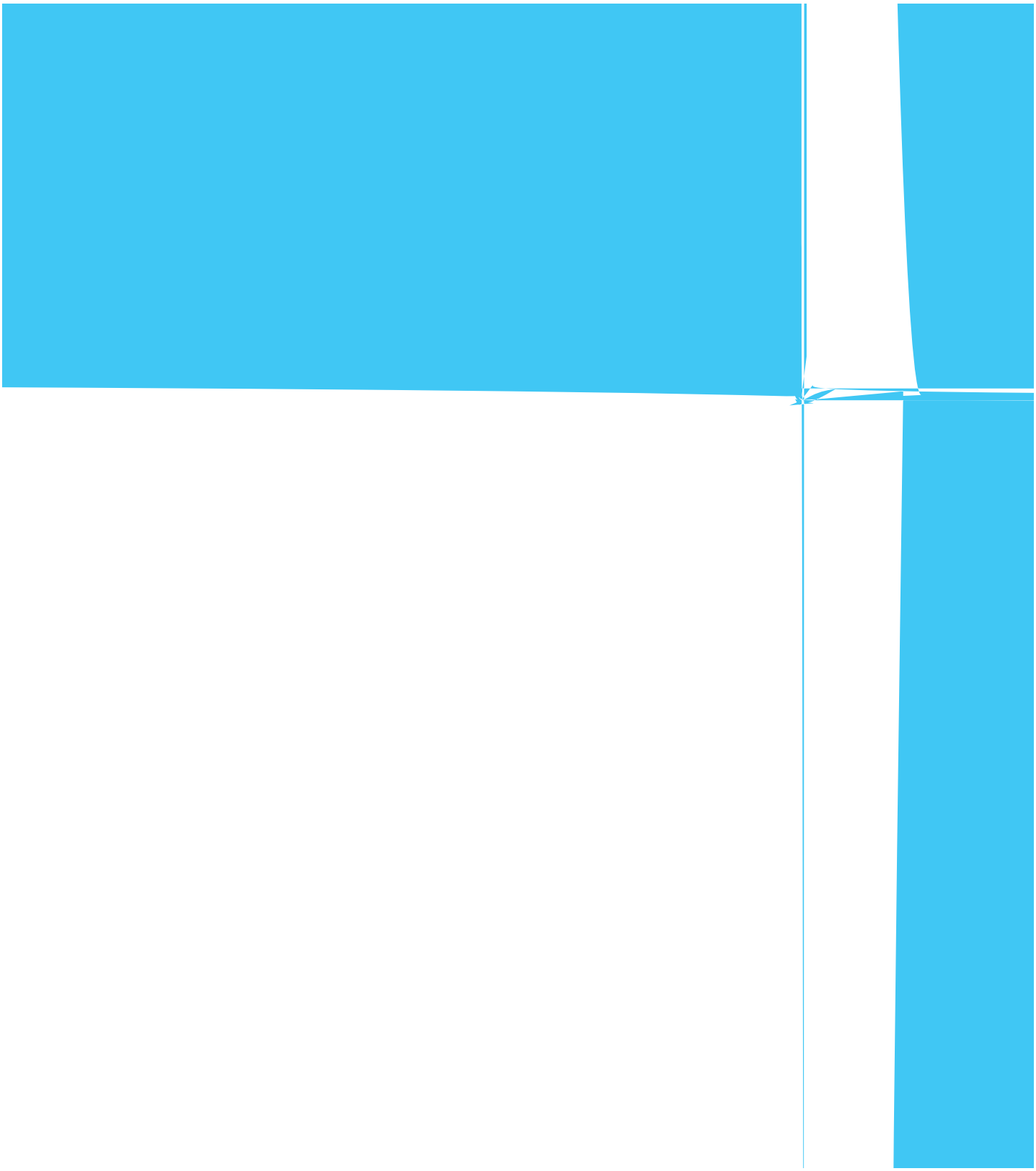
QUALITY

ˆŽW -9; !££ !$$8'&-;!§329T ! £-!§329 38 !8§$<£!§329 (38

n o ,!9 #''2
!2!&!Z9 2!§32!£ $'8§)$!§32 #3&@ (38 +8!6,-$!2& $31f
1<2-$!§32 &'9-+2'89 9-2$' ˆŽŒ¤T '9;!#£-9,-2+ 683('99-32f
!£ 9;!2&!8&9 !2& !$§='£@ 8'+<£!§2+ 683('99-32!£ $32&<$;W
83('99-32!£ 9;!2&!8&9 (38 ;,' 68!$§$' +<-&' £'!82-2+
outcomes for design curriculum and the career path for
'1'8+-2+ &'9-+2'89W <;)2&-2+ !2!&-!2 9;!2&!8&9 $!2
#' ! $,!££'2+'W ,' T !9 ;,' 2!§32!£ 683('99-32!£ !9f
93$-!§32 (38 !2!&-!2 &'9-+2 ,!9 '9;!#£-9,'& -2&<9;8@ -2&<9;8@f`-2&<9;8@a`

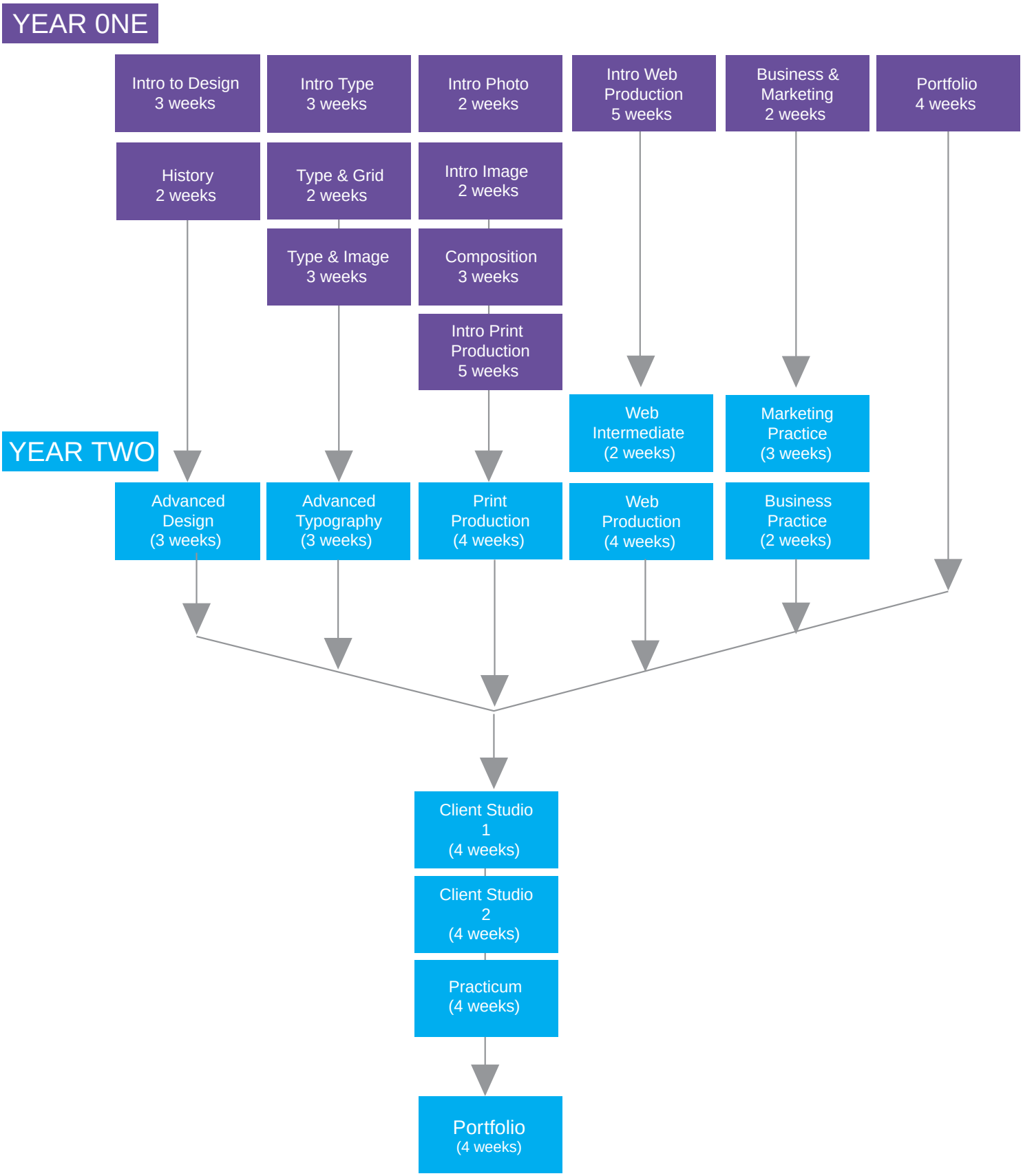
&1-99-32 -9 ! $316'§§=' 9'£'$§32 #!9'& 32V

•



DIGITAL GRAPHIC DESIGN

DIPLOMA COURSE OUTCOME FLOW



DIGITAL GRAPHIC DESIGN
DIPLOMA COURSE SKETCH

YEAR 0NE

FOUNDATION SKILLS 13 WEEKS

Intro to Design	History	Intro Typography	Intro Photography	Intro Image	Typography & Grid
week 01	week 04	week 06	week 09	week 11	week 13
week 02	week 05	week 07	week 10	week 12	week 14
week 03		week 08			

APPLIED WORK SKILLS 16 WEEKS

Typography & Image	Composition	Intro Print Production	Intro Web Production
week 15	week 18	week 21	week 26
week 16	week 19	week 22	week 27
week 17	week 20	week 23	week 28
		week 24	week 29
		week 25	week 30

PORTFOLIO SKILLS 6 WEEKS

Business & Marketing	Portfolio
week 31	week 33
week 32	week 34
	week 35
	week 36

DEAN WEBBER

Previous Dean of DGD

'!2 '##'8 !2& ,!=' ,!& 1!2@ $32='89<!§329 !2& ,'£& 1!2@ 1''§2+9 #';>''2 !2<!8
!2& 6£!22-2+ !#3<; ;,' ;>3 @'!8 683+8!1204 and her exit as Dean in summer of 2015. She was
2-2+ 3(‰‡^ŠW '##'8 >!9 -29;8<1'2;!£ -2 ,'£6-2+ 38+!2-A' !2& 8';8-'
proposals for funding for the second year in 2013 and 2014.

'##'8 >!9 68'9'2; &<8-2+ 1''§2+9 !2& >-;2'99'& KAREN BELFERGTH MANNINGg (en-US)/MCID 1907 >>BDC /C2_0 1 Tf
9;832+ 9<6638; (831 (38 ;,' 9'$32& @'!8T ;,' 9;<&-3
$31632'2; !2& ;,' 68!$§$<1 $31632'2; 3(;,' 683+8!1W

DEAN SARGENT

Current Dean of DGD

-9$<99-329 >'8' -2-§!££@ #'+!2 !9 '!2 !8+'2; ;330
3='8 (38 '!2 '##'8 !2& 8'=-'>'& ;,' 9;!;<9 3(;,'
683639!£W !8+'2; ,!9 #''2 '?;8'1'£@ 9<6638§=' 3(
;,' -6£31!W !2& ,!=' &-9$<99'& 83<+, $39§2+
!2!£@9-9 (38 ;,' 68!$§$<1 $31632'2;T (!$<£;@ $39§2+ (38
the year as well as capital expenses. We have had a round
;!#£' &-9$<99-32 >-;, &=-9-2+ !2& &1-99-329 32 #'''8
8';'2§32 3(!66£-$!2;9 (38 ;,' 683+8!1W

KAREN BELFER

Previous Dean of CID

!8'2 !2& ,!& 1!2@ $32='89!§329 !#3<; ;,'
9'$32& @'!8 -6£31!W ,' ,!& 9;832+ 9<++'9§329 32 ,3>
to include the client component into the program and met
>-;, 9;<&'2;9 &<8-2+ ;,!; @'!8 (38 ;,' 6-£3; 8'£!§329,-6
#';>''2 9;<&'2;9 !2& W

KRISTY NEVILLE

0DUNHWLQJ DQG &RPPXQLFDWLRQV 2*FHU

!8-3<9 $32='89!§329 ;,83<+, ;,' £!9; ;>3 @'!89W 8-9;@ !2& ,!=' ;!£0'& !#3<; ,3> !80'§2+ (''£9 !#3<;

the program in regards to how students would design collateral for the school. The challenge for the two de f

PHASE IN / PHASE OUT

6&!;'& 683+8!1 $32;'2; ,!9 #''2 9£3>£@ 8'=-9'& !2& -2f ;'+8!;'& -2;3 ;,' $<88'2; $'8§)$!;' 683+8!1W 3>'='8T ;,'9' 8'=-9-329 !8' 23; 8'*'$;'& -2 ;,' $<88'2; 683+8!1 $32;'2; +<-&' !2& $3<89' 3<;£-2'9W ,'8'(38'T ;,'8' -9 23 need to phase in/out the new/old curriculum.

As current students and recent graduates would like to 6<89<' ;,' 2'> &-6£31! -; -9 &'9-8!#£' ;3 £!<2$, ;,' 2'> 9'$32& @'!8 3(;,' &-6£31! 683+8!1 -2 !2<!8@ ‰‡^•W

Currently delivering updated curriculum:

- 66£@ !668368-!;' !2& 'ø'$§=' #<9-2'99 68!$§$'9 when dealing with clients
- 8-+-2!;' =-9<!£ $311<2-$!§329 ;,83<+, ;,' !66£-$!§32 3(&'9-+2 ;,'38-'9 !2& 68-2$-6£'9 ;3 &'='£36 'ø'$§=' &'9-+2 93£<§329U
- Use a variety of advanced technologies to capture and manipulate design elements in producing a)2!£ 683&<$;

29 2013/2014 GRADS

44 % (13)
Changing Career or Just Graduated or>>BDC1120

48 % (14)
Became Full Time Graphic Designers

10 % (3)
Became Part Time Graphic Designer

20 % (6)
Continued Their Education After Graduation

17 % (5)
Not Working in Related Industry

30 2014/15 GRADUATES

36 % (11)
Changing Career or Just Graduated High School

64 % (19)
Previous Post Secondary or Related Experience

66 % (20)
Became Full Time Graphic Designers

13 % (4)
Became Part Time Graphic Designers

0* %
Continued their Education After Graduation

20 % (6)
Not Working in Related Industry

2013/2014 CLASS

29 GRADS

30 % (8)
Became
In-House
Designers

15 % (4)
Became Full
Time Freelance
Designers

48 % (14)
Full Time
Graphic Designers

10 % (3)
Part Time
Graphic Designers

20 % (6)
Continued
Their Education
After Graduation

17 % (5)
Not Working in
Related Industry

TOTAL STUDENTS INDUSTRY STANDING AFTER DGD

(Measure is 19 months after Graduation)

02 Agency Graphic Designers (Junior and Senior)
Working for a business who creates graphic design as a service to other compani

08 In-House Designers
A graphic designer who executes one company design, may work as a single designer or part of a team

04 Freelance Full Time
A graphic design who works independently, finds their own clients, and designs as their sole incom

02 Freelance Part Time
A graphic design who works independently, finds their own clients, designs as supplement income, and are building their portfolio

01 Intern
Graphic designers who work for a company, not getting paid the industry rate because they are gaining experience from the company and are building their portfolio

06 Continued Study
Graduated from DGD and continued their studies, assume it was a related industry unless specified.

05 Not working in related industry
Graduates either could not find work in the design industry or are working in a different industry

STUDENTS CHANGING CAREERS

ENTER PROGRAM WITH POST SECONDARY

DIGITAL GRAPHIC DESIGN
2014/2015 CLASS

30 GRADUATES

40 % (12)
Became In-House Designers

13 % (3)
Became Full Time Graphic Designers

10 % (4)
Became Agency Graphic Designers

66 % (20)
Became Full Time Graphic Designers

13 % (4)
Became Part Time Graphic Designers

0* %
Continued their Education After Graduation

20 % (6)
Not Working in Related Industry

TOTAL STUDENTS INDUSTRY STANDING AFTER DGD

(Measure is 10 months after Graduation)

02 Agency Graphic Designers (Junior and Senior)
Working for a business who creates graphic design as a service to other companies (may work web or print)

12 In-House Designers
A graphic designer who executes one company design, may work as a single designer or part of a team

04 Freelance Full Time
A graphic design who works independently, finds their own clients, and designs as their sole income

03 Freelance Part Time
A graphic design who works independently, finds their own clients, designs as supplement income, and are building their portfolio

01 Intern (PT)
Graphic designers who work for a company, not getting paid the industry rate because they are gaining experience from the company and are building their portfolio

01 Junior Web Designer
Joined a Design Agency as a Junior Web Designer (differentiated since these designers work only in web).

01 Print Operator
Works for a print company doing technical work.

06 Not working in related industry
Graduates either could not find work in the design industry or are working in a different industry

* This number is interesting to note for two reasons:

1. This audit is one year less than the previous audit grads. Grads try many things including; still working in other industries and add freelance to enhance portfolio or freelancing full time for at least a full year before they decide to go back to school.
2. A large percentage of this year's students had previous secondary education or industry experience and used the program to compliment their skills.

DIGIT( )TS88642HIC DESIGNS

INCOMING STUDENTS

STUDENTS CHANGING CAREERS AND RECENT HIGH SCHOOL GRADUATES

07 Changing Career (out of high school for 3 yrs or over)

04 Recent High School Grad (out of high school two years or less)

STUDENTS HOLDING PREVIOUS POST SECONDARY EDUCATION OR RELATED EXPERIENCE

04 Certificate
(Animation, Marketing, 2 Photography)

03 Diploma
(Marketing, 2 Photography)

10 Degree
(Advertising, Architecture, Film, Gen. Arts, Fine Arts, Marketing, Languages, Physical Sciences)

01 Working FT Freelances
(Photographer.
Self taught over 5 years, makes a living as a freelancer)

GRADUATING STUDENTS (ENTER WITH NO PREVIOUS EXPERIENCE)

STUDENTS CHANGING CAREERS AND RECENT HIGH SCHOOL GRADUATES

CHANGING CAREER

02 In-House Designer (FT)

01 Print Operator (FT)

01 Freelance Part Time (PT)

01 Intern (PT)

02 Not working in related industry

RECENT HIGH SCHOOL GRADS

01 Freelance Full Time (FT)

01 In-House Designer (FT)

01 Freelance Part Time (PT)

01 Not working in related industry

$100 million support by Premier Christy Clark shows that the BC Government is $311-''& ;3 9<6638; 232d 8'93<8$'9 #!9'& -2&<9;8-'9U 2 6!8Å$<¡!8 !''2Å32 &<' ;3 ;,' (!¡¡-2+ &3¡¡!8S ;,'@ 1<9; '29<8' ;,' &-='89-;@ 3(;,' '$3231@T 6!8Å$<¡!8@ ;,' tech sector which requires ,-+,'8 '&<$!Å32 !2& 683&<$'9 >380'89 >,3 #'-2+ 6!-& ,-+,'8 ;,!2 ;,' -2&<9;8-!¡ !='8!+'U

BC GOVERNMENT ANNOUNCES $100 MILLION TECH INNOVATION VC FUND

'$'1#'8 ¥T ‰‡ˆŒW ˆ‡VŒˆ !1 j '$§32V -+-;!£ -('

,' 8-§9, 3£<1#-! +3='821'2; 3£<1#-! +3='821'2; ;'$,23£3+@ -223=!§

$!6-;!£ (<2& ;3&!@ ;3 ,'£6 (<'£ +83>;, !132+ ;'$, $316!2-'9 -2

“ ',!=' ;3)2& >!@9 ;3 '29<8' ;,'8' !8' 138' 9

£!80 ;3£& !2 !<&-'2$' +!;,'8'& !; !2$3<='8Z9 3#-(@ ,'!&7<!8;

!223<2$'1'2;W

£!80 9!-& ;,' ,ˆ‡‡ 1-££-32 (<2& >-££ ,'£6 $316!2-'9 +83> !2&

“ ,-9 9,3<£& #' ! ;'$, ,<# (38 ;,' >38£&T (38 ;!£'2; ;3 $31' ;3 !2

£!80 9!-& 3(;,' 683=-2$'W

£!80 9!-& 3(;,' ;'$, 9'$;38 6!@-2+ 32 !='8!+' ¤‡ 6'8 $'2; !

!='8!+T' +83>;, -2 ;,' 9'$;38 >-££ 683=-&' +33&f6!@-2+ /3#9W

,' !223<2$'1'2;T &'9-+2'& ;3 #3£9;'8 ='2;<8' $!6-;!£ (<2&-2+ (

9;'6 (831 9;!8;<6 ;3 +83>;,T >!9 >'£$31'& #@ ;'$, 9'$;38 £'!&'

“ ; $£39'9 ;,' (<2T& -2!+ &+!68-9 !<&';T '?'$<§=' &-8'$;38 3(223=

!2$3<='8 9£!2& ;'$, !993$-!§32W [$'99 ;3 $!6-;!£ -9 ;,' £-('#

“... ,-9 (<2&-2+ &'1329;8!;'9 ! 9;832+ $311-;'1'2; ;3 ;,' ;'$, 9'$;

-££ !1T 68'9-&'2; !2& 3(;,' '$,23£3+@ 2&<9;8@ 993$

,'£6 $316!2-'9 9;!@ !2& +83> -2 W

[; -9 9<$, ! 9<6'8 '?$-§2+ &!@ (38 <9X W ;,-20 ;,-9 !223<2$'

$8'!§32 !2& -2='9§2+ -2 ;,' '$3231-$ +83>;, >' 9'' (38 ;,' ;'$, 9

9!-&W

+38 !£';90-T $3f(3<2&'8 !2& $,-'('?'$<§=' 3(3#-(@T ! 13#-£

!2$3<='8T 9!-& ,' 2'='8 -1!+-2'& [;,' $316!2@ >' 9;!8;'& -2 1@

+83> -2;3 ! +£3#!£ '$311'8$' £'!&'8W\

,!; 1!&' ;,' &-ø'8'2$'T ,' 9!-&T >!9 9<6638; (831 +3='8 2he'2; !2

9!-& -($316!2-'9 !8' ;3 +3 ,'!& ;3 ,'!& >-;, >'££f(<2&'& +£3#

$!6-;!£ -9 ! $8<$-!£ 9;'6W\

!£';90- 9!-& ,!& 9<$, (<2&-2+ ,!& #''2 138' #83!&£@ !=!-£!#£'

#' 138' ;'$, $316!2-'9 -2 ;3&!@

Vancouver has a robust

;'$, 9'$;38 >,-$, -2$;<&'9
!2!&!X9 #'9; 9<$$'99
9;38-'9U 1'8-$!29 !8'¡¡93
9''0-2+ ! 32'2;8!;'&
-2&<9;8@ #@ 13=-2+ #8!2$,'9
;3 !2$3<='8U ,' &'9-+2
!2& $311<2-$!Å32 9'$;38
(''&9 91!¡¡ !9 >'¡¡ !9 2'>
#<9-2'99'9U ,-9 9'$;38 -9 !¡93

a high consumer of visual

&'9-+2 !2& #8!2&-2+ 9-2$'¡¡'
-2&<9;8@ -9 ='8@ !>!8' ,3>
-1638;!2; -&'2Å;@ $!2 #'U

W W ,ˆ‡‡º FOR FLOURISHING TECH SECTOR

SEAN SILCOFF

,' £3#' !2& !-£
<#£-9,'& <'9&!@T '$W ‡¥T ‰‡ˆŒ ŠVŒŽ
8-§9, 3£<1#-! 8'1-'8 ,8-9;@ £!80 ,!9 <2='-£'& ;,')89; 6!8;
;,' 683=-2$'Z9 ,-+, ;'$, 9'$;38T !223<2$-2+ ;,' $8'!§32 <'9&!@
$, <2& '!81!80'& (38 -2='9§2+ -2 9;!8;<6 $316!2-'9W
“ W WZ9 ;'$,23£3+@ 9'$;38 -9 $329-9;'2;£@ +83>-2+ (!9;'8 ;,!
;,-9 ;,' 6'8('$; §1' ;3 $!;$, ;,' >!=' !2& ,'£6 91!£'8 $316!2-'9 /
'$3231@ #9-£&9W £!80 9!-& !; ! 68'99 $32('8'2$' ,'£& !; ;,' ,'!
!9;!8;<6 £3$!;'& -2 ;,' !£';3>2 !8'! 3(&3>2;3>2 !2$3<='8W
' !223<2$'1'2; 3(;,' (<2&T 8'='!£'& #@ ;,' £3#' !2& !-£ 32
6£!20 3(;,' £!80 +3='821'2;Z9 -223=!§32 9;8!;'+@T >,-$, $31
6<9, ;3 '?6!2& 138' $32='2§32!£T 3£&f'$3231@ -2&<9;8-'9 -2$
9,-6#<-£&-2+W

,-£' ;,' +3='821'2; ,!9 (3$<9'& 32 #<-£&-2+ 3<; ! £-;7<')'& 2!;<
683=-2$'Z9 !;f§1'9 3='8£330'& ;'$, -2&<9;8@ ,!9 *3<8-9,'& -2
'16£3@9 138' ;,!2 ¥¤T‡‡‡ 6'36£'T 138' ;,!2 W WZ9 (38'9;T8@T
$31#-2'&W ,' ;'$, 9'$;38 -9 +83>-2+ !; ! (!9;'8 6!$' ;,!2 ;,' 3='
,ˆŠWŽf#-££-32 ;3 -;9 +8399 &31'9§$ 683&<$; -2 ‰‡ˆŠT >-;, ;'
138' ;,!2 ;,' 683=-2$'Z9 -2&<9;8-!£ !='8!+'W ,' 683=-2$' -9 ,3
139; 9<$$'99(<£ 9;!8;<69T -2$£<&-2+ 33;9<-;' '&-!T <-£&&-
83!&#!2&W '='8!£ 3;,'8 £3$!£ $316!2-'9T -2$£<&-2+ '$32 29;
$31T ,!=' !£93 93£& ;3 1!/38 -2;'82!§32!£)819 -2 ;,' 6!9; @'!8

,' 8'1!-2&'8 3(;,' +3='821'2;Z9 -223=!§32 6£!2 >-££ #' <2='-£
-2$£<&' !$§329 ;3 #8-2+ [;,' ,-+,'9; 7<!£-;@ ;!£'2;\ ;3 ;,' 683=
!$$'99 2'> 1!80';9T\ ;,' +3='821'2; 9!-& -2 ! 8'£'!9'W

2&'8 W WZ9 2'> ='2;<8' $!6-;!£ 6£!2T ;,' +3='821'2; >-££ 9'£
1!2!+'8 ;3 !&1-2-9;'8 -;9 633£ 3($!6-;!£W 3<8$'9 ;3£& ;,' £3
+3='821'2; >-££ !$; !9 ! [(<2&f3(f(<2&9T\ >,-$, >3<£& &-8'$; ;
;,!; -2='9; &-8'$;£@ -2 9;!8;<6 $316!2-'9W £;,3<+, ;,' +3='821
£'& #@ ;,' 1-2-9;8@ 3(;'$,23£3+@T -223=!§32 !2& $-§A'2Z9 9
(831 ;,' -2;'82!§32!£ ;8!&' &'6!8;1'2; #<&+';W

W P ñî

,' £3#' !2& !-£ I$)32§2<'&

,-9 1!809 ;,' 683=-2$'Z9 8';<82 ;3;=£29<8$3)121!2'$&2,+ŽW¥f1-££-32
;,' W W '2!-99!2$' !6-;!£ <2& -2 ‰‡‡¥W ,!; (<2& >!9 3='89
-2='9;1'2; $!6-;!£ #8!2$, 8!;,'8 ;,!2 ! ;,-8& 6!8;@W

2 !&&-§32 ;3 ;,' ='2;<8' (<2&T ;,' +3='821'2; 9!-& -; >-££ -2$8
;'$,23£3+@ $316!2-'9 ;,!; $!2 $£!-1 ;!? $8'&-;9 !=!-£!#£' (38)
!2-1!§32T =-9<!£ 'ø'$;9T 38 -2;'8!,$§+=3=&8 2 1;'!2£; 1£&9-3! W8'-;'8!;'&
9<6638; (38 ,ŠŠf1-££-32 -2 !22<!£ ;!? $8'&-;9 ;,83<+, -;9 91!£
£'+-9£!§32W

,-£' ;,' 9;!8;<6 9'$;38 >'£$31'& ;,' (<2&-2+ 2'>9T 3#9'8='89 !8
3(;,' W W 6£!2 >-££ !&&8'99 3;,'8 $,832-$ -99<'9 (!$-2+ ;,' ;
3(683+8!11'89 !2& -11-+8!§32 $,!££'2+'9 (!$'& #@ 9<8+-2+ ;'
<6 ;,'-8 'ø38;9 ;3 8'$8<-; 90-££'& (38'-+2 9'2-38 '?'$<§='9 -2;

o

TECH TALENT

[,' ;'$, 9'$;38 ,!9 9'2; ! £3<& !2& $£'!8 1'99!+' ;,!; ;,'8' !8' /3
2!§32!££@ !2& -2;'82!§32!££@T\ 9!-& 0!2!+!2 3££'+' 68'9-&'2
8-+,; ;8!-2-2+T ,!2&9f32 '?6'8-'2$'T !2& -2&<9;8@ $32;!$;9T ;
+8!96 (38 9;<&'2;9 (831 0!2!+!2 3££'+'W\

[redacted]

[redacted]

[redacted]

[redacted]

B.C. TO ADD COMPUTER CODING

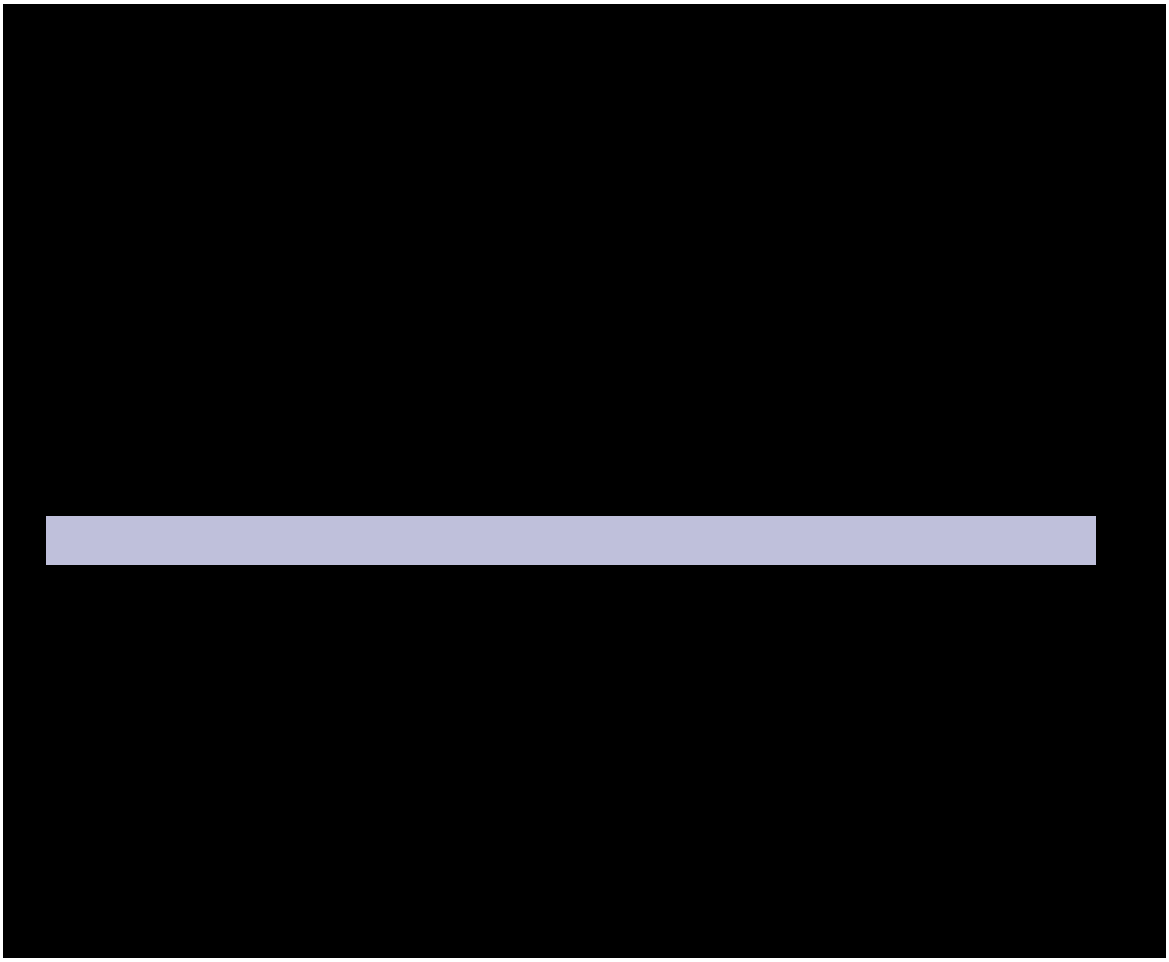
INDEED.caJOB POSTINGS
CANADIAN INDUSTRY EMPLOYMENT TRENDS
2 (3 8 1 ! § 3 2 '$, 2 3 £ 3 + @ I 9 < # $! ; ' + 3 8 @ V 8 !

JOB POSTINGS

total job		

W P ò ï

INDEED.ca JOB POSTINGS
CANADIAN INDUSTRY EMPLOYMENT TRENDS - DECEMBER 2015
Graduating Class 2014-2015 would be looking at this market 4 months after grad.



(0-25,0000)

(0-30,0000)

(0-400,0000)

DECISION NOTE

PREPARED FOR W } Œ}('}À Œv}Œ•

DATE: & Œµíð ŒEÙÇíò

ISSUE W ‰‰ Œ}(ÀZoÀ]•]}šv}• XïXWŒ}PŒÀu]•}Œ}Çu]šš W}o]vÇ
W Œ} µŒ •

BACKGROUND:

dZ XïXWŒ}PŒÀu]•}Œ}ÇuÇu]šš~W W•}o]vÇW Œ} µŒ • W GÊÂøðÀ£¡|&À0ý Á µà

POLICY

W } o] Ç E } X d] š o ‰ ‰ Œ }À •	C.3.1 Program Advisory Committee

îXWŒ}PŒ u À]•}ŒÇ }u]]šš v}•Œ-uWoo•Ç Á }u‰}• }(u u Œ• }(š
Œ •‰ š]À]v µ•šŒÇ ÁZ} Á]oo ••]•š šZ }oo P]v] vš](Ç]vP
µ š]}v o v šŒ]v]vP ‰Œ}PŒ u• v u]vš]v]vP šZ Œ o À v
‰Œ}PŒ u•X

ïXdZ (} µ• }(W • Á]oo }v •šŒ š P]]••µ • šZ š]v(}Œu u šš Œ
À o}‰u všU ‰Œ}PŒ u }vš vš v •š v Œ •U •šµ vš •µ ••U
PŒ µ š • v }šZ ŒU Œ o š u šš Œ•X W [• Á]oo o•} ‰Œ}À]
WŒ}PŒ u Z v Á o ‰Œ} •• š} Pµ] šZ }oo P]v Œ • }(u‰o
P š
P€}lµv} |ÖïXPZ •o [• Á‰]• } o•} o vA]oo š } } •š]
P€(–ÿŒ¤@À š‰À u` Ð 0Œ Pp vš‰ !}P o
P.Ž¿ 5šš}Ð P 1

W } o] Ç E } X	C.3.1
d] š o	Program Advisory Committee
‰ ‰ Œ } À] v P : µ (	} Œ } (' } À Œ v } Œ •
W } o] Ç ^ ‰ } v • } (	W Œ •] v š
> • š Z À] • l Z '	D Ç î õ U ° õ U

WWK/EdD Ed K& D D Z^

òX W E Á D u Œ ‰‰}]všu vš &}Œu uµ•š }u‰o š v •]Pv
}v•µoš š]}v Á]šZ šZ ‰ Œšu vš > ŒlWŒ}PŒ u , U v
Œ] (lPŒ}µv }(šZ v] š X dZ (}Œsu] Á]WdŒ •](}ŒšÁ Œ š}
u]U ^šµ vš• v ÁZ•} ÁŒ‡oZd • v v }(([ ] o o šš Œ }(‰‰}]vš
v Á W u u ŒX

óXt Z Œ ‰}••] o U ‰‰}]všu vš• Œ u (}Œ šZŒ Ç Œ ‰ Œ]
(}Œ • }v š ŒuX d Œšu•PPZ}‡µo ÁZ v À Œ ‰}••] o š} ‰Œ}À]
‰‰}]všu vš• Æš v]vP Ç}v î š Œu• ~ò Ç s]Œ•• Á]oo }v•]
WŒ •] vš u] Áo v }]1 Z] š o

X

K Z E K>> ' >/ /^KE E KDDhE/ d/KE

îïXdZ } Œ u Ç ŒŒ vP u š]vP ‰ Œ]}] ooÇU šÁ v šZ } C
•}o]]š (l }v • š}Œ]••µ • v š} •ZÀŒo}‰v(}ŒšU• šš}všZ }µš
}oo P X

îðXv }Œ Œ š} vP P W u u Œ• Á]šZ šZ }oo P U W u u Œ•
Œ Pµo Œ µ‰ š • }v À vš• v À o}‰u vš• š šZ }oo P V W
]vÀ]š š} ‰ Œš]]‰ š]v • o š }oo P À vš•X

îñXdZ }oÁ]Poo À o}‰ À Œ]}µ• Á Ç• š} ‰Œ}À]Œ Œ }Pv]š]}v }(W
}všŒ] µš]}v• š} šZ }oo P V (}Œ Æ u‰o U }oo P ‰]v] vš

îòXdZ s] WŒ •] vš u] U ^šµ vš• v Z • Œ Z Á]oo ‰Œ ‰ C
•µuu ŒÇ Œ ‰}Œš Œ P Œ]vP šZ š]À]š] • }(šZ }oo P [• W
š} vÇ •µ •š vš]À]••µ • Œ Dd•p µ Œ µZ p š •• Ú} p Dd šð• 2v u

CUPE 4627 February 2016 Submission to Vancouver Community College
Board of Governors

Questions for the VCC Board of Governors (BOG)?

1. Could the College community be provided with an update on the Trademark lawsuit?
2. Could the College community be provided with an update on the Mark Brand lawsuit?
3. Is the Board being advised of suspensions and terminations that are occurring across all bargaining units? (College & Institute Act 37 (4))
4. Why are appeals not being brought forward to the VCC BOG? Or is it just CUPE appeals not being brought forward?
5. Whenever is VCC C06(C16(C46(C/4(r16(C56(C)6( )R)6C)6(Cp11(b)7((s)8()11(V)11(b)7(r)10(o)7(u6( ))10(c

3.WhenHo4.752 0 7222 0

CUPE 4627 February 2016 Submission t o Vancouver Community College Board of Governors

Additional delays have been created by managementÕs unrealistic bargaining proposals. Some examples of this are: elimination of gratuity days, adverse materials left permanently on your personnel file, taking away your salary protection rights, arbitrary creation of part

expenditures once again at a time when we are in need of fiscal restraint. It continues to baffle many of us why a small number of our membersh ip continue to defend this management in light of this continued disregard for our CA and the provinces labour laws.

We will keep you informed as this issue progresses and look forward to an open discussion at our next General Meeting where we invite all members to express their concerns and opinions.

Tuition increases and new fees at VCC

January 28, 2016

At the VCC Board of Governors meeting last night, Karen Shortt, President of the VCCFA spoke about surprise that Òher sister unionsÓ did not speak to the issue of VCCÕs tuition increases and new fees.

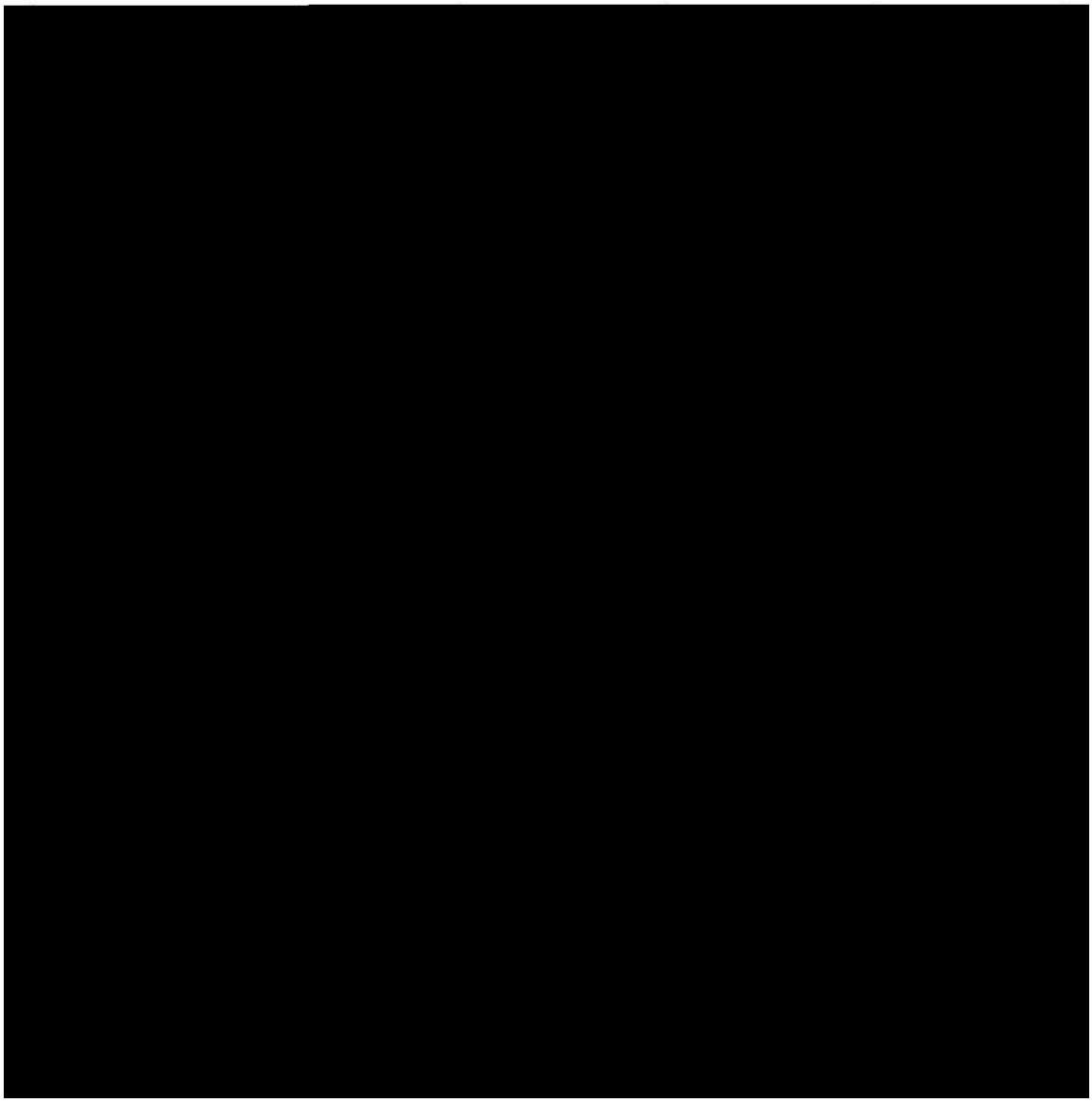
At the Tuition and Fees Committee on January 18, 2016 we were surprised that Karen Shortt, President of the VCCFA and VCCFA representative on the committee, spoke about her justifiable outrage at the proposed tuition increases and new fees, and then chose to NOT vote against the proposed tuiti on increases and new fees. Instead the VCCFA chose to abstain. Perhaps there was confusion as to what the vote was for? Or against?

Abstain:

CUPE 4627 February 2016 Submission t

CUPE 4627 February 2016 Submission t o Vancouver Community College Board of Governors

VCC Institutional Accountab ility Report & Plan 2013/14 -2015/16



http://www.vcc.ca/media/vancouver -community-college/content-assets/documents/reports-publications/reports-institutional-accountability-plan.pdf

Wednesday, February 10, 2016

Blenz Coffee Canada
250-2285 Clark Drive
Vancouver, BC V5N 3G9
Attn: Loris Dawson

Dear Loris:

I am the Chief Shop Steward with the Canadian Union of Public Employees, Local 4627 (ÒCUPEÓ). I'm writing with respect to recent events involving the introduction by Vancouver Community College (ÒVCCÓ) of a coffee kiosk at its Broadway location that is intended to be managed by Blenz The Canadian Coffee Company Ltd. or its affiliate (ÒBlenzÓ).

CUPE's understanding is that Blenz has commenced a process for hiring external individuals to staff its

From: VCC Faculty Association [mailto:info@vccfa.ca]
Sent: January-21-16 12:06 PM
To: VCC Faculty Association
Cc: Frank Cosco; Karen Shortt; John Demeulemeester
Subject: Note to All ESL Faculty
Importance: High

Sent on behalf of Frank Cosco, Chief Steward, VCCFA

Morning
Have received a few messages querying the current VDI offer and wondering if anything is behind the news about Retirement Incentives for staff.

1 Voluntary Departure Incentives

W P ô î

- Spring Song Women's Shelter - $400 for art supplies such as paints, canvasses, cad...
  drum-making materials for the ... workshop Art Vorm Art and Cultural Therapy ...

...while attending a "hub".

- YWCA Crabtree Corner - $400 towards food coupons for homeless ... in need.

for the "Food, Facts and Fun!" ... and Fun!

- BC Mobility Opportu...

...ities Society - $500 towards bike supplies such as pedals, ... and safety ... for the Wheels for Life Recreation Cycling Program.

Respectfully submitted,

Karen Short, President, VCCHA