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PRESIDENT'S ACCOUNTABILITY STATEMENT



At the Justice Institute of British Columbia (JIBC), we are united by a clear purpose: to prepare skilled, compassionate public safety professionals who protect and strengthen communities. That purpose is enriched by the presence international students, whose diverse perspectives, cultures, and experiences deepen learning for everyone. Our International Strategic Education Plan 2025-2027 reflects our commitment to ensuring that every student feels welcomed, supported, and inspired to succeed.

International education brings enormous benefits – fresh perspectives in our classrooms, cultural exchange that sparks new ideas, and stronger connections between B.C. and the world – but it also brings important responsibilities. Guided by the requirements of the Ministry of Post-Secondary Education and Future Skills (PSFS), Immigration, Refugees and Citizenship Canada (IRCC), and the Education Quality Assurance (EQA) standards, we approach these responsibilities with care and purpose, managing them thoughtfully to ensure our approach is balanced, sustainable, and always in the best interest of our students and our province.

Through this plan, we affirm our commitment to strengthening B.C.'s reputation as a leader in ethical, high-quality international education. We will recruit students with integrity, provide exceptional supports, and create opportunities for cultural learning and integration that benefit everyone. Guided by the International Education Strategic Plan Guidelines (June 2024), we will measure our progress and hold ourselves accountable to the students, partners, and communities we serve.

Our goal is simple: to prepare graduates – from B.C. and around the world – to be part of JIBC's vision of safer communities and a more just society.

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Len Goerke
President and CEO
Justice Institute of British Columbia

STRATEGIC DIRECTION

Since 1978, the Justice Institute of British Columbia (JIBC) has been an integral part of British Columbia's justice and public safety sector by providing the education and training necessary to help people in the direst of circumstances, including when life, health, safety, or property are in jeopardy.

Our goal is to help our students fulfill or advance their career aspirations in service to the people of British Columbia.

Our 2022-2027 Strategic Plan: For the Greater Good serves as our roadmap — the approach and methods JIBC will use to achieve our mission and vision. Strategies align with the five strategic objectives of B.C.'s public post-secondary system – capacity, access, quality, relevance and efficiency.

We are committed to Truth and Reconciliation, and our <u>Living Indigenization</u> plan outlines the work we need to do to grow beyond our colonial past by learning Truths and weaving Indigenous Knowledges throughout our education and training as legitimate ways of thinking, being, relating and doing in the justice and public safety sectors.

A <u>Long-Range Facilities Plan</u> provides JIBC with a framework to ensure the right spaces and transportation options are available to support our ambitions, climate action, and community goals.

We are also guided by <u>Colleges and Institutes</u>
<u>Canada's International Strategy</u> to strengthen
Canada's presence in the world, the BC Council
for International Education's <u>support for market</u>
<u>diversification</u> and international education system
integrity, and the Ministry's <u>International Education</u>
<u>Code of Practice.</u>

This International Education Plan forms part of our integrated approach to planning that aligns the organization behind our strategic plans, developing cascaded strategies and initiatives that are also aligned with B.C. Ministry service plans and priorities. Integrated planning helps the Institute build on its strong foundation, adapt to change, and coordinate cohesive and sustainable actions.

VISION

Safer communities and a more just society.

MISSION

Developing dynamic justice and public safety professionals through exceptional applied education, training, and research.

MANDATE

Unique among post-secondary institutions in Canada, the Justice Institute of British Columbia offers specialized, applied education, training, and research in conjunction with our community partners in the fields of justice and public safety.



INTERNATIONAL EDUCATION AT JIBC

Over the last five years, JIBC has successfully executed a strategy to increase recruitment of international students to study full-time on campus. In 2020, JIBC launched two post-baccalaureate diploma programs to attract individuals with international bachelor's degrees to train for careers in law enforcement and disaster management. These programs aim to help increase diversity within in-demand professions in B.C. to better reflect the population and provide a more global experience on campus. In addition, international students enrol in full-time programs in paramedicine and criminology.

All learners in diploma and degree programs take a course in Reconciling Colonial Practices in Justice & Public Safety to prepare them to advance Reconciliation with Indigenous Peoples in their work and personal lives. They also take courses in conflict resolution and diversity studies to prepare for front-line careers that keep B.C. communities safe.

JIBC has more than 20 years of experience partnering with foreign public safety agencies, bringing high-quality training to paramedics, emergency managers and fire fighters in Asia and the Middle East. A new relationship with the Association of Southeast Asian Nations (ASEAN) began in 2021 to help strengthen these nations' collaborative response to major public health emergencies. Our offshore educational partnerships have strengthened B.C.'s economic ties with other countries, promoted faculty and student mobility, and helped JIBC establish its reputation for world-class public safety education.

JIBC provides opportunities to study criminology abroad at universities in Europe and Australia. In addition, JIBC students can participate in several international online exchange programs that provide virtual opportunities for global engagement and learning. With more than 25,000 online learners each year, virtual international experiences are especially fitting for our student population.

STUDENT RECRUITMENT

The Institute is committed to ethical recruitment of international students, and we have agreements with 69 recruitment agents working in over 50 foreign countries. We assess agent relationships regularly to ensure they are recruiting highly qualified candidates who are successful in obtaining Canadian study permits. In the 2024 academic year, JIBC admitted 262 international students with approved student visas. Our international student enrolment goal will not exceed 30% of JIBC's total enrolment.

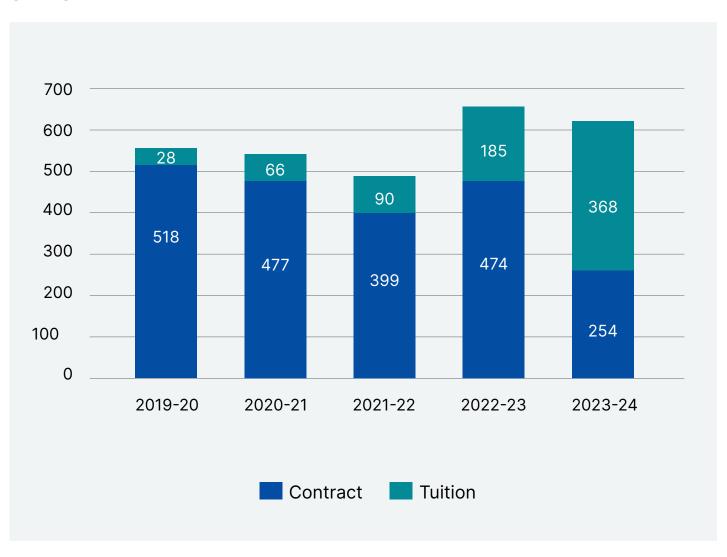
We have modified our recruiting efforts to ensure there is increasing diversity among our international student body to provide a truly global experience on campus and manage geo-political risks. We are seeing a slow but steady increase in the mix of nationalities within our on-campus international student population. In the last three years, our international students were citizens of over 100 nations, with 89 per cent of students coming from India. Our two post-baccalaureate diploma programs in law enforcement studies and disaster management have attracted primarily international students.

Most international students studying at JIBC are temporary residents in Canada and hold a variety of visa types. Many are enrolled in JIBC courses and programs through agreements we have with their employers. These agreements allow JIBC to train all their staff regardless of residency status in Canada. We also have "authorized provider" agreements that allow other agencies to deliver JIBC training. In 2024, for example, more than 13,000 learners were enrolled in Basic Security Training, a 42-hour course required for a security worker license in B.C. through authorized providers. Learners in this type of training do not pay international tuition.

Citizenship	Enrolment (FTE)
India	89%
Singapore	6%
Bangladesh	1%
Pakistan	1 %
Nigeria	0.5%
Other	2.5%

Source: Central Data Warehouse, May 2024, 3-year average.

INTERNATIONAL ENROLMENTS (FTE) BY REVENUE TYPE



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AGENT MONITORING

JIBC has written agreements with all its recruitment agents, and these are reviewed annually or biannually. Recently, we revised the standard written contract to address education quality assurance (EQA) guidelines. JIBC has a termination clause should we determine that any terms of the agreement have been breached. In addition, JIBC is implementing additional agent management best-practices, including assessment of student experiences with agents.

TUITION AND FEES

JIBC sets international tuition at three times the domestic tuition rate and raises fees annually at the same rate permitted for domestic tuition, currently two per cent. Application fees are double the domestic rate, and other fees are typically identical to domestic rates. Students from the United States who self-identify as Indigenous pay domestic tuition and fees in alignment with the Jay Treaty. In contrast, average undergraduate tuition fees at other B.C. public post-secondary institutions were 5.6 times domestic rates for the 2024-2025 academic year.¹

STUDENT SERVICES AND SUPPORTS

International tuition is set at a higher rate than domestic because international students do not benefit from the financial support JIBC receives from the Ministry of Post-Secondary Education and Future Skills and must pay for the full cost of their education.

As the number of international students on campus has grown over the last five years, we have expanded the student supports available to them. International admissions specialists guide and assist both applicants and agents, and the International Student Services Coordinator provides comprehensive support to help every international student succeed. This includes mental health and well-being support to address challenges during their academic journey; workshops on life skills;

job readiness support; and wellness strategies that are tailored to meet the specific needs of international students. Cultural events and community engagement initiatives foster crosscultural learning and networking, helping students build meaningful connections. The coordinator also helps students find and use resources at JIBC and in the wider community.

All international students have access to an orientation and an online portal that supports community-building, communications and student success. A buddy program pairs new international students with current students to provide a first friendship, and events such as International Week invite the whole JIBC community to engage with students and broaden their cultural knowledge and experiences.

STUDENT OUTCOMES

International students have strong academic outcomes, with passing grades in 99 per cent of the courses attempted. Their retention and graduation rates are also stronger than domestic students and they are more likely to carry a full course load.

JIBC graduates have the best employment outcomes in the province, and international students are no exception. Most international students with study permits pursue two-year programs, and 95 per cent of international diploma graduates were working full-time 6-12 months after completing their studies. However, only 71 per cent were employed in a permanent job and 55 per cent were working in a job related to their studies. Domestics students graduating with a diploma earned \$5 more per hour and 72 per cent were working in their field of study.

In 2024-2025, we piloted workshops for international law enforcement studies students in career planning and job search skills. There is also a plan to develop work experience opportunities with Canadian employers to help students graduate with relevant Canadian experience in their field and make connections with potential employers.

RISK MANAGEMENT

Our focus on risk management helps ensure the province and JIBC realize our international engagement goals. In 2021, the Institute created an International Education Activities Committee tasked with evaluating proposed and existing international education activities through a human rights lens. Our policy requires appropriate consultation, risk analysis and quality assurance for new and revised international educational agreements.

The Institute also leads an enterprise risk management program that monitors and mitigates risks that could impede the realization of our key commitments and strategies. We are currently monitoring and mitigating financial risks related to declining international tuition revenues and improving services to prevent and appropriately address risks to student health and well-being.

Canada's international relations may introduce geopolitical risk into international education, and JIBC is always sensitive to foreign security risks that might impact our law enforcement programming. Diversifying our recruitment efforts beyond South Asia is an important part of managing Canada's evolving foreign relations and international priorities.



¹ Statistics Canada. Table 37-10-0045-01 Canadian and international tuition fees by level of study (current dollars) https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3710004501

ENVIRONMENTAL SCAN

International students are attracted to Canada because of the high quality and transferability of post-secondary education, diversity, lifestyle, and economic opportunities.

B.C. is the most ethnically diverse province in Canada, and the 2023 provincial Labour Market Outlook forecasted that immigration will provide almost half the new workers needed by employers over the next 10 years. Federal immigration levels have been increasing to meet the demand that is due mainly to an ageing population and negative birthrate. More than 20 per cent of all Canadian workers are aged 55-64, and their continuing wave of retirements is a factor in the labour force shortages faced by many industries.

International students are attracted to Canada because of the high quality and transferability of post-secondary education, diversity, lifestyle, and economic opportunities; they are a key source of global talent within the province. More than 92,500 international students were studying in B.C. in 2022-2023, representing 21.5 percent of total public post-secondary enrolments. International enrolment increased 138 per cent over the last 10 years, while domestic enrolments declined by 13 per cent.

Over the last decade, 30 per cent of study permit holders became permanent residents within 10 years, and almost 60 per cent of international diploma graduates from Canadian colleges and institutes were still residing in their province of study one year after graduation.²

IMMIGRATION POLICY

After welcoming around 472,000 new permanent residents to Canada in 2023, the federal government lowered immigration targets by 20 per cent to address pressures on housing availability, social services and the public's attitudes towards immigration. Immigration, Refugees, and Citizenship Canada (IRCC) similarly reduced the number of study permits available for international students by 35 per cent nationwide, with an additional 10 per cent reduction made in 2025.

All Canadian post-secondary institutes are adapting to the changes introduced by IRCC in an effort to create a sustainable stream of international students that is resilient to potential abuses. The number of student visa applications is capped, and the Ministry of Post-Secondary Education and Future Skills manages the number of attestation letters that must accompany student visa applications. The Ministry has allocated JIBC with 271 attestation letters for 2025.

Though IRCC placed limits on the college and institute programs eligible for post-graduation work permits, a key attraction to studying in Canada, JIBC's law enforcement and paramedicine

The number of study permit holders in Canada decreased 35 per cent in 2024, and B.C. institutions are projecting overall enrolment reductions of 10-40 percent, triggering a financial crisis that will impact local communities and make it more difficult to supply the workers B.C. urgently needs.

programs continue to be eligible due to high labour market demand. IRCC has also eliminated spousal work-permits for undergraduate students, creating more pressure for students who now must leave behind families and manage the high cost of living in B.C. on their own.

Family members of international graduates with post-graduation work visas may also qualify for open work permits if the graduate works in an occupation approved by IRCC. Although criminology is an approved in-demand credential, law enforcement occupations such as correctional officer, by-law enforcement, border services officer, police officer, and security occupations are not approved for family member work permits. This creates an additional hardship for graduates in our law enforcement studies programs.

The number of study permit holders in Canada decreased 35 per cent in 2024, and B.C. institutions are projecting overall enrolment reductions of 10-40 percent, triggering a financial crisis that will impact local communities and make it more difficult to supply the workers B.C. urgently needs.



² Canada. International Education Strategy Renewal: Colleges and Institutes Sector of Canada. IES Planning Papers. Trade Commissioner Service, March 2023.



INTEGRATION INTO CANADIAN LIFE

For international students to successfully integrate into Canadian society, and public safety professions in particular, they must understand the Truths of Canada's colonial past and the historic and ongoing harms caused to Indigenous Peoples. Understanding the complexity and diversity of Indigenous ways of being, doing, knowing, and relating is also critical for Reconciliation.

Post-secondary institutions are answering the Calls to Action of the Truth and Reconciliation Commission and addressing the lasting harms of colonization and systemic racism. The B.C. public service requires all employees to have Indigenous relations behavioural competencies to ensure workers can work effectively with Indigenous People and support their sovereignty.

Developing cultural understanding is only one part of successful integration into Canadian life. International students must also navigate practical challenges as they settle into a new country. In 2024, temporary residents in Canada, including international students, were almost 10 per cent more likely to report that it was difficult to make ends meet than non-immigrants. Research shows that these economic struggles continue to effect new immigrants for several decades, especially those from Asia.³ It is important to recognize how the intersectional identities of international students may impact their academic, social, and economic outcomes in Canada.

B.C.'s 2024 Poverty Reduction Strategy identifies ways to help, such as creating clear pathways to employment, making it easier to access education and skills training and removing barriers to credential recognition. One way to measure progress is by tracking literacy and numeracy scores for international students to ensure they have the skills needed to participate successfully in Canadian society.

³ https://www150.statcan.gc.ca/n1/daily-quotidien/240618/dq240618b-eng.htm



INTERNATIONAL EDUCATION PLAN 2025-2027

As JIBC reflects on where we have been and what B.C. communities will need from us in the future, new international strategies are required. JIBC engages internationally to enhance the quality of our education and training programs with diverse international perspectives and global expertise to prepare learners to be global citizens. Attracting international students and faculty also increases our ability to supply B.C.'s labour market with qualified justice and public safety professionals.

Aligning with our strategic plan and government priorities, our international education objectives and strategies guide our engagement beyond our borders to enrich the knowledge, skills, and capabilities of the justice and public safety workforce.



Objectives and Strategies

1. Enhance the quality of JIBC's education and training programs with diverse international perspectives and global expertise to enrich the communities we serve.

- 1.1 Build greater cultural competency by bringing the diverse perspectives and experiences of people from other countries into the classroom.
- 1.2 Ensure that diverse cultural competencies and anti-racism are embedded in programming for students, staff, and faculty to promote an inclusive culture across the learning environment.
- 1.3 Partner with leading international organizations to offer JIBC education in foreign countries and bring back new ideas and innovations that advance the education and training we deliver in B.C.
- 2. Increase JIBC's ability to supply qualified justice and public safety professionals into the BC labour market.
- 2.1 Attract international students from diverse countries to study on campus to help meet the needs of B.C.'s public safety labour market.
- 2.2 Strengthen pathways for temporary residents to train for B.C. careers in justice and public safety by leveraging bridging programs and transfer arrangements.
- 2.3 Help international students develop Indigenous competency by weaving Truths and Indigenous Knowledges into courses and co-curricular learning opportunities.
- 2.4 Promote study abroad opportunities and assess the program to ensure it is delivering value to students, employers, and the Institute.
- 2.5 Manage risks related to international education to ensure programs meet B.C. labour needs and enhance the development of diverse cultural competency for all students.
- 3. Ensure the safety, well-being and success of international students throughout their educational journey with JIBC.
- 3.1 Help international students gain Canadian employment in their field of study by illuminating pathways to jobs, enhancing career services, and increasing work-integrated learning opportunities with B.C. employers.
- 3.2 Expand the information available to help international students settle in B.C. and cope with the challenges of student life.

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KEY RESULTS

- B.C. communities are served by public safety professionals who understand, appreciate and respect their communities' diverse cultures and values.
- International students successfully complete their programs and find work in their field of study.
- International students are integrated into B.C. communities.
- The professions we serve adopt best practices and innovations from world-leading public safety agencies.

PERFORMANCE INDICATORS

JIBC uses quantifiable performance measurements to provide feedback on our progress toward plan objectives and the strategic results we expect to achieve. Performance results are reported to the Board of Governors each year and through our Institutional Accountability Plan and Report to the public and government.

	Target
Measure	2025-2026
International enrolment - headcount ⁴	≤30%
International student graduation rate	Baselining
Diverse international student recruitment – proportion from the top country	≤50%
Student satisfaction with agent	Baselining
Employed in a job related to studies	≥70%
Satisfaction with student services - index score for international students	≥85%
Student, staff and faculty participation in cultural competency training and events	Baselining
Qualified opportunities for international contract training – proportion of all international contract opportunities.	Baselining

⁴ Includes international students paying tuition. Some international students pay domestic tuition rates according to the Public Post-Secondary International Student Enrolment Guidelines. Excludes students whose education was paid for by their employer under a training contract.

APPENDICES

A. ENROLMENT DATA

INTERNATIONAL HEADCOUNT

Program	Credential Type	Revenue Type	2021- 2022	2022- 2023	2023- 2024	Grand Total
Advanced Care Paramedic	Advanced Diploma	Tuition			1	1
Advanced Police Training	None	Contract	1	2		3
Emergency & Security Management Studies	Bachelor's Degree	Tuition	1	1		1
Law Enforcement Studies	Bachelor's Degree	Tuition	2		1	3
Basics of Defending Against Cybercrime	Micro-certificate	Tuition		1	1	1
BC Police Recruit Training: Qualified Municipal Constable	Professional Certificate	Contract		1	1	2
Community Care Licensing	Advanced Certificate	Tuition	1	2	1	2
Complex Trauma	Associate Certificate	Tuition	1		1	1
Cybercrime Analysis	Graduate Certificate	Tuition	1	1		1
Emergency Medical Responder	Associate Certificate	Tuition	5	11	16	31
Exterior Fire Fighter Operations	Associate Certificate	Contract			1	1
Fire Fighting Technologies	Certificate	Tuition	1			1
Fire Officer	Certificate	Tuition			1	1
Full Service Fire Fighter Operations	Certificate	Contract	1			1
Ground Search & Rescue	Professional Certificate	Contract	4	5	6	13
Health Sciences (EMS)	Diploma	Tuition			1	1
Interior Fire Fighter Operations	Certificate	Contract		1		1
Law Enforcement Studies	Diploma	Tuition	11	14	16	28

Program	Credential Type	Revenue Type	2021- 2022	2022- 2023	2023- 2024	Grand Total
Disaster Management	Post- Baccalaureate Diploma	Tuition	36	79	109	131
Law Enforcement Studies	Post- Baccalaureate Diploma	Tuition	87	170	265	328
Primary Care Paramedic	Certificate	Tuition	6	8	12	19
Security Officer Training	professional Contract 9 Certificate		9	6	4	15
Sheriff Recruit Training	Professional Certificate	Contract	1		3	4
Trauma & Crisis Intervention	Associate Certificate	Tuition	1		1	2
General Studies (Courses)	None		7,726	10,060	14,619	30,929
Emergency Management Courses	None	Contract	78	107	176	298
Paramedic Courses	None	Contract	909	804	261	1,973
Security Training Courses	None	Contract	6,703	9,081	14,125	28,556
Other Courses	None	Tuition	36	68	57	102
Grand Total			7,890	10,351	15,041	31,460

Source: Central Data Warehouse, May 2024

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INTERNATIONAL FULL-TIME EQUIVALENT ENROLMENTS (FTE)

Program	Credential Type	Revenue Type	2021- 2022	2022- 2023	2023- 2024	Grand Total
Advanced Care Paramedic	Advanced Diploma	Tuition			0.9	0.9
Advanced Police Training	None	Contract	0.1	0.1		0.2
Emergency & Security Management Studies	Bachelor's Degree	Tuition	0.5	0.2		0.7
Law Enforcement Studies	Bachelor's Degree	Tuition	1.0		0.6	1.6
Basics of Defending Against Cybercrime	Micro-certificate	Tuition		0.0	0.0	0.0
BC Police Recruit Training: Qualified Municipal Constable	Professional Certificate	Contract		1.3	1.3	2.6
Community Care Licensing	Advanced Certificate	Tuition	0.5	0.8	0.2	1.5
Complex Trauma	Associate Certificate	Tuition	0.1		0.3	0.4
Cybercrime Analysis	Graduate Certificate	Tuition	0.2	0.3		0.5
Emergency Medical Responder	Associate Certificate	Tuition	0.9	2.1	2.9	5.9
Exterior Fire Fighter Operations	Associate Certificate	Contract			0.4	0.4
Fire Fighting Technologies	Certificate	Tuition	0.4			0.4
Fire Officer	Certificate	Tuition			-	-
Full Service Fire Fighter Operations	Certificate	Contract	0.2			0.2
Ground Search & Rescue	Professional Certificate	Contract	0.1	0.5	1.0	1.6
Health Sciences (EMS)	Diploma	Tuition			0.1	0.1
Interior Fire Fighter Operations	Certificate	Contract		0.0		0.0
Law Enforcement Studies	Diploma	Tuition	7.9	9.3	12.6	29.8
Disaster Management	Post- Baccalaureate Diploma	Tuition	29.8	58.5	85.0	173.3
Law Enforcement Studies	Post- Baccalaureate Diploma	Tuition	70.4	137.4	211.3	419.2
Primary Care Paramedic	Certificate	Tuition	1.8	6.3	3.9	12.0

Program	Credential Type	Revenue Type	2021- 2022	2022- 2023	2023- 2024	Grand Total
Security Officer Training	Professional Certificate	Contract	1.0	2.4	0.6	4.1
Sheriff Recruit Training	Professional Certificate	Contract	1.0		2.2	3.2
Trauma & Crisis Intervention	Associate Certificate	Tuition	0.2		0.1	0.3
General Studies (Courses)	None		633.6	689.2	296.3	1,619.0
Emergency Management Courses	None	Contract	2.6	3.1	4.6	10.3
Paramedic Courses	None	Contract	518.5	475.5	149.6	1,143.7
Security Training Courses	None	Contract	110.2	201.8	131.3	443.2
Other Courses	None	Tuition	2.3	8.8	10.7	21.9
Grand Total			749.7	908.5	619.8	2,278.0

Source: Central Data Warehouse, May 2024

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B. STUDENT MOBILITY JIBC EXCHANGE STUDENTS

Туре	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Grand Total
Inbound exchange	1		2		3		8	3	4	4	25
Outbound exchange		2	2	5	3		2	6	5	2	27

Source: Central Data Warehouse, May 2024

C. INTERNATIONAL EDUCATIONAL PARTNERSHIP AGREEMENTS

Institution	Country	Agreement Type
Canterbury Christ Church University	England	Memorandum of Understanding and Letter of Intent
Charles Sturt University	Australia	Articulation Agreement
Chiba Institute of Science	Japan	Memorandum of Understanding
Eikei University	Japan	Memorandum of Understanding
Mercyhurst University	USA	Memorandum of Understanding and Articulation Agreement
National University of Public Service	Hungary	Memorandum of Understanding and Erasmus+
Singapore University of Social Sciences	Singapore	Course Delivery Agreement
Southeast Technological University	Ireland	Memorandum of Understanding
University of East Anglia	England	Memorandum of Understanding
University of Portsmouth	England	Memorandum of Understanding
Virtual University of Guanajuato	Mexico	Memorandum of Understanding









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We respectfully acknowledge that the Justice Institute of British Columbia serves people across the province situated on Traditional, unceded, and Treaty Territories and the many Nations who are represented by the urban Indigenous population in British Columbia.