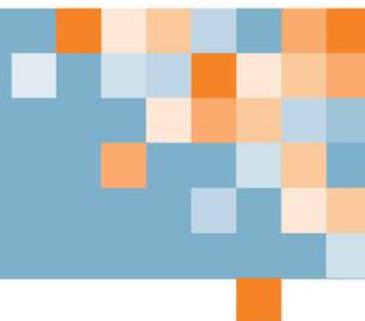




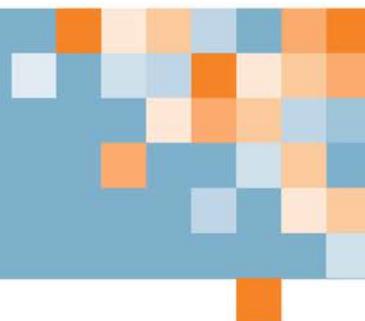
ITA Performance Measurement Report

Updated to December 31, 2015



Service Plan Performance Indicators – December 31, 2015

Measure	2012/13 Results	2013/14 Results	2014/15 Results	2015/16 Service Plan Target	2015/16 YTD Results
Goal 1: Demonstrate increased industry engagement in skills training and number of employers sponsoring apprentices					
Sponsor Value Index ⁽¹⁾	76	77	77	78	Reported March 2016
Total Registered Sponsors ⁽²⁾	9,188	9,548	9,958	10,500	10,057
Goal 2: Align funding for apprenticeship training investments and services to meet labour market needs and jobs in demand					
Percentage of ITA Funded Foundation Seats in Top 10 In-Demand Trades ⁽³⁾	72% (2013/14)	72%	72%	74%	72%
Number of Credentials Issued	8,042	7,059	7,514	7,560	5,872
Goal 3: Align policies and programs to support the implementation of provincial and Pan-Canadian initiatives, including apprentice harmonization and mobility across Canada.					
Implementation of Harmonized Red Seal Trades ⁽⁴⁾	n/a	n/a	n/a	100%	Reported March 2016
Goal 4: Demonstrate improved outcomes including completion rates and transition to employment for youth, adults and under-represented groups.					
Satisfaction with ITA Credentials ⁽⁵⁾					
- Employers	78	77	79	80	Reported March 2016
- Credential holders	86	84	85	86	Reported March 2016
Continuation from Foundation to Apprenticeship ⁽⁶⁾	51%	54%	57%	56%	56%
Miscellaneous Measures					
Total Registered Participants: (Foundation 2015/16 YTD Results not included until March 2016)	38,633	41,283	43,370	-	39,053
- Adult Apprenticeships	31,703	33,487	34,934	-	35,173
- Youth Apprenticeships (SSA) ⁽⁷⁾	3,338	4,247	4,497	-	2,058
- Youth Program Participants	n/a	n/a	n/a	-	2,005



Measure	2012/13 Results	2013/14 Results	2014/15 Results	2015/16 Service Plan Target	2015/16 YTD Results
- Foundation Participants	3,592	3,549	3,939	-	Reported March 2016
Capacity Utilization ⁽⁸⁾	89.6%	90.5%	90.2%	-	Reported March 2016
Apprenticeship Completion Rate (Cohort 2009/10) ⁽⁹⁾	33%	33%	33%	-	38%
Apprenticeship training spaces purchased	19,186	19,895	20,137	-	21,004

Notes:

(1) An indication of the value attached to apprenticeship and sponsorship outcomes by sponsors of apprentices. Survey based measurement on a 100-point index.

(2) The number of employers or organizations acting in the role of apprentice-sponsor. In August 2015, ITA has improved its methodology to track youth participating in trades training programs and as a result, those sponsors who had been attached to the youth ACE IT program are no longer counted in this measure. In addition, ITA's activities to encourage apprentice completion have decreased the sponsor count as some employers are no longer sponsors once their apprentices become certified.

(3) Top 10 Trades in Demand (with Foundation programs) are: Carpenters; Heavy Equipment Operators (except cranes); Electricians (except industrial and power system); Welders and related machine operators; Steamfitters-Pipefitters; Sprinkler System Installers; Construction Millwrights and Industrial Mechanics; Heavy-Duty Equipment Mechanics; Plumbers; and Bakers.

(4) Data Source: Canadian Council of Directors of Apprenticeship (CCDA), New West Partnership, Pan-Canadian Apprenticeship Mobility Protocol.

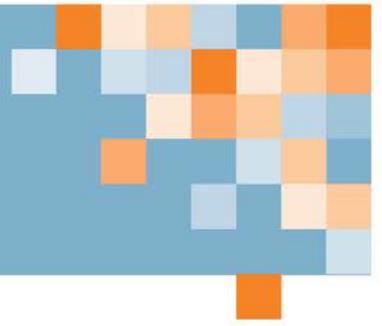
(5) Is an indication of the value attached to the primary system outcome by its two customer groups. Survey based measurement on a 100-point index.

(6) This measures the percentage of individuals who successfully complete a Foundation program and become an apprentice registered with the ITA 12 months from their Foundation credential achievement date.

(7) In August 2015, ITA has improved its methodology to track youth participating in trades training programs and as a result, participants in the youth ACE IT program will no longer register as youth apprenticeships. Prior year results have not been restated.

(8) A weighted average of both apprenticeship and foundation program post-secondary seat utilization, reflecting percent of ITA-funded seats filled by registered participants.

(9) Completion rate is a measure of the number of apprentices who have completed their program and obtained their Certificate of Qualification within 6 years of registration. The completion rate is calculated quarterly and then reported on a cumulative basis throughout the year. In the 2009/10 fiscal year, ITA implemented new software that enabled better tracking of apprentices from the modular welding program and cohorts from that program are now included in completion rate tracking.



New Apprentice Registrations

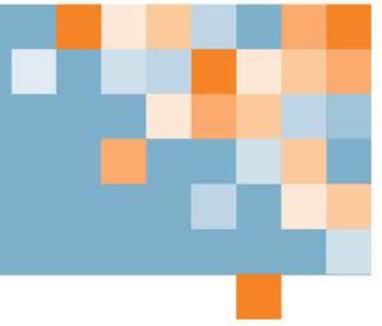
	Month Total	Year to Date Total
Fiscal 2012/13 *		15,461
Fiscal 2013/14 *		15,482
Fiscal 2014/15 *		15,648
April 2015	923	923
May 2015	1,186	2,109
June 2015	1,207	3,316
July 2015	1,000	4,316
August 2015	984	5,300
September 2015	1,183	6,483
October 2015	1,203	7,686
November 2015	1,019	8,705
December 2015	960	9,665

Credentials Awarded

Year-to-Date	Certificate of Qualification		Certificate of Completion	Total
	Completed Industry Training Program	Challengers	Foundation ⁽¹⁾	
Fiscal * 2012/13 as of March 31, 2013	6,620	1,422	4,948	12,990
Fiscal * 2013/14 as of March 31, 2014	5,845	1,214	5,166	12,225
Fiscal * 2014/15 as of March 31, 2015	6,181	1,333	6,136	13,650
Fiscal * 2015/16 as of December 31, 2015	4,551	1,321	5,549	11,421

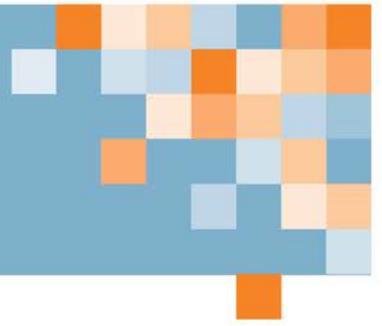
* APRIL 1 – MARCH 31

(1) Successful completers of Foundation Programs are issued a Certificate of Completion and receive credit towards an apprenticeship.

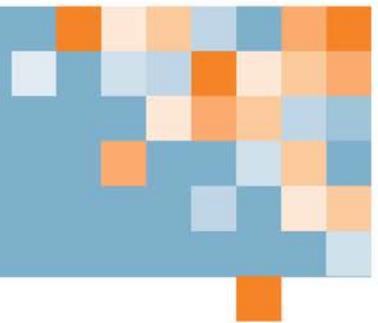


Active Apprenticeships by Industry Training Program As of December 31, 2015

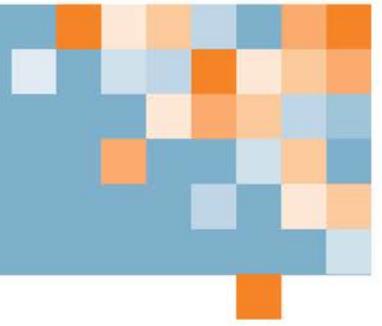
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Aircraft Maintenance Technician	167	3
Aircraft Structural Technician	74	-
Appliance Service Technician	65	1
Arborist Technician	49	-
Architectural Sheet Metal Worker	222	2
Asphalt Paving/Laydown Technician	24	-
Automotive Glass Technician	100	5
Automotive Painter (Automotive Refinishing Technician)	45	-
Automotive Refinishing Prep Technician	162	20
Automotive Service Technician	2,202	135
Baker	280	20
Boilermaker (Construction Boilermaker)	132	-
Boom Truck Operator - Folding Boom unlimited tonnage	1	-
Boom Truck Operator - Stiff Boom unlimited tonnage	12	-
Bricklayer (Mason)	167	8
Cabinetmaker (Joiner)	339	27
Carpenter	4,473	304
Climbing Arborist	8	-
Community Antenna TV Technician	1	-
Concrete Finisher (Cement Mason)	130	3
Construction Craft Worker	257	15
Construction Electrician (Electrician)	7,500	241
Cook	4	-
Dairy Production Technician	113	97
Dairy Production Technician 2	1	-



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Diesel Engine Mechanic	90	2
Domestic/Commercial Gasfitter (Class B)	283	9
Drywall Finisher	50	7
Electric Motor System Technician (Winder Electrician)	30	-
Embalmer	2	-
Embalmer and Funeral Director	49	-
Floor Covering Installer	51	2
Funeral Director	9	-
Gasfitter (Class A)	19	-
Glazier	279	6
Hairstylist (Cosmetologist)	996	103
Heating Technician	15	2
Heavy Duty Equipment Technician	1,505	97
Heavy Equipment Operator	398	16
Inboard/Outboard Mechanic	23	-
Industrial Electrician	163	1
Industrial Mechanic (Millwright)	1,346	33
Instrumentation and Control Technician (Industrial Instrument Mechanic)	342	5
Insulator (Heat and Frost) (Heat & Frost Insulator)	185	-
Ironworker (Generalist)	245	4
Ironworker (Reinforcing)	59	1
Landscape Horticulturist	265	15
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	228	4
Locksmith	29	1
Lumber Manufacturing Industry - Benchperson	1	-
Lumber Manufacturing Industry - Sawfitter	1	-
Machinist	316	18
Marine Fitter	14	-



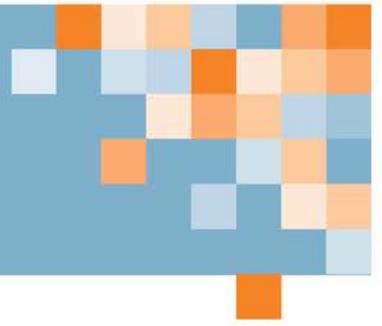
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Marine Mechanical Technician	43	2
Marine Service Technician	69	-
Meatcutter	104	22
Metal Fabricator (Fitter)	531	40
Mobile Crane Operator - Hydraulic 80 tonnes and under	33	-
Mobile Crane Operator - Hydraulic unlimited tonnage	10	-
Mobile Crane Operator - Lattice Boom Friction Crane	99	-
Mobile Crane Operator - Lattice Boom Hydraulic Crane	9	-
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	303	25
Motorcycle Mechanic	98	5
Painter And Decorator	374	14
Parts and Warehousing Person 1	87	19
Partsperson	57	-
Petroleum Equipment Installer	4	-
Petroleum Equipment Service Technician	18	-
Piledriver And Bridgeworker	90	-
Plumber	2,981	128
Power Line Technician	284	-
Production Horticulturist	102	82
Professional Cook	2,820	309
Railway Car Technician	56	-
Recreation Vehicle Service Technician	64	1
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	918	21
Residential Building Maintenance Worker	21	-
Residential Framing Technician	3	-
Residential Steep Roofer	45	-
Rig Technician	466	-
Roofer (Roofer, Damp and Waterproofing)	442	14



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Saw Filer	106	-
Security Systems Technician	86	-
Sheet Metal Worker	655	16
Sprinkler System Installer	347	7
Steamfitter-Pipefitter	787	4
Tilesetter	23	2
Tool and Die Maker	2	-
Tower Crane Operator	37	-
Transport Trailer Technician	30	1
Truck and Transport Mechanic	753	51
Utility Arborist	146	3
Water Well Driller	6	2
Welder	1,411	83
Grand Total	38,041	2,058

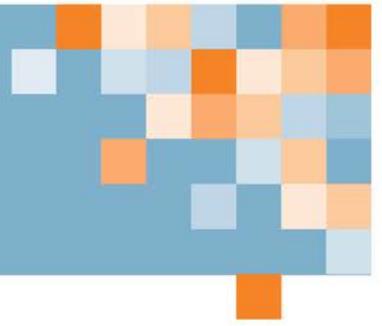
Note:

1. In August 2015, ITA has improved its methodology to track youth participating in trades training programs and as a result, future participants in the youth ACE IT program will no longer register as youth apprenticeships. ACE IT apprenticeships will be phased out over the next 12 months and the Number of Active Youth Apprenticeships will continue to represent SSA apprenticeships.

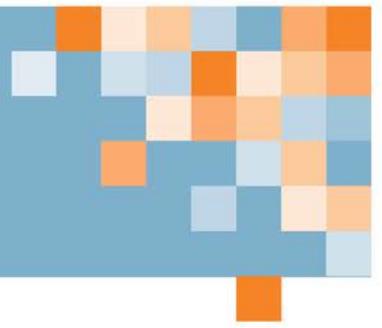


New Apprenticeship Registrations by Industry Training Program
Fiscal* 2015/16 – Registered December, 2015

Industry Training Program	Number of New Apprenticeships
Aircraft Maintenance Technician	5
Appliance Service Technician	8
Arborist Technician	2
Architectural Sheet Metal Worker	2
Automotive Glass Technician	12
Automotive Painter (Automotive Refinishing Technician)	3
Automotive Refinishing Prep Technician	6
Automotive Service Technician	46
Baker	8
Boom Truck Operator - Stiff Boom unlimited tonnage	1
Bricklayer (Mason)	2
Cabinetmaker (Joiner)	8
Carpenter	115
Concrete Finisher (Cement Mason)	8
Construction Craft Worker (Labourer)	36
Construction Electrician (Electrician)	134
Dairy Production Technician	11
Diesel Engine Mechanic	2
Domestic/Commercial Gasfitter (Class B)	26
Drywall Finisher	3
Embalmer and Funeral Director	1
Floor Covering Installer	5
Glazier	4
Hairstylist	11



Industry Training Program	Number of New Apprenticeships
Heavy Duty Equipment Technician	21
Heavy Equipment Operator	6
Industrial Electrician	3
Industrial Mechanic (Millwright)	29
Instrumentation and Control Technician (Industrial Instrument Mechanic)	9
Insulator (Heat and Frost) (Heat & Frost Insulator)	3
Ironworker (Generalist)	16
Ironworker (Reinforcing)	1
Landscape Horticulturist	11
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	5
Locksmith	1
Machinist	6
Marine Service Technician	3
Metal Fabricator (Fitter)	7
Mobile Crane Operator - Hydraulic 80 tonnes and under	1
Mobile Crane Operator - Lattice Boom Friction Crane	3
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	5
Painter And Decorator	5
Parts and Warehousing Person 1	5
Piledriver And Bridgeworker	4
Plumber	54
Power Line Technician	5
Production Horticulturist	6
Professional Cook	85
Recreation Vehicle Service Technician	1
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	17
Residential Steep Roofer	5
Rig Technician	4
Roofer (Roofer, Damp and Waterproofer)	20



Industry Training Program	Number of New Apprenticeships
Saw Filer	2
Security Systems Technician	3
Sheet Metal Worker	22
Sprinkler System Installer	4
Steamfitter-Pipefitter	16
Tiler	1
Transport Trailer Technician	1
Truck and Transport Mechanic	17
Utility Arborist	5
Welder	89
Grand Total	960

* April 1 – March 31