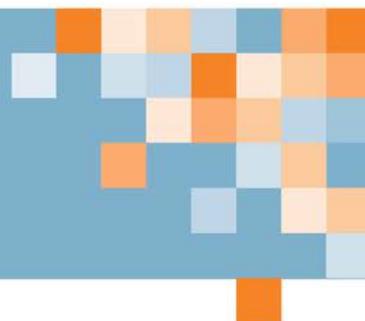




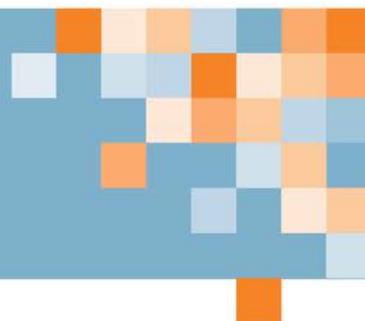
ITA Performance Measurement Report

Updated to November 30, 2015



Service Plan Performance Indicators – November 30, 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 | 10,033 |
| 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 | 5,273 |
| 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 | - | 39,134 |
| - Adult Apprenticeships | 31,703 | 33,487 | 34,934 | - | 35,306 |
| - Youth Apprenticeships (SSA) ⁽⁷⁾ | 3,338 | 4,247 | 4,497 | - | 1,981 |
| - Youth Program Participants | n/a | n/a | n/a | - | 2,015 |



| 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 | - | 21,148 |

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.

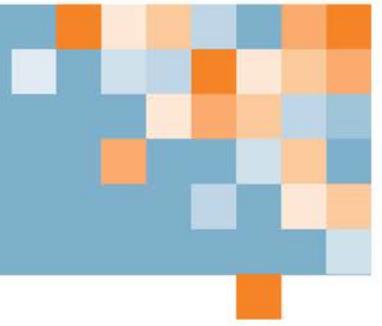
(5) Is an indication of the value attached to the primary system outcome by its two customer groups. Survey based measurement on a 100-point index.

(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

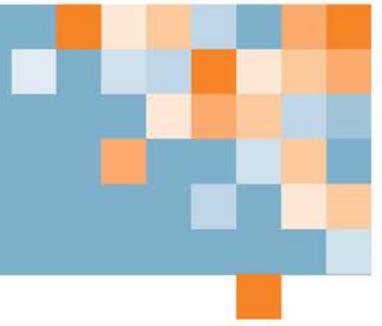
| | Month Total | Year to Date Total |
|------------------|-------------|--------------------|
| Fiscal 2012/13 * | | 15,461 |
| Fiscal 2013/14 * | | 15,482 |
| Fiscal 2014/15 * | | 15,648 |
| April 2015 | 923 | 923 |
| May 2015 | 1,186 | 2,109 |
| June 2015 | 1,207 | 3,316 |
| July 2015 | 1,000 | 4,316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

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 November 30, 2015 | 4,119 | 1,154 | 5,294 | 10,567 |

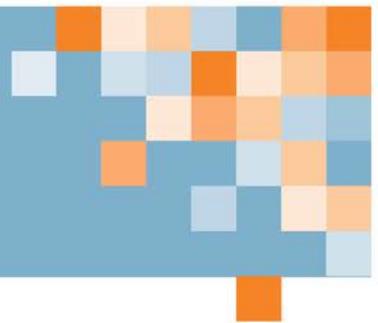
* APRIL 1 – MARCH 31

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

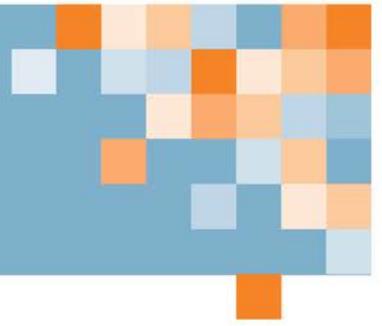


Active Apprenticeships by Industry Training Program As of November 30, 2015

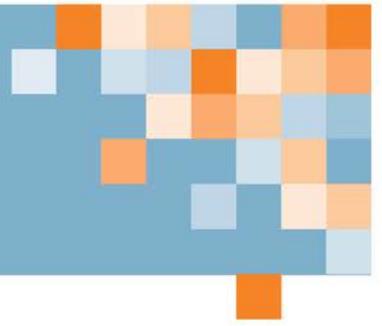
| Industry Training Program | Number of Active Apprenticeships | Number of Active Youth (SSA) Apprenticeships ¹ |
|--|----------------------------------|---|
| Aircraft Maintenance Technician | 167 | 3 |
| Aircraft Structural Technician | 75 | - |
| Appliance Service Technician | 63 | 1 |
| Arborist Technician | 47 | - |
| Architectural Sheet Metal Worker | 211 | 2 |
| Asphalt Paving/Laydown Technician | 24 | - |
| Automotive Glass Technician | 89 | 4 |
| Automotive Painter (Automotive Refinishing Technician) | 49 | - |
| Automotive Refinishing Prep Technician | 164 | 19 |
| Automotive Service Technician | 2,214 | 130 |
| Baker | 278 | 17 |
| Boilermaker (Construction Boilermaker) | 132 | - |
| Boom Truck Operator - Folding Boom unlimited tonnage | 1 | - |
| Boom Truck Operator - Stiff Boom unlimited tonnage | 11 | - |
| Bricklayer (Mason) | 168 | 7 |
| Cabinetmaker (Joiner) | 338 | 27 |
| Carpenter | 4,513 | 300 |
| Climbing Arborist | 8 | - |
| Community Antenna TV Technician | 1 | - |
| Concrete Finisher (Cement Mason) | 132 | 3 |
| Construction Craft Worker | 223 | 15 |
| Construction Electrician (Electrician) | 7,462 | 224 |
| Cook | 5 | - |
| Dairy Production Technician | 107 | 91 |
| Dairy Production Technician 2 | 1 | - |



| Industry Training Program | Number of Active Apprenticeships | Number of Active Youth (SSA) Apprenticeships ¹ |
|---|----------------------------------|---|
| Diesel Engine Mechanic | 88 | 2 |
| Domestic/Commercial Gasfitter (Class B) | 268 | 7 |
| Drywall Finisher | 48 | 6 |
| Electric Motor System Technician (Winder Electrician) | 31 | - |
| Embalmer | 2 | - |
| Embalmer and Funeral Director | 51 | - |
| Floor Covering Installer | 46 | 2 |
| Funeral Director | 9 | - |
| Gasfitter (Class A) | 20 | - |
| Glazier | 291 | 7 |
| Hairstylist (Cosmetologist) | 1,047 | 102 |
| Heating Technician | 17 | 2 |
| Heavy Duty Equipment Technician | 1,509 | 95 |
| Heavy Equipment Operator | 430 | 16 |
| Inboard/Outboard Mechanic | 26 | - |
| Industrial Electrician | 164 | 1 |
| Industrial Mechanic (Millwright) | 1,340 | 32 |
| Instrumentation and Control Technician (Industrial Instrument Mechanic) | 338 | 5 |
| Insulator (Heat and Frost) (Heat & Frost Insulator) | 183 | - |
| Ironworker (Generalist) | 232 | 4 |
| Ironworker (Reinforcing) | 59 | - |
| Landscape Horticulturist | 257 | 15 |
| Lather (Interior Systems Mechanic) (Wall & Ceiling Installer) | 231 | 4 |
| Locksmith | 30 | 1 |
| Log Builder | 1 | - |
| Lumber Manufacturing Industry - Benchperson | 1 | - |
| Machinist | 313 | 15 |
| Marine Fitter | 14 | - |



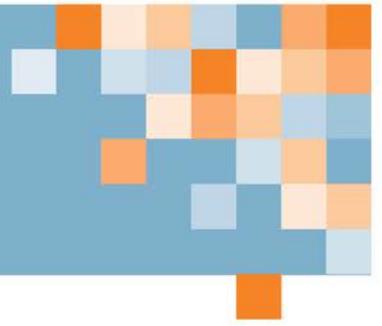
| Industry Training Program | Number of Active Apprenticeships | Number of Active Youth (SSA) Apprenticeships ¹ |
|--|----------------------------------|---|
| Marine Mechanical Technician | 43 | 2 |
| Marine Service Technician | 69 | - |
| Meatcutter | 108 | 23 |
| Metal Fabricator (Fitter) | 537 | 42 |
| Mobile Crane Operator - Hydraulic 80 tonnes and under | 35 | - |
| Mobile Crane Operator - Hydraulic unlimited tonnage | 10 | - |
| Mobile Crane Operator - Lattice Boom Friction Crane | 105 | - |
| Mobile Crane Operator - Lattice Boom Hydraulic Crane | 9 | - |
| Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician | 308 | 24 |
| Motorcycle Mechanic | 99 | 5 |
| Painter And Decorator | 384 | 14 |
| Parts and Warehousing Person 1 | 87 | 19 |
| Partsperson | 60 | - |
| Petroleum Equipment Installer | 6 | - |
| Petroleum Equipment Service Technician | 18 | - |
| Piledriver And Bridgeworker | 99 | - |
| Plumber | 2,996 | 122 |
| Power Line Technician | 292 | - |
| Production Horticulturist | 97 | 76 |
| Professional Cook | 2,887 | 297 |
| Railway Car Technician | 56 | - |
| Recreation Vehicle Service Technician | 63 | 1 |
| Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic) | 912 | 20 |
| Residential Building Maintenance Worker | 23 | - |
| Residential Framing Technician | 3 | - |
| Residential Steep Roofer | 40 | - |
| Rig Technician | 479 | - |
| Roofer (Roofer, Damp and Waterproofing) | 428 | 12 |



| Industry Training Program | Number of Active Apprenticeships | Number of Active Youth (SSA) Apprenticeships ¹ |
|------------------------------|----------------------------------|---|
| Saw Filer | 107 | - |
| Security Systems Technician | 85 | - |
| Sheet Metal Worker | 647 | 15 |
| Sprinkler System Installer | 343 | 6 |
| Steamfitter-Pipefitter | 785 | 4 |
| Tilesetter | 22 | 2 |
| Tool and Die Maker | 2 | - |
| Tower Crane Operator | 38 | - |
| Transport Trailer Technician | 29 | 1 |
| Truck and Transport Mechanic | 744 | 50 |
| Utility Arborist | 146 | 1 |
| Water Well Driller | 6 | 2 |
| Welder | 1,437 | 84 |
| Grand Total | 38,173 | 1,981 |

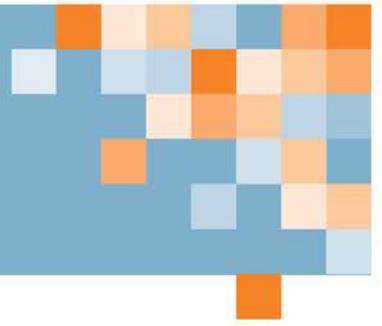
Note:

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.

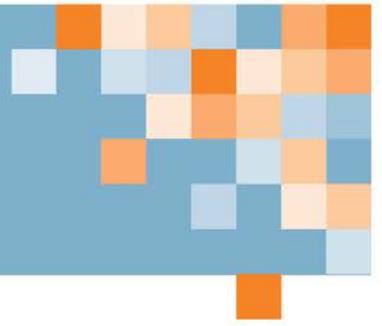


New Apprenticeship Registrations by Industry Training Program
Fiscal* 2015/16 – Registered November, 2015

| Industry Training Program | Number of New Apprenticeships |
|--|-------------------------------|
| Aircraft Maintenance Technician | 1 |
| Arborist Technician | 4 |
| Architectural Sheet Metal Worker | 5 |
| Asphalt Paving/Laydown Technician | 2 |
| Automotive Glass Technician | 4 |
| Automotive Painter (Automotive Refinishing Technician) | 1 |
| Automotive Refinishing Prep Technician | 6 |
| Automotive Service Technician | 46 |
| Baker | 36 |
| Boom Truck Operator - Stiff Boom unlimited tonnage | 1 |
| Bricklayer (Mason) | 4 |
| Cabinetmaker (Joiner) | 18 |
| Carpenter | 128 |
| Concrete Finisher (Cement Mason) | 4 |
| Construction Craft Worker | 3 |
| Construction Electrician (Electrician) | 143 |
| Domestic/Commercial Gasfitter (Class B) | 21 |
| Drywall Finisher | 1 |
| Floor Covering Installer | 2 |
| Glazier | 5 |
| Hairstylist (Cosmetologist) | 20 |
| Heavy Duty Equipment Technician | 25 |
| Heavy Equipment Operator | 4 |
| Industrial Electrician | 2 |



| Industry Training Program | Number of New Apprenticeships |
|--|-------------------------------|
| Industrial Mechanic (Millwright) | 15 |
| Instrumentation and Control Technician (Industrial Instrument Mechanic) | 6 |
| Insulator (Heat and Frost) (Heat & Frost Insulator) | 4 |
| Ironworker (Generalist) | 9 |
| Ironworker (Reinforcing) | 2 |
| Landscape Horticulturist | 13 |
| Lather (Interior Systems Mechanic) (Wall & Ceiling Installer) | 3 |
| Machinist | 1 |
| Marine Mechanical Technician | 3 |
| Meatcutter | 2 |
| Metal Fabricator (Fitter) | 11 |
| Mobile Crane Operator - Hydraulic 80 tonnes and under | 2 |
| Mobile Crane Operator - Lattice Boom Friction Crane | 2 |
| Mobile Crane Operator - Lattice Boom Hydraulic Crane | 1 |
| Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician | 8 |
| Motorcycle Mechanic | 11 |
| Painter And Decorator | 6 |
| Parts and Warehousing Person 1 | 1 |
| Partsperson | 2 |
| Piledriver And Bridgeworker | 1 |
| Plumber | 73 |
| Power Line Technician | 1 |
| Professional Cook | 126 |
| Recreation Vehicle Service Technician | 2 |
| Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic) | 20 |
| Residential Building Maintenance Worker | 13 |
| Residential Steep Roofer | 3 |
| Rig Technician | 5 |



| Industry Training Program | Number of New Apprenticeships |
|--|-------------------------------|
| Roofer (Roofer, Damp and Waterproofer) | 18 |
| Saw Filer | 3 |
| Security Systems Technician | 4 |
| Sheet Metal Worker | 27 |
| Sprinkler System Installer | 12 |
| Steamfitter-Pipefitter | 20 |
| Transport Trailer Technician | 1 |
| Truck and Transport Mechanic | 20 |
| Utility Arborist | 2 |
| Welder | 80 |
| Grand Total | 1,019 |

* April 1 – March 31