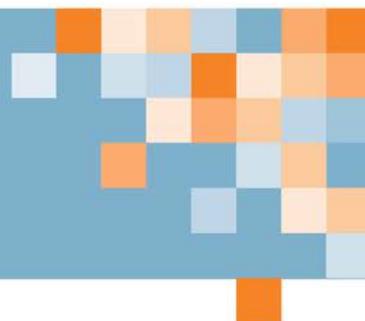


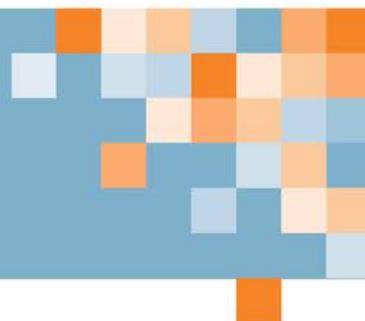
ITA Performance Measurement Report

Updated to October 31, 2015



Service Plan Performance Indicators – October 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	10,060
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	4,622
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%	55%
Miscellaneous Measures					
Total Registered Participants: (Foundation 2015/16 YTD Results not included until March 2016)	38,633	41,283	43,370	-	39,300
- Adult Apprenticeships	31,703	33,487	34,934	-	35,394
- Youth Apprenticeships (SSA) ⁽⁷⁾	3,338	4,247	4,497	-	1,991
- Youth Program Participants	n/a	n/a	n/a	-	1,915



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.

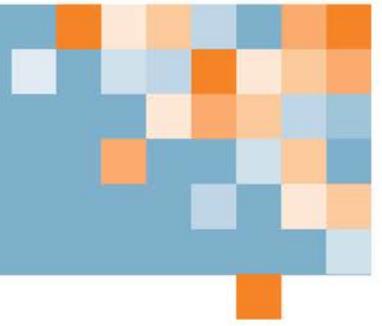
(6) This measures the percentage of individuals who successfully complete a Foundation program and become an apprentice registered with the ITA 12 months from their Foundation credential achievement date.

(7) Secondary School Apprenticeship program registration rule was changed in January 2014 to comply with the province's definition: students are considered to be youth up to the end of the current school year in which they turn 19 years old. Prior year results have not been restated.

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.

(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

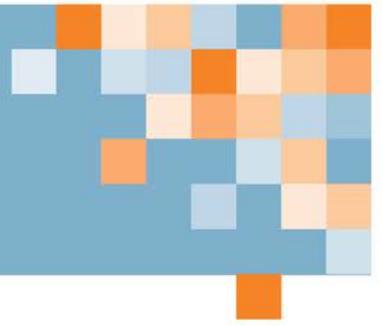
	Month Total	Year to Date Total
Fiscal 2012/13 *		15,461
Fiscal 2013/14 *		15,482
Fiscal 2014/15 *		15,648
April 2015	923	923
May 2015	1,186	2,109
June 2015	1,207	3,316
July 2015	1,000	4,316
August 2015	984	5,300
September 2015	1,183	6,483
October 2015	1,203	7,686

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 October 31, 2015	3,626	996	4,932	9,554

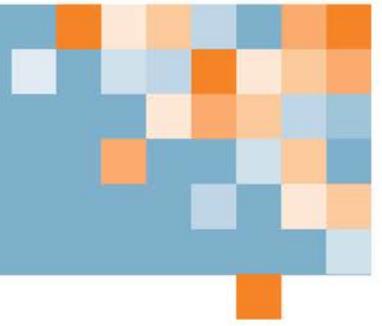
* APRIL 1 – MARCH 31

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

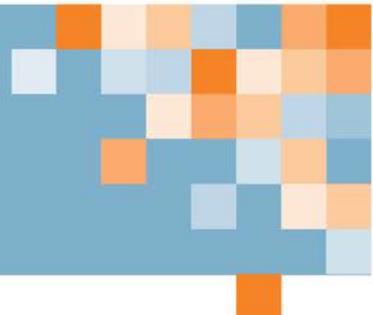


Active Apprenticeships by Industry Training Program As of October 31, 2015

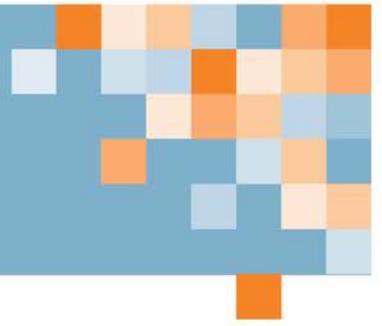
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Aircraft Maintenance Technician	166	3
Aircraft Structural Technician	75	-
Appliance Service Technician	65	1
Arborist Technician	45	-
Architectural Sheet Metal Worker	218	2
Asphalt Paving/Laydown Technician	22	-
Automotive Glass Technician	89	4
Automotive Painter (Automotive Refinishing Technician)	49	-
Automotive Refinishing Prep Technician	154	19
Automotive Service Technician	2,021	134
Baker	243	17
Boilermaker (Construction Boilermaker)	131	-
Boom Truck Operator - Folding Boom unlimited tonnage	1	-
Boom Truck Operator - Stiff Boom unlimited tonnage	12	-
Bricklayer (Mason)	152	7
Cabinetmaker (Joiner)	330	27
Carpenter	4,393	298
Climbing Arborist	8	-
Community Antenna TV Technician	1	-
Concrete Finisher (Cement Mason)	131	3
Construction Craft Worker	202	15
Construction Electrician (Electrician)	7,478	222
Cook	5	-
Dairy Production Technician	107	93
Dairy Production Technician 2	1	-



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Diesel Engine Mechanic	79	3
Domestic/Commercial Gasfitter (Class B)	263	7
Drywall Finisher	56	6
Electric Motor System Technician (Winder Electrician)	34	-
Embalmer	3	-
Embalmer and Funeral Director	53	-
Floor Covering Installer	46	2
Funeral Director	10	-
Gasfitter (Class A)	22	-
Glazier	293	8
Hairstylist (Cosmetologist)	868	97
Heating Technician	20	2
Heavy Duty Equipment Technician	1,491	100
Heavy Equipment Operator	450	15
Inboard/Outboard Mechanic	27	-
Industrial Electrician	168	1
Industrial Mechanic (Millwright)	1,354	31
Instrumentation and Control Technician (Industrial Instrument Mechanic)	333	5
Insulator (Heat and Frost) (Heat & Frost Insulator)	188	-
Ironworker (Generalist)	234	4
Ironworker (Reinforcing)	57	-
Landscape Horticulturist	243	14
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	230	4
Locksmith	30	1
Log Builder	1	-
Lumber Manufacturing Industry - Benchperson	1	-
Machinist	325	15
Marine Fitter	14	-



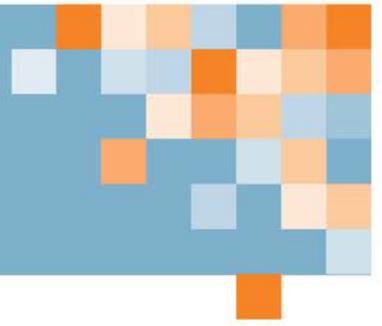
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Marine Mechanical Technician	40	2
Marine Service Technician	73	-
Meatcutter	116	25
Metal Fabricator (Fitter)	524	42
Mobile Crane Operator - Hydraulic 80 tonnes and under	33	-
Mobile Crane Operator - Hydraulic unlimited tonnage	13	-
Mobile Crane Operator - Lattice Boom Friction Crane	107	-
Mobile Crane Operator - Lattice Boom Hydraulic Crane	9	-
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	308	24
Motorcycle Mechanic	86	5
Painter And Decorator	392	15
Parts and Warehousing Person 1	93	20
Partsperson	64	-
Petroleum Equipment Installer	7	-
Petroleum Equipment Service Technician	18	-
Piledriver And Bridgeworker	100	1
Plumber	2,945	120
Power Line Technician	302	-
Production Horticulturist	98	77
Professional Cook	2,725	301
Railway Car Technician	74	-
Recreation Vehicle Service Technician	63	1
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	909	20
Residential Building Maintenance Worker	10	-
Residential Framing Technician	3	-
Residential Steep Roofer	40	-
Rig Technician	498	-
Roofer (Roofer, Damp and Waterproofing)	418	12



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Saw Filer	104	-
Security Systems Technician	82	-
Sheet Metal Worker	628	15
Sprinkler System Installer	334	5
Steamfitter-Pipefitter	770	4
Tilesetter	22	2
Tool and Die Maker	2	-
Tower Crane Operator	41	-
Transport Trailer Technician	28	1
Truck and Transport Mechanic	753	51
Utility Arborist	146	3
Water Well Driller	6	2
Welder	1,409	83
Grand Total	37,385	1,991

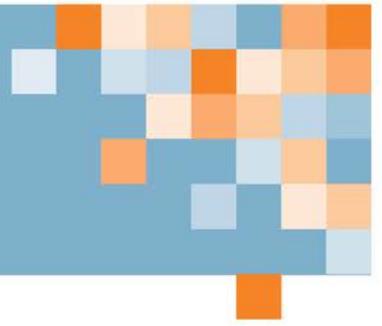
Note:

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.

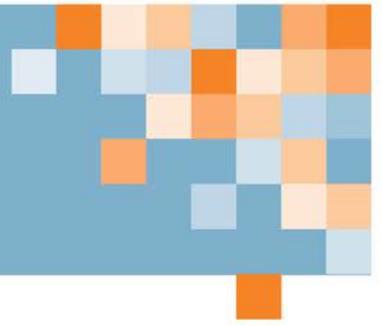


New Apprenticeship Registrations by Industry Training Program
Fiscal* 2015/16 – Registered October, 2015

Industry Training Program	Number of New Apprenticeships
Aircraft Maintenance Technician	5
Aircraft Structural Technician	2
Arborist Technician	8
Architectural Sheet Metal Worker	3
Asphalt Paving/Laydown Technician	1
Automotive Glass Technician	2
Automotive Painter (Automotive Refinishing Technician)	3
Automotive Refinishing Prep Technician	7
Automotive Service Technician	41
Baker	21
Bricklayer (Mason)	1
Cabinetmaker (Joiner)	11
Carpenter	161
Construction Craft Worker	3
Construction Electrician (Electrician)	154
Dairy Production Technician	4
Domestic/Commercial Gasfitter (Class B)	13
Electric Motor System Technician (Winder Electrician)	2
Embalmer and Funeral Director	1
Floor Covering Installer	4
Glazier	6
Hairstylist (Cosmetologist)	22
Heavy Duty Equipment Technician	41
Heavy Equipment Operator	55



Industry Training Program	Number of New Apprenticeships
Industrial Electrician	2
Industrial Mechanic (Millwright)	35
Instrumentation and Control Technician (Industrial Instrument Mechanic)	8
Insulator (Heat and Frost) (Heat & Frost Insulator)	1
Ironworker (Generalist)	5
Ironworker (Reinforcing)	3
Landscape Horticulturist	6
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	10
Machinist	8
Marine Mechanical Technician	4
Marine Service Technician	8
Meatcutter	4
Metal Fabricator (Fitter)	9
Mobile Crane Operator - Hydraulic 80 tonnes and under	3
Mobile Crane Operator - Hydraulic unlimited tonnage	1
Mobile Crane Operator - Lattice Boom Hydraulic Crane	2
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	10
Motorcycle Mechanic	4
Painter And Decorator	5
Parts and Warehousing Person 1	4
Partsperson	5
Piledriver And Bridgeworker	2
Plumber	85
Power Line Technician	1
Production Horticulturist	1
Professional Cook	165
Recreation Vehicle Service Technician	2
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	52
Residential Steep Roofer	2



Industry Training Program	Number of New Apprenticeships
Rig Technician	9
Roofer (Roofer, Damp and Waterproof)	19
Saw Filer	3
Security Systems Technician	3
Sheet Metal Worker	20
Sprinkler System Installer	8
Steamfitter-Pipefitter	27
Tiler	1
Tower Crane Operator	5
Truck and Transport Mechanic	22
Utility Arborist	5
Water Well Driller	1
Welder	62
Grand Total	1,203

* April 1 – March 31