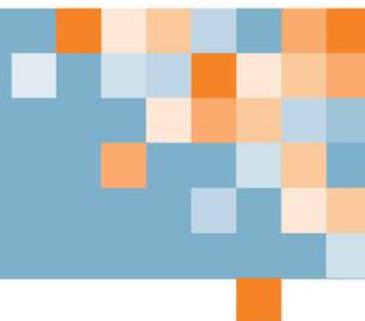




ITA Performance Measurement Report

Updated to December 31, 2016



Service Plan Performance Indicators – December 31, 2016

Measure	2013/14 Results	2014/15 Results	2015/16 Results	2016/17 Service Plan Target	2016/17 YTD Results
Goal 1: Demonstrate increased industry engagement in skills training and an increased number of employers sponsoring apprentices.					
Total Registered Sponsors ⁽¹⁾	9,548	9,958	10,298	10,500	10,317
Sponsor Value Index ⁽²⁾	77	77	78	80	Reported March 2017
Goal 2: Demonstrate improved completion rates and transition to employment for youth, adults and under-represented groups.					
Continuation from Foundation to Apprenticeship ⁽³⁾	54%	57%	53%	58%	48%
Number of Credentials Issued	7,059	7,514	7,640	7,938	5,615
Satisfaction with ITA Credentials: ⁽²⁾					
- Employers	77	79	80	80	Reported March 2017
- Credential Holders	84	85	83	86	Reported March 2017
Goal 3: Align policies and programs to support the implementation of provincial and Pan-Canadian apprentice harmonization and mobility.					
100% Implementation of CCDA Harmonized Trades ⁽⁴⁾	n/a	n/a	100% of preparatory work completed	100%	Reported March 2017
Goal 4: Funding for apprenticeship training investments and services meets labour market needs and jobs in demand.					
Percentage of ITA-funded Foundation seats in top in-demand trades ⁽⁵⁾	72%	72%	72%	76%	72%
Miscellaneous Measures					
Total Registered Participants: (Foundation 2016/17 YTD Results not included until March 2017)	41,283	43,370	44,407	-	38,506
- Adult Apprenticeships	33,487	34,934	35,016	-	34,703
- Youth Apprenticeships (Youth Work in Trades) ⁽⁶⁾	4,247	4,497	2,176	-	2,055

Measure	2013/14 Results	2014/15 Results	2015/16 Results	2016/17 Service Plan Target	2016/17 YTD Results
- Youth Program Participants	n/a	n/a	2,762	-	1,933
- Foundation Participants	3,549	3,939	4,656	-	Reported March 2017
Capacity Utilization ⁽⁷⁾	90.5%	90.2%	91.3%	-	Reported March 2017
Apprenticeship Completion Rate (Cohort 2010/11) ⁽⁸⁾	33%	33%	40%	-	43%
Apprenticeship training spaces purchased	19,895	20,137	20,287	-	20,547

Notes:

(1) 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 Train in Trades 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.

(2) Since 2012/13, Sentis Market Research has been commissioned by ITA to conduct the survey for this performance measure. Data is collected by combined telephone and online surveys. Industry best practices and quality assurance methodologies are employed throughout the process.

(3) 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. This includes results for ITA youth program participants from the Youth Train in Trades and Youth Work in Trades programs. ITA will begin separate measuring of continuation rates from youth programs to apprenticeship, which will be reported through a separate Youth report.

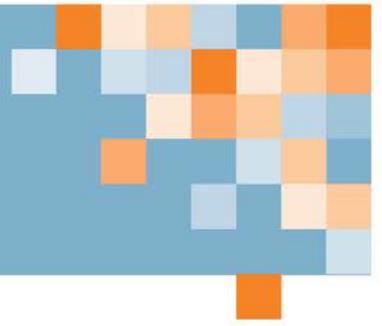
(4) Work to harmonize Phase 1 Red Seal trades was significantly completed in 2015/16 in most jurisdictions. Implementation is scheduled to begin September 2016 as directed by the Forum of Labour Market Ministers.

(5) High Opportunity Trades (with Foundation programs) are: Carpenters; Electricians (except industrial and power system); Heavy Equipment Operators (except cranes); Construction Millwrights and Industrial Mechanics; Welders and related machine operators; Heavy Duty Equipment Mechanics; Plumbers; Bakers; Machinists and Machining and Tooling Inspectors; Industrial Electricians; Sheet Metal Workers; Steamfitters-Pipefitters; and Sprinkler System Installers.

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

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

(8) 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 ⁽¹⁾

	Month Total	Year to Date Total
Fiscal 2013/14 *		15,482
Fiscal 2014/15 *		15,648
Fiscal 2015/16 *		13,240
April 2016	970	970
May 2016	1,068	2,038
June 2016	948	2,986
July 2016	907	3,893
August 2016	735	4,628
September 2016	1,598	6,226
October 2016	1,104	7,330
November 2016	1,317	8,647
December 2016	960	9,607

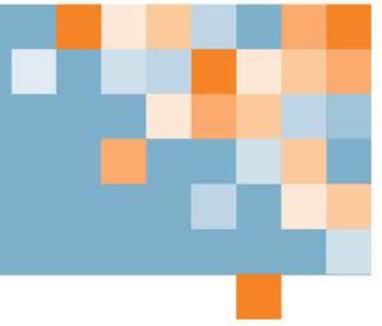
Credentials Awarded

Year-to-Date	Certificate of Qualification		Certificate of Completion	Total
	Completed Industry Training Program	Challengers	Foundation ⁽²⁾	
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 March 31, 2016	6,058	1,582	6,628	14,268
Fiscal * 2016/17 as of December 31, 2016	4,410	1,205	5,380	10,995

* APRIL 1 – MARCH 31

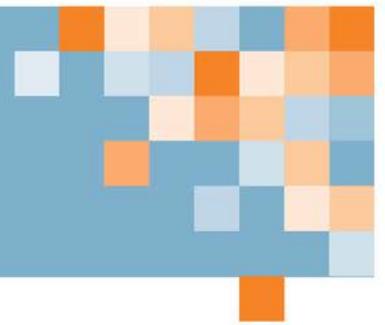
(1) ITA program revisions to Welder C (January 2014) and Hairstylist (April 2016), now categorize registrations as Foundation participants. ITA has improved its methodology (September 2015) to track youth participating in trades training programs and as a result, participants in the Youth Train in Trades (formerly ACE IT) program are no longer included in the Apprentice registrations count.

(2) Successful completers of Foundation Programs, from all designated Foundation Program providers, are issued a Certificate of Completion and receive credit towards an apprenticeship.

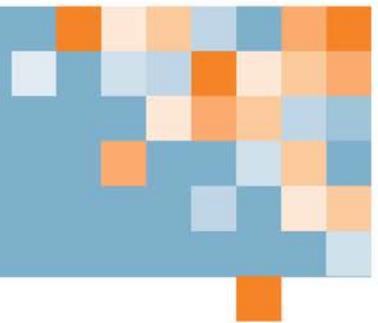


Active Apprenticeships by Industry Training Program As of December 31, 2016

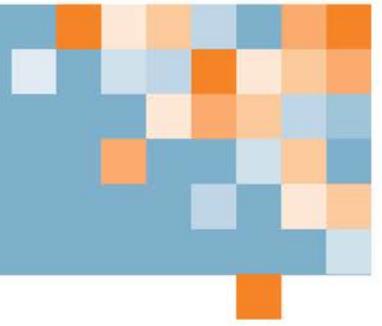
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth Work in Trades Apprenticeships ¹
Aircraft Maintenance Technician	161	2
Aircraft Structural Technician	59	-
Appliance Service Technician	56	3
Arborist Technician	46	1
Architectural Sheet Metal Worker	204	3
Asphalt Paving/Laydown Technician	25	-
Automotive Glass Technician	134	6
Automotive Painter (Automotive Refinishing Technician)	36	-
Automotive Refinishing Prep Technician	146	18
Automotive Service Technician	2,030	131
Baker	335	18
Boilermaker (Construction Boilermaker)	151	-
Boom Truck Operator - Folding Boom unlimited tonnage	1	-
Boom Truck Operator - Stiff Boom unlimited tonnage	7	-
Bricklayer (Mason)	128	12
Cabinetmaker (Joiner)	298	27
Carpenter	4,803	314
Climbing Arborist	5	-
Concrete Finisher (Cement Mason)	103	3
Construction Craft Worker (Labourer)	226	2
Construction Electrician	7,565	256
Cook	6	-
Dairy Production Technician	117	108
Diesel Engine Mechanic	57	3
Domestic/Commercial Gasfitter (Class B)	300	9



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth Work in Trades Apprenticeships ¹
Drywall Finisher	59	4
Electric Motor System Technician (Winder Electrician)	34	-
Embalmer	2	-
Embalmer and Funeral Director	54	-
Floor Covering Installer	63	4
Funeral Director	15	-
Gasfitter (Class A)	15	-
Glazier	256	4
Hairstylist	743	98
Heating Technician	5	2
Heavy Duty Equipment Technician	1,337	102
Heavy Equipment Operator	273	11
Inboard/Outboard Mechanic	21	-
Industrial Electrician	227	2
Industrial Mechanic (Millwright)	1,249	34
Instrumentation and Control Technician (Industrial Instrument Mechanic)	282	2
Insulator (Heat and Frost) (Heat & Frost Insulator)	173	1
Ironworker (Generalist)	192	2
Ironworker (Reinforcing)	54	3
Landscape Horticulturist	257	18
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	213	2
Locksmith	12	-
Lumber Manufacturing Industry - Benchperson	1	-
Machinist	310	16
Marine Fitter	1	-
Marine Mechanical Technician	55	3
Marine Service Technician	85	1
Meatcutter	110	15



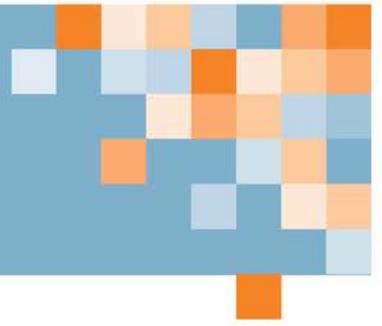
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth Work in Trades Apprenticeships ¹
Metal Fabricator (Fitter)	468	32
Mobile Crane Operator	2	-
Mobile Crane Operator - Hydraulic 80 tonnes and under	30	-
Mobile Crane Operator - Hydraulic unlimited tonnage	9	-
Mobile Crane Operator - Lattice Boom Friction Crane	93	-
Mobile Crane Operator - Lattice Boom Hydraulic Crane	1	-
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	348	32
Motorcycle Mechanic	95	5
Painter And Decorator	357	14
Parts and Warehousing Person 1	88	20
Partsperson	47	-
Petroleum Equipment Installer	7	-
Petroleum Equipment Service Technician	14	-
Piledriver And Bridgeworker	111	-
Plumber	3,196	143
Power Line Technician	255	2
Production Horticulturist	91	73
Professional Cook	2,620	280
Railway Car Technician	1	-
Recreation Vehicle Service Technician	71	3
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	996	19
Residential Building Maintenance Worker	12	-
Residential Steep Roofer	38	-
Rig Technician	256	-
Roofer (Roofer, Damp and Waterproofing)	439	17
Saw Filer	121	1
Security Systems Technician	110	1
Sheet Metal Worker	722	15



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth Work in Trades Apprenticeships ¹
Sprinkler System Installer	361	8
Steamfitter-Pipefitter	662	3
Tilesetter	17	3
Tower Crane Operator	30	-
Transport Trailer Technician	26	1
Truck and Transport Mechanic	728	48
Utility Arborist	140	5
Water Well Driller	8	3
Welder	1,164	87
Grand Total	36,831	2,055

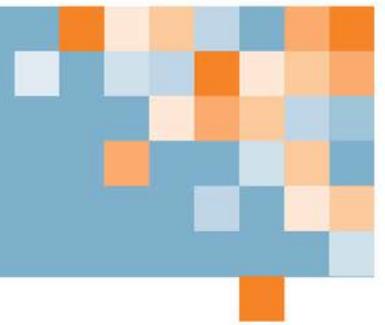
Note:

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 Train in Trades (formerly ACE IT) program will no longer register as youth apprenticeships. Youth Train in Trades apprenticeships will be phased out and the Number of Active Youth Apprenticeships will continue to represent Youth Work in Trades (formerly SSA) apprenticeships.

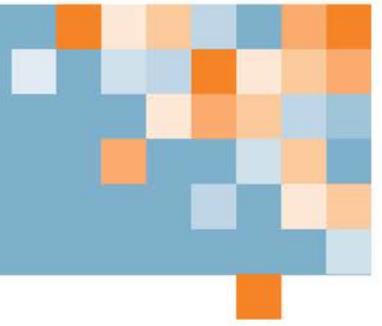


New Apprenticeship Registrations by Industry Training Program
Fiscal* 2016/17 – Registered December, 2016

Industry Training Program	Number of New Apprenticeships
Aircraft Maintenance Technician	12
Arborist Technician	4
Architectural Sheet Metal Worker	12
Automotive Glass Technician	3
Automotive Painter (Automotive Refinishing Technician)	4
Automotive Refinishing Prep Technician	11
Automotive Service Technician	36
Baker	17
Bricklayer (Mason)	4
Cabinetmaker (Joiner)	8
Carpenter	128
Climbing Arborist	1
Construction Craft Worker (Labourer)	9
Construction Electrician	144
Dairy Production Technician	14
Diesel Engine Mechanic	3
Domestic/Commercial Gasfitter (Class B)	15
Drywall Finisher	3
Floor Covering Installer	3
Gasfitter (Class A)	2
Glazier	10
Hairstylist	11
Heavy Duty Equipment Technician	39
Heavy Equipment Operator	9



Industry Training Program	Number of New Apprenticeships
Industrial Electrician	3
Industrial Mechanic (Millwright)	19
Insulator (Heat and Frost) (Heat & Frost Insulator)	8
Ironworker (Generalist)	11
Ironworker (Reinforcing)	1
Landscape Horticulturist	10
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	4
Locksmith	1
Machinist	7
Marine Mechanical Technician	1
Marine Service Technician	1
Meatcutter	5
Metal Fabricator (Fitter)	10
Mobile Crane Operator	2
Mobile Crane Operator - Hydraulic 80 tonnes and under	3
Mobile Crane Operator - Hydraulic unlimited tonnage	1
Mobile Crane Operator - Lattice Boom Friction Crane	1
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	21
Painter And Decorator	14
Parts and Warehousing Person 1	5
Partsperson	3
Piledriver And Bridgeworker	3
Plumber	65
Power Line Technician	7
Production Horticulturist	4
Professional Cook	114
Recreation Vehicle Service Technician	1
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	9



Industry Training Program	Number of New Apprenticeships
Residential Steep Roofer	2
Rig Technician	1
Roofer (Roofer, Damp and Waterproof)	12
Saw Filer	2
Security Systems Technician	7
Sheet Metal Worker	31
Sprinkler System Installer	8
Steamfitter-Pipefitter	8
Tiler	1
Tower Crane Operator	2
Transport Trailer Technician	1
Truck and Transport Mechanic	13
Welder	36
Grand Total	960

* April 1 – March 31