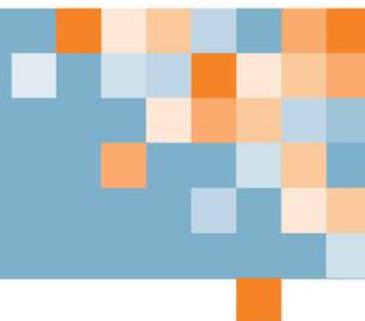




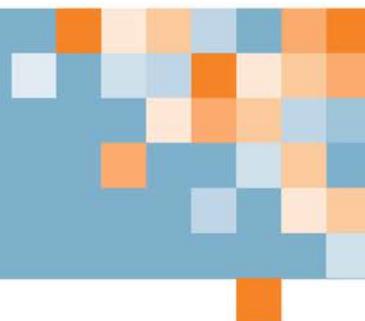
# ITA Performance Measurement Report

Updated to March 31, 2016



## Service Plan Performance Indicators – March 31, 2016

Measure	2012/13 Results	2013/14 Results	2014/15 Results	2015/16 Service Plan Target	2015/16 Results
<b>Goal 1: Demonstrate increased industry engagement in skills training and number of employers sponsoring apprentices</b>					
Sponsor Value Index <sup>(1)</sup>	76	77	77	79	78
Total Registered Sponsors <sup>(2)</sup>	9,188	9,548	9,958	10,500	10,298
<b>Goal 2: Align funding for apprenticeship training investments and services to meet labour market needs and jobs in demand</b>					
Percentage of ITA Funded Foundation Seats in Top 10 In-Demand Trades <sup>(3)</sup>	72% (2013/14)	72%	72%	74%	72%
Number of Credentials Issued	8,042	7,059	7,514	7,560	7,640
<b>Goal 3: Align policies and programs to support the implementation of provincial and Pan-Canadian initiatives, including apprentice harmonization and mobility across Canada.</b>					
Implementation of Harmonized Red Seal Trades <sup>(4)</sup>	n/a	n/a	n/a	100%	100 % of preparatory work completed
<b>Goal 4: Demonstrate improved outcomes including completion rates and transition to employment for youth, adults and under-represented groups.</b>					
Satisfaction with ITA Credentials <sup>(5)</sup>					
- Employers	78	77	79	79	80
- Credential holders	86	84	85	86	83
Continuation from Foundation to Apprenticeship <sup>(6)</sup>	51%	54%	57%	56%	53%
<b>Miscellaneous Measures</b>					
Total Registered Participants:	38,633	41,283	43,370	-	44,407
- Adult Apprenticeships	31,703	33,487	34,934	-	35,016
- Youth Apprenticeships (SSA) <sup>(7)</sup>	3,338	4,247	4,497	-	2,176
- Youth Program Participants	n/a	n/a	n/a	-	2,762



Measure	2012/13 Results	2013/14 Results	2014/15 Results	2015/16 Service Plan Target	2015/16 Results
- Foundation Participants	3,592	3,549	3,939	-	4,656
Capacity Utilization <sup>(8)</sup>	89.6%	90.5%	90.2%	-	91.3%
Apprenticeship Completion Rate (Cohort 2009/10) <sup>(9)</sup>	33%	33%	33%	-	40%
Apprenticeship training spaces purchased	19,186	19,895	20,137	-	20,287

**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)** 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.

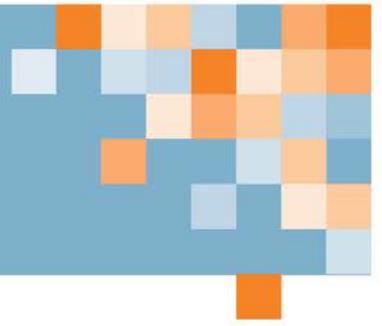
**(5)** Is an indication of the value attached to the primary system outcome by its two customer groups. Survey based measurement on a 100-point index.

**(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

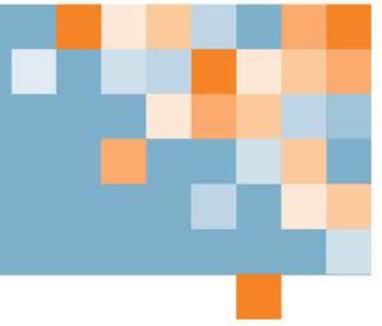
	Month Total	Year to Date Total
Fiscal 2012/13 *		15,461
Fiscal 2013/14 *		15,482
Fiscal 2014/15 *		15,648
April 2015	923	923
May 2015	1,186	2,109
June 2015	1,207	3,316
July 2015	1,000	4,316
August 2015	984	5,300
September 2015	1,183	6,483
October 2015	1,203	7,686
November 2015	1,019	8,705
December 2015	960	9,665
January 2016	1,216	10,881
February 2016	1,081	11,962
March 2016	1,278	13,240

## Credentials Awarded

Year-to-Date	Certificate of Qualification		Certificate of Completion	Total
	Completed Industry Training Program	Challengers	Foundation <sup>(1)</sup>	
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 March 31, 2016	6,058	1,582	6,628	14,268

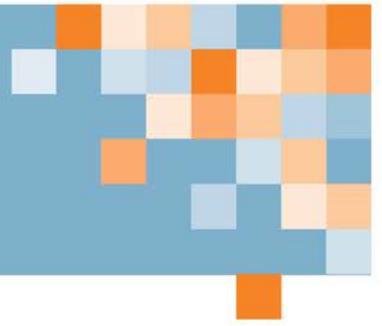
\* APRIL 1 – MARCH 31

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

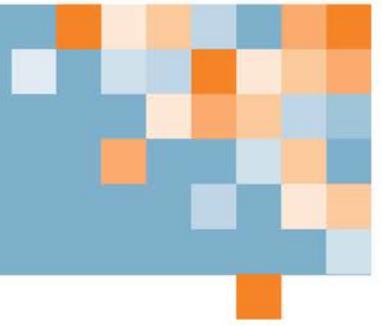


## Active Apprenticeships by Industry Training Program As of March 31, 2016

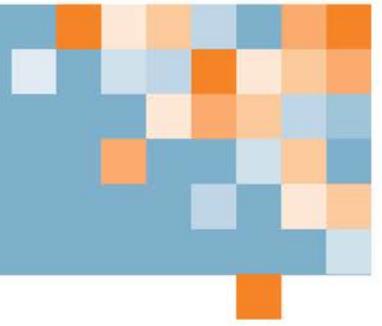
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships <sup>1</sup>
Aircraft Maintenance Technician	170	3
Aircraft Structural Technician	70	-
Appliance Service Technician	60	2
Arborist Technician	41	-
Architectural Sheet Metal Worker	220	3
Asphalt Paving/Laydown Technician	34	-
Automotive Glass Technician	115	5
Automotive Painter (Automotive Refinishing Technician)	46	-
Automotive Refinishing Prep Technician	157	20
Automotive Service Technician	2,175	138
Baker	299	19
Boilermaker (Construction Boilermaker)	142	-
Boom Truck Operator - Folding Boom unlimited tonnage	1	-
Boom Truck Operator - Stiff Boom unlimited tonnage	12	-
Bricklayer (Mason)	165	8
Cabinetmaker (Joiner)	335	27
Carpenter	4,492	323
Climbing Arborist	8	-
Concrete Finisher (Cement Mason)	54	3
Construction Craft Worker (Labourer)	294	15
Construction Electrician	7,531	259
Cook	8	-
Dairy Production Technician	122	106
Dairy Production Technician 2	1	-
Diesel Engine Mechanic	81	2



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships <sup>1</sup>
Domestic/Commercial Gasfitter (Class B)	300	10
Drywall Finisher	44	7
Electric Motor System Technician (Winder Electrician)	28	-
Embalmer	2	-
Embalmer and Funeral Director	46	-
Floor Covering Installer	54	2
Funeral Director	10	-
Gasfitter (Class A)	18	-
Glazier	274	6
Hairstylist	970	106
Heating Technician	12	2
Heavy Duty Equipment Technician	1,463	99
Heavy Equipment Operator	379	15
Inboard/Outboard Mechanic	22	-
Industrial Electrician	181	1
Industrial Mechanic (Millwright)	1,317	37
Instrumentation and Control Technician (Industrial Instrument Mechanic)	339	5
Insulator (Heat and Frost) (Heat & Frost Insulator)	188	1
Ironworker (Generalist)	237	4
Ironworker (Reinforcing)	67	4
Landscape Horticulturist	269	17
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	220	3
Locksmith	20	1
Lumber Manufacturing Industry - Benchperson	1	-
Machinist	318	15
Marine Fitter	14	-
Marine Mechanical Technician	40	2
Marine Service Technician	76	-



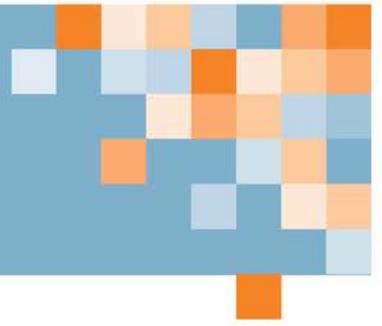
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships <sup>1</sup>
Meatcutter	120	23
Metal Fabricator (Fitter)	508	39
Mobile Crane Operator - Hydraulic 80 tonnes and under	35	-
Mobile Crane Operator - Hydraulic unlimited tonnage	10	-
Mobile Crane Operator - Lattice Boom Friction Crane	95	-
Mobile Crane Operator - Lattice Boom Hydraulic Crane	11	-
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	312	26
Motorcycle Mechanic	85	5
Painter And Decorator	344	15
Parts and Warehousing Person 1	96	19
Partsperson	67	-
Petroleum Equipment Installer	6	-
Petroleum Equipment Service Technician	15	-
Piledriver And Bridgeworker	98	-
Plumber	3,054	145
Power Line Technician	288	1
Production Horticulturist	95	78
Professional Cook	2,849	335
Railway Car Technician	38	-
Recreation Vehicle Service Technician	65	1
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	936	24
Residential Building Maintenance Worker	16	-
Residential Framing Technician	4	-
Residential Steep Roofer	47	-
Rig Technician	442	-
Roofer (Roofer, Damp and Waterproofing)	434	16
Saw Filer	115	1
Security Systems Technician	93	-
Sheet Metal Worker	655	18



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships <sup>1</sup>
Sprinkler System Installer	352	8
Steamfitter-Pipefitter	760	4
Tilesetter	20	2
Tool and Die Maker	2	-
Tower Crane Operator	41	-
Transport Trailer Technician	24	1
Truck and Transport Mechanic	735	53
Utility Arborist	135	3
Water Well Driller	6	2
Welder	1,345	87
<b>Grand Total</b>	<b>37,895</b>	<b>2,176</b>

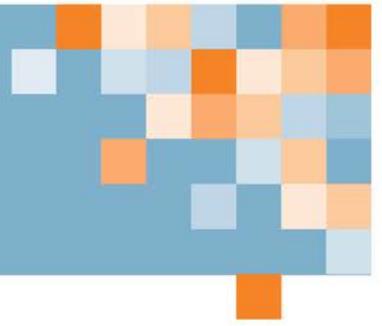
**Note:**

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.

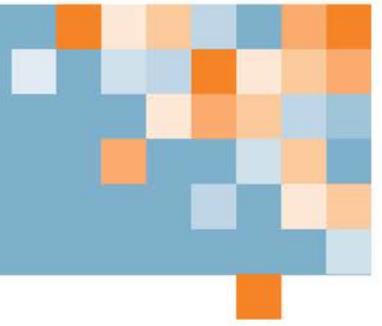


New Apprenticeship Registrations by Industry Training Program  
Fiscal\* 2015/16 – Registered March, 2016

Industry Training Program	Number of New Apprenticeships
Aircraft Maintenance Technician	7
Aircraft Structural Technician	3
Arborist Technician	1
Architectural Sheet Metal Worker	4
Asphalt Paving/Laydown Technician	1
Automotive Glass Technician	7
Automotive Painter (Automotive Refinishing Technician)	2
Automotive Refinishing Prep Technician	8
Automotive Service Technician	56
Baker	5
Bricklayer (Mason)	1
Cabinetmaker (Joiner)	4
Carpenter	161
Concrete Finisher (Cement Mason)	1
Construction Craft Worker (Labourer)	29
Construction Electrician	194
Cook	1
Dairy Production Technician	3
Domestic/Commercial Gasfitter (Class B)	11
Drywall Finisher	1
Electric Motor System Technician (Winder Electrician)	1
Gasfitter (Class A)	1
Glazier	4
Hairstylist	51



Industry Training Program	Number of New Apprenticeships
Heavy Duty Equipment Technician	37
Heavy Equipment Operator	16
Inboard/Outboard Mechanic	1
Industrial Electrician	8
Industrial Mechanic (Millwright)	36
Instrumentation and Control Technician (Industrial Instrument Mechanic)	7
Insulator (Heat and Frost) (Heat & Frost Insulator)	2
Ironworker (Generalist)	5
Ironworker (Reinforcing)	3
Landscape Horticulturist	6
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	12
Locksmith	2
Machinist	9
Marine Service Technician	2
Meatcutter	4
Metal Fabricator (Fitter)	8
Mobile Crane Operator - Hydraulic 80 tonnes and under	2
Mobile Crane Operator - Lattice Boom Friction Crane	1
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	21
Painter And Decorator	7
Parts and Warehousing Person 1	9
Partsperson	9
Petroleum Equipment Installer	1
Piledriver And Bridgeworker	1
Plumber	107
Power Line Technician	15
Professional Cook	167
Recreation Vehicle Service Technician	6



Industry Training Program	Number of New Apprenticeships
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	27
Residential Steep Roofer	3
Rig Technician	2
Roofer (Roofer, Damp and Waterproof)	9
Saw Filer	3
Security Systems Technician	5
Sheet Metal Worker	22
Sprinkler System Installer	12
Steamfitter-Pipefitter	18
Tower Crane Operator	3
Truck and Transport Mechanic	21
Utility Arborist	5
Welder	87
<b>Grand Total</b>	<b>1,278</b>

\* April 1 – March 31