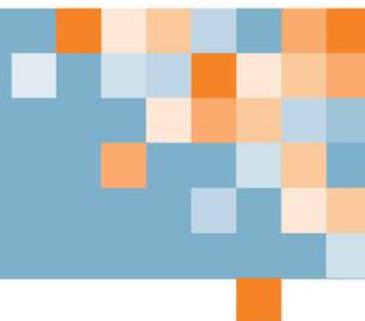




# ITA Performance Measurement Report

Updated to May 31, 2016



## Service Plan Performance Indicators – May 31, 2016

Measure	2013/14 Results	2014/15 Results	2015/16 Results	2016/17 Service Plan Target	2016/17 YTD Results
<b>Goal 1: Demonstrate increased industry engagement in skills training and an increased number of employers sponsoring apprentices.</b>					
Total Registered Sponsors <sup>(1)</sup>	9,548	9,958	10,298	10,500	10,247
Sponsor Value Index <sup>(2)</sup>	77	77	78	80	Reported March 2017
<b>Goal 2: Demonstrate improved completion rates and transition to employment for youth, adults and under-represented groups.</b>					
Continuation from Foundation to Apprenticeship <sup>(3)</sup>	54%	57%	53%	58%	51%
Number of Credentials Issued	7,059	7,514	7,640	7,938	1,483
Satisfaction with ITA Credentials: <sup>(2)</sup>					
- Employers	77	79	80	80	Reported March 2017
- Credential Holders	84	85	83	86	Reported March 2017
<b>Goal 3: Align policies and programs to support the implementation of provincial and Pan-Canadian apprentice harmonization and mobility.</b>					
100% Implementation of CCDA Harmonized Trades <sup>(4)</sup>	n/a	n/a	100% of preparatory work completed	100%	Reported March 2017
<b>Goal 4: Funding for apprenticeship training investments and services meets labour market needs and jobs in demand.</b>					
Percentage of ITA-funded Foundation seats in top in-demand trades <sup>(5)</sup>	72%	72%	72%	76%	71%
<b>Miscellaneous Measures</b>					
Total Registered Participants: (Foundation 2016/17 YTD Results not included until March 2017)	41,283	43,370	44,407	-	39,306
- Adult Apprenticeships	33,487	34,934	35,016	-	34,775
- Youth Apprenticeships (SSA) <sup>(6)</sup>	4,247	4,497	2,176	-	2,191

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	-	2,526
- Foundation Participants	3,549	3,939	4,656	-	Reported March 2017
Capacity Utilization <sup>(7)</sup>	90.5%	90.2%	91.3%	-	Reported March 2017
Apprenticeship Completion Rate (Cohort 2010/11) <sup>(8)</sup>	33%	33%	40%	-	Reported June 2016
Apprenticeship training spaces purchased	19,895	20,137	20,287	-	20,517

**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 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.

**(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 Secondary School Apprenticeship (SSA) and Accelerated Credit Enrolment in Industry Training (ACE IT) programs, ITA will begin separate measuring of continuation rates from youth programs to apprenticeship, and will add this as a performance measure in the 2017/18 Service Plan.

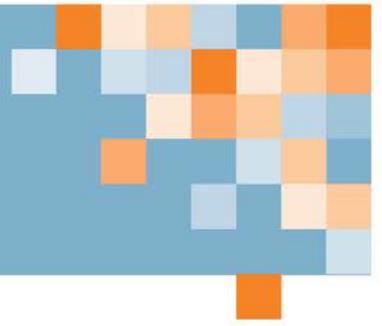
**(4)** Work to harmonize Phase 1 Red Seal trades was significantly completed in 2015/16 in most jurisdictions. Implementation is scheduled to begin September 2016 as directed by the Forum of Labour Market Ministers.

**(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 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<sup>(1)</sup>

	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

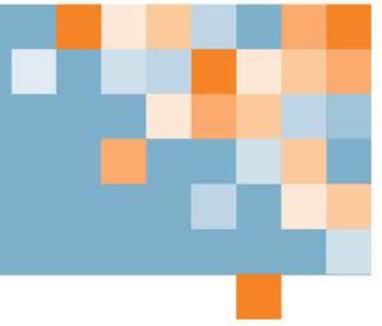
### Credentials Awarded

Year-to-Date	Certificate of Qualification		Certificate of Completion	Total
	Completed Industry Training Program	Challengers	Foundation <sup>(2)</sup>	
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 May 31, 2016	1,176	307	1,380	2,863

\* APRIL 1 – MARCH 31

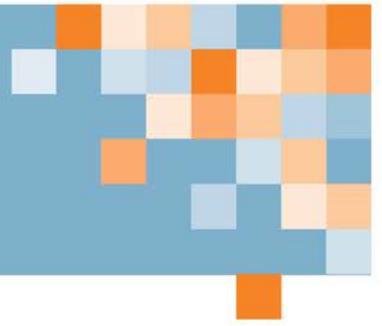
(1) ITA program revisions to Welder C (January 2014) and Hairstylist (April 2016), now categorize registrations as Foundation participants. ITA has improved its methodology (September 2015) to track youth participating in trades training programs and as a result, participants in the youth ACE IT program 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.

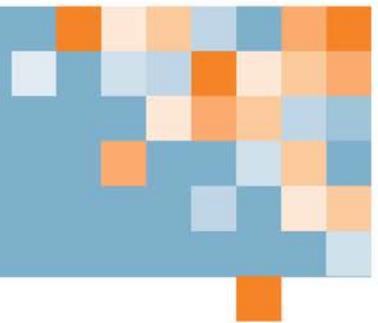


## Active Apprenticeships by Industry Training Program As of May 31, 2016

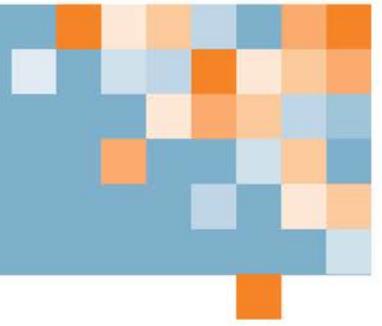
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships <sup>1</sup>
Aircraft Maintenance Technician	171	3
Aircraft Structural Technician	69	-
Appliance Service Technician	60	3
Arborist Technician	37	1
Architectural Sheet Metal Worker	201	3
Asphalt Paving/Laydown Technician	38	-
Automotive Glass Technician	114	5
Automotive Painter (Automotive Refinishing Technician)	40	-
Automotive Refinishing Prep Technician	159	20
Automotive Service Technician	2,159	150
Baker	304	18
Boilermaker (Construction Boilermaker)	149	-
Boom Truck Operator - Folding Boom unlimited tonnage	2	-
Boom Truck Operator - Stiff Boom unlimited tonnage	9	-
Bricklayer (Mason)	158	7
Cabinetmaker (Joiner)	315	25
Carpenter	4,503	330
Climbing Arborist	7	-
Concrete Finisher (Cement Mason)	98	4
Construction Craft Worker (Labourer)	313	16
Construction Electrician	7,527	265
Cook	7	-
Dairy Production Technician	115	106
Diesel Engine Mechanic	77	1
Domestic/Commercial Gasfitter (Class B)	293	11



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships <sup>1</sup>
Drywall Finisher	44	6
Electric Motor System Technician (Winder Electrician)	28	-
Embalmer	2	-
Embalmer and Funeral Director	45	-
Floor Covering Installer	55	2
Funeral Director	11	-
Gasfitter (Class A)	16	-
Glazier	260	6
Hairstylist	924	111
Heating Technician	7	2
Heavy Duty Equipment Technician	1,433	104
Heavy Equipment Operator	365	21
Inboard/Outboard Mechanic	21	-
Industrial Electrician	196	-
Industrial Mechanic (Millwright)	1,314	36
Instrumentation and Control Technician (Industrial Instrument Mechanic)	331	5
Insulator (Heat and Frost) (Heat & Frost Insulator)	176	1
Ironworker (Generalist)	227	3
Ironworker (Reinforcing)	66	4
Landscape Horticulturist	253	17
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	221	4
Locksmith	18	-
Lumber Manufacturing Industry - Benchperson	1	-
Machinist	309	14
Marine Fitter	14	-
Marine Mechanical Technician	41	2
Marine Service Technician	78	-
Meatcutter	111	20



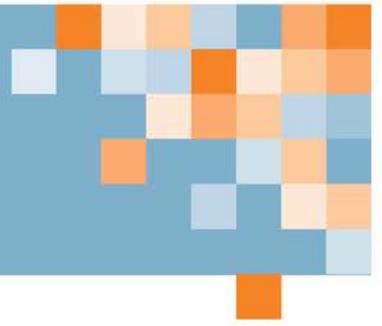
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships <sup>1</sup>
Metal Fabricator (Fitter)	489	37
Mobile Crane Operator - Hydraulic 80 tonnes and under	36	-
Mobile Crane Operator - Hydraulic unlimited tonnage	11	-
Mobile Crane Operator - Lattice Boom Friction Crane	108	-
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	310	31
Motorcycle Mechanic	85	4
Painter And Decorator	330	14
Parts and Warehousing Person 1	88	18
Partsperson	61	-
Petroleum Equipment Installer	6	-
Petroleum Equipment Service Technician	15	-
Piledriver And Bridgeworker	99	-
Plumber	3,057	146
Power Line Technician	286	1
Production Horticulturist	95	79
Professional Cook	2,774	317
Railway Car Technician	38	-
Recreation Vehicle Service Technician	68	2
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	939	25
Residential Building Maintenance Worker	15	-
Residential Framing Technician	3	-
Residential Steep Roofer	43	-
Rig Technician	410	-
Roofer (Roofer, Damp and Waterproof)	419	16
Saw Filer	118	1
Security Systems Technician	95	-
Sheet Metal Worker	668	16
Sprinkler System Installer	356	8



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships <sup>1</sup>
Steamfitter-Pipefitter	735	4
Tilesetter	20	2
Tool and Die Maker	1	-
Tower Crane Operator	38	-
Transport Trailer Technician	23	1
Truck and Transport Mechanic	727	54
Utility Arborist	131	3
Water Well Driller	6	3
Welder	1,299	83
<b>Grand Total</b>	<b>37,494</b>	<b>2,191</b>

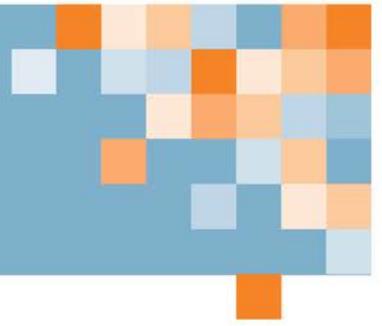
**Note:**

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.

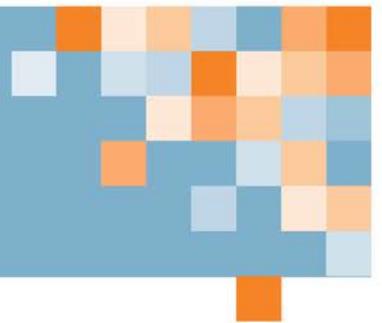


New Apprenticeship Registrations by Industry Training Program  
Fiscal\* 2016/17 – Registered May, 2016

Industry Training Program	Number of New Apprenticeships
Aircraft Maintenance Technician	1
Aircraft Structural Technician	1
Appliance Service Technician	1
Arborist Technician	1
Architectural Sheet Metal Worker	3
Asphalt Paving/Laydown Technician	5
Automotive Glass Technician	3
Automotive Painter (Automotive Refinishing Technician)	2
Automotive Refinishing Prep Technician	7
Automotive Service Technician	75
Baker	12
Boom Truck Operator - Folding Boom unlimited tonnage	1
Bricklayer (Mason)	5
Cabinetmaker (Joiner)	4
Carpenter	130
Concrete Finisher (Cement Mason)	2
Construction Craft Worker (Labourer)	11
Construction Electrician	168
Dairy Production Technician	3
Diesel Engine Mechanic	1
Domestic/Commercial Gasfitter (Class B)	9
Electric Motor System Technician (Winder Electrician)	2
Embalmer and Funeral Director	1
Floor Covering Installer	4



Industry Training Program	Number of New Apprenticeships
Funeral Director	1
Glazier	7
Hairstylist	44
Heavy Duty Equipment Technician	39
Heavy Equipment Operator	10
Industrial Electrician	19
Industrial Mechanic (Millwright)	33
Instrumentation and Control Technician (Industrial Instrument Mechanic)	7
Insulator (Heat and Frost) (Heat & Frost Insulator)	2
Ironworker (Generalist)	3
Ironworker (Reinforcing)	3
Landscape Horticulturist	5
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	14
Locksmith	1
Machinist	2
Marine Mechanical Technician	1
Meatcutter	3
Metal Fabricator (Fitter)	6
Mobile Crane Operator - Hydraulic 80 tonnes and under	2
Mobile Crane Operator - Hydraulic unlimited tonnage	2
Mobile Crane Operator - Lattice Boom Friction Crane	4
Mobile Crane Operator - Lattice Boom Hydraulic Crane	1
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	9
Motorcycle Mechanic	5
Painter And Decorator	14
Parts and Warehousing Person 1	3
Partsperson	7



Industry Training Program	Number of New Apprenticeships
Petroleum Equipment Installer	1
Petroleum Equipment Service Technician	2
Piledriver And Bridgeworker	3
Plumber	70
Power Line Technician	1
Production Horticulturist	3
Professional Cook	99
Recreation Vehicle Service Technician	3
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	25
Residential Steep Roofer	2
Roofer (Roofer, Damp and Waterproof)	19
Saw Filer	4
Security Systems Technician	11
Sheet Metal Worker	26
Sprinkler System Installer	8
Steamfitter-Pipefitter	16
Truck and Transport Mechanic	22
Utility Arborist	3
Water Well Driller	1
Welder	50
<b>Grand Total</b>	<b>1,068</b>

\* April 1 – March 31