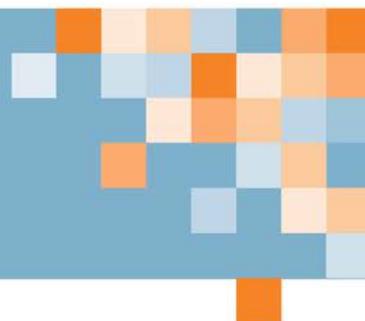


ITA Performance Measurement Report

Updated to November 30, 2016



Service Plan Performance Indicators – November 30, 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	10,305
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	5,041
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	-	38,964
- Adult Apprenticeships	33,487	34,934	35,016	-	34,845
- Youth Apprenticeships (SSA) ⁽⁶⁾	4,247	4,497	2,176	-	2,045

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	-	2,283
- 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%	-	44%
Apprenticeship training spaces purchased	19,895	20,137	20,287	-	20,909

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, which will be reported through a separate Youth report.

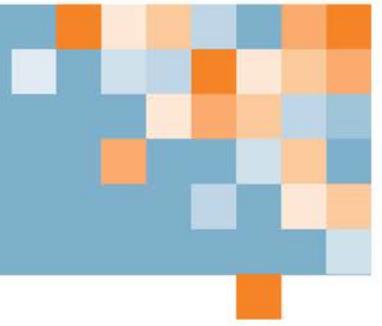
(4) Work to harmonize Phase 1 Red Seal trades was significantly completed in 2015/16 in most jurisdictions. Implementation is scheduled to begin September 2016 as directed by the Forum of Labour Market Ministers.

(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 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

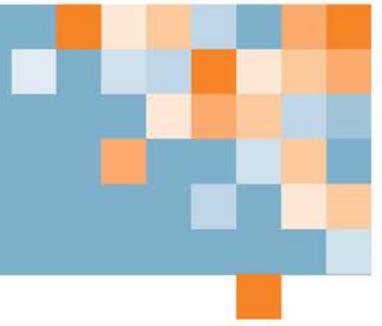
Credentials Awarded

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 November 30, 2016	3,971	1,070	5,153	10,194

* APRIL 1 – MARCH 31

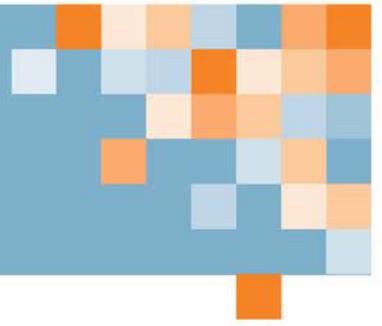
(1) ITA program revisions to Welder C (January 2014) and Hairstylist (April 2016), now categorize registrations as Foundation participants. ITA has improved its methodology (September 2015) to track youth participating in trades training programs and as a result, participants in the youth ACE IT program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

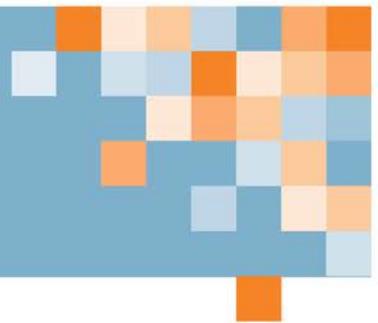


Active Apprenticeships by Industry Training Program As of November 30, 2016

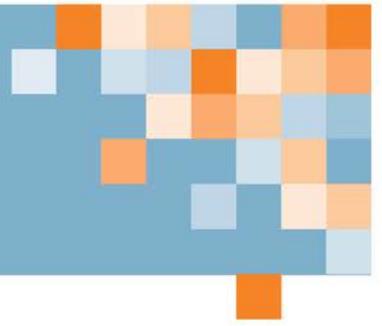
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Aircraft Maintenance Technician	157	2
Aircraft Structural Technician	59	-
Appliance Service Technician	67	3
Arborist Technician	43	1
Architectural Sheet Metal Worker	203	3
Asphalt Paving/Laydown Technician	25	-
Automotive Glass Technician	133	6
Automotive Painter (Automotive Refinishing Technician)	33	-
Automotive Refinishing Prep Technician	140	19
Automotive Service Technician	2,060	133
Baker	338	15
Boilermaker (Construction Boilermaker)	150	-
Boom Truck Operator - Folding Boom unlimited tonnage	2	-
Boom Truck Operator - Stiff Boom unlimited tonnage	7	-
Bricklayer (Mason)	127	10
Cabinetmaker (Joiner)	304	26
Carpenter	4,756	312
Climbing Arborist	4	-
Concrete Finisher (Cement Mason)	104	3
Construction Craft Worker (Labourer)	244	2
Construction Electrician	7,533	250
Cook	7	-
Dairy Production Technician	110	100
Diesel Engine Mechanic	56	2
Domestic/Commercial Gasfitter (Class B)	292	8



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Drywall Finisher	56	4
Electric Motor System Technician (Winder Electrician)	34	-
Embalmer	2	-
Embalmer and Funeral Director	55	-
Floor Covering Installer	63	4
Funeral Director	15	-
Gasfitter (Class A)	17	-
Glazier	253	4
Hairstylist	801	102
Heating Technician	5	2
Heavy Duty Equipment Technician	1,324	100
Heavy Equipment Operator	271	14
Inboard/Outboard Mechanic	21	-
Industrial Electrician	230	2
Industrial Mechanic (Millwright)	1,251	36
Instrumentation and Control Technician (Industrial Instrument Mechanic)	288	2
Insulator (Heat and Frost) (Heat & Frost Insulator)	172	1
Ironworker (Generalist)	185	2
Ironworker (Reinforcing)	56	3
Landscape Horticulturist	255	21
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	223	2
Locksmith	12	-
Lumber Manufacturing Industry - Benchperson	1	-
Machinist	315	13
Marine Fitter	2	-
Marine Mechanical Technician	55	3
Marine Service Technician	84	1
Meatcutter	110	18



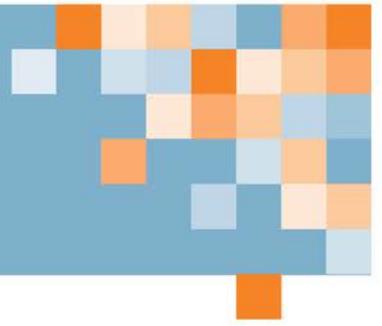
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Metal Fabricator (Fitter)	464	31
Mobile Crane Operator - Hydraulic 80 tonnes and under	30	-
Mobile Crane Operator - Hydraulic unlimited tonnage	8	-
Mobile Crane Operator - Lattice Boom Friction Crane	95	-
Mobile Crane Operator - Lattice Boom Hydraulic Crane	1	-
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	332	30
Motorcycle Mechanic	95	5
Painter And Decorator	349	15
Parts and Warehousing Person 1	88	17
Partsperson	46	-
Petroleum Equipment Installer	7	-
Petroleum Equipment Service Technician	14	-
Piledriver And Bridgeworker	112	-
Plumber	3,202	141
Power Line Technician	258	2
Production Horticulturist	88	70
Professional Cook	2,702	288
Railway Car Technician	5	-
Recreation Vehicle Service Technician	69	3
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	1,016	21
Residential Building Maintenance Worker	12	-
Residential Framing Technician	2	-
Residential Steep Roofer	39	-
Rig Technician	263	-
Roofer (Roofer, Damp and Waterproofing)	448	17
Saw Filer	124	1
Security Systems Technician	106	1
Sheet Metal Worker	702	14



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth (SSA) Apprenticeships ¹
Sprinkler System Installer	360	8
Steamfitter-Pipefitter	681	3
Tilesetter	15	3
Tower Crane Operator	34	-
Transport Trailer Technician	24	1
Truck and Transport Mechanic	738	50
Utility Arborist	142	5
Water Well Driller	8	3
Welder	1,195	87
Grand Total	36,984	2,045

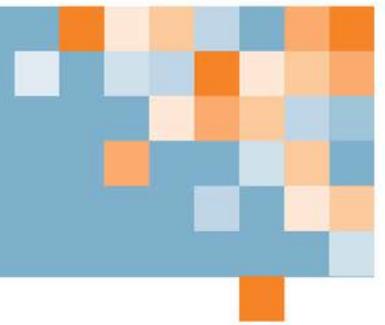
Note:

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 and the Number of Active Youth Apprenticeships will continue to represent SSA apprenticeships.

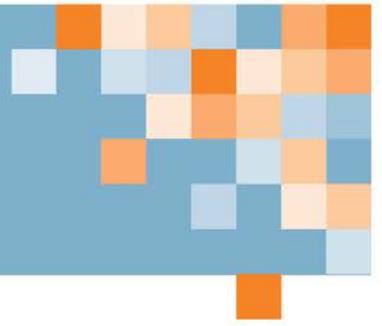


New Apprenticeship Registrations by Industry Training Program
Fiscal* 2016/17 – Registered November, 2016

Industry Training Program	Number of New Apprenticeships
Aircraft Maintenance Technician	5
Arborist Technician	6
Architectural Sheet Metal Worker	2
Automotive Glass Technician	7
Automotive Painter (Automotive Refinishing Technician)	2
Automotive Refinishing Prep Technician	10
Automotive Service Technician	61
Baker	13
Boilermaker (Construction Boilermaker)	16
Bricklayer (Mason)	4
Cabinetmaker (Joiner)	12
Carpenter	172
Concrete Finisher (Cement Mason)	2
Construction Craft Worker (Labourer)	6
Construction Electrician	217
Dairy Production Technician	10
Diesel Engine Mechanic	2
Domestic/Commercial Gasfitter (Class B)	19
Drywall Finisher	1
Floor Covering Installer	6
Gasfitter (Class A)	4
Glazier	9
Hairstylist	35
Heavy Duty Equipment Technician	30



Industry Training Program	Number of New Apprenticeships
Heavy Equipment Operator	1
Industrial Electrician	11
Industrial Mechanic (Millwright)	35
Instrumentation and Control Technician (Industrial Instrument Mechanic)	3
Insulator (Heat and Frost) (Heat & Frost Insulator)	6
Ironworker (Generalist)	3
Ironworker (Reinforcing)	1
Landscape Horticulturist	8
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	11
Machinist	14
Marine Mechanical Technician	2
Marine Service Technician	10
Meatcutter	5
Metal Fabricator (Fitter)	15
Mobile Crane Operator - Hydraulic 80 tonnes and under	3
Mobile Crane Operator - Hydraulic unlimited tonnage	1
Mobile Crane Operator - Lattice Boom Friction Crane	1
Mobile Crane Operator - Lattice Boom Hydraulic Crane	1
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	11
Motorcycle Mechanic	10
Painter And Decorator	14
Parts and Warehousing Person 1	3
Partsperson	6
Piledriver And Bridgeworker	3
Plumber	94
Power Line Technician	2
Production Horticulturist	2
Professional Cook	161



Industry Training Program	Number of New Apprenticeships
Recreation Vehicle Service Technician	1
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	14
Rig Technician	2
Roofer (Roofer, Damp and Waterproofer)	28
Saw Filer	3
Security Systems Technician	6
Sheet Metal Worker	42
Sprinkler System Installer	21
Steamfitter-Pipefitter	24
Tower Crane Operator	2
Transport Trailer Technician	1
Truck and Transport Mechanic	14
Utility Arborist	6
Welder	65
Grand Total	1,317

* April 1 – March 31