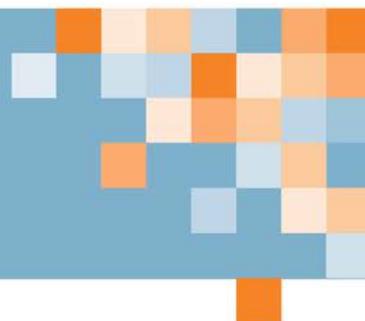




ITA Performance Measurement Report

Updated to September 30, 2016



Service Plan Performance Indicators – September 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 | 10,202 |
| 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% | 49% |
| Number of Credentials Issued | 7,059 | 7,514 | 7,640 | 7,938 | 3,872 |
| 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% | 71% |
| Miscellaneous Measures | | | | | |
| Total Registered Participants: (Foundation 2016/17 YTD Results not included until March 2017) | 41,283 | 43,370 | 44,407 | - | 38,810 |
| - Adult Apprenticeships | 33,487 | 34,934 | 35,016 | - | 34,644 |
| - Youth Apprenticeships (SSA) ⁽⁶⁾ | 4,247 | 4,497 | 2,176 | - | 1,934 |

| 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 | - | 2,417 |
| - 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 | - | 20,891 |

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.

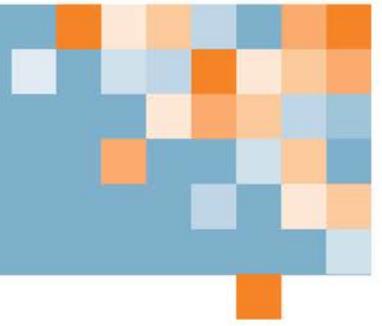
(4) Work to harmonize Phase 1 Red Seal trades was significantly completed in 2015/16 in most jurisdictions. Implementation is scheduled to begin September 2016 as directed by the Forum of Labour Market Ministers.

(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 ⁽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 |

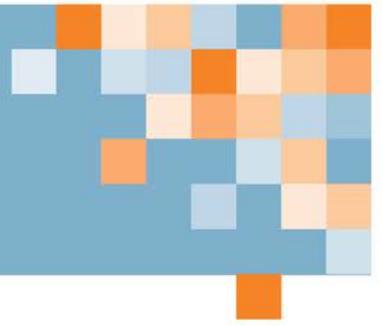
Credentials Awarded

| 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 September 30, 2016 | 3,044 | 828 | 4,378 | 8,250 |

* APRIL 1 – MARCH 31

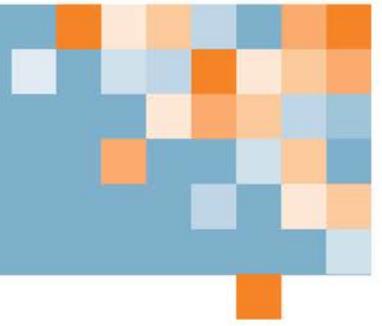
(1) ITA program revisions to Welder C (January 2014) and Hairstylist (April 2016), now categorize registrations as Foundation participants. ITA has improved its methodology (September 2015) to track youth participating in trades training programs and as a result, participants in the youth ACE IT program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

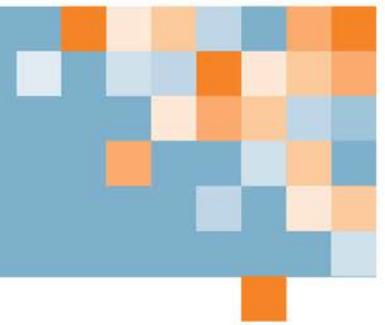


Active Apprenticeships by Industry Training Program As of September 30, 2016

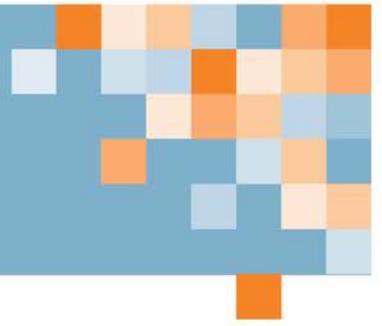
| Industry Training Program | Number of Active Apprenticeships | Number of Active Youth (SSA) Apprenticeships ¹ |
|--|----------------------------------|---|
| Aircraft Maintenance Technician | 151 | 2 |
| Aircraft Structural Technician | 60 | - |
| Appliance Service Technician | 66 | 3 |
| Arborist Technician | 36 | 1 |
| Architectural Sheet Metal Worker | 198 | 3 |
| Asphalt Paving/Laydown Technician | 42 | - |
| Automotive Glass Technician | 119 | 5 |
| Automotive Painter (Automotive Refinishing Technician) | 40 | - |
| Automotive Refinishing Prep Technician | 140 | 18 |
| Automotive Service Technician | 2,015 | 125 |
| Baker | 327 | 13 |
| Boilermaker (Construction Boilermaker) | 137 | - |
| Boom Truck Operator - Folding Boom unlimited tonnage | 2 | - |
| Boom Truck Operator - Stiff Boom unlimited tonnage | 8 | - |
| Bricklayer (Mason) | 132 | 8 |
| Cabinetmaker (Joiner) | 293 | 24 |
| Carpenter | 4,632 | 280 |
| Climbing Arborist | 6 | - |
| Concrete Finisher (Cement Mason) | 105 | 3 |
| Construction Craft Worker (Labourer) | 250 | 12 |
| Construction Electrician | 7,510 | 227 |
| Cook | 7 | - |
| Dairy Production Technician | 115 | 104 |
| Diesel Engine Mechanic | 61 | 1 |
| Domestic/Commercial Gasfitter (Class B) | 284 | 8 |



| Industry Training Program | Number of Active Apprenticeships | Number of Active Youth (SSA) Apprenticeships ¹ |
|---|----------------------------------|---|
| Drywall Finisher | 56 | 3 |
| Electric Motor System Technician (Winder Electrician) | 31 | - |
| Embalmer | 2 | - |
| Embalmer and Funeral Director | 60 | - |
| Floor Covering Installer | 58 | 4 |
| Funeral Director | 18 | - |
| Gasfitter (Class A) | 13 | - |
| Glazier | 253 | 5 |
| Hairstylist | 816 | 99 |
| Heating Technician | 6 | 2 |
| Heavy Duty Equipment Technician | 1,367 | 88 |
| Heavy Equipment Operator | 282 | 21 |
| Inboard/Outboard Mechanic | 22 | - |
| Industrial Electrician | 217 | 1 |
| Industrial Mechanic (Millwright) | 1,253 | 35 |
| Instrumentation and Control Technician (Industrial Instrument Mechanic) | 310 | 2 |
| Insulator (Heat and Frost) (Heat & Frost Insulator) | 165 | 1 |
| Ironworker (Generalist) | 204 | 2 |
| Ironworker (Reinforcing) | 61 | 3 |
| Landscape Horticulturist | 251 | 19 |
| Lather (Interior Systems Mechanic) (Wall & Ceiling Installer) | 220 | 2 |
| Locksmith | 17 | - |
| Lumber Manufacturing Industry - Benchperson | 1 | - |
| Machinist | 314 | 12 |
| Marine Fitter | 2 | - |
| Marine Mechanical Technician | 56 | 2 |
| Marine Service Technician | 76 | - |
| Meatcutter | 109 | 17 |



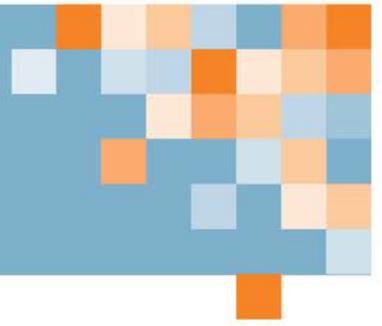
| Industry Training Program | Number of Active Apprenticeships | Number of Active Youth (SSA) Apprenticeships ¹ |
|--|----------------------------------|---|
| Metal Fabricator (Fitter) | 463 | 27 |
| Mobile Crane Operator - Hydraulic 80 tonnes and under | 28 | - |
| Mobile Crane Operator - Hydraulic unlimited tonnage | 10 | - |
| Mobile Crane Operator - Lattice Boom Friction Crane | 100 | - |
| Mobile Crane Operator - Lattice Boom Hydraulic Crane | 1 | - |
| Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician | 322 | 31 |
| Motorcycle Mechanic | 88 | 3 |
| Painter And Decorator | 347 | 17 |
| Parts and Warehousing Person 1 | 92 | 19 |
| Partsperson | 50 | - |
| Petroleum Equipment Installer | 7 | - |
| Petroleum Equipment Service Technician | 15 | - |
| Piledriver And Bridgeworker | 101 | - |
| Plumber | 3,124 | 123 |
| Power Line Technician | 268 | 1 |
| Production Horticulturist | 98 | 80 |
| Professional Cook | 2,646 | 274 |
| Railway Car Technician | 5 | - |
| Recreation Vehicle Service Technician | 68 | 3 |
| Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic) | 990 | 20 |
| Residential Building Maintenance Worker | 13 | - |
| Residential Framing Technician | 2 | - |
| Residential Steep Roofer | 40 | - |
| Rig Technician | 311 | - |
| Roofer (Roofer, Damp and Waterproofing) | 430 | 15 |
| Saw Filer | 124 | 1 |
| Security Systems Technician | 110 | 1 |
| Sheet Metal Worker | 670 | 15 |



| Industry Training Program | Number of Active Apprenticeships | Number of Active Youth (SSA) Apprenticeships ¹ |
|------------------------------|----------------------------------|---|
| Sprinkler System Installer | 346 | 8 |
| Steamfitter-Pipefitter | 696 | 4 |
| Tilesetter | 16 | 3 |
| Tool and Die Maker | 1 | - |
| Tower Crane Operator | 34 | - |
| Transport Trailer Technician | 25 | 1 |
| Truck and Transport Mechanic | 739 | 52 |
| Utility Arborist | 138 | 3 |
| Water Well Driller | 8 | 3 |
| Welder | 1,172 | 75 |
| Grand Total | 36,674 | 1,934 |

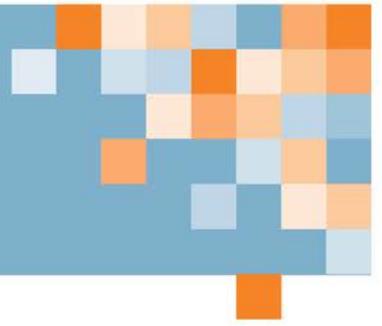
Note:

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

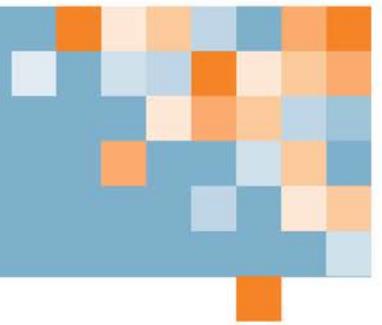


New Apprenticeship Registrations by Industry Training Program
Fiscal* 2016/17 – Registered September, 2016

| Industry Training Program | Number of New Apprenticeships |
|--|-------------------------------|
| Aircraft Maintenance Technician | 8 |
| Aircraft Structural Technician | 1 |
| Arborist Technician | 3 |
| Architectural Sheet Metal Worker | 8 |
| Asphalt Paving/Laydown Technician | 2 |
| Automotive Glass Technician | 3 |
| Automotive Painter (Automotive Refinishing Technician) | 2 |
| Automotive Refinishing Prep Technician | 7 |
| Automotive Service Technician | 67 |
| Baker | 11 |
| Bricklayer (Mason) | 2 |
| Cabinetmaker (Joiner) | 7 |
| Carpenter | 226 |
| Concrete Finisher (Cement Mason) | 2 |
| Construction Craft Worker (Labourer) | 8 |
| Construction Electrician | 259 |
| Dairy Production Technician | 3 |
| Diesel Engine Mechanic | 1 |
| Domestic/Commercial Gasfitter (Class B) | 12 |
| Drywall Finisher | 1 |
| Electric Motor System Technician (Winder Electrician) | 1 |
| Embalmer and Funeral Director | 2 |
| Floor Covering Installer | 5 |
| Funeral Director | 3 |



| Industry Training Program | Number of New Apprenticeships |
|--|-------------------------------|
| Glazier | 12 |
| Hairstylist | 65 |
| Heavy Duty Equipment Technician | 35 |
| Heavy Equipment Operator | 13 |
| Industrial Electrician | 10 |
| Industrial Mechanic (Millwright) | 37 |
| Instrumentation and Control Technician (Industrial Instrument Mechanic) | 7 |
| Insulator (Heat and Frost) (Heat & Frost Insulator) | 4 |
| Ironworker (Generalist) | 1 |
| Landscape Horticulturist | 14 |
| Lather (Interior Systems Mechanic) (Wall & Ceiling Installer) | 8 |
| Machinist | 9 |
| Marine Mechanical Technician | 5 |
| Marine Service Technician | 11 |
| Meatcutter | 4 |
| Metal Fabricator (Fitter) | 8 |
| Mobile Crane Operator - Hydraulic 80 tonnes and under | 4 |
| Mobile Crane Operator - Hydraulic unlimited tonnage | 1 |
| Mobile Crane Operator - Lattice Boom Friction Crane | 2 |
| Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician | 17 |
| Motorcycle Mechanic | 6 |
| Painter And Decorator | 18 |
| Parts and Warehousing Person 1 | 9 |
| Partsperson | 6 |
| Piledriver And Bridgeworker | 2 |
| Plumber | 148 |
| Production Horticulturist | 5 |
| Professional Cook | 263 |
| Recreation Vehicle Service Technician | 2 |



| Industry Training Program | Number of New Apprenticeships |
|--|-------------------------------|
| Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic) | 39 |
| Rig Technician | 1 |
| Roofer (Roofer, Damp and Waterproof) | 21 |
| Saw Filer | 4 |
| Security Systems Technician | 17 |
| Sheet Metal Worker | 31 |
| Sprinkler System Installer | 12 |
| Steamfitter-Pipefitter | 19 |
| Tower Crane Operator | 3 |
| Transport Trailer Technician | 1 |
| Truck and Transport Mechanic | 19 |
| Utility Arborist | 2 |
| Water Well Driller | 3 |
| Welder | 56 |
| Grand Total | 1,598 |

* April 1 – March 31