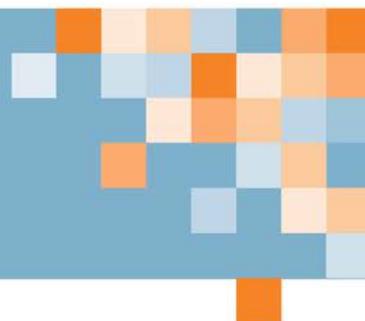




# ITA Performance Measurement Report

Updated to November 30, 2017



## Service Plan Performance Indicators – November 30, 2017

Measure	2014/15 Results	2015/16 Results	2016/17 Results	2017/18 Service Plan Target	2017/18 YTD Results
<b>Goal 1: Improve Quality</b>					
Sponsor Value Index <sup>(1)</sup>	77	78	80	80	Reported March 2018
Satisfaction with ITA Credentials: <sup>(1)</sup>					
- Employers	79	80	80	80	Reported March 2018
- Credential Holders	85	83	83	86	Reported March 2018
<b>Goal 2: Right Skills, Right Place, Right Time</b>					
Continuation from Foundation to Apprenticeship <sup>(2)</sup>	57%	53%	47%	52%	45%
Number of Credentials Issued <sup>(3)</sup>	7,514	7,640	7,756	8,355	4,616
Percentage of ITA-funded Foundation seats in top in-demand trades <sup>(4)</sup>	72%	72%	72%	78%	84%
<b>Goal 3: Innovation and Collaboration</b>					
100% Alignment with CCDA Schedule for Implementation of Harmonized Trades <sup>(5)</sup>	n/a	100% of preparatory work completed	7 BC Trades Harmonized	6 more BC Trades Harmonized	Reported March 2018
<b>Goal 4: Information and Support</b>					
Total Registered Sponsors <sup>(6)</sup>	9,958	10,298	10,406	11,000	10,485
<b>Miscellaneous Measures</b>					
Reporting Apprenticeship Registrations:	39,431	37,895	36,978	-	37,172
Youth Program Registrations: <sup>(7)</sup>	4,497	4,938	6,288	-	6,640
- Youth Work in Trades Registrations	4,497	2,176	2,198	-	2,461

Measure	2014/15 Results	2015/16 Results	2016/17 Results	2017/18 Service Plan Target	2017/18 YTD Results
- ITA Youth Registrations <sup>(8)</sup>	n/a	2,762	4,090	-	4,179
ITA Funded Foundation Program Registrations	4,417	5,157	5,302	-	Reported March 2018
Capacity Utilization <sup>(9)</sup>	90.2%	91.3%	92.2%	-	Reported March 2018
Apprenticeship Completion Rate (Cohort 2011/12) <sup>(10)</sup>	33%	40%	44%	-	45%
Apprenticeship training spaces purchased	20,137	20,287	20,133	-	20,882

**Notes:**

**(1)** Since 2012/13, Sentsis 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.

**(2)** 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. Changes to the welding credentialing model have resulted in a transition from the Certificate of Qualification for Welder Level C to Certificates of Completion for Welder Foundation programs. Beginning in 2015/16, welder foundation participants are included in the continuation rate.

**(3)** Changes to the welding credentialing model have resulted in a transition from the Certificate of Qualification for Welder Level C to Certificates of Completion for Welder Foundation programs. Due to the changes, the 2016/17 results reported in the ITA Annual Service Plan report include welder foundation participants in the 2016/17 actual.

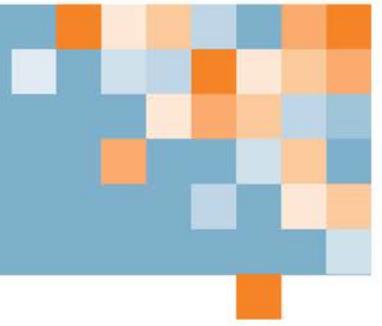
**(4)** List of Foundation programs based on High Opportunity Trades and Sector Advisory Groups' feedback: Automotive Service Technician, Baker, Carpenter, Construction Electrician, Domestic/Commercial Gasfitter (Class B), Heavy Mechanical Trades, Industrial Electrician, Machinist, Metal Fabricator (Fitter), Millwright, Plumber, Refrigeration Mechanic, Sheet Metal Worker, Steamfitter-Pipefitter, Sprinkler System Installer, and Welder.

**(5)** In accordance with the schedule set out by the Canadian Council of Directors of Apprenticeship (CCDA), 66 percent of apprentices in Red Seal trades across the country will be in harmonized training by September 2017, and 90 percent will be in harmonized training by 2020. Target is in line with the Harmonization schedule for implementation of technical training level 1 by agreed upon dates.

**(6)** 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.

**(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 Train in Trades (formerly ACE IT) program will no longer register as youth apprenticeships. Prior year results have not been restated.

**(8)** Youth Programs include Youth Train in Trades (formerly ACE IT), Youth Explore Trades Skills, and Youth Explore Trades Sampler.



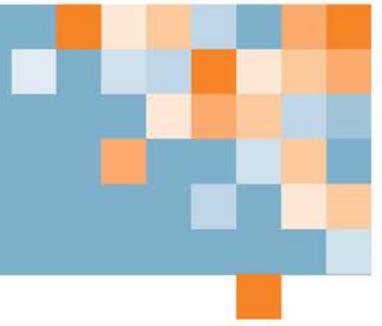
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**(9)** A weighted average of both apprenticeship and foundation program post-secondary seat utilization, reflecting percent of ITA-funded seats filled by registered participants.

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**(10)** 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.

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## New Apprenticeship Registrations <sup>(1)</sup>

	Year to Date Total
Fiscal 2014/15 *	15,648
Fiscal 2015/16 *	13,240
Fiscal 2016/17 *	12,893
Fiscal 2017/18	8,749

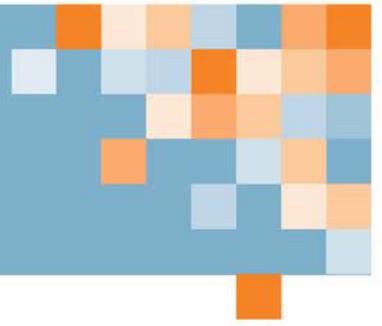
## Credentials Awarded

Year-to-Date	Certificate of Qualification		Certificate of Completion	Total
	Completed Industry Training Program	Challengers	Foundation <sup>(2)</sup>	
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 March 31, 2017	6,217	1,539	6,668	14,424
Fiscal * 2017/18 as of November 30, 2017	3,751	865	4,279	8,895

\* APRIL 1 – MARCH 31

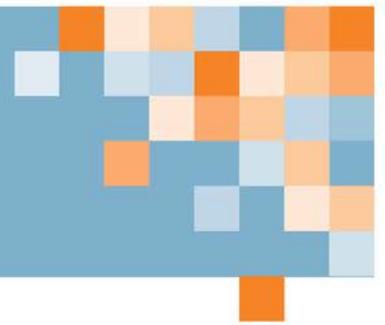
(1) ITA program revisions to Welder C (January 2014) and Hairstylist (April 2016), now categorize registrations as Foundation participants. ITA has improved its methodology (September 2015) to track youth participating in trades training programs and as a result, participants in the Youth Train in Trades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

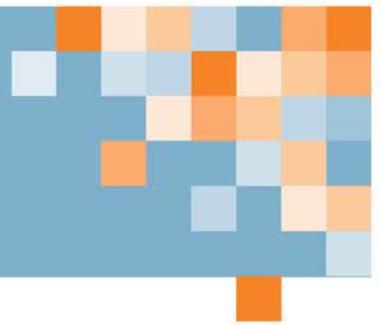


## Active Apprenticeships by Industry Training Program As of November 30, 2017

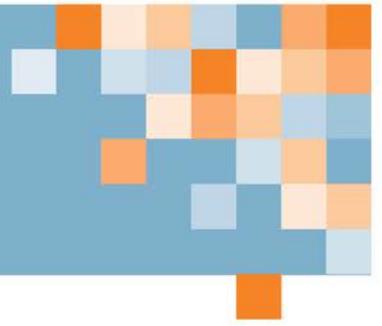
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth Work in Trades Apprenticeships <sup>1</sup>
Aircraft Maintenance Technician	141	1
Aircraft Structural Technician	40	-
Appliance Service Technician	69	1
Arborist Technician	37	1
Architectural Sheet Metal Worker	211	2
Asphalt Paving/Laydown Technician	23	-
Automotive Glass Technician	154	5
Automotive Painter (Automotive Refinishing Technician)	51	-
Automotive Refinishing Prep Technician	153	16
Automotive Service Technician	2,134	165
Baker	260	18
Boilermaker (Construction Boilermaker)	130	-
Bricklayer (Mason)	120	14
Cabinetmaker (Joiner)	327	35
Carpenter	5,127	406
Climbing Arborist	3	-
Concrete Finisher (Cement Mason)	71	1
Construction Craft Worker (Labourer)	213	1
Construction Electrician	7,678	322
Cook	5	-
Dairy Production Technician	116	113
Diesel Engine Mechanic	50	3
Domestic/Commercial Gasfitter (Class B)	337	11
Drywall Finisher	70	6
Electric Motor System Technician (Winder Electrician)	31	-



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth Work in Trades Apprenticeships <sup>1</sup>
Embalmer	2	-
Embalmer and Funeral Director	63	-
Floor Covering Installer	74	6
Funeral Director	14	-
Gasfitter (Class A)	22	-
Glazier	284	4
Hairstylist	582	116
Heavy Duty Equipment Technician	1,358	113
Heavy Equipment Operator	144	18
Inboard/Outboard Mechanic	12	-
Industrial Electrician	269	5
Industrial Mechanic (Millwright)	1,219	42
Instrumentation and Control Technician (Industrial Instrument Mechanic)	243	1
Insulator (Heat and Frost) (Heat & Frost Insulator)	218	3
Ironworker (Generalist)	155	3
Ironworker (Reinforcing)	63	3
Landscape Horticulturist	258	15
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	235	1
Locksmith	11	1
Machinist	283	28
Marine Engine Mechanic	1	-
Marine Fitter	2	-
Marine Mechanical Technician	59	3
Marine Service Technician	89	3
Meatcutter	133	24
Metal Fabricator (Fitter)	413	35
Mobile Crane Operator	107	-
Mobile Crane Operator - Hydraulic 80 tonnes and under	25	-



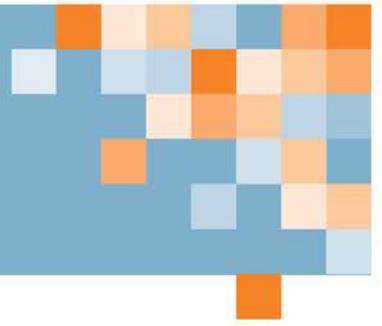
Industry Training Program	Number of Active Apprenticeships	Number of Active Youth Work in Trades Apprenticeships <sup>1</sup>
Mobile Crane Operator - Lattice Boom Friction Crane	29	-
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	393	48
Motorcycle Mechanic	94	8
Painter And Decorator	439	14
Parts and Warehousing Person 1	94	20
Partsperson	45	-
Piledriver And Bridgeworker	84	-
Plumber	3,406	180
Power Line Technician	227	2
Production Horticulturist	67	55
Professional Cook	2,524	318
Railway Car Technician	91	-
Recreation Vehicle Service Technician	80	4
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	1,039	24
Residential Steep Roofer	22	-
Rig Technician	141	-
Roofer (Roofer, Damp and Waterproofing)	537	32
Saw Filer	137	1
Security Systems Technician	109	1
Sheet Metal Worker	778	31
Sprinkler System Installer	359	9
Steamfitter-Pipefitter	587	3
Tilesetter	20	1
Tool and Die Maker	1	-
Tower Crane Operator	31	-
Transport Trailer Technician	35	2
Truck and Transport Mechanic	767	50
Utility Arborist	140	5



Industry Training Program	Number of Active Apprenticeships	Number of Active Youth Work in Trades Apprenticeships <sup>1</sup>
Water Well Driller	7	2
Welder	1,000	106
<b>Grand Total</b>	<b>37,172</b>	<b>2,461</b>

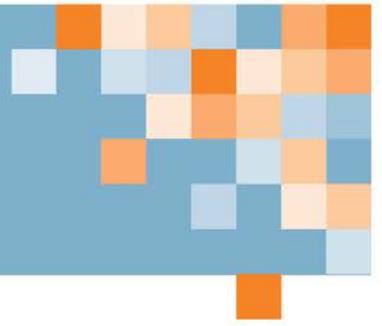
**Note:**

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 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.

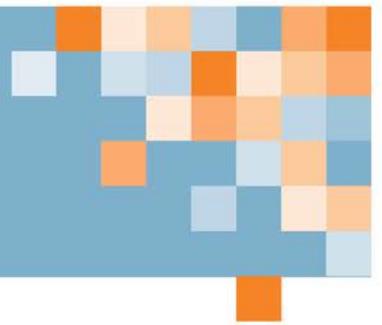


New Apprenticeship Registrations by Industry Training Program  
Fiscal\* 2017/18 – Registered November, 2017

Industry Training Program	Number of New Apprenticeships
Aircraft Maintenance Technician	3
Aircraft Structural Technician	4
Appliance Service Technician	1
Arborist Technician	2
Architectural Sheet Metal Worker	8
Asphalt Paving/Laydown Technician	1
Automotive Glass Technician	14
Automotive Painter (Automotive Refinishing Technician)	2
Automotive Refinishing Prep Technician	6
Automotive Service Technician	65
Baker	10
Bricklayer (Mason)	3
Cabinetmaker (Joiner)	9
Carpenter	177
Concrete Finisher (Cement Mason)	8
Construction Craft Worker	18
Construction Electrician	162
Dairy Production Technician	2
Domestic/Commercial Gasfitter (Class B)	21
Drywall Finisher	6
Electric Motor System Technician (Winder Electrician)	1
Floor Covering Installer	2
Gasfitter (Class A)	2
Glazier	13



Industry Training Program	Number of New Apprenticeships
Hairstylist	15
Heavy Duty Equipment Technician	44
Heavy Equipment Operator	2
Industrial Electrician	9
Industrial Mechanic (Millwright)	28
Instrumentation and Control Technician (Industrial Instrument Mechanic)	5
Insulator (Heat and Frost) (Heat & Frost Insulator)	6
Ironworker (Generalist)	1
Ironworker (Reinforcing)	4
Landscape Horticulturist	21
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	9
Machinist	9
Marine Mechanical Technician	3
Metal Fabricator (Fitter)	13
Mobile Crane Operator	4
Mobile Crane Operator - Hydraulic 80 tonnes and under	3
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	10
Motorcycle Mechanic	4
Painter And Decorator	27
Parts and Warehousing Person 1	13
Partsperson	5
Piledriver And Bridgeworker	1
Plumber	100
Power Line Technician	24
Production Horticulturist	1
Professional Cook	125
Recreation Vehicle Service Technician	3



Industry Training Program	Number of New Apprenticeships
Refrigeration and Air Conditioning Mechanic (Refrigeration Mechanic)	37
Rig Technician	3
Roofer (Roofer, Damp and Waterproof)	13
Saw Filer	5
Security Systems Technician	2
Sheet Metal Worker	19
Sprinkler System Installer	15
Steamfitter-Pipefitter	10
Tower Crane Operator	1
Truck and Transport Mechanic	24
Utility Arborist	3
Welder	52
<b>Grand Total</b>	<b>1,213</b>

\* April 1 – March 31