



# INDUSTRY TRAINING AUTHORITY

---

# QUARTERLY PERFORMANCE REPORT

2020/21 - Second Quarter  
To September 30, 2020

## Document Purpose

The Industry Training Authority's (ITA) Quarterly Performance Report is compiled following each quarter (June, September, December and March). While publication dates may vary, generally reports are published July, October, and January. The final report is issued to correspond with the release of ITA's Annual Report.

ITA's Quarterly Performance Report provides a snapshot of the organization's progress towards its Strategic and Service Plan targets. The quarterly report also offers information in other areas including apprenticeships, sponsors and technical training. The aim is to offer statistics and information that may be useful to those interested in B.C.'s trades training and apprenticeship system. If you have any comments, questions or suggestions, please email: [research@itabc.ca](mailto:research@itabc.ca).

## About ITA

ITA leads and manages B.C.'s trades training and apprenticeship system by providing apprentices with high-quality skills to fully participate in B.C.'s economy. ITA works with its partners to deliver a superior and inclusive training system, offering apprentices an important entry into a long-lasting, well-paying career.

## Contact

For general information about ITA visit us at [www.itabc.ca](http://www.itabc.ca) or in-person at 800 – 8100 Granville Avenue, Richmond, B.C., or call ITA's customer service line at 778-328-8700 or toll-free at 1-866-660-6011.

# TABLE OF CONTENTS

## Part 1 – Strategic and Service Plan Indicators

|          |  |          |
|----------|--|----------|
| Table 1  | Goal 1: BC has an inclusive trades training and apprenticeship system that reflects our diverse population   | Page 1   |
| Table 1B | Female Apprenticeships   | Page 1-2 |
| Table 1C | Indigenous Apprenticeships   | Page 2   |
| Table 2  | Goal 2: Apprentices and employers have the information and support they need for success   | Page 2   |
| Table 3  | Goal 3: BC's trades training and apprenticeship system is innovative to support changes in technology and our future learners.                                     | Page 3   |
| Table 4  | Goal 4: BC's trades training and apprenticeship system has transparent and comprehensive information to support its learners and partners in their decision making | Page 3   |

## Part 2 – Apprenticeships

|          |   |        |
|----------|---|--------|
| Table 5  | Total Apprenticeship Registrations                      | Page 4 |
| Table 6  | New Apprenticeship Registrations                        | Page 4 |
| Table 7  | Female Apprenticeship Registrations                     | Page 4 |
| Table 8  | Indigenous Apprenticeship Registrations                 | Page 5 |
| Graph 1  | Total Apprenticeship Registrations – Age Distribution   | Page 5 |
| Graph 2  | New Apprenticeship Registrations – Age Distribution     | Page 6 |
| Table 9  | High School Program Participants                        | Page 6 |
| Table 10 | Continuation from Foundation Programs to Apprenticeship | Page 7 |
| Table 11 | Completion Rates  | Page 7 |

## Part 3 – Sponsors

|          |  |            |
|----------|--|------------|
| Table 12 | Total Active Sponsors  | Page 8     |
| Graph 3  | Total Sponsors by Number of Apprenticeships  | Page 8     |
| Table 13 | Sponsors Ranked by Largest Number of Apprenticeships   | Page 8-9   |
| Table 14 | Sponsors with over 100 Apprenticeship Ranked by Proportion of Female Apprenticeships                           | Page 10    |
| Table 15 | Sponsors with 20 – 99 Apprenticeship Ranked by Proportion of Female Apprenticeships                            | Page 10    |
| Table 16 | Sponsors with over 100 Apprenticeship Ranked by Proportion of Female Apprenticeships, Under-Represented Trades | Page 11    |
| Table 17 | Sponsors with 20 – 99 Apprenticeship Ranked by Proportion of Female Apprenticeships Under-Represented Trades   | Page 11-12 |
| Table 18 | Sponsors with over 100 Apprenticeship Ranked by Proportion of Indigenous Apprenticeships                       | Page 12    |

|          |   |         |
|----------|---|---------|
| Table 19 | Sponsors with 20 – 99 Apprenticeship Ranked by Proportion of Indigenous Apprenticeships | Page 13 |
|----------|---|---------|

**Part 4 – Technical Training**

|          |                                   |         |
|----------|-----------------------------------|---------|
| Table 20 | ITA Apprenticeship Training Seats | Page 14 |
|----------|-----------------------------------|---------|

|          |  |         |
|----------|--|---------|
| Table 21 | ITA Allocated Foundation Program Registrations | Page 14 |
|----------|--|---------|

|          |                      |         |
|----------|----------------------|---------|
| Table 22 | Capacity Utilization | Page 14 |
|----------|----------------------|---------|

|   |                   |
|---|-------------------|
| <b>Appendix A – Table 23 - Apprenticeships by Trade</b> | <b>Page 15-16</b> |
|---|-------------------|

Table 1 | Goal 1



**Goal 1: BC has an inclusive trades training and apprenticeship system that reflects our diverse population**

| Measure  | 2017/18 Results | 2018/19 Results | 2019/20 Results | 2020/21 Target     | 2020/21 Results to Date |
|--|-----------------|-----------------|-----------------|--------------------|-------------------------|
| Increase of women entering under-represented trades apprenticeships <sup>1</sup>   |                 | 808             | 853             | 890                | 304                     |
| Increase of Indigenous peoples entering into apprenticeships                       |                 | 1,185           | 1,246           | 1,412              | 390                     |
| Increase the proportionality of women in under-represented trades <sup>2</sup>     |                 |                 |                 | Establish Baseline | 5.3%                    |
| Increase the proportionality of Indigenous peoples in apprenticeships <sup>2</sup> |                 |                 |                 | Establish Baseline | 7.7%                    |

<sup>1</sup> As of July 31, 2020 under-represented trades exclude any trade where 25% or more of the population are female. For 2019/20 and previous years, only the following Red Seal trades were excluded: Baker, Cook, Hairstylist, and Landscape Horticulturist.

<sup>2</sup> Measures are accumulative and include any apprentice who was active in the system at any time during the fiscal year.

The Industry Training Authority and its partners are committed to leading a cultural change in British Columbia’s trades training and apprenticeship system. To ensure understanding in ITA’s overall performance related to this change, the following two tables are included for reference, and while not part of ITA’s performance measurement for Goal 1, are important references for those seeking cultural change information. These tables are also repeated on page 4, tables 7 and 8.

Table 1B | Female Apprenticeships

|   | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021 Results to Date |
|---|-----------|-----------|-----------|---------------------------|
| Total female apprenticeships  | 3,527     | 3,683     | 3,815     | 3,707                     |
| Total female as % of all ITA apprenticeships  | 9%        | 10%       | 10%       | 10%                       |
| Total female in under-represented trades  | 1,873     | 2,082     | 2,206     | 2,059                     |
| Total female apprenticeships in under-represented trades as % of all female apprenticeships | 53%       | 57%       | 58%       | 56%                       |

|   | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|---|-----------|-----------|-----------|---------------------------------|
| Total female apprenticeships in under-represented trades as % of all ITA apprenticeships <sup>1</sup> | 5%        | 5%        | 6%        | 5%                              |

<sup>1</sup> Measure is point in time and includes any apprenticeship active at the end of the reporting period.

**Table 1C | Indigenous Apprenticeships**

|   | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|---|-----------|-----------|-----------|---------------------------------|
| Total Indigenous apprenticeships <sup>1</sup>                                 | 2,570     | 2,806     | 3,037     | 2,848                           |
| Total Indigenous female apprenticeships                                       | 441       | 475       | 498       | 479                             |
| Total Indigenous apprenticeships as % of all ITA apprenticeships <sup>2</sup> | 7%        | 7%        | 8%        | 8%                              |

<sup>1</sup> Self-identified.

<sup>2</sup> Measure is point in time and includes any apprenticeship active at the end of the reporting period.

**Table 2 | Goal 2**



**Goal 2: Apprentices and employers have the information and support they need for success**

| Measure  | 2017/18<br>Results | 2018/19<br>Results | 2019/20<br>Results | 2020/21<br>Target     | 2020/21<br>Results to<br>Date |
|--|--------------------|--------------------|--------------------|-----------------------|-------------------------------|
| Certificates of Qualification issued                       | 7,240              | 7,291              | 7,535              | 7,659                 | 2,305                         |
| Certificates of Qualification issued to women              | 649                | 750                | 700                | 760                   | 183                           |
| Certificates of Qualification issued to Indigenous peoples | 259                | 280                | 318                | 305                   | 89                            |
| Youth participating in skilled trades <sup>1</sup>         |                    |                    |                    | Establish<br>Baseline | 2,719                         |

<sup>1</sup> Measure includes youth aged 16-26 who register as an apprentice, or enter the Work or Train in Trades programs, at any time during the fiscal year.

For additional data on youth participation in ITA programs, including female and Indigenous youth, refer to page 6, Table 9.

**Table 3 | Goal 3**



**Goal 3: BC's trades training and apprenticeship system is innovative to support changes in technology and our future learners**

| Measure   | 2017/18 Results | 2018/19 Results | 2019/20 Results | 2020/21 Target     | 2020/21 Results to Date |
|---|-----------------|-----------------|-----------------|--------------------|-------------------------|
| Credential holder satisfaction with ITA credentials | 84%             | 85%             | 85%             | 86%                | Reported March 2021     |
| Employer satisfaction with ITA credentials          | 78%             | 79%             | 78%             | 80%                | Reported March 2021     |
| Employer sponsor satisfaction with ITA support      |                 |                 | 82%             | 82%                | Reported March 2021     |
| Apprentice satisfaction with ITA support            |                 |                 |                 | Establish Baseline | Reported March 2021     |

**Table 4 | Goal 4**



**Goal 4: BC's trades training and apprenticeship system has transparent and comprehensive information to support its learners and partners in their decision making**

**The framework will establish new or modify existing measures.**

## PART 2 – APPRENTICESHIPS<sup>1</sup>

For apprenticeships by trade, see Appendix A, Table 23.

**Table 5 | Total Apprenticeship Registrations**

|                       | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|-----------------------|-----------|-----------|-----------|---------------------------------|
| Total apprenticeships | 37,703    | 38,637    | 39,221    | 37,437                          |

**Table 6 | New Apprenticeship Registrations**

|                                  | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|----------------------------------|-----------|-----------|-----------|---------------------------------|
| New Apprenticeship Registrations | 13,160    | 13,835    | 13,778    | 4,435                           |

**Table 7 | Female Apprenticeship Registrations**

|   | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|---|-----------|-----------|-----------|---------------------------------|
| Total female apprenticeships  | 3,527     | 3,683     | 3,815     | 3,707                           |
| Total female as % of all ITA apprenticeships  | 9%        | 10%       | 10%       | 10%                             |
| Total female in under-represented trades <sup>1</sup>   | 1,873     | 2,082     | 2,206     | 2,059                           |
| Total female apprenticeships in under-represented trades as % of all female apprenticeships           | 53%       | 57%       | 58%       | 56%                             |
| Total female apprenticeships in under-represented trades as % of all ITA apprenticeships <sup>2</sup> | 5%        | 5%        | 6%        | 5%                              |

<sup>1</sup> As of July 31, 2020 under-represented trades exclude any trade where 25% or more of the population are female. For 2019/20 and previous years, only the following Red Seal trades were excluded: Baker, Cook, Hairstylist, and Landscape Horticulturist.

<sup>2</sup> Measure is point in time and includes any apprenticeship active at the end of the reporting period.

<sup>1</sup> Apprenticeship registrations are apprenticeships that have had activities (such as reporting of work-based training hours, technical training hours, technical training results, examination marks, or change in sponsorship information) recorded in ITA's Direct Access system within the last 18 months.

**Table 8 | Indigenous Apprenticeship Registrations**

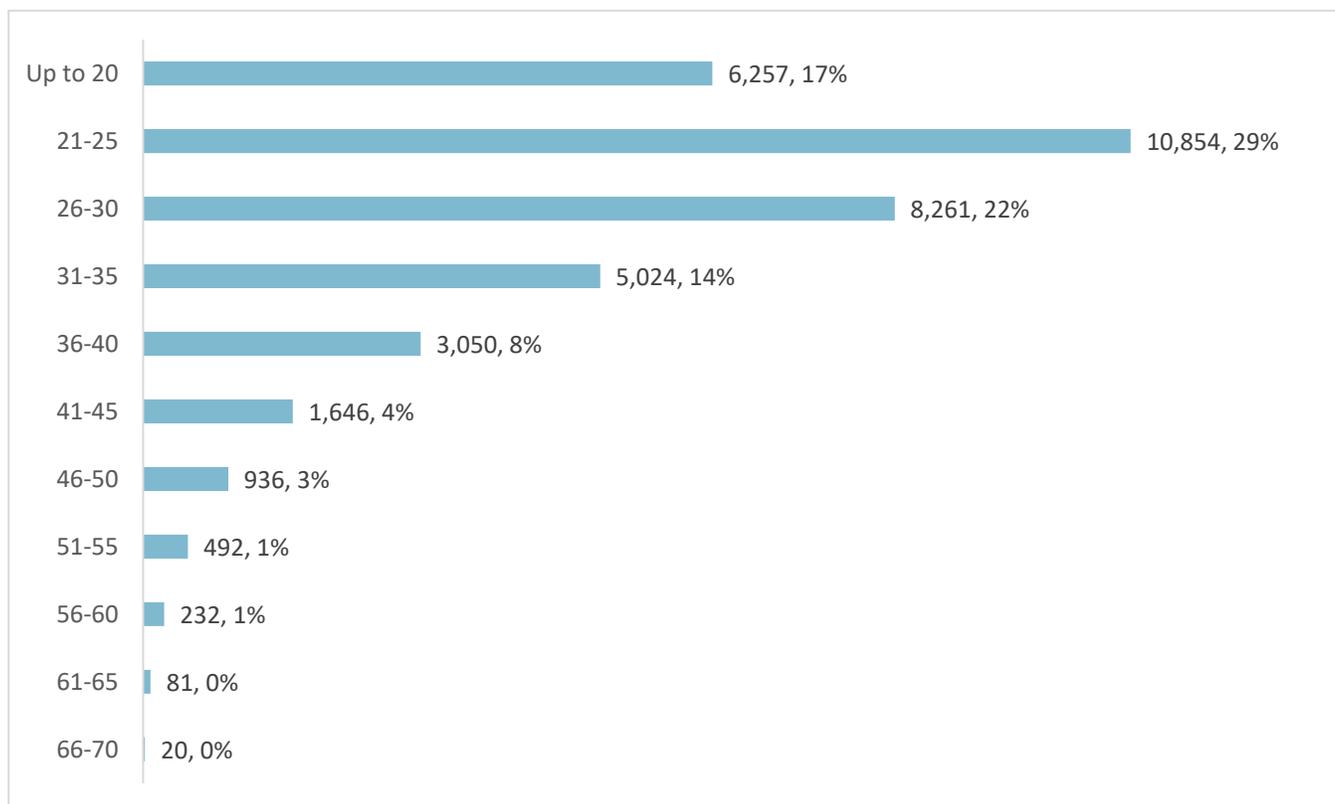
|   | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|---|-----------|-----------|-----------|---------------------------------|
| Total Indigenous apprenticeships <sup>1</sup>                                 | 2,570     | 2,806     | 3,037     | 2,848                           |
| Total Indigenous female apprenticeships                                       | 441       | 475       | 498       | 479                             |
| Total Indigenous apprenticeships as % of all ITA apprenticeships <sup>2</sup> | 7%        | 7%        | 8%        | 8%                              |

<sup>1</sup> Self-identified.

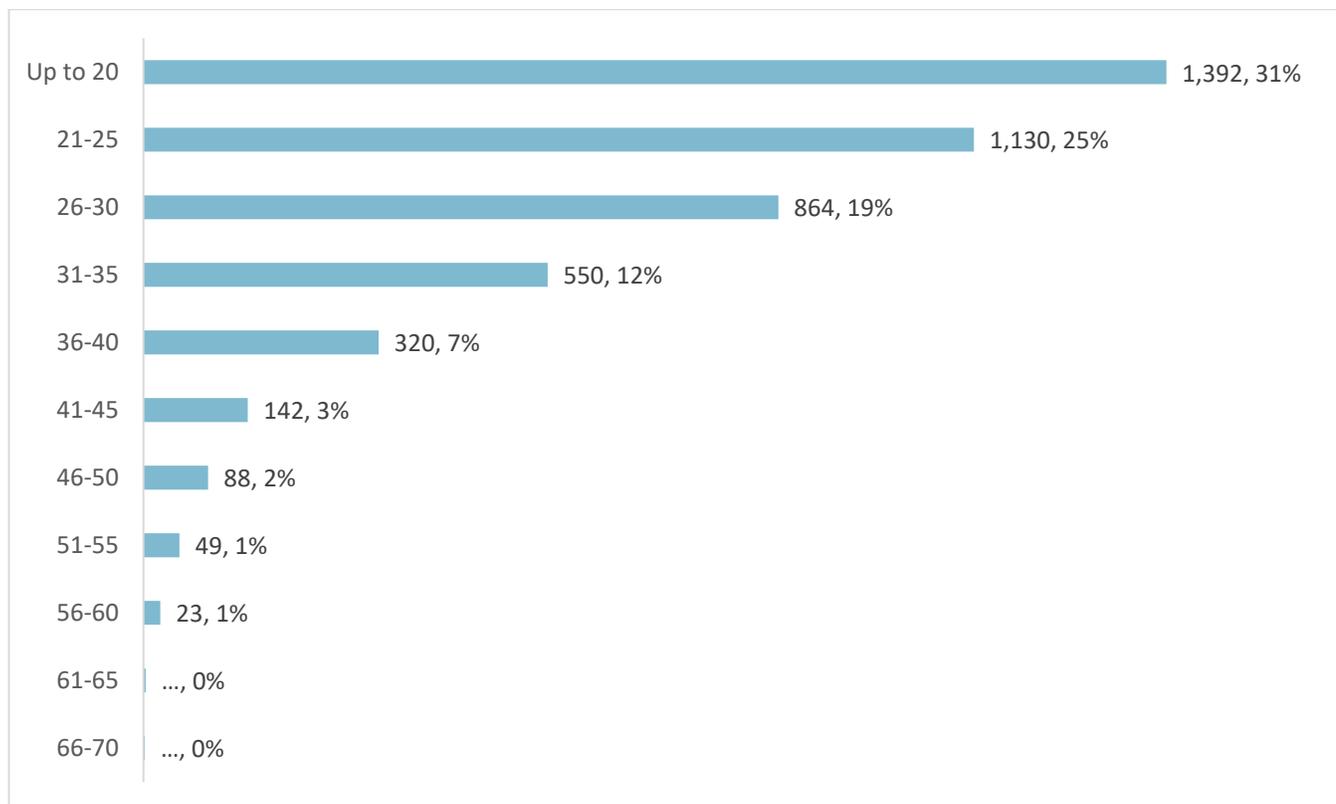
<sup>2</sup> Measure is point in time and includes any apprenticeship active at the end of the reporting period.

## Apprenticeship Population by Age

**Graph 1 | Total Apprenticeships – Age Distribution**



## Graph 2 | New Apprenticeship Registrations – Age Distribution



...Represents numbers 5 and less. Numbers are masked to protect personal information. In some cases, it is not only necessary to mask one number but also a complementary number because the missing value can be calculated from the total. In these cases, two cells are suppressed so the exact value of one cell cannot be calculated.

### Table 9 | High School Program Participants – New Registrations (School Year)

|   | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021          |
|---|-----------|-----------|-----------|--------------------|
| Total registered youth  | 3,167     | 3,062     | 2,947     | Reported July 2021 |
| Total female youth participation                                    | 664       | 576       | 540       | Reported July 2021 |
| Total female youth as % of all youth                                | 21%       | 19%       | 18%       | Reported July 2021 |
| Total female youth participation in under-represented trades        | 212       | 172       | 175       | Reported July 2021 |
| Total female youth in under-represented trades as % of female youth | 32%       | 30%       | 32%       | Reported July 2021 |
| Total Indigenous youth participation                                | 318       | 310       | 284       | Reported July 2021 |
| Total Indigenous youth participation as % of all youth              | 10%       | 10%       | 10%       | Reported July 2021 |

**Table 10 | Continuation from Foundation Programs to Apprenticeship**

|  | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|--|-----------|-----------|-----------|---------------------------------|
| Continuation from Foundation Programs to Apprenticeship <sup>1</sup> | 45%       | 50%       | 54%       | 52%                             |

<sup>1</sup> Continuation from Foundation Programs to Apprenticeship 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.

**Table 11 | Completion Rates**

|   | 2017/2018<br>(cohort<br>2011/2012) | 2018/2019<br>(cohort<br>2012/2013) | 2019/2020<br>(cohort<br>2013/2014) | 2020/2021<br>Results to<br>Date<br>(cohort<br>2014/2015) |
|---|------------------------------------|------------------------------------|------------------------------------|--|
| Apprenticeship Completion Rate <sup>1</sup> | 45%                                | 43%                                | 43%                                | 42%  |

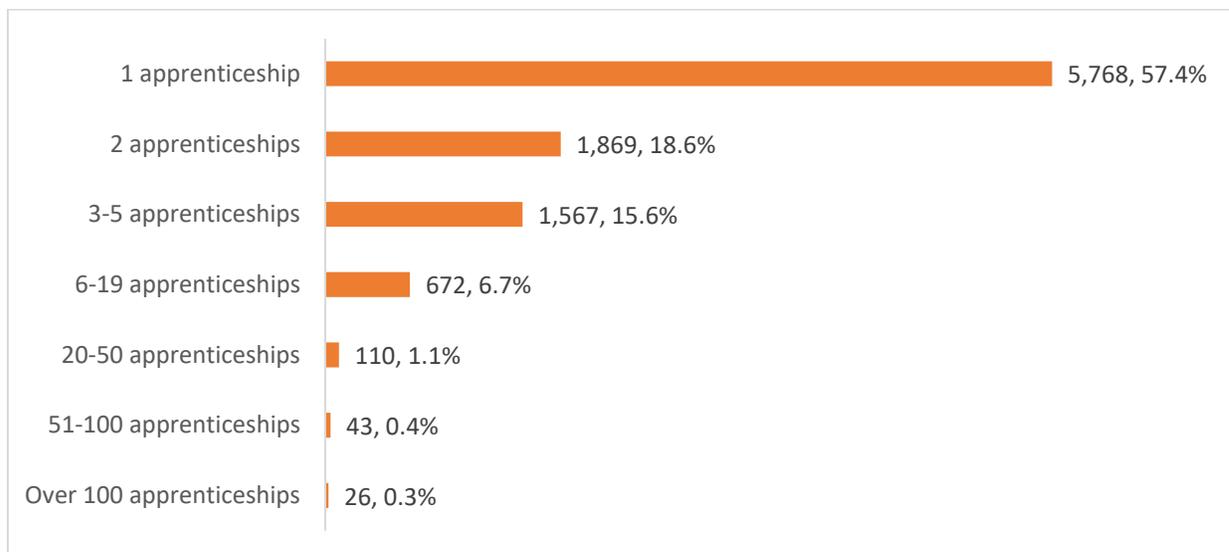
<sup>1</sup> Completion rate is a measure of the number of apprentices who have completed their program and obtained their Certificate of Qualification within 6 years of registration. The completion rate is calculated quarterly and then reported on a cumulative basis throughout the year.

## PART 3 – SPONSORS<sup>2</sup>

**Table 12 | Total Active Sponsors**

|                       | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|-----------------------|-----------|-----------|-----------|---------------------------------|
| Total Active Sponsors | 10,666    | 10,689    | 10,486    | 10,055                          |

**Graph 3 | Total Sponsors by Number of Apprenticeships**



**Table 13 | Sponsors Ranked by Largest Number of Apprenticeships (50)**

|   | Organization Name                                | Number of Apprenticeships |    | Organization Name   | Number of Apprenticeships |
|---|--|---------------------------|----|---|---------------------------|
| 1 | Independent Contractors & Businesses Association | 1,181                     | 10 | Journeyman Apprentice Training Committee                  | 281                       |
| 2 | Electrical Joint Training Committee              | 826                       | 11 | Corcan - Regional Headquarters (Pacific)                  | 233                       |
| 3 | Piping Industry Apprenticeship Board             | 554                       | 12 | Insulation Industry Apprentice Board                      | 223                       |
| 4 | Sheet Metal Industry Training Board              | 394                       | 13 | LMS Employees' Association                                | 216                       |
| 5 | IUOE Local 115 Training Association              | 350                       | 14 | Ironworkers Local 97 Trade Improvement                    | 206                       |
| 6 | District Council 38 Joint Trade Society          | 347                       | 15 | Vancouver Island Piping Industry Joint Training Committee | 193                       |
| 7 | IBEW Local 230                                   | 328                       | 16 | Alpine Electric Ltd.                                      | 162                       |
| 8 | United Brotherhood of Carp. Local 1598           | 324                       | 17 | Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.         | 151                       |
| 9 | Christian Labour Association Of Canada           | 298                       | 18 | Nightingale Electrical Ltd.                               | 148                       |

<sup>2</sup> Several registered sponsors represent multiple employers.

| Organization Name |   | Number of Apprenticeships | Organization Name |   | Number of Apprenticeships |
|-------------------|---|---------------------------|-------------------|---|---------------------------|
| 19                | I.B.E.W., Local 993   | 140                       | 39                | Access Trades   | 61                        |
| 20                | Mazzei Electric Ltd.  | 120                       | 40                | Construction Maintenance & Allied Workers Union Local 1081 & 1735 | 60                        |
| 21                | Omega Mechanical Ltd  | 117                       | 40                | Joint Line Apprenticeship Training Association                    | 60                        |
| 22                | Allwest Electric Ltd.   | 106                       | 41                | Ramsay Painting Ltd.  | 58                        |
| 23                | Protec Installations Group  | 94                        | 41                | Red Seal Electric Inc   | 58                        |
| 23                | Carpenter Union Local 1907  | 94                        | 42                | Victoria Shipyards Ltd.   | 57                        |
| 23                | Cactus Restaurants Ltd.   | 94                        | 42                | Epscan Industries Ltd.  | 57                        |
| 24                | Polar Electric Inc.   | 91                        | 42                | Techmation Electric & Controls Ltd.                               | 57                        |
| 25                | Piledrivers, Divers, Bridge, Dock and Wharf Builders Local Union 2404 | 88                        | 42                | Bricklayers & Allied Craftworkers Loc 2                           | 57                        |
| 26                | CMAW Local 1995   | 84                        | 42                | ESC Automation Inc.   | 57                        |
| 26                | William Kelly & Sons Plumbing (1989) Ltd                              | 84                        | 43                | Horizon Electric Inc.   | 54                        |
| 26                | Glenco Electric Ltd.  | 84                        | 43                | Parker Johnston Ltd.  | 54                        |
| 27                | Kelowna Flightcraft Ltd.  | 82                        | 43                | CMAW Local 1998   | 54                        |
| 28                | CMAW Local 2300   | 78                        | 44                | Belron Canada dba Speedy Glass, Apple Auto Glass and Broco Glass  | 52                        |
| 29                | Kal Tire  | 77                        | 45                | Faria Mechanical Ltd.   | 50                        |
| 30                | B.C. Hydro  | 76                        | 45                | Atrysten Plumbing & Heating                                       | 50                        |
| 31                | U.B.C.J.A. Local 1370   | 75                        | 45                | Amped Electrical Contracting                                      | 50                        |
| 32                | British Columbia Funeral Association                                  | 73                        | 46                | PCL Constructors Westcoast Inc.                                   | 48                        |
| 33                | Lisi Mechanical Contractors Ltd.                                      | 72                        | 46                | Westcana Electric Inc.  | 48                        |
| 33                | Status Electrical Corporation   | 72                        | 47                | White Spot Ltd.   | 44                        |
| 33                | RCABC Educational Foundation  | 72                        | 47                | Bridge Electric Corporation                                       | 44                        |
| 34                | Keldon Electric Ltd.  | 71                        | 47                | CN Rail   | 44                        |
| 35                | Cairns Electric Ltd.  | 70                        | 48                | Knappett Projects Inc. EA   | 43                        |
| 35                | Vancouver Island Sheet Metal JAC Loc 276                              | 70                        | 48                | Ocean Park Mechanical   | 43                        |
| 36                | CMAW Local 1346   | 65                        | 49                | D.M.S. Mechanical Ltd.  | 42                        |
| 37                | Boilermakers' A.T.A.C. Lodge 359                                      | 64                        | 50                | Den Mar Electric Ltd.   | 41                        |
| 37                | Operative Plasterers' & Cement Masons'                                | 64                        | 50                | Fleet Maintenance Facility (CB)                                   | 41                        |
| 37                | Centurion Contracting Ltd.  | 64                        | 50                | Nechako Mechanical Ltd.   | 41                        |
| 38                | Seaspan ULC   | 62                        |                   |   |                           |

Source: Direct Access (results by Sponsor ID).

**Table 14 | Sponsors with over 100 Apprenticeship Ranked by Proportion of Female Apprenticeships (10)**

|    | Organization Name   | Total Number of Apprenticeships | Number of Female Apprenticeships | Percentage |
|----|---|---------------------------------|----------------------------------|------------|
| 01 | I.B.E.W., Local 993                                       | 140                             | 33                               | 24%        |
| 02 | Mazzei Electric Ltd.                                      | 120                             | 17                               | 14%        |
| 03 | District Council 38 Joint Trade Society                   | 347                             | 45                               | 13%        |
| 04 | Electrical Joint Training Committee                       | 826                             | 102                              | 12%        |
| 04 | IBEW Local 230  | 328                             | 40                               | 12%        |
| 04 | Insulation Industry Apprentice Board                      | 223                             | 27                               | 12%        |
| 05 | Vancouver Island Piping Industry Joint Training Committee | 193                             | 21                               | 11%        |
| 06 | United Brotherhood of Carp. Local 1598                    | 324                             | 32                               | 10%        |
| 07 | IUOE Local 115 Training Association                       | 350                             | 28                               | 8%         |
| 07 | Ironworkers Local 97 Trade Improvement                    | 206                             | 16                               | 8%         |
| 08 | Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.         | 151                             | 11                               | 7%         |
| 08 | Allwest Electric Ltd.                                     | 106                             | 7                                | 7%         |
| 09 | Corcan - Regional Headquarters (Pacific)                  | 233                             | 14                               | 6%         |
| 10 | Independent Contractors & Businesses Association          | 1,181                           | 62                               | 5%         |
| 10 | Piping Industry Apprenticeship Board                      | 554                             | 26                               | 5%         |

Source: Direct Access (results by Sponsor ID).

... Represents numbers 5 and less. Numbers are masked to protect personal information. In some cases, it is not only necessary to mask one number but also a complementary number because the missing value can be calculated from the total. In these cases, two cells are suppressed so the exact value of one cell cannot be calculated.

**Table 15 | Sponsors<sup>1</sup> with 20 – 99 Apprenticeship Ranked by Proportion of Female Apprenticeships (10)**

|    | Organization Name                    | Total Number of Apprenticeships | Number of Female Apprenticeships | Percentage |
|----|--------------------------------------|---------------------------------|----------------------------------|------------|
| 01 | Suki's Salon                         | 36                              | 34                               | 94%        |
| 02 | British Columbia Funeral Association | 73                              | 55                               | 75%        |
| 03 | HortEducationBC (HEBC)               | 31                              | 16                               | 52%        |
| 03 | Meridian Meats & Seafood Ltd.        | 23                              | 12                               | 52%        |
| 04 | Meridian Farm Market Ltd.            | 28                              | 12                               | 43%        |
| 05 | White Spot Ltd.                      | 44                              | 16                               | 36%        |
| 05 | Coastal Cookery                      | 25                              | 9                                | 36%        |
| 06 | Cactus Restaurants Ltd.              | 94                              | 32                               | 34%        |
| 07 | Victoria Shipyards Ltd.              | 57                              | 19                               | 33%        |
| 08 | Rapid Auto Glass Ltd.                | 21                              | 6                                | 29%        |
| 09 | Apple Electric Ltd.                  | 22                              | 6                                | 27%        |
| 10 | Kingfisher Boats Inc                 | 23                              | 6                                | 26%        |

Source: Direct Access (results by Sponsor ID).

<sup>1</sup> Sponsors with 19 and under apprenticeships are excluded from the report. To protect personal information many of the numbers reported for would require suppression due to size of the sponsor's apprenticeship population, thereby making the information uninformative.

**Table 16 | Sponsors with over 100 Apprenticeship Ranked by Proportion of Female Apprenticeships, Under-Represented Trades<sup>1</sup> (10)**

|    | Organization Name   | Total Number of Apprenticeships | Number of Female Apprenticeships in Under-Represented Trades | Percentage |
|----|---|---------------------------------|--|------------|
| 01 | I.B.E.W., Local 993                                       | 140                             | 33   | 24%        |
| 02 | Mazzei Electric Ltd.                                      | 120                             | 17   | 14%        |
| 02 | District Council 38 Joint Trade Society                   | 347                             | 45   | 13%        |
| 03 | Electrical Joint Training Committee                       | 826                             | 102  | 12%        |
| 03 | IBEW Local 230  | 328                             | 40   | 12%        |
| 04 | Insulation Industry Apprentice Board                      | 223                             | 27   | 12%        |
| 05 | Vancouver Island Piping Industry Joint Training Committee | 193                             | 21   | 11%        |
| 05 | United Brotherhood of Carp. Local 1598                    | 324                             | 32   | 10%        |
| 06 | Ironworkers Local 97 Trade Improvement                    | 206                             | 16   | 8%         |
| 07 | IUOE Local 115 Training Association                       | 350                             | 27   | 8%         |
| 08 | Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.         | 151                             | 11   | 7%         |
| 08 | Allwest Electric Ltd.                                     | 106                             | 7  | 7%         |
| 08 | Independent Contractors & Businesses Association          | 1,181                           | 61   | 5%         |
| 09 | Piping Industry Apprenticeship Board                      | 554                             | 26   | 5%         |
| 09 | LMS Employees' Association                                | 216                             | 9  | 4%         |
| 09 | Sheet Metal Industry Training Board                       | 394                             | 15   | 4%         |
| 09 | Alpine Electric Ltd.                                      | 162                             | 6  | 4%         |
| 10 | Christian Labour Association Of Canada                    | 298                             | 11   | 4%         |

Source: Direct Access (results by Sponsor ID).

... Represents numbers 5 and less. These numbers have been masked to ensure protection of personal information. In some cases, it is not only necessary to mask one number but also a complementary number because the missing value can be calculated from the total. In these cases, two cells are suppressed so the exact value of one cell cannot be calculated.

<sup>1</sup> As of July 31, 2020 under-represented trades exclude any trade where 25% or more of the population are female. For 2019/20 and previous years, only the following Red Seal trades were excluded: Baker, Cook, Hairstylist, and Landscape Horticulturist.

**Table 17 | Sponsors<sup>1</sup> with 20 – 99 Apprenticeship Ranked by Proportion of Female Apprenticeships Under-Represented Trades<sup>2</sup> (10)**

|    | Organization Name                             | Total Number of Apprenticeships | Number of Female Apprenticeships in Under-Represented Trades | Percentage |
|----|---|---------------------------------|--|------------|
| 01 | Victoria Shipyards Ltd.                       | 57                              | 19   | 33%        |
| 02 | Rapid Auto Glass Ltd.                         | 21                              | 6  | 29%        |
| 03 | Apple Electric Ltd.                           | 22                              | 6  | 27%        |
| 04 | Flynn Canada Ltd                              | ...                             | ...  | 25%        |
| 05 | Tk'emlups te Secwepemc - Kamloops Indian Band | 31                              | 7  | 23%        |
| 06 | Ramsay Painting Ltd.                          | 58                              | 13   | 22%        |
| 07 | Teck Coal Limited - Fording River Operations  | 28                              | 6  | 21%        |
| 07 | Squamish Nation Trades Centre                 | ...                             | ...  | 21%        |
| 08 | Crystal Glass Canada Ltd.                     | ...                             | ...  | 19%        |
| 09 | Kingfisher Boats Inc                          | ...                             | ...  | 17%        |

|    | Organization Name  | Total Number of Apprenticeships | Number of Female Apprenticeships in Under-Represented Trades | Percentage |
|----|--|---------------------------------|--|------------|
| 09 | Belron Canada dba Speedy Glass, Apple Auto Glass and Broco Glass | 52                              | 9  | 17%        |
| 09 | Westcana Electric Inc.   | 48                              | 8  | 17%        |
| 10 | Seaspan ULC  | 62                              | 9  | 15%        |

Source: Direct Access (results by Sponsor ID).

... Represents numbers 5 and less. These numbers have been masked to ensure protection of personal information. In some cases, it is not only necessary to mask one number but also a complementary number because the missing value can be calculated from the total. In these cases, two cells are suppressed so the exact value of one cell cannot be calculated.

<sup>1</sup> Sponsors with 19 and under apprenticeships are excluded from the report. To protect personal information many of the numbers reported for would require suppression due to size of the sponsor's apprenticeship population, thereby making the information uninformative.

<sup>2</sup> As of July 31, 2020 under-represented trades exclude any trade where 25% or more of the population are female. For 2019/20 and previous years, only the following Red Seal trades were excluded: Baker, Cook, Hairstylist, and Landscape Horticulturist.

**Table 18 | Sponsors with over 100 Apprenticeship Ranked by Proportion of Indigenous Apprenticeships (10)**

|    | Organization Name   | Total Number of Apprenticeships | Number of Indigenous Apprenticeships | Percentage |
|----|---|---------------------------------|--------------------------------------|------------|
| 01 | Corcan - Regional Headquarters (Pacific)                  | 233                             | 63                                   | 27%        |
| 02 | I.B.E.W., Local 993                                       | 140                             | 28                                   | 20%        |
| 02 | Ironworkers Local 97 Trade Improvement                    | 206                             | 41                                   | 20%        |
| 03 | LMS Employees' Association                                | 216                             | 29                                   | 13%        |
| 04 | IUOE Local 115 Training Association                       | 350                             | 42                                   | 12%        |
| 05 | Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.         | 151                             | 15                                   | 10%        |
| 06 | Sheet Metal Industry Training Board                       | 394                             | 37                                   | 9%         |
| 07 | Electrical Joint Training Committee                       | 826                             | 69                                   | 8%         |
| 07 | District Council 38 Joint Trade Society                   | 347                             | 28                                   | 8%         |
| 07 | United Brotherhood of Carp. Local 1598                    | 324                             | 26                                   | 8%         |
| 08 | Piping Industry Apprenticeship Board                      | 554                             | 38                                   | 7%         |
| 08 | Christian Labour Association Of Canada                    | 298                             | 20                                   | 7%         |
| 09 | Mazzei Electric Ltd.                                      | 120                             | 7                                    | 6%         |
| 09 | IBEW Local 230  | 328                             | 19                                   | 6%         |
| 10 | Vancouver Island Piping Industry Joint Training Committee | 193                             | 9                                    | 5%         |

Source: Direct Access (results by Sponsor ID).

**Table 19 | Sponsors<sup>1</sup> with 20 – 99 Apprenticeship Ranked by Proportion of Indigenous Apprenticeships (10)**

|    | Organization Name                                     | Total Number of Apprenticeships | Number of Indigenous Apprenticeships | Percentage |
|----|---|---------------------------------|--------------------------------------|------------|
| 01 | Prince George Nechako Aboriginal Employment and       | 25                              | 25                                   | 100%       |
| 02 | Tk'emlups te Secwepemc - Kamloops Indian Band         | 31                              | 30                                   | 97%        |
| 03 | Squamish Nation Trades Centre                         | 24                              | 23                                   | 96%        |
| 04 | Access Trades   | 61                              | 56                                   | 92%        |
| 05 | Construction Maintenance & Allied Workers Union Local | 60                              | 16                                   | 27%        |
| 06 | CMAW Local 1998                                       | 54                              | 14                                   | 26%        |
| 07 | RCABC Educational Foundation                          | 72                              | 18                                   | 25%        |
| 08 | U.B.C.J.A. Local 1370                                 | 75                              | 18                                   | 24%        |
| 09 | Strait Projects LTD.                                  | 35                              | 8                                    | 23%        |
| 10 | Laing Roofing Ltd.                                    | 30                              | 6                                    | 20%        |

Source: Direct Access (results by Sponsor ID).

... Represents numbers 5 and less. These numbers have been masked to ensure the protection of personal information. In some cases, it is not only necessary to mask one number but also a complementary number because the missing value can be calculated from the total. In these cases, two cells are suppressed so the exact value of one cell cannot be calculated.

<sup>1</sup> Sponsors with 19 and under apprenticeships are excluded from the report. To protect personal information many of the numbers reported for would require suppression due to size of the sponsor's apprenticeship population, thereby making the information uninformative.

## PART 4 – TECHNICAL TRAINING

**Table 20 | ITA Apprenticeship Training Seats**

|                              | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|------------------------------|-----------|-----------|-----------|---------------------------------|
| ITA Training Seats Allocated | 20,829    | 21,061    | 20,960    | 21,140                          |

**Table 21 | ITA Allocated Foundation Program Registrations**

|  | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|--|-----------|-----------|-----------|---------------------------------|
| Foundation Participants in ITA-allocated<br>Foundation Programs <sup>1</sup> | 4,978     | 4,706     | 4,711     | Reported<br>March 2021          |

<sup>1</sup> Foundation programs are focused primarily on knowledge of essential skills needed to gain entry into a particular occupation.

**Table 22 | Capacity Utilization**

|                                   | 2017/2018 | 2018/2019 | 2019/2020 | 2020/2021<br>Results to<br>Date |
|-----------------------------------|-----------|-----------|-----------|---------------------------------|
| Capacity Utilization <sup>1</sup> | 89.0%     | 89.9%     | 89.6%     | Reported<br>March 2021          |

<sup>1</sup> Capacity utilization is the percent of ITA-allocated apprenticeship and foundation program seats filled by registered participants.

# APPENDIX A

## Table 23 – Total Apprenticeships by Trade Reporting Apprenticeships

(As at March 31 each year)

| Trade <sup>1</sup>  | Red Seal | 2017/18 | 2018/19 | 2019/20 | 2020/21 YTD | 2020/21 | 2020/21 YTD                | 2020/21    | 2020/21 YTD                    |
|---|----------|---------|---------|---------|-------------|---------|----------------------------|------------|--------------------------------|
|   |          |         |         |         |             | Female  | Female as % of Total Trade | Indigenous | Indigenous as % of Total Trade |
| <b>A</b>  |          |         |         |         |             |         |                            |            |                                |
| Aircraft Maintenance Technician   |          | 135     | 154     | 175     | 161         | 19      | 12%                        | 8          | 5%                             |
| Aircraft Structural Technician  |          | 34      | 52      | 49      | 48          | 7       | 15%                        | ...        | ...                            |
| Appliance Service Technician  | ●        | 63      | 54      | 62      | 54          | ...     | ...                        | ...        | ...                            |
| Arborist Technician   |          | 32      | 33      | 33      | 29          | 6       | 21%                        | ...        | ...                            |
| Architectural Sheet Metal Worker  |          | 226     | 228     | 245     | 232         | 12      | 5%                         | 18         | 8%                             |
| Asphalt Paving/Laydown Technician                                       |          | 35      | 42      | 39      | 22          | ...     | ...                        | 8          | 36%                            |
| Automotive Glass Technician   |          | 191     | 220     | 274     | 282         | 32      | 11%                        | 21         | 7%                             |
| Automotive Painter (Automotive Refinishing Technician)                  | ●        | 44      | 46      | 63      | 58          | 12      | 21%                        | ...        | ...                            |
| Automotive Refinishing Prep Technician                                  |          | 163     | 165     | 153     | 125         | 14      | 11%                        | ...        | ...                            |
| Automotive Service Technician   | ●        | 2,296   | 2,284   | 2,362   | 2,260       | 86      | 4%                         | 119        | 5%                             |
| <b>B</b>  |          |         |         |         |             |         |                            |            |                                |
| Baker   | ●        | 216     | 185     | 161     | 136         | 109     | 80%                        | ...        | ...                            |
| Boilermaker   | ●        | 128     | 74      | 76      | 63          | ...     | ...                        | 7          | 11%                            |
| Boom Truck Operator - Folding Boom Unlimited Tonnage                    |          | -       | ...     | ...     | ...         | -       | -                          | -          | -                              |
| Boom Truck Operator - Stiff Boom Unlimited Tonnage                      |          | -       | ...     | ...     | ...         | -       | -                          | -          | -                              |
| Bricklayer (Mason)  | ●        | 116     | 122     | 128     | 114         | ...     | ...                        | 10         | 9%                             |
| <b>C</b>  |          |         |         |         |             |         |                            |            |                                |
| Cabinetmaker (Joiner)   | ●        | 345     | 302     | 337     | 305         | 65      | 21%                        | 12         | 4%                             |
| Carpenter   | ●        | 5,258   | 5,636   | 5,658   | 5,391       | 356     | 7%                         | 546        | 10%                            |
| Climbing Arborist   |          | ...     | 10      | ...     | ...         | -       | -                          | -          | -                              |
| Concrete Finisher   | ●        | 83      | 98      | 96      | 86          | ...     | ...                        | 8          | 9%                             |
| Construction Craft Worker (Labourer)                                    | ●        | 244     | 221     | 121     | 88          | ...     | ...                        | 39         | 44%                            |
| Construction Electrician  | ●        | 7,683   | 7,716   | 7,577   | 7,458       | 534     | 7%                         | 385        | 5%                             |
| Cook <sup>2</sup>   | ●        | 2,547   | 2,470   | 2,522   | 2,279       | 814     | 36%                        | 292        | 13%                            |
| <b>D</b>  |          |         |         |         |             |         |                            |            |                                |
| Dairy Production Technician <sup>3</sup>                                |          | 120     | 116     | 113     | 108         | 43      | 40%                        | -          | -                              |
| Diesel Engine Mechanic  |          | 72      | 88      | 93      | 82          | ...     | ...                        | ...        | ...                            |
| Drywall Finisher  |          | 68      | 85      | 79      | 66          | 12      | 18%                        | ...        | ...                            |
| <b>E</b>  |          |         |         |         |             |         |                            |            |                                |
| Electric Motor System Technician (Winder Electrician) <sup>4</sup>      | ●        | 28      | 23      | 22      | 22          | ...     | ...                        | ...        | ...                            |
| Embalmer  |          | ...     | ...     | -       | ...         | -       | -                          | -          | -                              |
| Embalmer And Funeral Director   |          | 53      | 56      | 48      | 65          | 50      | 77%                        | 6          | 9%                             |
| <b>F</b>  |          |         |         |         |             |         |                            |            |                                |
| Floor Covering Installer  | ●        | 65      | 58      | 47      | 41          | ...     | ...                        | ...        | ...                            |
| Funeral Director  |          | 13      | 19      | 9       | 9           | 7       | 78%                        | -          | -                              |
| <b>G</b>  |          |         |         |         |             |         |                            |            |                                |
| Gasfitter (Class A)   |          | 29      | 21      | 23      | 24          | -       | -                          | ...        | ...                            |
| Gasfitter - Class B   |          | 370     | 371     | 429     | 407         | 13      | 3%                         | 12         | 3%                             |
| Glazier   | ●        | 298     | 298     | 293     | 268         | 6       | 2%                         | 26         | 10%                            |
| <b>H</b>  |          |         |         |         |             |         |                            |            |                                |
| Hairstylist   | ●        | 538     | 523     | 480     | 435         | 400     | 92%                        | 52         | 12%                            |
| Heavy Duty Equipment Technician   | ●        | 1,424   | 1,618   | 1,736   | 1,655       | 48      | 3%                         | 147        | 9%                             |
| Heavy Equipment Operator  |          | 155     | 174     | 191     | 178         | 38      | 21%                        | 67         | 38%                            |
| <b>I</b>  |          |         |         |         |             |         |                            |            |                                |
| Inboard/Outboard Mechanic   |          | 9       | 8       | ...     | ...         | -       | -                          | -          | -                              |
| Industrial Electrician  | ●        | 282     | 298     | 326     | 314         | 24      | 8%                         | 14         | 4%                             |
| Industrial Mechanic (Millwright)  | ●        | 1,229   | 1,331   | 1,342   | 1,268       | 45      | 4%                         | 79         | 6%                             |
| Instrumentation And Control Technician (Industrial Instrument Mechanic) | ●        | 230     | 193     | 169     | 168         | 10      | 6%                         | ...        | ...                            |
| Insulator (Heat And Frost)  | ●        | 226     | 230     | 335     | 345         | 36      | 10%                        | 19         | 6%                             |
| Ironworker (Generalist)   | ●        | 157     | 179     | 195     | 189         | 14      | 7%                         | 33         | 17%                            |
| Ironworker (Reinforcing)  | ●        | 59      | 101     | 301     | 266         | 11      | 4%                         | 43         | 16%                            |
| <b>L</b>  |          |         |         |         |             |         |                            |            |                                |
| Landscape Horticulturist  | ●        | 284     | 312     | 315     | 320         | 134     | 42%                        | 9          | 3%                             |
| Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)           | ●        | 220     | 285     | 248     | 213         | 20      | 9%                         | 17         | 8%                             |
| Locksmith   |          | 14      | 14      | 13      | 10          | ...     | ...                        | -          | -                              |

| Trade <sup>1</sup>   | Red Seal | 2020/21 YTD   |               |               |               | 2020/21 YTD        |                            | 2020/21 YTD            |                                |
|--|----------|---------------|---------------|---------------|---------------|--------------------|----------------------------|------------------------|--------------------------------|
|  |          | 2017/18       | 2018/19       | 2019/20       | 2020/21 YTD   | 2020/21 YTD Female | Female as % of Total Trade | 2020/21 YTD Indigenous | Indigenous as % of Total Trade |
| <b>M</b>   |          |               |               |               |               |                    |                            |                        |                                |
| Machinist  | ●        | 276           | 366           | 362           | 342           | 20                 | 6%                         | 14                     | 4%                             |
| Marine Engine Mechanic   |          | ...           | ...           | -             | -             | -                  | -                          | -                      | -                              |
| Marine Mechanical Technician   |          | 56            | 60            | 67            | 63            | ...                | ...                        | ...                    | ...                            |
| Marine Service Technician  |          | 80            | 80            | 94            | 88            | 18                 | 20%                        | 9                      | 10%                            |
| Meatcutter   |          | 130           | 115           | 133           | 118           | 31                 | 26%                        | 8                      | 7%                             |
| Metal Fabricator (Fitter)  | ●        | 441           | 429           | 393           | 388           | 24                 | 6%                         | 40                     | 10%                            |
| Mobile Crane Operator  | ●        | 103           | 82            | 110           | 105           | ...                | ...                        | 11                     | 10%                            |
| Mobile Crane Operator - Hydraulic 80 Tonnes And Under                                |          | 20            | 13            | 15            | 12            | -                  | -                          | -                      | -                              |
| Mobile Crane Operator - Lattice Boom Friction Crane <sup>5</sup>                     |          | 25            | 11            | -             | -             | -                  | -                          | -                      | -                              |
| Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician | ●        | 403           | 429           | 442           | 392           | 16                 | 4%                         | 11                     | 3%                             |
| Motorcycle Mechanic  | ●        | 92            | 106           | 111           | 109           | 6                  | 6%                         | 8                      | 7%                             |
| <b>P</b>   |          |               |               |               |               |                    |                            |                        |                                |
| Painter And Decorator  | ●        | 413           | 390           | 377           | 345           | 58                 | 17%                        | 30                     | 9%                             |
| Parts And Warehousing Person 1   |          | 95            | 127           | 130           | 115           | 42                 | 37%                        | 8                      | 7%                             |
| Partsperson  | ●        | 42            | 44            | 36            | 47            | 18                 | 38%                        | ...                    | ...                            |
| Piledriver And Bridgeworker  |          | 85            | 79            | 101           | 103           | ...                | ...                        | 14                     | 14%                            |
| Plumber  | ●        | 3,479         | 3,603         | 3,613         | 3,615         | 142                | 4%                         | 198                    | 5%                             |
| Powerline Technician   | ●        | 206           | 165           | 139           | 128           | ...                | ...                        | 13                     | 10%                            |
| Production Horticulturist <sup>6</sup>   |          | 67            | 67            | ...           | -             | -                  | -                          | -                      | ...                            |
| <b>R</b>   |          |               |               |               |               |                    |                            |                        |                                |
| Railway Car Technician <sup>7</sup>  |          | 99            | 72            | -             | -             | -                  | -                          | -                      | -                              |
| Recreation Vehicle Service Technician  | ●        | 68            | 88            | 91            | 80            | 7                  | 9%                         | ...                    | ...                            |
| Refrigeration And Air Conditioning Mechanic  | ●        | 1,055         | 1,194         | 1,243         | 1,226         | 42                 | 3%                         | 41                     | 3%                             |
| Residential Building Maintenance Worker  |          | 10            | 39            | 42            | 37            | 7                  | 19%                        | 28                     | 76%                            |
| Residential Steep Roofer   |          | 17            | 8             | ...           | ...           | -                  | -                          | -                      | -                              |
| Rig Technician <sup>6</sup>  | ●        | 148           | 120           | ...           | ...           | -                  | -                          | -                      | -                              |
| Roofer (Roofer, Damp And Waterproofing)  | ●        | 563           | 547           | 571           | 479           | 8                  | 2%                         | 50                     | 10%                            |
| <b>S</b>   |          |               |               |               |               |                    |                            |                        |                                |
| Saw Filer  |          | 125           | 125           | 112           | 103           | ...                | ...                        | 10                     | 10%                            |
| Security Systems Technician  |          | 114           | 117           | 125           | 120           | 8                  | 7%                         | ...                    | ...                            |
| Sheet Metal Worker   | ●        | 796           | 907           | 891           | 869           | 52                 | 6%                         | 68                     | 8%                             |
| Sprinkler Fitter   | ●        | 358           | 377           | 672           | 667           | 21                 | 3%                         | 43                     | 6%                             |
| Steamfitter/Pipefitter   | ●        | 561           | 486           | 465           | 459           | 38                 | 8%                         | 49                     | 11%                            |
| <b>T</b>   |          |               |               |               |               |                    |                            |                        |                                |
| Tilesetter   | ●        | 19            | 27            | 26            | 20            | ...                | ...                        | ...                    | ...                            |
| Tower Crane Operator   | ●        | 43            | 28            | 23            | 26            | -                  | -                          | ...                    | ...                            |
| Transport Trailer Technician   | ●        | 39            | 33            | 33            | 33            | -                  | -                          | -                      | -                              |
| Truck And Transport Mechanic   | ●        | 757           | 783           | 827           | 762           | 24                 | 3%                         | 34                     | 4%                             |
| <b>U</b>   |          |               |               |               |               |                    |                            |                        |                                |
| Utility Arborist   |          | 152           | 144           | 148           | 130           | ...                | ...                        | 15                     | 12%                            |
| <b>W</b>   |          |               |               |               |               |                    |                            |                        |                                |
| Water Well Driller   |          | 6             | ...           | ...           | ...           | -                  | -                          | -                      | -                              |
| Welder   | ●        | 970           | 850           | 866           | 798           | 99                 | 12%                        | 100                    | 13%                            |
| <b>Grand Total</b>   |          | <b>37,703</b> | <b>38,637</b> | <b>39,221</b> | <b>37,437</b> | <b>3,707</b>       | <b>10%</b>                 | <b>2,848</b>           | <b>8%</b>                      |

<sup>1</sup> Trades without apprenticeship registrations in the past 2 fiscal years (2018/19 - 2019/20) are not included in the list.

<sup>2</sup> Cook includes both Cook and Professional Cook.

<sup>3</sup> Dairy Production Technician has been inactivated as of July 1, 2020.

<sup>4</sup> Electric Motor System Technician (Winder Electrician) launched a new BC CofQ pathway as of May 1, 2020 and the trade will be de-designated Red Seal on January 1, 2021.

<sup>5</sup> Mobile Crane Operator – Lattice Boom Friction Crane has been merged into Red Seal Mobile Crane Operator as of July 31, 2019.

<sup>6</sup> Production Horticulturist trade and apprenticeship pathway for Rig Technician have been deactivated as of December 1, 2019.

<sup>7</sup> Railway Car Technician has been deactivated as of April 1, 2019.

- indicates zero apprenticeship registrations

... Represents numbers 5 and less. These numbers have been masked to ensure information about an individual is not released. In some cases, it is not only necessary to mask one number but also a complementary number because the missing value can be calculated from the total. In these cases, two cells are suppressed so the exact value of one cell cannot be calculated.