



# INDUSTRY TRAINING AUTHORITY

---

# QUARTERLY PERFORMANCE REPORT

2020/21 - Third Quarter  
To December 31, 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 10-11
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 12
Table 18	Sponsors with over 100 Apprenticeship Ranked by Proportion of Indigenous Apprenticeships	Page 12-13

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	438
Increase of Indigenous peoples entering into apprenticeships		1,185	1,246	1,412	629
Increase the proportionality of women in under-represented trades <sup>2</sup>				Establish Baseline	5.4%
Increase the proportionality of Indigenous peoples in apprenticeships <sup>2</sup>				Establish Baseline	7.8%

<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 pages 4 and 5, tables 7 and 8 respectively.

Table 1B | Female Apprenticeships

	2017/2018	2018/2019	2019/2020	2020/2021 Results to Date
Total female apprenticeships	3,527	3,683	3,815	3,644
Total female as % of all ITA apprenticeships	9%	10%	10%	10%
Total female in under-represented trades	1,873	2,082	2,206	2,027
Total female apprenticeships in under-represented trades as % of all female apprenticeships	53%	57%	58%	56%

	2017/2018	2018/2019	2019/2020	2020/2021 Results to 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 Results to Date
Total Indigenous apprenticeships <sup>1</sup>	2,570	2,806	3,037	2,753
Total Indigenous female apprenticeships	441	475	498	473
Total Indigenous apprenticeships as % of all ITA apprenticeships <sup>2</sup>	7%	7%	8%	7%

<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 Results	2018/19 Results	2019/20 Results	2020/21 Target	2020/21 Results to Date
Certificates of Qualification issued	7,240	7,291	7,535	7,659	3,496
Certificates of Qualification issued to women	649	750	700	760	314
Certificates of Qualification issued to Indigenous peoples	259	280	318	305	159
Youth participating in skilled trades <sup>1</sup>				Establish Baseline	4,992

<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 Results to Date
Total apprenticeships	37,703	38,637	39,221	36,983

**Table 6 | New Apprenticeship Registrations**

	2017/2018	2018/2019	2019/2020	2020/2021 Results to Date
New Apprenticeship Registrations	13,160	13,835	13,778	7,284

**Table 7 | Female Apprenticeship Registrations**

	2017/2018	2018/2019	2019/2020	2020/2021 Results to Date
Total female apprenticeships	3,527	3,683	3,815	3,644
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	2,027
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**

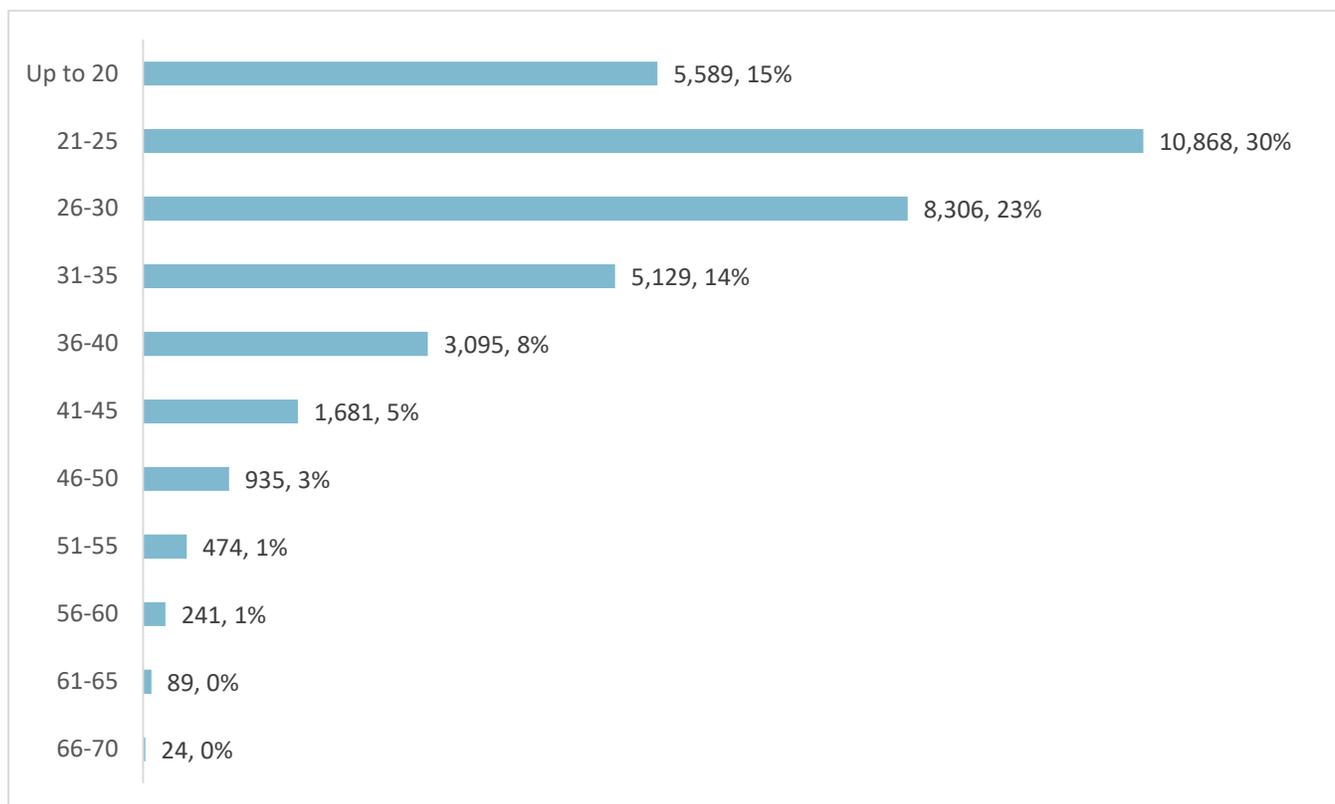
	2017/2018	2018/2019	2019/2020	2020/2021 Results to Date
Total Indigenous apprenticeships <sup>1</sup>	2,570	2,806	3,037	2,753
Total Indigenous female apprenticeships	441	475	498	473
Total Indigenous apprenticeships as % of all ITA apprenticeships <sup>2</sup>	7%	7%	8%	7%

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

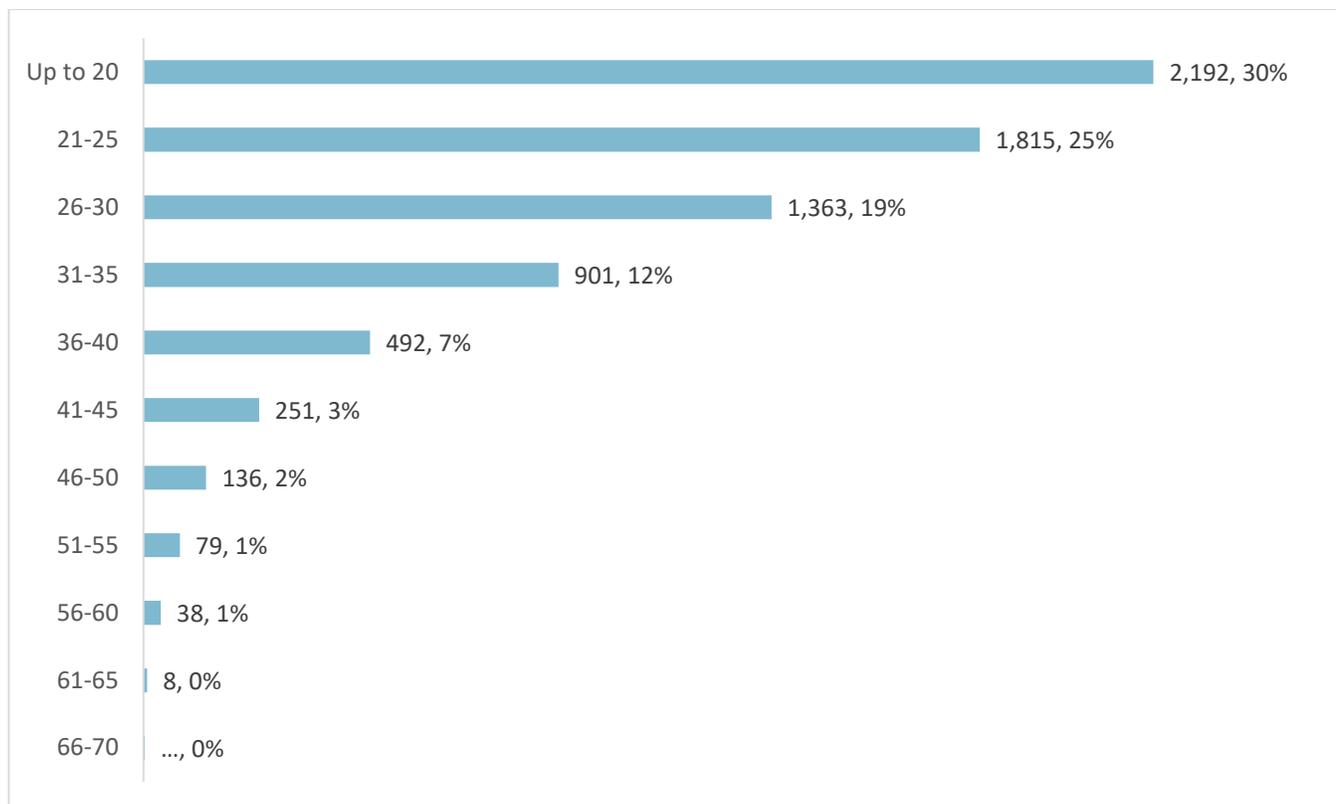
<sup>2</sup> Measure is point in time and includes any apprenticeship active at the end of the reporting period.

## 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 Results to Date
Continuation from Foundation Programs to Apprenticeship <sup>1</sup>	45%	50%	54%	51%

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

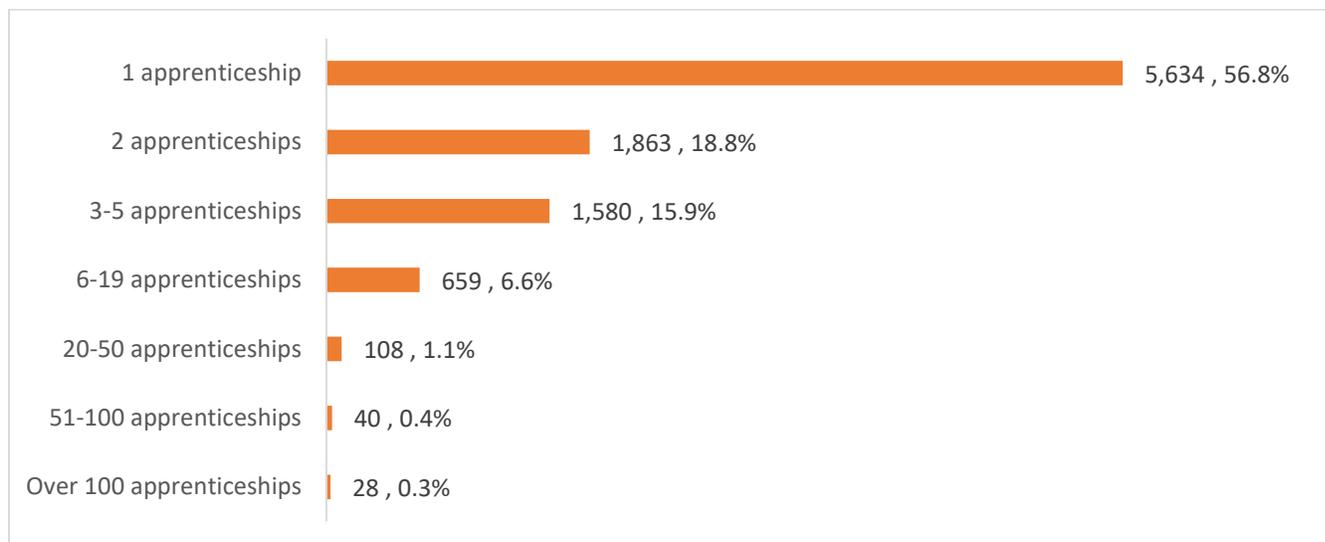
<sup>1</sup> Completion rate is a measure of the number of apprentices who have completed their program and obtained their Certificate of Qualification within 6 years of registration. The completion rate is calculated quarterly and then reported on a cumulative basis throughout the year.

## PART 3 – SPONSORS<sup>2</sup>

**Table 12 | Total Active Sponsors**

	2017/2018	2018/2019	2019/2020	2020/2021 Results to Date
Total Active Sponsors	10,666	10,689	10,486	9,912

**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	1,234	10	Christian Labour Association Of Canada	253
2	Electrical Joint Training Committee	833	11	Ironworkers Local 97 Trade Improvement	199
3	Piping Industry Apprenticeship Board	556	12	Insulation Industry Apprentice Board	195
4	Sheet Metal Industry Training Board	400	13	Corcan - Regional Headquarters (Pacific)	194
5	IUOE Local 115 Training Association	350	14	Vancouver Island Piping Industry Joint Training Committee	180
6	District Council 38 Joint Trade Society	335	15	Alpine Electric Ltd.	179
7	United Brotherhood of Carp. Local 1598	312	16	LMS Employees' Association	178
8	IBEW Local 230	308	17	I.B.E.W., Local 993	173
9	Journeyman Apprentice Training Committee	298	18	Nightingale Electrical Ltd.	156

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

Organization Name		Number of Apprenticeships		Organization Name	Number of Apprenticeships
19	Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.	148	40	British Columbia Funeral Association	63
20	Mazzei Electric Ltd.	132	40	Seaspan ULC	63
21	Omega Mechanical Ltd	115	41	Ocean Park Mechanical	62
22	Piledrivers, Divers, Bridge, Dock and Wharf Builders Local Union 2404	111	41	B.C. Hydro	62
23	Allwest Electric Ltd.	109	41	Construction Maintenance & Allied Workers Union Local 1081 & 1735	62
24	Polar Electric Inc.	104	42	Keldon Electric Ltd.	61
25	Protec Installations Group	98	43	Atrysten Plumbing & Heating	59
26	Cactus Restaurants Ltd.	90	43	CMAW Local 1346	59
27	U.B.C.J.A. Local 1370	88	44	RCABC Educational Foundation	58
28	Carpenter Union Local 1907	86	44	Red Seal Electric Inc	58
29	William Kelly & Sons Plumbing (1989) Ltd	85	45	Bricklayers & Allied Craftworkers Loc 2	57
30	Kal Tire	83	46	Boilermakers' A.T.A.C. Lodge 359	56
31	Lisi Mechanical Contractors Ltd.	82	46	Techmation Electric & Controls Ltd.	56
32	Cairns Electric Ltd.	81	46	Epscan Industries Ltd.	56
33	CMAW Local 1995	74	47	Victoria Shipyards Ltd.	55
34	Glenco Electric Ltd.	73	47	Operative Plasterers' & Cement Masons'	55
35	CMAW Local 2300	72	48	Parker Johnston Ltd.	54
36	Centurion Contracting Ltd.	71	49	Access Trades	53
37	Joint Line Apprenticeship Training Association	69	49	Faria Mechanical Ltd.	53
38	Status Electrical Corporation	66	49	CMAW Local 1998	53
39	Vancouver Island Sheet Metal JAC Loc 276	64	50	Ramsay Painting Ltd.	51
40	Kelowna Flightcraft Ltd.	63			

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
1	I.B.E.W., Local 993	173	39	23%
2	IBEW Local 230	308	41	13%
2	Insulation Industry Apprentice Board	195	25	13%
2	Mazzei Electric Ltd.	132	17	13%
3	District Council 38 Joint Trade Society	335	41	12%
3	Electrical Joint Training Committee	833	102	12%
4	United Brotherhood of Carp. Local 1598	312	33	11%
4	Vancouver Island Piping Industry Joint Training Committee	180	20	11%
5	Ironworkers Local 97 Trade Improvement	199	16	8%
5	IUOE Local 115 Training Association	350	28	8%
5	Polar Electric Inc.	104	8	8%
6	Corcan - Regional Headquarters (Pacific)	194	14	7%
6	Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.	148	11	7%
7	Allwest Electric Ltd.	109	7	6%
7	Piledrivers, Divers, Bridge, Dock and Wharf Builders Local	111	7	6%
8	Independent Contractors & Businesses Association	1,234	67	5%
8	Piping Industry Apprenticeship Board	556	29	5%
9	Alpine Electric Ltd.	179	6	3%
9	LMS Employees' Association	178	6	3%
9	Omega Mechanical Ltd	...	...	3%
9	Sheet Metal Industry Training Board	400	13	3%
10	Christian Labour Association Of Canada	253	6	2%
10	Journeyman Apprentice Training Committee	...	...	2%

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
1	Suki's Salon	32	30	94%
2	British Columbia Funeral Association	63	48	76%
3	Horticulture Centre of The Pacific	23	13	57%
4	Meridian Farm Market Ltd.	24	11	46%
5	HortEducationBC (HEBC)	33	15	45%
6	White Spot Ltd.	41	15	37%
7	Coastal Cookery	32	11	34%
8	Victoria Shipyards Ltd.	55	18	33%
9	Cactus Restaurants Ltd.	90	28	31%

	Organization Name	Total Number of Apprenticeships	Number of Female Apprenticeships	Percentage
10	Apple Electric Ltd.	21	6	29%
10	Earl's Restaurant	21	6	29%
10	Flynn Canada Ltd	21	6	29%

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
1	I.B.E.W., Local 993	173	39	23%
2	IBEW Local 230	308	41	13%
2	Mazzei Electric Ltd.	132	17	13%
2	Insulation Industry Apprentice Board	195	25	13%
3	Electrical Joint Training Committee	833	102	12%
3	District Council 38 Joint Trade Society	335	41	12%
4	Vancouver Island Piping Industry Joint Training Committee	180	20	11%
4	United Brotherhood of Carp. Local 1598	312	33	11%
5	Ironworkers Local 97 Trade Improvement	199	16	8%
5	IUOE Local 115 Training Association	350	27	8%
5	Polar Electric Inc.	104	8	8%
6	Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.	148	11	7%
7	Allwest Electric Ltd.	109	7	6%
7	Piledrivers, Divers, Bridge, Dock and Wharf Builders Local	111	7	6%
8	Independent Contractors & Businesses Association	1,234	66	5%
8	Piping Industry Apprenticeship Board	556	29	5%
9	LMS Employees' Association	178	6	3%
9	Alpine Electric Ltd.	179	6	3%
9	Sheet Metal Industry Training Board	400	13	3%
9	Omega Mechanical Ltd	...	...	3%
10	Christian Labour Association Of Canada	253	6	2%
10	Journeyman Apprentice Training Committee	...	...	2%
10	Corcan - Regional Headquarters (Pacific)	...	...	2%

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
1	Victoria Shipyards Ltd.	55	18	33%
2	Apple Electric Ltd.	21	6	29%
2	Flynn Canada Ltd	21	6	29%
3	Teck Coal Limited - Fording River Operations	28	6	21%
4	Crystal Glass Canada Ltd.	...	...	19%
5	Tk'emlups te Secwepemc - Kamloops Indian Band	...	...	18%
6	Marine Roofing Group of Companies	...	...	17%
6	Kingfisher Boats Inc	...	...	17%
6	Access Trades	53	9	17%
6	Belron Canada dba Speedy Glass, Apple Auto Glass and	36	6	17%
7	Westcana Electric Inc.	49	8	16%
7	Ramsay Painting Ltd.	51	8	16%
8	Rjames Management Group Ltd.	...	...	15%
8	Gitxsan Development Corp.	...	...	15%
8	Strait Projects LTD.	47	7	15%
8	U.B.C.J.A. Local 1370	88	13	15%
9	Teck Highland Valley Copper	...	...	14%
10	Northern Legendary Construction Ltd	...	...	13%
10	Seaspan ULC	63	8	13%
10	Belltech Systems Ltd.	...	...	13%

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
1	Corcan - Regional Headquarters (Pacific)	194	50	26%
2	Ironworkers Local 97 Trade Improvement	199	37	19%
3	I.B.E.W., Local 993	173	32	18%
4	Piledrivers, Divers, Bridge, Dock and Wharf Builders Local	111	14	13%
5	IUOE Local 115 Training Association	350	41	12%
5	LMS Employees' Association	178	21	12%
6	District Council 38 Joint Trade Society	335	29	9%
6	Electrical Joint Training Committee	833	71	9%

	Organization Name	Total Number of Apprenticeships	Number of Indigenous Apprenticeships	Percentage
6	Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.	148	13	9%
6	Sheet Metal Industry Training Board	400	34	9%
7	Mazzei Electric Ltd.	132	11	8%
8	Christian Labour Association Of Canada	253	17	7%
8	IBEW Local 230	308	22	7%
8	Piping Industry Apprenticeship Board	556	37	7%
8	United Brotherhood of Carp. Local 1598	312	23	7%
9	Independent Contractors & Businesses Association	1234	57	5%
10	Insulation Industry Apprentice Board	195	8	4%
10	Vancouver Island Piping Industry Joint Training Committee	180	7	4%

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
1	Gitxsan Development Corp.	20	20	100%
1	Prince George Nechako Aboriginal Employment and Training Association	24	24	100%
2	Tk'emlups te Secwepemc - Kamloops Indian Band	22	21	95%
3	Access Trades	53	47	89%
4	CMAW Local 1998	53	17	32%
5	Strait Projects LTD.	47	14	30%
6	U.B.C.J.A. Local 1370	88	25	28%
7	Construction Maintenance & Allied Workers Union Local	62	15	24%
8	RCABC Educational Foundation	58	12	21%
9	Howell Electric Ltd.	...	...	20%
10	B.C. Hydro	62	11	18%

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 Results to Date
ITA Training Seats Allocated	20,829	21,061	20,960	22,090

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

	2017/2018	2018/2019	2019/2020	2020/2021 Results to Date
Foundation Participants in ITA-allocated Foundation Programs <sup>1</sup>	4,978	4,706	4,711	Reported 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 Results to Date
Capacity Utilization <sup>1</sup>	89.0%	89.9%	89.6%	Reported 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 YTD		2020/21 YTD	
						Female	Female as % of Total Trade	Indigenous	Indigenous as % of Total Trade
<b>A</b>									
Aircraft Maintenance Technician		135	154	175	156	18	12%	7	4%
Aircraft Structural Technician		34	52	49	46	6	13%	...	...
Appliance Service Technician	●	63	54	62	54	...	...	...	...
Arborist Technician		32	33	33	65	6	9%	8	12%
Architectural Sheet Metal Worker		226	228	245	230	13	6%	17	7%
Asphalt Paving/Laydown Technician		35	42	39	19	...	...	...	...
Automotive Glass Technician		191	220	274	288	32	11%	20	7%
Automotive Painter (Automotive Refinishing Technician)	●	44	46	63	52	11	21%	...	...
Automotive Refinishing Prep Technician		163	165	153	115	14	12%	...	...
Automotive Service Technician	●	2,296	2,284	2,362	2,298	91	4%	115	5%
<b>B</b>									
Baker	●	216	185	161	135	108	80%	...	...
Boilermaker	●	128	74	76	56	...	...	7	13%
Boom Truck Operator - Folding Boom Unlimited Tonnage		-	...	...	...	-	-	-	-
Boom Truck Operator - Stiff Boom Unlimited Tonnage		-	...	...	...	-	-	-	-
Bricklayer (Mason)	●	116	122	128	117	...	...	10	9%
<b>C</b>									
Cabinetmaker (Joiner)	●	345	302	337	310	65	21%	12	4%
Carpenter	●	5,258	5,636	5,658	5,323	354	7%	545	10%
Climbing Arborist		...	10	...	...	-	-	-	-
Concrete Finisher	●	83	98	96	77	...	...	6	8%
Construction Craft Worker (Labourer)	●	244	221	121	57	7	12%	24	42%
Construction Electrician	●	7,683	7,716	7,577	7,461	536	7%	405	5%
Cook <sup>2</sup>	●	2,547	2,470	2,522	2,229	809	36%	300	13%
<b>D</b>									
Dairy Production Technician <sup>3</sup>		120	116	113	89	37	42%	-	-
Diesel Engine Mechanic		72	88	93	82	...	...	...	...
Drywall Finisher		68	85	79	61	11	18%	...	...
<b>E</b>									
Electric Motor System Technician (Winder Electrician) <sup>4</sup>	●	28	23	22	20	...	...	...	...
Embalmer		...	...	-	-	-	-	-	-
Embalmer And Funeral Director		53	56	48	52	39	75%	...	...
<b>F</b>									
Floor Covering Installer	●	65	58	47	35	...	...	...	...
Funeral Director		13	19	9	11	9	82%	-	-
<b>G</b>									
Gasfitter (Class A)		29	21	23	23	-	-	...	...
Gasfitter - Class B		370	371	429	414	14	3%	16	4%
Glazier	●	298	298	293	272	7	3%	24	9%
<b>H</b>									
Hairstylist	●	538	523	480	410	380	93%	45	11%
Heavy Duty Equipment Technician	●	1,424	1,618	1,736	1,653	48	3%	137	8%
Heavy Equipment Operator		155	174	191	174	35	20%	61	35%
<b>I</b>									
Inboard/Outboard Mechanic		9	8	...	...	-	-	-	-
Industrial Electrician	●	282	298	326	309	19	6%	14	5%
Industrial Mechanic (Millwright)	●	1,229	1,331	1,342	1,265	48	4%	73	6%
Instrumentation And Control Technician (Industrial Instrument Mechanic)	●	230	193	169	179	10	6%	6	3%
Insulator (Heat And Frost)	●	226	230	335	328	34	10%	18	5%
Ironworker (Generalist)	●	157	179	195	186	14	8%	32	17%
Ironworker (Reinforcing)	●	59	101	301	221	8	4%	33	15%
<b>L</b>									
Landscape Horticulturist	●	284	312	315	334	140	42%	12	4%
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	●	220	285	248	192	16	8%	18	9%
Locksmith		14	14	13	10	...	...	-	-

Trade <sup>1</sup>	Red Seal	2017/18	2018/19	2019/20	2020/21 YTD	2020/21 YTD		2020/21 YTD	
						Female	Female as % of Total Trade	Indigenous	Indigenous as % of Total Trade
<b>M</b>									
Machinist	●	276	366	362	326	19	6%	11	3%
Marine Engine Mechanic		...	...	-	-	-	-	-	-
Marine Mechanical Technician		56	60	67	65	...	...	...	...
Marine Service Technician		80	80	94	82	17	21%	7	9%
Meatcutter		130	115	133	124	35	28%	9	7%
Metal Fabricator (Fitter)	●	441	429	393	358	20	6%	27	8%
Mobile Crane Operator	●	103	82	110	101	...	...	11	11%
Mobile Crane Operator - Hydraulic 80 Tonnes And Under		20	13	15	7	-	-	-	-
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	374	17	5%	12	3%
Motorcycle Mechanic	●	92	106	111	105	8	8%	7	7%
<b>P</b>									
Painter And Decorator	●	413	390	377	330	49	15%	27	8%
Parts And Warehousing Person 1		95	127	130	111	42	38%	7	6%
Partsperson	●	42	44	36	47	18	38%	...	...
Piledriver And Bridgeworker		85	79	101	125	6	5%	15	12%
Plumber	●	3,479	3,603	3,613	3,663	139	4%	190	5%
Powerline Technician	●	206	165	139	122	...	...	10	8%
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	79	8	10%	...	...
Refrigeration And Air Conditioning Mechanic	●	1,055	1,194	1,243	1,275	40	3%	45	4%
Residential Building Maintenance Worker		10	39	42	29	6	21%	20	69%
Residential Steep Roofer		17	8	...	...	-	-	-	-
Rig Technician <sup>6</sup>	●	148	120	...	...	-	-	-	-
Roofer (Roofer, Damp And Waterproofing)	●	563	547	571	466	7	2%	44	9%
<b>S</b>									
Saw Filer		125	125	112	110	...	...	11	10%
Security Systems Technician		114	117	125	129	9	7%	...	...
Sheet Metal Worker	●	796	907	891	887	49	6%	61	7%
Sprinkler Fitter	●	358	377	672	445	13	3%	27	6%
Steamfitter/Pipefitter	●	561	486	465	450	35	8%	48	11%
<b>T</b>									
Tilesetter	●	19	27	26	21	...	...	...	...
Tower Crane Operator	●	43	28	23	25	-	-	...	...
Transport Trailer Technician	●	39	33	33	31	-	-	-	-
Truck And Transport Mechanic	●	757	783	827	740	24	3%	33	4%
<b>U</b>									
Utility Arborist		152	144	148	136	...	...	17	13%
<b>W</b>									
Water Well Driller		6	...	...	...	-	-	-	-
Welder	●	970	850	866	797	103	13%	101	13%
<b>Grand Total</b>		<b>37,703</b>	<b>38,637</b>	<b>39,221</b>	<b>36,983</b>	<b>3,644</b>	<b>10%</b>	<b>2,753</b>	<b>7%</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.