



# INDUSTRY TRAINING AUTHORITY

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## QUARTERLY PERFORMANCE REPORT

2019/20 - Fourth Quarter  
To March 31, 2020

## Document Purpose

The Industry Training Authority's (ITA) Quarterly Performance Report is compiled following each quarter (June, September, December and March). Publication dates include 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 of this report is to offer statistics and information that may be useful to those interested in B.C.'s trades training and apprenticeship system. As 2019/20 is the first year of publication, content may continue to evolve and therefore, your feedback, suggestions or questions are welcome at:

[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: Advance and sustain a diverse and inclusive trades training and apprenticeship system for B.C	Page 1
Table 2 – Goal 2: Assist apprentices to connect with employment opportunities and deliver the supports they need to achieve certification.	Page 1
Table 3 – Goal 3: Provide improved services to apprentices and employer sponsors.	Page 2
Table 4 – Goal 4: With key partners, strengthen B.C.'s trades training and apprenticeship system through robust performance management	Page 2

## Part 2 – Apprenticeships

Table 5 – Total Apprenticeship Registrations	Page 3
Table 6 – New Apprenticeship Registrations	Page 3
Table 7 - Female Apprenticeship Registrations	Page 3
Table 8 – Indigenous Apprenticeship Registrations	Page 3
Table 9 – ITA Youth Programs	Page 4
Table 10 – Continuation from Foundation Programs to Apprenticeship	Page 4
Table 11 – Completion Rates	Page 4

## Part 3 – Sponsors

Table 12 – Total Active Sponsors	Page 5
Graph 1 – Total Sponsors by Number of Apprenticeships	Page 5
Table 13 – Sponsors Ranked by Largest Number of Apprenticeships	Page 5-6
Table 14 – Sponsors: Ranked by Number of Female Apprenticeships	Page 6
Table 15 – Sponsors: Ranked by Number of Indigenous Apprenticeships	Page 7

## Part 4 – Technical Training

Table 16 – ITA Apprenticeship Training Seats	Page 8
Table 17 – ITA Allocated Foundation Program Registrations	Page 8
Table 18 – Capacity Utilization	Page 8

<b>Appendix A – Table 19 - Apprenticeships by Trade</b>	Page 9-10
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# PART 1 – STRATEGIC AND SERVICE PLANS

## Table 1 | Goal 1



**Goal 1: Advance and sustain a diverse and inclusive trades training and apprenticeship system for B.C.**

Measure	2016/17 Results	2017/18 Results	2018/19 Results	2019/20 Target		2019/20 Results
			Baseline	#	%	#
Increase of women entering under-represented trades apprenticeships <sup>1</sup>			808	832	3	853
Increase of Indigenous peoples entering into apprenticeships			1,185	1,244	5	1,246
Increase of women in under-represented trades sustained in apprenticeships			2,082	2,165	4	2,206
Increase of Indigenous peoples sustained in apprenticeships			2,806	3,030	8	3,037

<sup>1</sup> For definitions, see page 3.

## Table 2 | Goal 2



**Goal 2: Assist apprentices to connect with employment opportunities and deliver the supports they need to achieve certification.**

Measure	2016/17 Results	2017/18 Results	2018/19 Results	2019/20 Target	2019/20 Results
Number of Certificates of Qualification issued	7,756	7,240	7,291	7,318	7,535
Number of Certificates of Qualification issued to women	656	649	750	662	700
Number of Certificates of Qualification issued to Indigenous peoples	265	259	280	281	318

## Table 3 | Goal 3



**Goal 3: Provide improved services to apprentices and employer sponsors.**

Measure	2016/17 Results	2017/18 Results	2018/19 Results	2019/20 Target	2019/20 Results
Credential holder satisfaction with ITA credentials	83%	84%	85%	86%	85% <sup>1</sup>
Employer satisfaction with ITA credentials	80%	78%	79%	80%	78% <sup>2</sup>
Employer sponsor satisfaction with ITA support				Baseline to be established	82%

<sup>1</sup>Measure falls within margin of error of +/- 2.9%.

<sup>2</sup>Measure falls within margin of error of +/- 3.9%.

## Table 4 | Goal 4



**Goal 4: With key partners, strengthen B.C.'s trades training and apprenticeship system through robust performance management.**

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

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

For apprenticeships by trade, see Appendix A, Table 19

**Table 5 | Total Apprenticeship Registrations**

	2016/2017	2017/2018	2018/2019	2019/2020
Total apprenticeships	36,978	37,703	38,637	39,221

**Table 6 | New Apprenticeship Registrations**

	2016/2017	2017/2018	2018/2019	2019/2020
New Apprenticeship Registrations	12,893	13,160	13,835	13,778

**Table 7 | Female Apprenticeship Registrations**

	2016/2017	2017/2018	2018/2019	2019/2020
Total female apprenticeships	3,595	3,527	3,683	3,815
Total female as % of all ITA apprenticeships	10%	9%	10%	10%
Total female in under-represented trades <sup>1</sup>	1,673	1,873	2,082	2,206
Total female apprenticeships in under-represented trades as % of all female apprenticeships	47%	53%	57%	58%
Total female apprenticeships in under-represented trades as % of all ITA apprenticeships	5%	5%	5%	6%

<sup>1</sup>Under-represented trades exclude Red Seal trades where 25% or more of the population are female. Trades excluded are: Baker, Cook, Hairstylist, and Landscape Horticulturist.

**Table 8 | Indigenous Apprenticeship Registrations**

	2016/2017	2017/2018	2018/2019	2019/2020
Total Indigenous apprenticeships <sup>1</sup>	2,296	2,570	2,806	3,037
Total Indigenous female apprenticeships	369	441	475	498
Total Indigenous apprenticeships as % of all ITA apprenticeships	6%	7%	7%	8%

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

<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 9 | ITA Youth Program Participants – New Registrations (School Year)**

	2016/2017	2017/2018	2018/2019	2019/2020
Total registered youth	4,795	5,303	6,918	Reported July 2020
Total female youth participation	890	1,056	1,651	Reported July 2020
Total female youth as % of all youth	19%	20%	24%	Reported July 2020
Total Indigenous youth participation	554	695	775	Reported July 2020
Total Indigenous youth participation as % of all youth	12%	13%	11%	Reported July 2020

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

	2016/2017	2017/2018	2018/2019	2019/2020
Continuation from Foundation Programs to Apprenticeship <sup>1</sup>	47%	45%	50%	54%

<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**

	2016/2017 (cohort 2010/2011)	2017/2018 (cohort 2011/2012)	2018/2019 (cohort 2012/2013)	2019/2020 (cohort 2013/2014)
Apprenticeship Completion Rate <sup>1</sup>	44%	45%	43%	43%

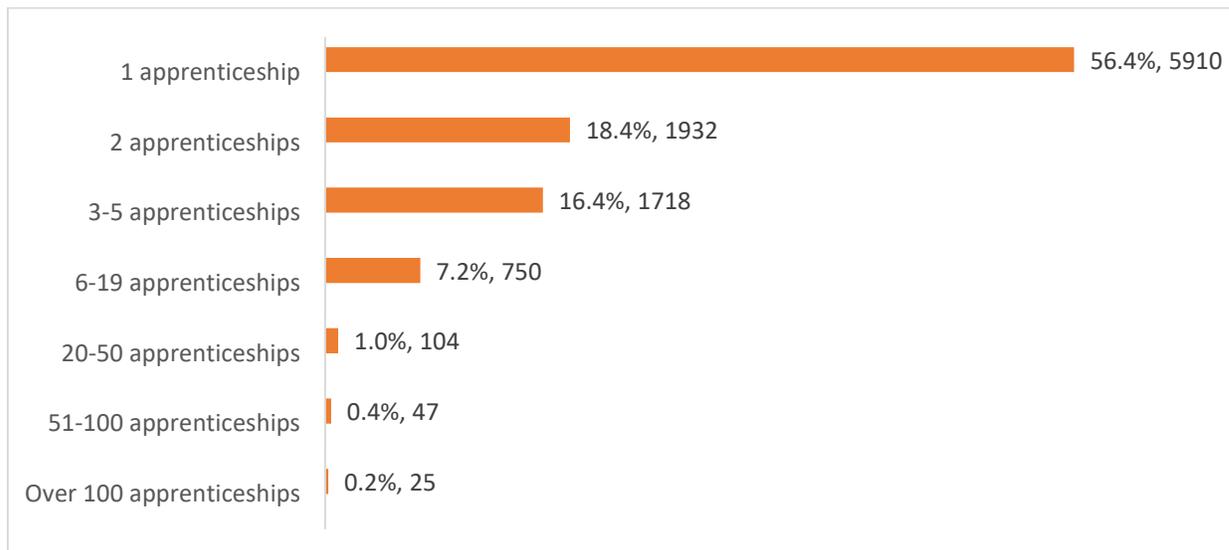
<sup>1</sup>Completion rate is a measure of the number of apprentices who have completed their program and obtained their Certificate of Qualification within 6 years of registration. The completion rate is calculated quarterly and then reported on a cumulative basis throughout the year.

## PART 3 – SPONSORS<sup>2</sup>

**Table 12 | Total Active Sponsors**

	2016/2017	2017/2018	2018/2019	2019/2020
Total Active Sponsors	10,406	10,666	10,689	10,486

**Graph 1 | 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
01	Independent Contractors & Businesses Association	1084	14	Ironworkers Local 97 Trade Improvement	199
02	Electrical Joint Training Committee	806	15	Vancouver Island Piping Industry Joint Training Committee	191
03	Piping Industry Apprenticeship Board	519	16	I.B.E.W., Local 993	141
04	District Council 38 Joint Trade Society	396	17	Alpine Electric Ltd.	125
05	Sheet Metal Industry Training Board	394	17	Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.	125
06	IUOE Local 115 Training Association	386	18	Allwest Electric Ltd.	115
07	IBEW Local 230	366	19	Nightingale Electrical Ltd.	110
08	United Brotherhood of Carp. Local 1598	339	19	RCABC Educational Foundation	110
09	Christian Labour Association Of Canada	327	20	CMAW Local 1995	103
10	Journeyman Apprentice Training Committee	312	21	Cactus Restaurants Ltd.	100
11	Corcan - Regional Headquarters (Pacific)	301	21	Carpenter Union Local 1907	100
12	LMS Employees' Association	212	22	ESC Automation Inc.	98
13	Insulation Industry Apprentice Board	205	22	Omega Mechanical Ltd	98

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

Organization Name		Number of Apprenticeships	Organization Name		Number of Apprenticeships
23	Status Electrical Corporation	97	39	Joint Line Apprenticeship Training Association	63
24	Glenco Electric Ltd.	94	40	CMAW Local 1346	62
25	Kelowna Flightcraft Ltd.	89	41	Kirmac Collision (Barnet)	61
26	Polar Electric Inc.	88	41	Parker Johnston Ltd.	61
27	B.C. Hydro	85	42	Horizon Electric Inc.	60
27	Mazzei Electric Ltd.	85	42	U.B.C.J.A. Local 1370	60
27	Protec Installations Group	85	43	Belron Canada dba Speedy Glass, Apple Auto Glass and Broco Glass	58
28	Techmation Electric & Controls Ltd.	84	43	Epscan Industries Ltd.	58
29	Piledrivers, Divers, Bridge, Dock and Wharf Builders Local Union 2404	81	44	British Columbia Funeral Association	57
30	Ramsay Painting Ltd.	78	44	Construction Maintenance & Allied Workers Union Local 1081 & 1735	57
30	Boilermakers' A.T.A.C. Lodge 359	76	45	Victoria Shipyards Ltd.	55
31	CMAW Local 2300	76	46	Keldon Electric Ltd.	54
32	Vancouver Island Sheet Metal JAC Loc 276	75	46	Seaspan ULC	54
33	Kal Tire	74	47	CN Rail	52
34	Access Trades	70	47	Knappett Projects Inc. EA	52
35	Lisi Mechanical Contractors Ltd.	69	48	Cairns Electric Ltd.	50
35	Operative Plasterers' & Cement Masons'	69	49	White Spot Ltd.	48
36	Centurion Contracting Ltd.	68	50	Coast Mountain Bus Co. Ltd.	47
37	CMAW Local 1998	66	50	Flynn Canada Ltd.	47
37	Strait Projects LTD.	66	50	Red Seal Electric Inc	47
37	William Kelly & Sons Plumbing (1989) Ltd	66	50	Westcana Electric Inc.	47
38	Bricklayers & Allied Craftworkers Loc 2	65			

Source: Direct Access (results by Sponsor ID).

**Table 14 | Sponsors: Ranked by Number of Female Apprenticeships**

Organization Name		Number of Apprenticeships
01	Electrical Joint Training Committee	94
02	District Council 38 Joint Trade Society	53
03	Independent Contractors & Businesses Association	50
04	British Columbia Funeral Association	43
05	IBEW Local 230	42
06	United Brotherhood of Carp. Local 1598	33
07	I.B.E.W., Local 993	32
08	Cactus Restaurants Ltd.	28
09	Piping Industry Apprenticeship Board	23
09	Insulation Industry Apprentice Board	23
09	IUOE Local 115 Training Association	23
10	Suki's Salon	22

Source: Direct Access (results by Sponsor ID).

**Table 15 | Sponsors: Ranked by Number of Indigenous Apprenticeships**

Organization Name		Number of Apprenticeships
01	Corcan - Regional Headquarters (Pacific)	83
02	Electrical Joint Training Committee	66
03	Access Trades	64
04	Independent Contractors & Businesses Association	49
05	IUOE Local 115 Training Association	40
06	Squamish Nation Trades Centre	38
06	Ironworkers Local 97 Trade Improvement	38
07	Sheet Metal Industry Training Board	37
08	District Council 38 Joint Trade Society	35
09	Piping Industry Apprenticeship Board	32
10	Tk'emlups te Secwepemc - Kamloops Indian Band	30

Source: Direct Access (results by Sponsor ID).

## PART 4 – TECHNICAL TRAINING

**Table 16 | ITA Apprenticeship Training Seats**

	2016/2017	2017/2018	2018/2019	2019/20
ITA Training Seats Allocated	20,133	20,829	21,061	20,960

**Table 17 | ITA Allocated Foundation Program Registrations**

	2016/2017	2017/2018	2018/2019	2019/20
Foundation Participants in ITA-allocated Foundation Programs <sup>1</sup>	5,302	4,978	4,706	4,711

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

**Table 18 | Capacity Utilization**

	2016/2017	2017/2018	2018/2019	2019/20
Capacity Utilization <sup>1</sup>	92.0%	89.0%	89.9%	89.6%

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

**Table 19 – Total Apprenticeships by Trade**

**Reporting Apprenticeships**

(As at March 31 each year)

Trade*	Red Seal	2016/17	2017/18	2018/19	2019/20	2019/20 Female	2019/20 Female as % of Total Trade	2019/20 Indigenous	2019/20 % of Total Trade
<b>A</b>									
Aircraft Maintenance Technician		156	135	154	175	21	12%	8	5%
Aircraft Structural Technician		43	34	52	49	8	16%	...	...
Appliance Service Technician	●	68	63	54	62	...	...	...	...
Arborist Technician		41	32	33	33	...	...	...	...
Architectural Sheet Metal Worker		195	226	228	245	10	4%	22	9%
Asphalt Paving/Laydown Technician		31	35	42	39	...	...	7	18%
Automotive Glass Technician		140	191	220	274	29	11%	17	6%
Automotive Painter (Automotive Refinishing Technician)	●	44	44	46	63	11	17%	...	...
Automotive Refinishing Prep Technician		138	163	165	153	15	10%	...	...
Automotive Service Technician	●	2,012	2,296	2,284	2,362	89	4%	121	5%
<b>B</b>									
Baker	●	296	216	185	161	135	84%	6	4%
Boilermaker	●	151	128	74	76	...	...	8	11%
Boom Truck Operator - Folding Boom Unlimited Tonnage		...	-	...	...	-	-	-	-
Boom Truck Operator - Stiff Boom Unlimited Tonnage		...	-	...	...	-	-	-	-
Bricklayer (Mason)	●	123	116	122	128	6	5%	11	9%
<b>C</b>									
Cabinetmaker (Joiner)	●	300	345	302	337	72	21%	16	5%
Carpenter	●	4,909	5,258	5,636	5,658	348	6%	584	10%
Climbing Arborist		6	...	10	...	-	-	-	-
Concrete Finisher	●	104	83	98	96	...	...	9	9%
Construction Craft Worker (Labourer)	●	260	244	221	121	...	...	56	46%
Construction Electrician	●	7,651	7,683	7,716	7,577	517	7%	381	5%
Cook**	●	2,673	2,547	2,470	2,522	901	36%	334	13%
<b>D</b>									
Dairy Production Technician		129	120	116	113	44	39%	-	-
Diesel Engine Mechanic		48	72	88	93	...	...	...	...
Drywall Finisher		55	68	85	79	11	14%	7	9%
<b>E</b>									
Electric Motor System Technician (Winder Electrician)	●	32	28	23	22	...	...	...	...
Embalmer		...	...	...	-	-	-	-	-
Embalmer And Funeral Director		54	53	56	48	35	73%	...	...
<b>F</b>									
Floor Covering Installer	●	70	65	58	47	...	...	...	...
Funeral Director		14	13	19	9	8	89%	-	-
<b>G</b>									
Gasfitter (Class A)		23	29	21	23	-	-	...	...
Gasfitter - Class B		310	370	371	429	13	3%	13	3%
Glazier	●	266	298	298	293	6	2%	28	10%
<b>H</b>									
Hairstylist	●	729	538	523	480	442	92%	59	12%
Heavy Duty Equipment Technician	●	1,331	1,424	1,618	1,736	46	3%	143	8%
Heavy Equipment Operator		203	155	174	191	32	17%	79	41%
<b>I</b>									
Inboard/Outboard Mechanic		18	9	8	...	-	-	...	...
Industrial Electrician	●	242	282	298	326	26	8%	17	5%
Industrial Mechanic (Millwright)	●	1,256	1,229	1,331	1,342	41	3%	87	6%
Instrumentation And Control Technician (Industrial Instrument Mechanic)	●	264	230	193	169	11	7%	...	...
Insulator (Heat And Frost)	●	193	226	230	335	34	10%	17	5%
Ironworker (Generalist)	●	170	157	179	195	11	6%	32	16%
Ironworker (Reinforcing)	●	62	59	101	301	12	4%	49	16%
<b>L</b>									
Landscape Horticulturist	●	260	284	312	315	131	42%	11	3%
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	●	248	220	285	248	20	8%	24	10%
Locksmith		10	14	14	13	...	...	-	-

Trade*	Red Seal					2019/20		2019/20	
		2016/17	2017/18	2018/19	2019/20	2019/20 Female	Female as % of Total Trade	2019/20 Indigenous	Indigenous as % of Total Trade
<b>M</b>									
Machinist	●	303	276	366	362	18	5%	15	4%
Marine Engine Mechanic		-	...	...	-	-	-	-	-
Marine Mechanical Technician		54	56	60	67	...	...	...	...
Marine Service Technician		83	80	80	94	16	17%	7	7%
Meatcutter		112	130	115	133	39	29%	11	8%
Metal Fabricator (Fitter)	●	455	441	429	393	22	6%	39	10%
Mobile Crane Operator	●	86	103	82	110	...	...	11	10%
Mobile Crane Operator - Hydraulic 80 Tonnes And Under		31	20	13	15	-	-	...	...
Mobile Crane Operator - Lattice Boom Friction Crane	***	41	25	11	-	-	-	-	-
Motor Vehicle Body Repairer (Metal & Paint) - Automotive Collision Repair Technician	●	362	403	429	442	17	4%	17	4%
Motorcycle Mechanic	●	95	92	106	111	...	...	7	6%
<b>P</b>									
Painter And Decorator	●	338	413	390	377	64	17%	37	10%
Parts And Warehousing Person 1		88	95	127	130	37	28%	10	8%
Partsperson	●	47	42	44	36	14	39%	...	...
Piledriver And Bridgeworker		97	85	79	101	...	...	15	15%
Plumber	●	3,221	3,479	3,603	3,613	131	4%	198	5%
Power Line Technician	●	224	206	165	139	...	...	15	11%
Production Horticulturist****		92	67	67	...	...	...	-	-
<b>R</b>									
Railway Car Technician*****		...	99	72	-	-	-	-	-
Recreation Vehicle Service Technician	●	74	68	88	91	11	12%	...	...
Refrigeration And Air Conditioning Mechanic	●	1,001	1,055	1,194	1,243	40	3%	38	3%
Residential Building Maintenance Worker		...	10	39	42	7	17%	33	79%
Residential Steep Roofer		-	17	8	...	-	-	-	-
Rig Technician****	●	214	148	120	...	-	-	-	-
Roofer (Roofer, Damp And Waterproof)	●	436	563	547	571	8	1%	66	12%
<b>S</b>									
Saw Filer		129	125	125	112	7	6%	12	11%
Security Systems Technician		118	114	117	125	7	6%	...	...
Sheet Metal Worker	●	727	796	907	891	51	6%	69	8%
Sprinkler Fitter	●	360	358	377	672	21	3%	43	6%
Steamfitter/Pipefitter	●	652	561	486	465	35	8%	52	11%
<b>T</b>									
Tilesetter	●	20	19	27	26	...	...	...	...
Tool And Die Maker	●	-	...	-	-	-	-	-	-
Tower Crane Operator	●	34	43	28	23	-	-	...	...
Transport Trailer Technician	●	27	39	33	33	-	-	-	-
Truck And Transport Mechanic	●	722	757	783	827	23	3%	34	4%
<b>U</b>									
Utility Arborist		141	152	144	148	...	...	13	9%
<b>W</b>									
Water Well Driller		8	6	...	...	-	-	-	-
Welder	●	1,180	970	850	866	105	12%	101	12%
<b>Grand Total</b>		<b>36,978</b>	<b>37,703</b>	<b>38,637</b>	<b>39,221</b>	<b>3,815</b>	<b>10%</b>	<b>3,037</b>	<b>8%</b>

\*Trades without apprenticeship registrations in the past 2 fiscal years (2017/18 - 2018/19) are not included in the list.

\*\* Cook includes both Cook and Professional Cook.

\*\*\* Mobile Crane Operator – Lattice Boom Friction Crane has been merged into Red Seal Mobile Crane Operator as of July 31, 2019.

\*\*\*\* Production Horticulturist trade and apprenticeship pathway for Rig Technician have been deactivated as of December 1, 2019.

\*\*\*\*\* 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.