



INDUSTRY TRAINING AUTHORITY

QUARTERLY PERFORMANCE REPORT

**2019/20 - Third Quarter
To December 31, 2019**

Published: January 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 19, October 31, and January 31, and for March 2020, following 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 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.

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 growing 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 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.

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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 to Date
			Baseline	#	%	#
Increase of women entering under-represented trades apprenticeships ¹			808	832	3	635
Increase of Indigenous peoples entering into apprenticeships			1,185	1,244	5	959
Increase of women in under-represented trades sustained in apprenticeships			2,082	2,165	4	2,168
Increase of Indigenous peoples sustained in apprenticeships			2,806	3,030	8	3,003

¹ 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 to Date
Number of Certificates of Qualification issued	7,756	7,240	7,291	7,318	5,831
Number of Certificates of Qualification issued to women	656	649	750	662	547
Number of Certificates of Qualification issued to Indigenous peoples	265	259	280	281	245

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 to Date
Credential holder satisfaction with ITA credentials	83%	84%	85%	86%	Reported March 2020
Employer satisfaction with ITA credentials	80%	78%	79%	80%	Reported March 2020
Employer sponsor satisfaction with ITA support				Baseline to be established	Reported March 2020

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 – APPRENTICESHIPS¹

For apprenticeships by trade, see Appendix A, Table 19

Table 5 | Total Apprenticeship Registrations

	2016/2017	2017/2018	2018/2019	2019/2020 Results to Date
Total apprenticeships	36,978	37,703	38,637	39,240

Table 6 | New Apprenticeship Registrations

	2016/2017	2017/2018	2018/2019	2019/2020 Results to Date
New Apprenticeship Registrations	12,893	13,160	13,835	10,500

Table 7 | Female Apprenticeship Registrations

	2016/2017	2017/2018	2018/2019	2019/2020 Results to Date
Total female apprenticeships	3,595	3,527	3,683	3,793
Total female as % of all ITA apprenticeships	10%	9%	10%	10%
Total female in under-represented trades ¹	1,673	1,873	2,082	2,168
Total female apprenticeships in under-represented trades as % of all female apprenticeships	47%	53%	57%	57%
Total female apprenticeships in under-represented trades as % of all ITA apprenticeships	5%	5%	5%	6%

¹Under-represented trades excludes 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 Results to Date
Total Indigenous apprenticeships ¹	2,296	2,570	2,806	3,003
Total Indigenous female apprenticeships	369	441	475	498
Total Indigenous apprenticeships as % of all ITA apprenticeships	6%	7%	7%	8%

¹Self-identified.

¹ 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 Results to Date
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 Results to Date
Continuation from Foundation Programs to Apprenticeship ¹	47%	45%	50%	54%

¹ 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 Results to Date (cohort 2013/2014)
Apprenticeship Completion Rate ¹	44%	45%	43%	43%

¹Completion 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 – SPONSORS²

Table 12 | Total Active Sponsors

	2016/2017	2017/2018	2018/2019	2019/2020 Results to Date
Total Active Sponsors	10,406	10,666	10,689	10,545

Graph 1 | Total Sponsors by Number of Apprenticeships

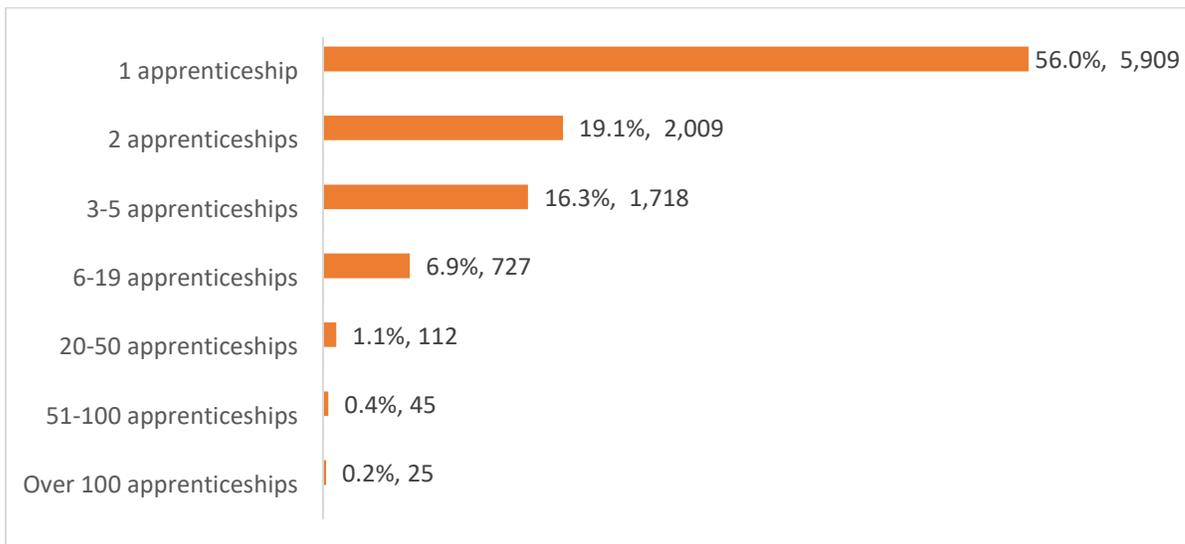


Table 13 | Sponsors Ranked by Largest Number of Apprenticeships (50)

	Organization Name	Number of Apprenticeships		Organization Name	Number of Apprenticeships
01	Independent Contractors & Businesses Association	1065	14	Ironworkers Local 97 Trade Improvement	185
02	Electrical Joint Training Committee	755	15	Insulation Industry Apprentice Board	149
03	Piping Industry Apprenticeship Board	504	16	I.B.E.W., Local 993	124
04	District Council 38 Joint Trade Society	419	17	Allwest Electric Ltd.	119
05	Sheet Metal Industry Training Board	390	17	Nightingale Electrical Ltd.	119
06	IUOE Local 115 Training Association	375	18	CMAW Local 1995	117
07	United Brotherhood of Carp. Local 1598	366	19	Alpine Electric Ltd.	115
08	IBEW Local 230	350	20	RCABC Educational Foundation	112
09	Christian Labour Association Of Canada	343	21	Omega Mechanical Ltd	106
10	Corcan - Regional Headquarters (Pacific)	332	22	Carpenter Union Local 1907	99
11	Journeyman Apprentice Training Committee	315	23	Ramsay Painting Ltd.	97
12	LMS Employees' Association	233	23	ESC Automation Inc.	97
13	Vancouver Island Piping Industry Joint Training Committee	205	24	Cactus Restaurants Ltd.	96

² Several registered sponsors represent multiple employers.

Organization Name		Number of Apprenticeships	Organization Name		Number of Apprenticeships
25	Pitt Meadows Plbg. & Mechanical Systems 2001 Ltd.	94	39	Joint Line Apprenticeship Training Association	64
26	Techmation Electric & Controls Ltd.	86	40	Kirmac Collision (Barnet)	62
26	Access Trades	86	41	William Kelly & Sons Plumbing (1989) Ltd	61
27	Kelowna Flightcraft Ltd.	85	41	Centurion Contracting Ltd.	61
28	Protec Installations Group	84	42	British Columbia Funeral Association	58
28	Vancouver Island Sheet Metal JAC Loc 276	84	43	Knappett Projects Inc. EA	57
29	Status Electrical Corporation	83	44	Epscan Industries Ltd.	56
30	Glenco Electric Ltd.	82	44	Horizon Electric Inc.	56
31	Piledrivers, Divers, Bridge, Dock and Wharf Builders Local Union 2404	79	45	Construction Maintenance & Allied Workers Union Local 1081 & 1735	55
31	Kal Tire	79	45	Cairns Electric Ltd.	55
31	Operative Plasterers' & Cement Masons'	79	45	White Spot Ltd.	55
32	Mazzei Electric Ltd.	78	46	Can-Tec Electrical Services Ltd.	54
33	Polar Electric Inc.	77	47	Victoria Shipyards Ltd.	52
34	Boilermakers' A.T.A.C. Lodge 359	76	48	Flynn Canada Ltd.	50
35	CMAW Local 2300	75	48	Strait Projects LTD.	50
36	Parker Johnston Ltd.	74	48	CN Rail	50
36	B.C. Hydro	74	49	Seaspan ULC	49
37	CMAW Local 1998	71	50	Fleet Maintenance Facility (CB)	48
37	Lisi Mechanical Contractors Ltd.	71	50	Coast Mountain Bus Co. Ltd.	48
38	Bricklayers & Allied Craftworkers Loc 2	65	50	U.B.C.J.A. Local 1370	48

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	87
02	District Council 38 Joint Trade Society	56
03	Independent Contractors & Businesses Association	53
04	British Columbia Funeral Association	44
05	IBEW Local 230	40
06	United Brotherhood of Carp. Local 1598	33
07	Cactus Restaurants Ltd.	29
08	Suki's Salon	25
09	I.B.E.W., Local 993	24
10	IUOE Local 115 Training Association	23

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)	93
02	Access Trades	76
03	Electrical Joint Training Committee	62
04	Independent Contractors & Businesses Association	41
05	Ironworkers Local 97 Trade Improvement	37
06	Sheet Metal Industry Training Board	36
07	IUOE Local 115 Training Association	34
08	Piping Industry Apprenticeship Board	33
08	Christian Labour Association Of Canada	33
09	United Brotherhood of Carp. Local 1598	32
10	LMS Employees' Association	31
11	I.B.E.W., Local 993	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 Results to Date
ITA Training Seats Allocated	20,133	20,829	21,061	21,768

Table 17 | ITA Allocated Foundation Program Registrations

	2016/2017	2017/2018	2018/2019	2019/20 Results to Date
Foundation Participants in ITA-allocated Foundation Programs ¹	5,302	4,978	4,706	Reported March 2020

¹Foundation 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 Results to Date
Capacity Utilization ¹	92.0%	89.0%	89.9%	Reported March 2020

¹Capacity 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 YTD				2019/20 YTD Female as % of Total Trade		2019/20 YTD Indigenous as % of Total Trade	
		2016/17 [†]	2017/18 [†]	2018/19 [†]	2019/20 YTD	2019/20 YTD Female	2019/20 YTD Indigenous	2019/20 YTD Female	2019/20 YTD Indigenous
A									
Aircraft Maintenance Technician		156	135	154	183	21	11%	7	4%
Aircraft Structural Technician		43	34	52	46	7	15%	...	...
Appliance Service Technician	⊖	68	63	54	62	...	...	...	...
Arborist Technician		41	32	33	38	6	16%	...	...
Architectural Sheet Metal Worker		195	226	228	250	12	5%	22	9%
Asphalt Paving/Laydown Technician		31	35	42	32	...	...	6	19%
Automotive Glass Technician		140	191	220	203	15	7%	13	6%
Automotive Painter (Automotive Refinishing Technician)	⊖	44	44	46	64	9	14%	...	...
Automotive Refinishing Prep Technician		138	163	165	156	15	10%	...	...
Automotive Service Technician	⊖	2,012	2,296	2,284	2,345	86	4%	117	5%
B									
Baker	⊖	296	216	185	173	144	83%	7	4%
Boilermaker	⊖	151	128	74	79	...	...	7	9%
Boom Truck Operator - Folding Boom Unlimited Tonnage		...	-	-	-	-	-
Boom Truck Operator - Stiff Boom Unlimited Tonnage		...	-	-	-	-	-
Bricklayer (Mason)	⊖	123	116	122	129	6	5%	11	9%
C									
Cabinetmaker (Joiner)	⊖	300	345	302	336	76	23%	18	5%
Carpenter	⊖	4,909	5,258	5,636	5,671	338	6%	585	10%
Climbing Arborist		6	...	10	8	...	...	-	-
Concrete Finisher	⊖	104	83	98	107	...	...	10	9%
Construction Craft Worker (Labourer)	⊖	260	244	221	157	...	...	72	46%
Construction Electrician	⊖	7,651	7,683	7,716	7,607	508	7%	371	5%
Cook**	⊖	2,673	2,547	2,470	2,488	887	36%	336	14%
D									
Dairy Production Technician		129	120	116	114	47	41%	-	-
Diesel Engine Mechanic		48	72	88	92	...	...	...	...
Drywall Finisher		55	68	85	81	10	12%	6	7%
E									
Electric Motor System Technician (Winder Electrician)	⊖	32	28	23	20	...	...	...	...
Embalmer		-	-	-	-	-
Embalmer And Funeral Director		54	53	56	51	38	75%	...	...
F									
Floor Covering Installer	⊖	70	65	58	48	...	...	...	...
Funeral Director		14	13	19	11	9	82%	0	-
G									
Gasfitter (Class A)		23	29	21	17	...	...	-	-
Gasfitter - Class B		310	370	371	377	12	3%	14	4%
Glazier	⊖	266	298	298	287	6	2%	25	9%
H									
Hairstylist	⊖	729	538	523	504	465	92%	63	13%
Heavy Duty Equipment Technician	⊖	1,331	1,424	1,618	1,707	46	3%	138	8%
Heavy Equipment Operator		203	155	174	177	27	15%	51	29%
I									
Inboard/Outboard Mechanic		18	9	8	...	-	-	...	...
Industrial Electrician	⊖	242	282	298	327	27	8%	15	5%
Industrial Mechanic (Millwright)	⊖	1,256	1,229	1,331	1,359	45	3%	91	7%
Instrumentation And Control Technician (Industrial Instrument Mechanic)	⊖	264	230	193	169	9	5%	6	4%
Insulator (Heat And Frost)	⊖	193	226	230	234	23	10%	14	6%
Ironworker (Generalist)	⊖	170	157	179	185	11	6%	31	17%
Ironworker (Reinforcing)	⊖	62	59	101	296	13	4%	50	17%
L									
Landscape Horticulturist	⊖	260	284	312	314	129	41%	12	4%
Lather (Interior Systems Mechanic) (Wall & Ceiling Installer)	⊖	248	220	285	440	27	6%	32	7%
Locksmith		10	14	14	13	-	-	-	-

Trade*	Red Seal					2019/20 YTD		2019/20 YTD	
		2016/17 [†]	2017/18 [†]	2018/19 [†]	2019/20 YTD	2019/20 YTD Female	Female as % of Total Trade	2019/20 YTD Indigenous	Indigenous as % of Total Trade
M									
Machinist	●	303	276	366	344	17	5%	14	4%
Marine Engine Mechanic		-	-	-	-	-	-
Marine Mechanical Technician		54	56	60	64	...	...	...	...
Marine Service Technician		83	80	80	96	14	15%	7	7%
Meatcutter		112	130	115	125	33	26%	9	7%
Metal Fabricator (Fitter)	●	455	441	429	420	24	6%	41	10%
Mobile Crane Operator	●	86	103	82	113	...	...	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	419	16	4%	16	4%
Motorcycle Mechanic	●	95	92	106	114	...	...	7	6%
P									
Painter And Decorator	●	338	413	390	380	68	18%	37	10%
Parts And Warehousing Person 1		88	95	127	136	41	30%	11	8%
Partsperson	●	47	42	44	38	13	34%	-	-
Piledriver And Bridgeworker		97	85	79	98	...	...	14	14%
Plumber	●	3,221	3,479	3,603	3,587	128	4%	180	5%
Power Line Technician	●	224	206	165	131	...	...	12	9%
Production Horticulturist****		92	67	67	-	-	-	-	-
R									
Railway Car Technician		...	99	72	-	-	-	-	-
Recreation Vehicle Service Technician	●	74	68	88	96	11	11%	...	...
Refrigeration And Air Conditioning Mechanic	●	1,001	1,055	1,194	1,228	37	3%	34	3%
Residential Building Maintenance Worker		...	10	39	47	8	17%	43	91%
Residential Steep Roofer		-	17	8	8	-	-	-	-
Rig Technician	●	214	148	120	...	-	-	-	-
Roofer (Roofer, Damp And Waterproofing)	●	436	563	547	618	6	1%	64	10%
S									
Saw Filer		129	125	125	116	7	6%	13	11%
Security Systems Technician		118	114	117	128	8	6%	...	...
Sheet Metal Worker	●	727	796	907	892	58	7%	62	7%
Sprinkler Fitter	●	360	358	377	668	21	3%	44	7%
Steamfitter/Pipefitter	●	652	561	486	490	39	8%	58	12%
T									
Tilesetter	●	20	19	27	24	...	...	...	...
Tool And Die Maker	●	-	...	-	-	-	-	-	-
Tower Crane Operator	●	34	43	28	21	-	-	...	...
Transport Trailer Technician	●	27	39	33	32	-	-	-	-
Truck And Transport Mechanic	●	722	757	783	818	22	3%	34	4%
U									
Utility Arborist		141	152	144	144	...	...	13	9%
W									
Water Well Driller		8	6	...	...	-	-	-	-
Welder	●	1,180	970	850	857	100	12%	105	12%
Grand Total		36,978	37,703	38,637	39,240	3,793	10%	3,003	8%

*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 has been deactivated as of December 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.