



THE RIGHT SKILLS ► A PROVEN ADVANTAGE

ITA Performance Measurement Report

Figures Updated to December 31, 2008

Service Plan Performance Indicators – December 31, 2008

Measure	Baseline	2005/06 Results	2006/07 Results	2007/08 Results	2008/09 Target	2008/09 YTD Results
Goal 1: Sufficient and Timely Supply of Skilled Labour, Relative to Industry Needs						
All Participants ⁽¹⁾						
Registered Participants (Foundation 2008/09 YTD Results not included until March 2009)	14,676	33,389	38,018	43,922	43,900	39,963
Credentials Awarded	2,378	2,899	7,131	7,790	7,671	7,595
Apprenticeship						
Registered Participants	13,815	23,266	28,402	34,316	36,000	35,868
Credentials Awarded	2,378	2,899	3,551	5,246	4,200	4,411
Completion Rate ⁽²⁾	n/a	42%	39%	38%	42%	41%
Foundation Program Trainees ⁽³⁾						
Registered Participants	n/a	6,864	3,969	4,125	3,900	Reported March 2009
Credentials Awarded ^(a) (Certificate of Completion)			3,580	2,544	3,471	3,184
Completion Rate				TBD	TBD	TBD
Continuation to Apprenticeship ^(b)			n/a	45%	TBD	49%
Youth ⁽⁴⁾						
Registered Participants	861	3,259	5,647	5,481	4,000	4,095
Credits Awarded						
Completion Rate						
- ACE IT					TBD	
- SSA					TBD	
Continuation to Apprenticeship						
- ACE IT						
- SSA						
- Average of ACE IT & SSA						

To be reported January 2009

Maintain or Improve

TBD

TBD

Measure	Baseline	2005/06 Results	2006/07 Results	2007/08 Results	2008/09 Target	2008/09 YTD Results
Youth Intent to Participate ^(a)	19.5% (+ or - Margin of Error)		22.0% (+ or - 2.1)	16.0% (+ or - 2.1)	Maintain or Improve at 19.5%	Reported March 2009
- Aboriginal					Establish Baseline	Reported March 2009
- Female ^(b)			6.0%	6.0%	Maintain or Improve	Reported March 2009
Number of Registered Sponsors	6,740	8,819	9,575	10,522	10,700	10,736
Percentage of Potential Sponsors					Establish Baseline	TBD
Participation by Targeted Groups – (Self-identified)						
Aboriginal Participation ⁽⁵⁾	5.4%	5%	5.4%	5.6%	8.1%	TBD
Female Participation					Establish Baseline	8.1%
Recent Immigrants					Establish Baseline	TBD

Goal 2: Active and Effective Industry Leadership of Industry Training

Percentage of Registered Participants in ITO-Managed Programs			88%	88%	93%	94%
ITO Performance Targets			Business Plans Approved	Targets Substantially Met by ITOs	Targets Substantially Met by ITOs	Reported March 2009

Goal 3: Efficient and Effective Program Development and Delivery

Apprenticeship training spaces funded ⁽⁶⁾	18,098	18,098	19,521	23,229	25,500	25,771
Seat Utilization:						
Apprenticeship			n/a	92%	91.25%	Reported March 2009
Foundation Programs			n/a	86%	85.6%	Reported March 2009
Cost per participant trained ⁽⁷⁾	\$3,983	n/a	\$3,983	\$3,693	\$3,766	Reported March 2009
Number of Apprentices waiting more than 12 months for next level of Apprenticeship technical training	n/a	n/a	11%	6.6%	<5%	7.2%
Apprentices in updated programs			15%	70%	92%	72%
Programs with more than one type of Assessment Tool					Establish Baseline	TBD

Measure	Baseline	2005/06 Results	2006/07 Results	2007/08 Results	2008/09 Target	2008/09 YTD Results
Goal 4: High Levels of Customer Satisfaction and Stakeholder Engagement						
Customer Satisfaction Index ⁽⁸⁾	62%	81% (+ or - 1.9)	82% (+ or - 1.9)	76% (+ or -2.5)	Maintain or Improve 81%	Reported March 2009
Customer Service – Service Level Standards: ⁽⁹⁾						
Confirmation of Registration		n/a	16 days	3 days	7 days	8 days
Assessment of Prior Experience		n/a	32 days	13 days	10 days	39 days
Issuing Certification		n/a	5 days	3 days	5 days	3 days
Issuing Exam Results		n/a	12 days	10 days	11 days	8 days
Calls Answered		n/a	n/a	Standard Set	80% within 2 minutes	70%
Stakeholder Engagement ⁽⁸⁾	65% (+ or - 2.3)	n/a	n/a	65% (+ or - 2.3)	Maintain or Improve	Reported March 2009

Notes:

(1) Active apprentices in BC now include Rig Technicians registered in Alberta but living in BC. The total reported by Alberta as of December 31, 2008 is 462. Total active apprentices per AIMS 39,501 + 462 = 39,963.
Total Credentials includes certificates issued to Rig Technicians registered in Alberta but living in BC. The total reported by Alberta as of December 31, 2008 is 31. Total certificates issued per AIMS 4,380 + 31 = 4,411.

(2) 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 initial registration. The co-hort of newly registered apprentices from Fiscal 2002/03 on a quarter by quarter basis are compared each quarter to same quarter in Fiscal 2008/09 to determine the status of the apprentice after 6 years since registration. Results are rounded up to the nearest % with no decimals.

(3) Foundation Programs are pre-apprenticeship programs directly aligned with apprenticeship programs, which provide one pathway into industry training. This category includes both newly approved industry-driven programs as well as those previously known as Entry Level Trades Training (ELTT). Foundation Program criteria were established during 2006/07 and registration processes are currently being established with training providers. The 2005/06 Results represent the number of participants beginning Foundation Programs in fiscal year 2005-06 and was extracted from the Ministry of Advanced Education's Central Data Warehouse. The 2006/07 and 2007/08 Results are based on data received from the public post-secondary institutions (PSIs) and private training providers, indicating the number of ITA-funded Foundation Program seats utilized during the fiscal year. Where indicated by the PSIs, any ACE IT participants have been removed from this count.

(a) For the 2007/08 fiscal year, the number is calculated as follows: The number of Certificates of Completion printed from April 1, 2007 to Month End less the number of Certificates of Completion printed on and after April 1, 2007 up to and including September 30, 2007 with an AIMS Issued Date prior to or on Mar 31, 2007.

(b) Continuation to Apprenticeship measures the percentage of individuals who successfully complete a foundation program and who become registered apprentices within 12 months of their foundation credential achievement date. Cohort was too small to calculate an accurate baseline in 2006/07, thus no basis existed for establishing a 2007/08 target.

(4) The number of youth includes participants in the SSA and ACE IT programs. Total number of Youth = Active SSA participants (1,635) plus active ACE IT participants (2,767) less youth in both programs (307) = total youth 4,095.

Effective October 31, 2007 a new close out process for defining the completion date for a youth apprenticeship program was implemented.

Under the new close out process, active youth apprentices are closed out on the youth apprentice's 20th birthdate or the youth apprentice's graduation date plus 150 days, which ever occurs earlier.

The majority of youth apprentices are closed out at the graduation date plus 150 days; this occurs twice a year in November and June.

Prior to implementation of this new close out rule, active youth apprentices were defined as youth apprentices aged 15-19.

(a) Percentage of BC youth who intend to pursue a trades qualification after high school as measured through a survey. Youth for this measure are students in grades 10 - 12.

(b) Percentage of Female youth reflects intent in grades 8-12, whereas intent overall is measured only among those in grades 10-12. Future measures will be based on the same segmentation.

(5) **Aboriginal Participation:** The percentage was derived from the Ministry of Advanced Education Central Data Warehouse report of the number of self-identified Aboriginal individuals who attended ITA-funded apprenticeship technical training in the PSI system during 2006/07. This data does not include individuals who attended non-public training or those who did not attend any training during the period, nor does it include those registered in secondary school or Foundation programs. Work is ongoing to develop a more inclusive methodology. The 2007/2008 percentage will be reported in August 2008, based on the timing of availability of data from the Ministry of Advanced Education's Central Data Warehouse.

(6) **Apprenticeship training spaces funded** YTD total is the number of planned apprenticeship training spaces as submitted by public and private training institutions and includes seats forecasted for new/pilot programs.

(7) **Cost per participant trained** = Total dollars spent in 2007/08 (\$97,923,222) divided by Actual filled training seats (26,517) = \$3,693 per participant trained. "Actual filled training seats" is a count of the reported seats filled by PSIs, private training providers and pilot programs.

(8) **Customer Satisfaction** Index scores are subject to a margin of error of + or - 2.5. Stakeholder Engagement (Awareness) survey was changed in 2007/2008 to measure the quality of the ITA's relationships with it's stakeholders, which include (on the survey) Industry/ITOs, training providers, K-12 educators, unions, apprentices and employers. Stakeholder Engagement scores are subject to a margin of error of + or - 2.3%.

(9) Customer Service performance standards are the elapsed number of days from the receipt of the request / information and notification back to the trainee/apprentice/applicant.

New Apprentice Registrations

	Month Total	Year to Date Total
Fiscal 2005/06 *		12,390
Fiscal 2006/07 *		15,429
Fiscal 2007/08 *		14,986
April 2008	944	944
May 2008	1,322	2,266
June 2008	1,006	3,272
July 2008	956	4,228
August 2008	1,060	5,288
September 2008	1,095	6,383
October 2008	2,624	9,007
November 2008	817	9,824
December 2008	686	10,510

Credentials Awarded

Year-to-Date	Completed Industry Training Program	Challengers ⁽¹⁾	Foundation ⁽²⁾	Total
Fiscal * 2005/06 as of March 31, 2006	2,369	530		2,899
Fiscal * 2006/07 as of March 31, 2007	2,153	1,398	3,580	7,131
Fiscal * 2007/08 as of March 31, 2008	3,228	2,018	2,544	7,790
Fiscal * 2008/09 as of December 31, 2008	2,710	1,701	3,184	7,595

* April 1 – March 31

(1) The term "Challengers" is being used to avoid potential confusion with Equivalency numbers issued to tradespersons deemed as "equivalent" to a certified tradesperson. Challengers credential count was amended in February 2007 to include credentials issued to challengers (including no exam/no Inter Provincial Standard Endorsement (IPSE) and no exam/with IPSE).

(2) Foundation Credentials - Fiscal 2006/07: Certificates of Completion printed from April 1, 2006 up to and including September 30, 2007 with an AIMS Issued Date prior to or on March 31, 2007. Fiscal 2007/2008: Certificates of Completion printed from April 1, 2007 to Year-to-Date less the number of Certificates of Completion printed on and after April 1, 2007 up to and including September 30, 2007 with an AIMS Issued Date prior to or on March 31, 2007.

Active Apprentices by Industry Training Program

As of December 31, 2008

Industry Training Program	Number of Active Apprentices Registered 31-DEC-08	Number of Active Ace It Apprentices Registered 31-DEC-08
AGRICULTURAL EQUIPMENT TECHNICIAN	3	-
AIRCRAFT MAINTENANCE TECHNICIAN	126	2
AIRCRAFT STRUCTURAL TECHNICIAN	86	19
ANTIQUE FURNITURE RESTORER & FINISHER	1	-
APPLIANCE SERVICE TECHNICIAN	101	-
ARCHITECTURAL SHEET METAL WORKER	68	-
AUTO WHEEL ALIGN & BRAKE SERVICE TECH.	4	-
AUTOMATIC TRANSMISSION SERVICE TECH.	7	-
AUTOMOTIVE COLLISION REPAIR TECHNICIAN	404	26
AUTOMOTIVE GLASS TECHNICIAN	72	-
AUTOMOTIVE MACHINIST	13	-
AUTOMOTIVE REFINISHING PREP. TECH.	174	14
AUTOMOTIVE REFINISHING TECHNICIAN	99	-
AUTOMOTIVE SERVICE TECHNICIAN	2,481	331
AUTOMOTIVE UPHOLSTERER	4	-
BAKER	185	18
BARBER	11	-
BRICKLAYER	263	26
BUILDING ENVELOPE TECHNICIAN	4	-
CABLE SPLICER	2	-
CARPENTER	7,021	473
CEMENT MASON	237	-
COMMERCIAL TRAILER MECHANIC	35	-
COMMERCIAL TRANS. VEHICLE MECHANIC	632	3
COMMUNICATION TECHNICIAN	6	-
COMMUNITY ANTENNA TV TECHNICIAN	32	-
CONSTRUCTION BOILERMAKER	116	-

Industry Training Program	Number of Active Apprentices Registered 31-DEC-08	Number of Active Ace It Apprentices Registered 31-DEC-08
CONSTRUCTION FORMWORK TECHNICIAN	7	-
COOK	2,162	470
COSMETOLOGIST	1,086	480
DAIRY PRODUCTION TECHNICIAN	97	-
DIESEL ENGINE MECHANIC	81	6
DOMESTIC/COMMERCIAL GASFITTER	357	-
DOMESTIC/RESID. CERT. GEOTHERMAL TECH.	1	-
DOMESTIC/RESID. CERT. HEATING TECHNICIAN	80	-
DRYWALL FINISHER	93	-
ELECTRICIAN	6,754	204
ELECTRONICS COMMUNICATION TECHNICIAN	18	-
ELECTRONICS TECHNICIAN	4	-
ELECTRO-PLATER	2	-
ELEVATOR MECHANIC	6	-
EMBALMER & FUNERAL DIRECTOR	29	-
FLOOR COVERING INSTALLER	127	-
FLORIST	4	-
FORKLIFT MECHANIC	3	-
FUNERAL DIRECTOR	8	-
GLAZIER	375	-
GRAPHIC ARTS-BOOKBINDER I	1	-
GRAPHIC ARTS-LITHO PRESSPERSON	9	-
GRAPHIC ARTS-PRINTER	1	-
GRAPHIC ARTS-STRIPPER AND ASSEMBLER	1	-
HARDWOOD FLOORLAYER	16	-
HEAT & FROST INSULATOR	124	-
HEAVY DUTY EQUIPMENT MECHANIC	1,151	78
HEAVY EQUIPMENT OPERATOR	177	-
HYDRAULIC CRANE OPERATOR	1	-
HYDRAULIC SERVICE MECHANIC	12	-

Industry Training Program	Number of Active Apprentices Registered 31-DEC-08	Number of Active Ace It Apprentices Registered 31-DEC-08
INBOARD/OUTBOARD MECHANIC	70	-
INDUSTRIAL ELECTRICIAN	119	-
INDUSTRIAL ENGINES & EQUIP. PARTSPERSON	79	-
INDUSTRIAL INSTRUMENT MECHANIC	189	7
INDUSTRIAL WAREHOUSEPERSON	40	-
IRONWORKER	115	-
JEWELLER AND GOLDSMITH	2	-
JOINER	646	48
LANDSCAPE HORTICULTURIST	193	2
LOCKSMITH	14	-
LOG BUILDER	61	1
LUMBER MANUF. IND.-CIRCULAR SAWFILER	27	-
LUMBER MANUF. INDUSTRY - SAWFITTER	48	-
LUMBER MANUF. INDUSTRY-BENCHPERSON	21	-
MACHINIST	459	33
MARINE ENGINE MECHANIC	11	-
MARINE REPAIR TECHNICIAN	84	-
MEATCUTTER	81	4
METAL FABRICATOR (FITTER)	560	36
METER TECHNICIAN	7	-
MILLWRIGHT	1,000	51
MOBILE CRANE OPERATOR (CONST. IND.)	55	-
MOTION PICTURE & THEATRE-GRIP	4	-
MOTORCYCLE MECHANIC	66	-
MOULDER AND COREMAKER	2	-
OIL BURNER MECHANIC (RESIDENTIAL)	5	-
OUTDOOR POWER EQUIPMENT TECHNICIAN	56	20
PAINTER AND DECORATOR	433	-
PARTSPERSON	82	1
PILEDRIIVER AND BRIDGEWORKER	109	-

Industry Training Program	Number of Active Apprentices Registered 31-DEC-08	Number of Active Ace It Apprentices Registered 31-DEC-08
PLANERMILL MAINTENANCE TECHNICIAN 1	4	-
PLANERMILL MAINTENANCE TECHNICIAN 2	18	-
PLASTERER	12	-
PLUMBER	3,523	115
POWER LINE TECHNICIAN	223	-
PRODUCTION HORTICULTURIST	71	-
RAILWAY CAR TECHNICIAN	29	-
RECREATION VEHICLE SERVICE TECHNICIAN	97	-
REFRIGERATION MECHANIC	680	-
REINFORCING STEEL INSTALLER	131	-
RESIDENTIAL BUILDING MAINTENANCE WORKER	87	-
RESIDENTIAL CONSTRUCTION FRAMING TECH.	531	16
RESIDENTIAL STEEP ROOFER	12	-
RIG TECHNICIAN 1*	520	-
RIG TECHNICIAN 2	2	-
ROOFER	613	-
SECURITY ALARM INSTALLER	79	-
SHEET METAL WORKER	1,072	4
SHIPWRIGHT	1	-
SPRINKLER SYSTEM INSTALLER	520	-
STEAMFITTER-PIPEFITTER	250	1
TELECONTROL TECHNOLOGIST	1	-
TILESETTER	54	-
TIRE REPAIRER	17	-
TOOL AND DIE MAKER	11	-
TRANSPORT REFRIGERATION MECHANIC	7	-
UTILITY ARBORIST	137	16
WALL & CEILING INSTALLER	359	46
WATER WELL DRILLER	3	-
WELDER -- LEVEL 'A'	74	2

Industry Training Program	Number of Active Apprentices Registered 31-DEC-08	Number of Active Ace It Apprentices Registered 31-DEC-08
WELDER -- LEVEL 'B'	166	6
WELDER -- LEVEL 'C'	1,021	208
WINDER ELECTRICIAN	26	-
Total	39,963	2,767

* Rig Technician 1 includes 462 registered in Alberta resident in BC.

New Apprentice Registrations by Industry Training Program

Fiscal* 2008/09 – Registered December, 2008

Industry Training Program	Number of New Apprentices Registered (December 2008)	Number of New Ace It Apprentices Registered (December 2008)
AIRCRAFT STRUCTURAL TECHNICIAN	10	1
AUTOMOTIVE COLLISION REPAIR TECHNICIAN	5	-
AUTOMOTIVE GLASS TECHNICIAN	9	-
AUTOMOTIVE REFINISHING PREP. TECH.	6	-
AUTOMOTIVE REFINISHING TECHNICIAN	4	-
AUTOMOTIVE SERVICE TECHNICIAN	23	-
BAKER	2	-
BARBER	1	-
BRICKLAYER	2	-
CARPENTER	80	-
CEMENT MASON	2	-
COMMERCIAL TRAILER MECHANIC	1	-
COMMERCIAL TRANS. VEHICLE MECHANIC	7	-
COMMUNITY ANTENNA TV TECHNICIAN	1	-
COOK	25	-
COSMETOLOGIST	28	-
DAIRY PRODUCTION TECHNICIAN	2	-
DIESEL ENGINE MECHANIC	1	-
DOMESTIC/COMMERCIAL GASFITTER	11	-
DRYWALL FINISHER	4	-
ELECTRICIAN	95	-
ELECTRONICS COMMUNICATION TECHNICIAN	1	-
FLOOR COVERING INSTALLER	3	-
GLAZIER	17	-
HEAT & FROST INSULATOR	6	-
HEAVY DUTY EQUIPMENT MECHANIC	22	-
HEAVY EQUIPMENT OPERATOR	2	-

Industry Training Program	Number of New Apprentices Registered (December 2008)	Number of New Ace It Apprentices Registered (December 2008)
INDUSTRIAL ELECTRICIAN	1	-
INDUSTRIAL ENGINES & EQUIP. PARTSPERSON	2	-
INDUSTRIAL INSTRUMENT MECHANIC	6	-
IRONWORKER	1	-
JOINER	15	-
LANDSCAPE HORTICULTURIST	19	-
LUMBER MANUF. IND.-CIRCULAR SAWFILER	3	-
LUMBER MANUF. INDUSTRY - SAWFITTER	1	-
LUMBER MANUF. INDUSTRY-BENCHPERSON	2	-
MACHINIST	9	-
MARINE REPAIR TECHNICIAN	6	-
MEATCUTTER	9	-
METAL FABRICATOR (FITTER)	4	-
MILLWRIGHT	12	-
MOBILE CRANE OPERATOR (CONST. IND.)	3	-
MOTION PICTURE & THEATRE-GRIP	1	-
OIL AND GAS RIG TECHNICIAN 1	4	-
OIL BURNER MECHANIC (RESIDENTIAL)	1	-
PAINTER AND DECORATOR	27	-
PARTSPERSON	3	-
PILEDRIVER AND BRIDGEWORKER	1	-
PLANERMILL MAINTENANCE TECHNICIAN 1	1	-
PLUMBER	50	-
PRODUCTION HORTICULTURIST	3	-
RECREATION VEHICLE SERVICE TECHNICIAN	3	-
REFRIGERATION MECHANIC	8	-
RESIDENTIAL BUILDING MAINTENANCE WORKER	1	-
RESIDENTIAL CONST. FRAMING TECHNICIAN	2	-
ROOFER	20	-
SECURITY ALARM INSTALLER	5	-

Industry Training Program	Number of New Apprentices Registered (December 2008)	Number of New Ace It Apprentices Registered (December 2008)
SHEET METAL WORKER	10	-
SPRINKLER SYSTEM INSTALLER	9	-
STEAMFITTER-PIPEFITTER	7	-
TILESETTER	1	-
UTILITY ARBORIST	2	-
WALL & CEILING INSTALLER	14	-
WELDER -- LEVEL 'A'	9	-
WELDER -- LEVEL 'B'	8	-
WELDER -- LEVEL 'C'	33	-
Total	686	1

* April 1 – March 31