



Ref: 107293

JAN 15 2015

Mr. Gwyn Morgan
Chair
Industry Training Authority
8th Floor – 8100 Granville Avenue
Richmond, BC V6Y 3T6

Dear Mr. Morgan: *Gwyn:*

Re: 2015/16 Mandate Letter

British Columbians have come to expect the high quality products and services delivered by their provincial public sector organizations. The province of British Columbia is well served by our public sector organizations. It is the responsibility of the boards and senior management teams of these organizations to lead and manage in the best interests of the Province and the taxpayer by strengthening accountability and promoting cost control.

One of Government's core values is respect for the taxpayer's dollar. It is critical that public sector organizations operate as efficiently as possible in order to ensure British Columbians are provided with services at the lowest cost possible. This requires constant focus on maintaining a cost-conscious and principled culture through the efficient delivery of services that stand the test of public scrutiny, and help develop a prosperous economy in an environmentally sustainable manner. The foundation of this work is the Government's commitment to controlling spending and balancing the budget.

The Industry Training Authority (ITA) is directed to take the following specific strategic priority actions for 2015/16:

1. Align funding for apprenticeship training investments and services to meet labour market needs and jobs in demand.
2. Demonstrate improved outcomes, including completion rates and transition to employment for Aboriginal people and under-represented groups, youth and adults.
3. Demonstrate increased industry engagement in skills training and number of employers sponsoring apprentices.
4. Develop innovative programs and policies to improve trades training across the province, including (but not limited to) new program designs, remote and mobile delivery options, and initiatives to support pan-Canadian apprentice harmonization and mobility.

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These specific strategic priority actions and the Taxpayer Accountability Principles actions are to be included and integrated in your 2015/16-2017/18 Service Plan.

As part of the commitment to fiscal responsibility and to ensure the best possible use of government resources, provincial public sector organizations now operate under the Taxpayer Accountability Principles (attached) announced by Premier Christy Clark in June 2014. Through the implementation of the Taxpayer Accountability Principles, public sector organizations are developing a cost-conscious sector that strengthens cost management capabilities and fosters a principled culture of efficiency and accountability at all levels. This leadership includes implementing your organization's Code of Conduct which contains conflict of interest provisions and post-employment restrictions.

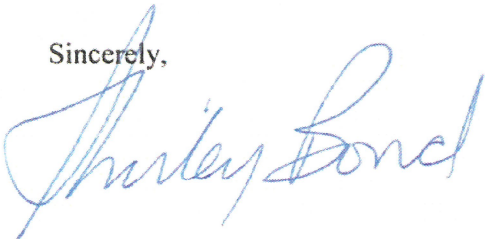
The ITA is expected to fully adopt the Taxpayer Accountability Principles – cost consciousness (efficiency), accountability, appropriate compensation, service, respect and integrity. The actions, as detailed in the 2014/15 GLE Addendum Letter, are to be completely implemented in 2015/16. For further information on the Taxpayer Accountability Principles, please see <http://gov.bc.ca/crownaccountabilities>.

To support the implementation of the Taxpayer Accountability Principles, please ensure all board members sign this 2015/16 mandate letter and that the signed letter is posted publicly on your organization's website on February 17, 2015.

Government is committed to further strengthening accountability, improving the management of public funds and revitalizing the relationship between government and public sector organizations. This strong focus on improved two-way communication is to ensure a complete understanding of Government directions, expectations, accountabilities and alignment with strategic priorities. As such, it is important that each of us advise the other in a timely manner of any issues that may materially affect the business of the ITA and/or the interests of Government, including information on any risks to achieving financial forecasts and performance targets.

I look forward to our regular quarterly meetings that focus on strategic priorities, performance against the Taxpayer Accountability Principles, results and working together to protect the public interest at all times.

Sincerely,

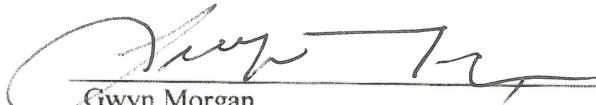


Shirley Bond
Minister

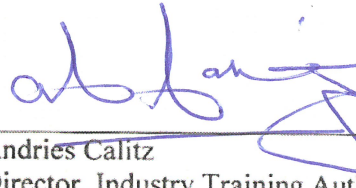
Enclosure

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Gwyn Morgan
Chair, Industry Training Authority



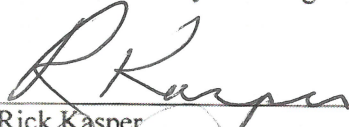
Andries Calitz
Director, Industry Training Authority



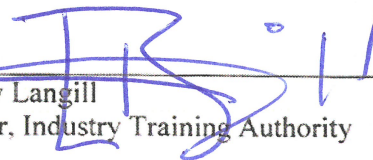
Barj Dhahan
Director, Industry Training Authority



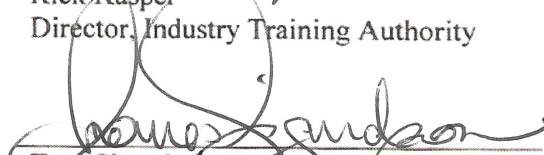
Gordon Grant
Director, Industry Training Authority



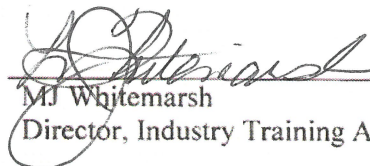
Rick Kasper
Director, Industry Training Authority



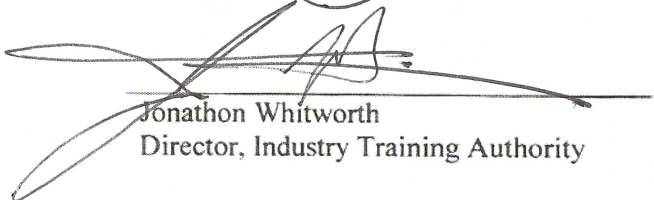
Lindsay Langill
Director, Industry Training Authority



Tom Sigurdson
Director, Industry Training Authority



MJ Whitemarsh
Director, Industry Training Authority



Jonathon Whitworth
Director, Industry Training Authority

pc: Honourable Christy Clark
Premier

Mr. John Dyble
Deputy Minister to the Premier and Cabinet Secretary

Mr. Peter Milburn
Deputy Minister and Secretary to Treasury Board
Ministry of Finance

Ms. Cheryl Wenezenki-Yolland
Associate Deputy Minister
Ministry of Finance

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Ms. Athana Mentzelopoulos
Deputy Minister
Ministry of Jobs, Tourism and Skills Training and Minister Responsible for Labour

Mr. Gary Herman
Chief Executive Officer
Industry Training Authority

Board Members
Industry Training Authority

BC Taxpayer Accountability Principles

Further information available at: <http://gov.bc.ca/crownaccountabilities>

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| 1 | Cost Consciousness (Efficiency) | Strengthen cost management capabilities and foster a culture of cost-consciousness at all levels of public sector organizations. Provide public services and programs as efficiently and effectively as possible to “bend the cost curve” and support sustainable public policies and programs as a lasting legacy for generations to come. |
| 2 | Accountability | Transparently manage responsibilities according to a set of common public sector principles in the best interest of the citizens of the province. By enhancing organizational efficiency and effectiveness in the planning, reporting and decision making, public sector organizations will ensure actions are aligned with government’s strategic mandate. |
| 3 | Appropriate Compensation | Comply with a rigorous, standardized approach to performance management and employee compensation, which reflects appropriate compensation for work across the public sector that is consistent with government’s taxpayer accountability principles and respectful of the taxpayer. |
| 4 | Service | Maintain a clear focus on positive outcomes for citizens of British Columbia by delivering cost-efficient, effective, value-for-money public services and programs. |
| 5 | Respect | Engage in equitable, compassionate, respectful and effective communications that ensure all parties are properly informed or consulted on actions, decisions and public communications in a timely manner. Proactively collaborate in a spirit of partnership that respects the use of taxpayers’ monies. |
| 6 | Integrity | Make decisions and take actions that are transparent, ethical and free from conflict of interest. Require the establishment of a strong ethical code of conduct for all employees and executives. Serve the citizens of British Columbia by respecting the shared public trust and acting in accordance with the taxpayer accountability principles. |