



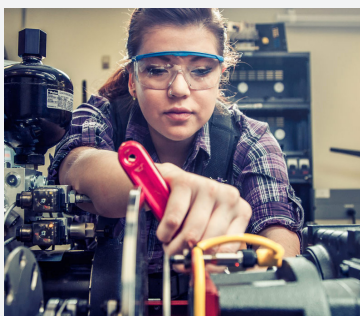
B.C. has an inclusive skilled trades training system



Support for apprentices and employers



B.C.'s skilled trades training system is innovative



Implement Skilled Trades Certification

INDUSTRY TRAINING AUTHORITY

STRATEGIC PLAN 2022/23

ITA's Strategic Plan is responsive to the province's evolving economy and its labour market needs, helping to build a Stronger B.C.

ITA's Strategic Plan considers:



GOVERNMENT PRIORITIES

ITA's Strategic Plan supports government's five foundational principles, putting people first, supporting equity and anti-racism, working toward lasting and meaningful reconciliation, supporting the fight against climate change, and playing an active role in helping government build a strong and sustainable economy that works for everyone. ITA will also play a key role in implementing government's new Skilled Trades BC Act, ensuring accessible supports and programs are available to apprentices, employers, and skilled trades workers as they transition to the new environment.

OPERATING ENVIRONMENT

During the COVID-19 pandemic, employment levels in B.C. reached historic lows which impacted apprentices, employers and other skilled trades workers. In response, ITA and its partners shifted their approach to mitigate disruption and support B.C.'s skilled trades workforce. In addition, ITA and its partners continue to improve outcomes for Indigenous peoples and underrepresented groups in trades training, including addressing systemic barriers to entering and remaining in the skilled trades. ITA received government direction to implement Skilled Trades Certification. To help transition the workforce, ITA is developing and expanding services for apprentices, employers, and skilled trades workers.



PARTNERSHIPS

ITA leads B.C.'s skilled trades training system in partnership with government, industry, employer sponsors, training providers, Indigenous communities, equity groups and school districts. In working together, ITA and its partners are training the workforce for tomorrow, prioritizing the needs of apprentices and skilled trades workers, and supporting employers and businesses as we build a stronger B.C. for everyone.





GOAL 1

B.C. has an inclusive skilled trades training and apprenticeship system that reflects our diverse population.

FOCUS

- Lead the cultural change needed in the skilled trades to remove barriers that contribute to racialization and/or marginalization of Indigenous peoples and underrepresented groups, including developing ways to address racism, sexism, bullying and harassment, and systemic discrimination in all forms.
- Promote the skilled trades as well-paying, high-opportunity career choices for women, Indigenous peoples, and youth.
- Strengthen existing supports and develop new initiatives to attract, retain, and ensure successful outcomes for Indigenous peoples and underrepresented groups.
- Build partnerships with organizations that will further advance inclusion in skilled trades professions.

MEASURES

- Increase of women entering underrepresented trades apprenticeships
- Increase of Indigenous peoples entering into apprenticeships
- Increase the proportion of women in underrepresented trades
- Increase the proportion of Indigenous peoples in apprenticeships



GOAL 2

Apprentices and employers have the information and supports they need for success.

FOCUS

- With system partners, identify programs and supports for apprentices and employers impacted by the pandemic to help increase apprenticeship completions and B.C.'s economic recovery.
- Work with employers and education partners to promote skilled trades careers to youth.
- Work with government to create a multi-year approach to increase the share of apprentices who complete an apprenticeship.

MEASURES

- Number of Certificate of Qualifications issued
- Number of Certificate of Qualifications issued to women
- Number of Certificate of Qualifications issued to Indigenous peoples
- Youth participating in skilled trades



GOAL 3

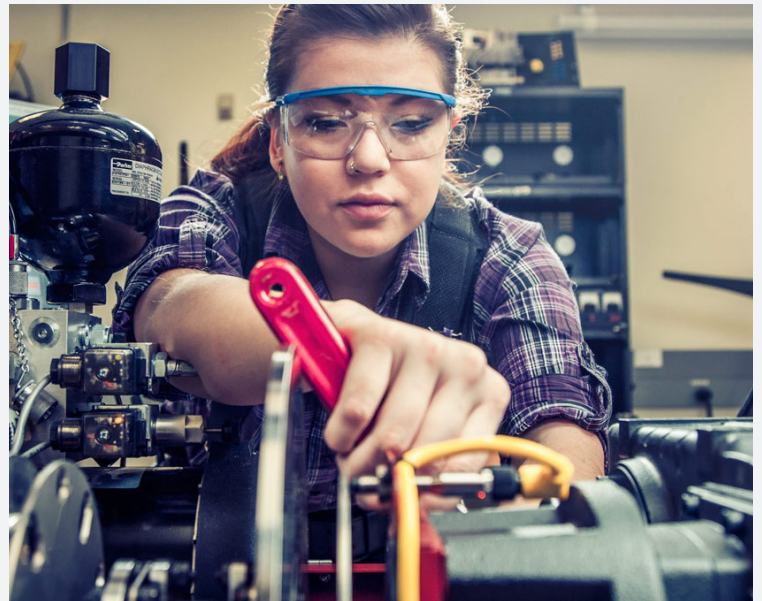
B.C.'s skilled trades training and apprenticeship system is innovative to support future apprentices.

FOCUS

- Build partnerships with training providers and employers to further advance innovative training models.
- Work with partners to identify efficiencies within the trades training system to improve training.
- Implement technology that offers apprentices and employers the information they need for success.

MEASURES

- Employer Satisfaction with ITA Support
- Apprentice Satisfaction with ITA Support



GOAL 4

Implement Skilled Trades Certification to help address the demand for skilled trades workers and support more apprentices to completion.

FOCUS

- Develop accessible supports and programs to assist apprentices, employers, and uncertified workers to transition to Skilled Trades Certification.
- Develop a fair and transparent monitoring and compliance system to support the implementation of Skilled Trades Certification.
- Work with government and training organizations to ensure apprentices have access to training opportunities in Skilled Trades Certification trades.
- Enhance existing programming and supports to assist B.C.'s trade qualifiers in successfully achieving their Certificate of Qualification.

MEASURES

- Number of site visits completed by Compliance Officers
- Number of business days to respond to exam accommodation requests
- Number of business days to process Trade Qualifier applications

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.

www.itabc.ca

YOUR TICKET TO SUCCESS

This is a great time to pursue a career in B.C.'s skilled trades, one that is full of opportunity to build, create and maintain our communities. From building roads and bridges, to creating artisan masterpieces, to maintaining machinery, there are more than 100 rewarding trades careers to choose from.



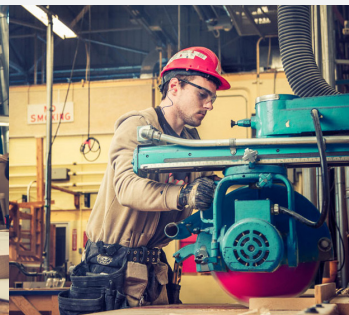
**Arborist
Technician**



**Automotive Service
Technician**



Cabinetmaker



Carpenter



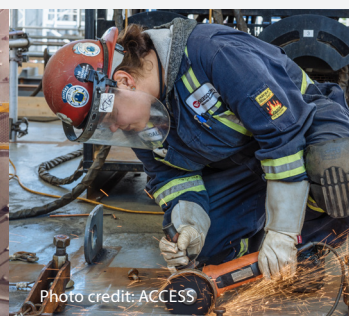
**Construction
Electrician**



**Landscape
Horticulturalist**



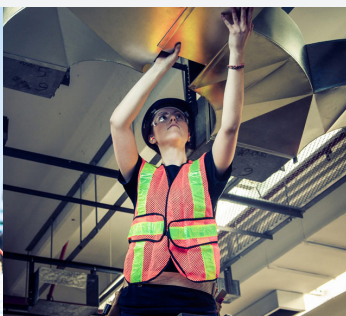
**Industrial Mechanic
(Millwright)**



Metal Fabricator



Rofer



Sheet Metal Worker



**Sprinkler System
Installer**



**Truck and Transport
Mechanic**

See more trades careers at www.itabc.ca/programs