

A scenic landscape featuring a large body of water in the foreground, surrounded by dense green forests. In the background, there are several layers of mountains, some with patches of snow, under a bright blue sky with scattered white clouds.

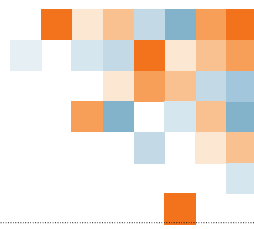
ita
YOUR TICKET.

Making Trades Training Work – Workforce Development
Minerals North 2018
Gary Herman, CEO, Industry Training Authority



BRITISH
COLUMBIA

ita

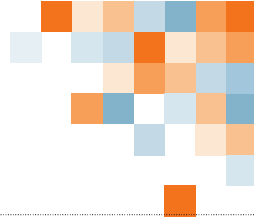


Industry Training Authority



We work with apprentices, employers, industry, labour, training providers, school districts and government to:

- Support apprentices and employer sponsors through continuation and completion
- Provide funding for apprenticeship and pre-apprenticeship programs, including Youth Trades Training programs, to ensure province's need for skilled workers are met
- Issue credentials
- Facilitate the development of program standards for industry
- Promote careers in trades



ITA's Vision and Mission



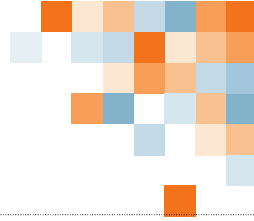
Vision:

To create a world-class training and apprenticeship system for British Columbians



Mission:

To build the trades that build BC



ITA and Trades Training



ITA certifies over 100 trades in BC

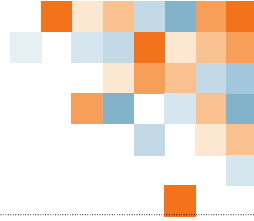
- 49 are Red Seal trades
- Full list available here: itabc.ca/discover-apprenticeship-programs/search-programs

In 2018/19, nearly \$73M will be distributed to training providers in BC

ITA funds 15 public post secondary and 25 non-public training providers

A welder wearing a protective mask and gear is working in an industrial environment. The scene is dominated by a blue color palette. In the upper right corner, there is a decorative graphic consisting of a grid of squares in various shades of blue, orange, and white. The welder is positioned in the center-right, with bright sparks emanating from their work area. The background shows industrial structures and scaffolding.

Trades Landscape



Trades Training Participants in BC



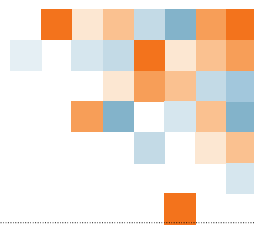
More than **45,000** registered participants¹



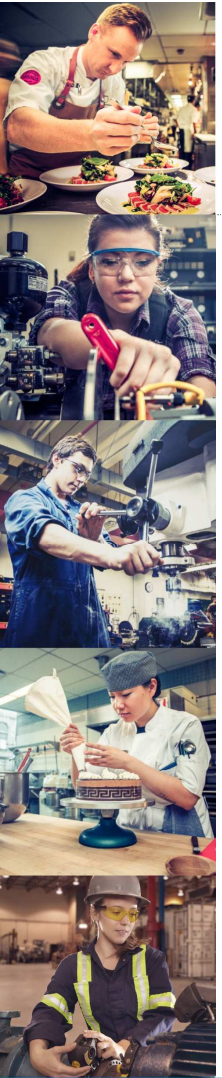
7,756 Certificates of Qualifications issued in 2016-17



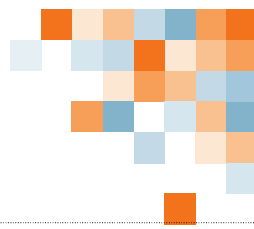
¹ Includes foundations, pre-apprenticeship program participants and registered apprentices



Labour Market Outlook & Trades in BC

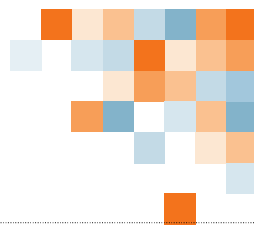


- We expect 917,000 job openings throughout British Columbia by 2027
- 7 out of 10 of these jobs will be the result of retiring workers, while the remaining three will be new jobs created by economic growth
- Trades jobs will make up 11% (101,430) of the 917,000 job openings expected over the next 10 years



Skilled Trades in Mining

- Auto Painter
- Automotive Service Technician 4
- Boiler Maker
- Boom Truck Operator
- Carpenter
- Cabinet Maker (Joiner)
- Concrete Finisher
- Construction Craft Worker
- Diesel Engine Mechanic
- Electrician
- Floor Covering Installer
- Gasfitter
- Glazier
- Heat & Frost Insulator
- Heavy Duty Equipment Technician
- Heavy Equipment Operator
- Industrial Instrument Mechanic
- Ironworker
- Machinist
- Marine Fitter
- Marine Mechanical Technician
- Marine Service Technician
- Metal Fabricator
- Millwright
- Mobile Crane Operator
- Painter & Decorator
- Partsperson
- Piledriver & Bridgeworker
- Plumber
- Refrigeration & A/C Mechanic
- Saw Filer
- Sheet Metal Worker
- Shipyard Labourer
- Steamfitter/Pipefitter
- Tool and Die Maker
- Tower Crane
- Welder
- Welder 'A'
- Welder 'B'
- Welder 'C'

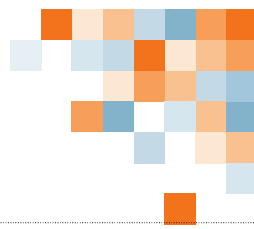


ITA Trades In-Demand

- Automotive Service Technician
- Carpenter
- Construction Electrician
- Cook
- Hairstylist
- Heavy Duty Equipment Technician
- Industrial Electrician
- Industrial Mechanic (Millwright)
- Machinist
- Motor Vehicle Body Repairer
- Plumber
- Refrigeration and Air Conditioning Mechanic
- Sprinkler Fitter
- Steamfitter/Pipefitter
- Truck & Transport Mechanic
- Welders

Why Hire Apprentices

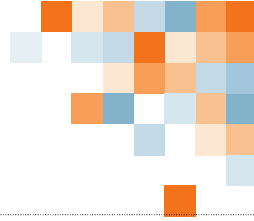




Employer Sponsors & Apprenticeship



- As of March 31 BC has 10,000+ employer sponsors and we need more
- Apprenticeship is a proven method of developing future workers, managers and mentors
- Apprenticeship is a valuable HR strategy that employers can use for business growth



Financial Benefits

Apprenticeship Job Creation Tax Credit for Red Seal Programs

- 10% of wages up to maximum of \$2,000 per year for each apprentice, within two years of their apprenticeship
- Apply through CRA

BC Basic Tax Credit for Non-Red Seal Programs

- 20% of wages up to a maximum of \$4,000 per year for each apprentice, within two years of their apprenticeship
- Apply through the province

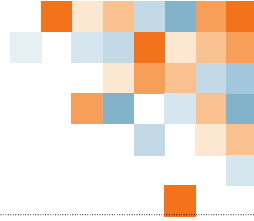
BC Completion Tax Credit

- Tax credit when apprentices complete level three or higher of the technical training, complete work-based training hours or receive a certificate for their trade
- Apply through the province

More information on other tax benefits in ITA Financial Supports guide on www.itabc.ca



ITA Resources and Initiatives



Comprehensive Customer Support Model

Three customer facing teams work cohesively to support core customers (employers and apprentices)

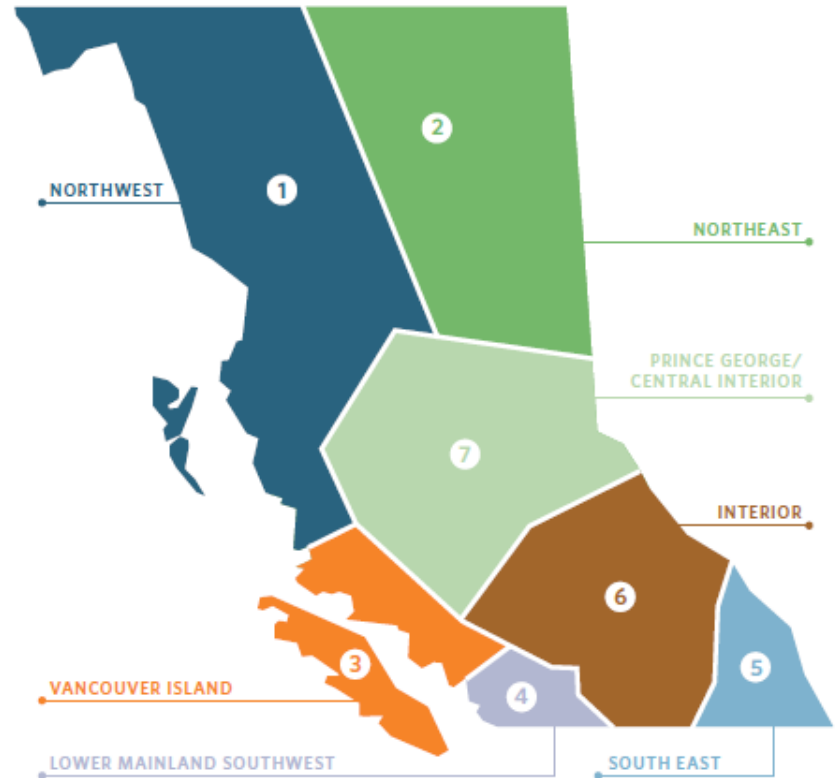


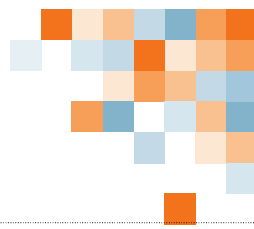


Apprenticeship Advisors

- 15 Apprenticeship Advisors around the province (as indicated on the map)
- Point of contact for apprentices and employer sponsors
- Support continuation and completion of apprenticeships

itabc.ca/our-trades-training-system/apprenticeship-advisors





Industry Engagement

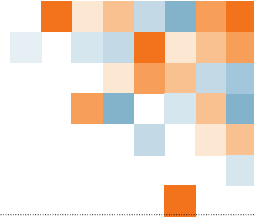
4 Industry Relations team members as internal liaisons for:

- Youth Trades Training
- Program Standards
- Training Investment
- Indigenous Initiatives

11 Sector Advisory Groups (SAGs) in place:

- Aerospace
- Automotive
- Construction (2)
- Forestry
- LNG including Oil & Gas
- Manufacturing
- Marine & Shipbuilding
- Mining
- Tourism & Hospitality
- Transportation & Transit

Continuous engagement with all industries through our Industry Relations team



Harmonization



Collaboration with Canadian Council of Directors of Apprenticeship at the direction of the Forum of Labour Market Ministers (FLMM)

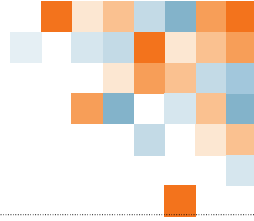
Apprenticeship stakeholders across Canada have expressed need for consistency in:

- Use of Red Seal trade name
- Total training hours (in-school and on-the-job)
- Number of training levels
- Sequencing of training content
- Weights and equipment classification – ONLY for Crane Operators

36 trades to be harmonized by 2021 (covering 95% of Red Seal apprentices)

- Six phases and currently implementing phases one and two

itabc.ca/our-trades-training-system/labour-mobility



ITA Youth in Trades Training Programs

ita | YOUTH

DISCOVER

- In 2016, ITA expanded youth programs to offer students early exposure to trades (as early as grade five)

ita | YOUTH

EXPLORE

- More explore options in high school, and a clearer pathway to apprenticeship

ita | YOUTH

TRAIN

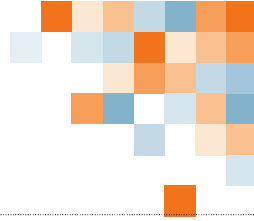
- ITA's Youth Trades Training programs target over 5,000 students each year

ita | YOUTH

WORK



Support for Indigenous Peoples and Equity Seeking Groups



INDIGENOUS PEOPLES
IN TRADES TRAINING



WOMEN IN
TRADES TRAINING



IMMIGRANTS IN
TRADES TRAINING

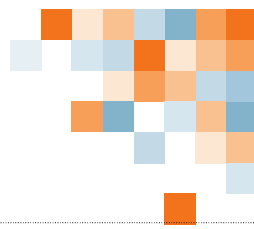
ITA oversees programs for Indigenous Peoples and equity seeking groups in the trades:

- Indigenous Peoples in Trades Training (IPTTT)
- Women in Trades Training (WITT)
- Immigrants in Trades Training (ITT)

Over 10,000 participants have received training and support since 2008/9

Workforce Diversity





Women in Trades



Women represent 10% (3,600) of all registered apprentices in BC

- 70 different trades
- 49% are registered in “non-traditional” trades

Why hire and train women in trades?

- Creates a more tolerant workplace
- Improved standards on safety
- Improved quality of completed work

15% is the tipping point for positive shift in attitude and culture.



Women in Trades

Women in Trades Project Reports – released in November 2017

- Available on the WorkBC website
- Key takeaways
 - multi-faceted approach to lift barriers
 - need for a supportive network for women in trades
 - employers and industry leaders need to be involved

ITA Resources to Support Women in Trades and Employers

- Best practices guidebook – Leveling the Field
- Regional Apprenticeship Advisors
- Women in Trades Training Facebook page - @womenintrades





Indigenous Peoples in Trades

2,279 Indigenous Peoples = 76 different trades training programs

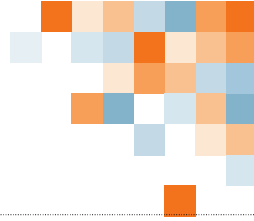
In 2016-17, \$2.3M was dedicated to Indigenous Peoples in Trades Training programs

Collaboration with Aboriginal Skills and Employment Training Services (ASETS) program

- 15 ASETS holders in BC - <http://www.itabc.ca/aboriginal-people-trades/aset-holders>
- Support to prepare, find, and keep employment

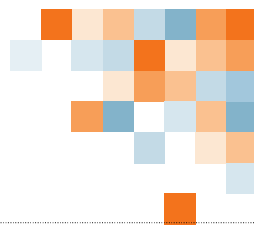
ITA Resources to support Indigenous Peoples in Trades Training

- Best practices guidebook – Doing It Right
- Regional Apprenticeship Advisors





Innovation In Trades Training



Innovation in Trades Training – In Community



Bella Coola NuXalk First Nations

Brought technical training into the community for Carpentry

- Partnership with Camosun College
- Planning to run Level 3 in 2018/19
- Great success rate
 - Some of the students helped build the learning centres in the community
 - Positive effect on community
 - Multi-year plan to construct up to 50 new houses and renovate 120 units



Innovation in Trades Training – Following a Successful Model

The Fort Fraser Foundation Carpentry program was created and delivered for the youth of Nadleh and Stella'ten communities

Partnership amongst:

- Prince George Nechako Aboriginal Employment & Training Association (PGNAETA),
- College of New Caledonia,
- and local school district

Opportunity for community members to explore trades and gain skills to help find and maintain employment





Innovation in Trades Training – Mobile Training Units

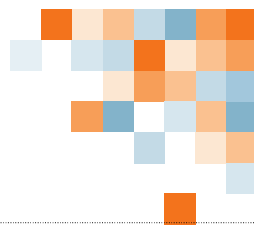
6 Mobile Trades Training Trailers

- Thompson Rivers University (TRU) - 1
- Nicola Valley Institute of Technology (NVIT) - 2
- Coast Mountain College – 3

Offers trades training in remote communities

- Training for electrical, plumbing/pipefitting, machinist/millwright and welding programs





Innovation in Trades Training Delivery

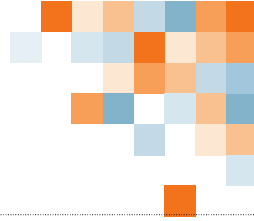
Partnership between:

- Pitt Meadows Plumbing (PMP)
- Pacific Vocational College

PMP's apprentices received their level 1 technical training in their Pitt Meadows facility

- Classroom training in the AM, hands-on training in the PM
- 2 apprentices joined the class via video conference
- 20 apprentices completed their Level 1





Connect with ITA

For more information:

www.itabc.ca

Phone: 778-328-8700

Email: customerservice@itabc.ca



Industry Training Authority



@ita_bc



Ita_bc



ITA BC



Industry Training Authority (ITA)