

**LETTER OF AGREEMENT – 2013/14
JOINT TRAINING PLAN AND FUNDING**

THIS AGREEMENT dated for reference the 26th day of April, 2013.

BETWEEN:

INDUSTRY TRAINING AUTHORITY (“ITA”)
800-8100 Granville Avenue
Richmond, British Columbia V6Y 3T6

AND:

COLLEGE OF NEW CALEDONIA (“CNC”)
3330 22nd Avenue
Prince George, British Columbia V2N 1P8

ITA’s mandate is to provide oversight and leadership to ensure British Columbia’s labour market needs are addressed through the development of effective standards, programs of training, assessment and system-wide quality assurance. In executing its mandate, ITA recognizes that:

- industry is best positioned and qualified to determine and articulate the skills required in a particular sector
- training providers are best positioned and qualified to deliver technical training that will produce the learning outcomes identified in industry training program standards and to inform the development of that technical training.

This Agreement sets out the parties’ respective rights, obligations, and intent with respect to the planning, development and delivery of effective trades training programs, including ITA’s financial contribution for such education programs.

ITA and CNC agree as follows:

1. PRINCIPLES

A commitment to enterprise partnership underlies the spirit of this agreement and is based on the following principles:

- A key strength of BC's industry training system is the diversity of its stakeholders;
- Respect for the unique roles and mandates of each enterprise partner;
- Shared risk and shared responsibility for risk mitigation;
- Continuous improvement of BC's industry training system (including continuous improvement of planning processes);
- A joint commitment to achieve measurable outcomes that will improve the efficiency, effectiveness, relevance and overall return on investment for all participants in the system; and
- A sustainable training system that is appropriately resourced.

BC's trades training system must be:

- Responsive to the emerging needs of industry and learners;
- Flexible and innovative to meet the training delivery needs of learners;
- Standardized in the learning outcomes that it provides;
- Consistent in delivering high quality training outcomes;
- Integrated through an enterprise network with clear roles and accountabilities;
- Successful through the committed involvement and investment of system partners;
- Efficient in the use of public funds and industry resources (within the efficient provision of training delivery is the recognition that industry and trainees also share responsibility for efficient capacity utilization); and
- Aligned so that available training delivery funds are directed towards capacity levels that meet mid-long term industry needs.

2. DEVELOPING AND AMENDING TRAINING PLANS

DEVELOPMENT PROCESS

- a. In October of each year ITA will inform training providers of training plan funding assumptions for the subsequent training year and current funded capacity in the system. Scenario planning will be used, as appropriate, to accommodate the government of BC's provincial budget development process. Draft training plan/s will be developed by CNC each fiscal year for submission to the ITA by mid November / mid December timeframe (exact date to be determined in early fall). Training plans, and any amendments to the plans, will be discussed with CNC prior to approval by ITA.
- b. ITA will take a number of factors into consideration in finalizing the Training Plan, including:
 - input from CNC;

- input from relevant Industry Training Organizations (ITO's);
 - economic conditions;
 - actual utilization performance in the preceding year; and
 - timely access to training by learners, including regional access.
- c. Considerations for Special Delivery Methods are outlined in Appendix A.
- d. Upon approval of the Training Plan by ITA, CNC will be funded in accordance with the terms of this agreement: approval of the annual Training Plan for CNC is targeted for April 1st of the fiscal year.
- e. CNC's 2013/14 Training Plan is attached as Schedule C of this Letter of Agreement.

TRAINING PLAN FLEXIBILITY / AMENDMENT

Employers and learners require a predictable and sustained supply of trades' educational programs, and neither CNC nor ITA can predict or control the actual numbers of enrolled students in programs at any given time despite their best efforts to do so. Accordingly, ITA and CNC agree that Schedule C may be modified from time to time during the fiscal year in accordance with the following parameters:

- a. To be responsive to market conditions (including CNC's community), based on actual enrollment and funds arising from cancelled or deferred courses, CNC is encouraged to move dollars between programs. This can be done at the discretion of CNC with the exception of the following situations which require prior approval by the ITA:
- Moving funds from Apprenticeship programs to Foundation or non-ITA programs;
 - Moving funds from Foundation to non-ITA programs
- b. CNC may also apply other, non-ITA, sources of funds (e.g. LMA or LMDA) to maintain capacity in areas deemed important by CNC. Individual seats and intakes may not be funded by more than one source. In the case where LMA funded students occupy core-funded seats, CNC will work with ITA to reallocate core funding for that seat to another intake or seat in another ITA program.

- c. To maximize and leverage the training funds provided by ITA, CNC may supplement ITA funding with other initiatives that lead to an increase in the number of utilized training seats. These students would be counted in the year end reconciliation. This could include subsidizing training from other sources, overfilling intakes or merging classes where efficiency doesn't have detrimental effects on quality.
- In no case can CNC double dip i.e. ITA will not fund any seat that is being funded by another party: this does not preclude a supplemental fee in order to cover disproportionate costs due to location, type of cohort, or time of day (overtime pay).
 - Seats occupied by international students (as defined by the Ministry responsible for post secondary education) are not funded by ITA and should not be included in any training plans or reporting.
 - i. Seats occupied by international students (as defined the Ministry responsible for post secondary education) are not included in CNC's intake capacity for the purposes of utilization calculations.
- d. To acknowledge the costs associated with cancelled intakes where funding is returned to ITA, CNC is permitted to retain a notional fixed cost of 30% of the funded value of the intake. In return CNC agrees to treat this allowance as a last resort option only.

LEARNER DEMAND FUND

At any time during the course of the fiscal year, where unanticipated demand for apprenticeship or foundation intakes arise that are not reflected in the Training Plan, CNC may apply to ITA to draw upon a Learner Demand Fund for additional intakes if it is not able to address the increased demand through a reallocation of its existing training funds. Any additional intakes will be included in CNC's capacity utilization target. Priority consideration will be given to requests for apprentice programs for which there are waitlists. Requests for additional foundation intakes (to achieve Level 1 credit) must meet the foundation program expansion criteria in place during the economic downturn:

- Prerequisite to an apprenticeship program (e.g. Heavy Duty Mechanic)
- Strong history of continuation to an apprenticeship program
- Strong industry support
- Clear link to addressing needs of workers in transition (e.g. forestry workers).

TRAINING PLAN AMENDMENT REPORTING

CNC will update ITA on modifications to its Training Plan on a quarterly basis within 10 working days of the end of each quarter.

CNC will inform ITA as soon as is practical, when it is determined that an intake is to be cancelled and the funds are not directed to meet programming elsewhere within CNC in that

fiscal year as per the Training Plan Flexibility/Amendment section of this LOA. CNC will return 70% of those funds to the trades training system to address needs elsewhere in the system.

3. KEY PERFORMANCE INDICATORS (KPIs)

ITA is committed to a suite of key performance indicators, including balancing:

- The **utilization** of training seats;
- The maintenance of capacity for the mid-long term to address labour shortages;
- The achievement of **waitlist** targets; and
- An appropriate training investment portfolio mix

CAPACITY UTILIZATION

Effective utilization of training seats is important and it is recognized that:

- a. The efficient use of training funds is maximized through continuous refinement and improvement of joint utilization management initiatives;
- b. System capacity utilization management planning is supported by the use and reporting of data that is harmonized among the public institutions and which is clear and transparent;
- c. Performance measures and targets are developed in ways that assess the effectiveness of capacity utilization strategies;
- d. Training capacity should facilitate apprentices accessing the next level of technical training within twelve months of making their intention known.

ITA and CNC agree in principle that notwithstanding all best efforts to ensure utilization targets are reached and an active system-wide reallocation of available dollars so they are best utilized during the fiscal year, CNC may experience some degree of underutilization due to changes in market conditions.

WAITLISTS

- a. CNC, working with the Trades Training Consortium of BC's Waitlist Workgroup, will:
 - confirm a consistent understanding of the waitlist definition including waitlists for a program that has a progressive credential.
 - support the collection of accurate and reliable waitlist data
 - work collaboratively to achieve the waitlist targets set out in Schedule A
- b. CNC will submit to ITA, within 10 working days of the end of each quarter, an update on its waitlists on a program by program basis.

ANNUAL CAPACITY UTILIZATION TARGETS

- a. A system-wide utilization target for the next fiscal year will be developed in consultation with the Trades Training Consortium of BC.
- b. Individual institution targets will be established collectively by the institutions through the Trades Training Consortium of BC on a proportional basis to cumulatively achieve the overall system target set in consultation with the Trades Training Consortium of BC.
- c. System-wide targets and individual institution targets are attached as Schedule A.
- d. CNC may apply (typically through the Training Plan Development process that occurs prior to the beginning of the fiscal year) to ITA for consideration of **exemption** of specific underutilized programs from the target utilization seat pool based upon the following criteria:
 - Industry demand (during an economic downturn this criterion is extended to include ensuring a supply of labour in areas where short term conditions may not be generating employment opportunities)
 - A program is required for reasons of regional access or to maintain alignment of mid-long term industry demand with capacity (during an economic downturn this criterion is extended to include a normally low volume, economically critical, program that is in jeopardy)
 - A new program or a new and significantly different delivery (including specifically the first year of delivery for a Special Delivery Method as identified in Appendix A)
 - During an economic downturn, market conditions for Level 1 apprenticeship programs
- e. Upon ITA approval, these programs can be removed from the seat pool used to calculate CNC's utilization targets and the system-wide targets.
- f. CNC will have the ability to adjust its Training Plan within the fiscal year to meet utilization targets.

WINTER CAPACITY REVIEW

In addition to CNC's ongoing utilization review through the year (that may result at any time in either a request for Learner Demand Funds or return of funding of cancelled intakes to ITA), by December 1st of each fiscal year, CNC will conduct a review of its Training Plan forecast for the remainder of the year to identify where it may be overestimating actual utilization for particular programs and will inform ITA if CNC:

- a. Can direct funds internally towards another program (within the parameter stated in the Training Plan Flexibility/Amendment section of this Letter of Agreement);
- b. Will be returning underutilization dollars which cannot be used within CNC, to ITA to address demand elsewhere in the trades training system.

- c. Will be requesting any additional funds that could be effectively utilized so funds being returned from other training providers to ITA can be redirected and utilized in the last quarter of the fiscal year.

YEAR END RECONCILIATION

CNC will conduct and report to ITA, by February 15th of the fiscal year, a reconciliation of the programs and seats actually delivered (and scheduled to be delivered by year end under the Training Plan) against the financial contribution paid to CNC during the fiscal year. Enrolment numbers from February 15th to March 31st are an estimate.

- a. The reconciliation will provide a summary of the Programs and Services delivered, by Program, by level, with the actual number of students who enrolled in the Program compared to the estimate in the Plan.
- b. On the signing of this agreement, CNC will declare how they wish to be funded for continuous entry programs i.e. by cohort intake or per seat (see Schedule A). Cohort intakes will be paid on an intake basis (typically 16 seats). Continuous Intakes will be paid on a per seat basis (continuous intakes are always at 100% utilization as they are paid on a per seat basis).
- c. "Seats actually delivered ", for the purpose of reconciliation, is defined as the number of seats filled at CNC's stable date.
- d. To aid future planning, on completion of the year end reconciliation the ITA will provide a report which compares:
 - the number of seats planned in each program at the beginning of the year
 - the number of seats funded each program by year end
 - the number of seats delivered in each program by year end.

PERFORMANCE TARGETS

System-wide performance on targets

- a. If the public training system's system-wide utilization target for Apprenticeship is achieved, then the application of the financial accountability mechanism will be waived for Apprenticeship programs system-wide.
- b. If the public training system's system-wide utilization target for Foundation is achieved, then the application of the financial accountability mechanism will be waived for Foundation programs system-wide.
- c. If the public training system's system-wide utilization target for non-ITA programs is achieved, then the application of the financial accountability mechanism will be waived

for non-ITA programs system-wide.

Institution Underutilization (accountability mechanism formula)

In the event that the system-wide utilization targets are not met, an individual institution may have its funding adjusted in the subsequent year: Specifically:

- a. If, despite plan flexibility and mitigation strategies, CNC is unable to meet its agreed upon utilization targets for either Apprentice, Foundation or non-ITA categories, ITA will meet with CNC to determine the extent to which unforeseeable demand reduction contributed to the shortfall. ITA will exercise discretion based on the outcome of that dialogue on the application of the financial accountability mechanism formula.
 - The formula calls for the deduction from the funding of the approved Training Plan for the subsequent year of an amount equal to 70% of the value of the shortfall of the utilization in the category where the utilization target has not been met. For purposes of determining the value, 1% of utilization equals 1% of the approved funding for the Training Plan.
- b. In the event CNC's utilization targets are above the system-wide targets, for the purposes of applying the financial accountability mechanism the individual (Apprentice, Foundation, non-ITA programs) utilization target will be deemed to be the system-wide target.

Notwithstanding sections a and b above, for 2013/14, given the uncertainty of the economic impact on training needs and the desire to balance utilization and mid-long term capacity to meet labour shortages and waitlists, upon mutual consent, the accountability mechanism formula may be revised or waived through the term of this agreement. It is also understood that intakes may be exempted as outlined on page 6 of this agreement.

4) STANDARDS

- a. If ITA has not set standards for the content and delivery of any programs, CNC may set the appropriate standards, subject to applicable national and provincial program standards, if any.
- b. Level examinations (whether established by ITA or by CNC) for the programs will be administered by CNC according to any agreed upon protocols.
- c. Course results will be reported to ITA as specified in the ITA Direct Access manual for training providers.
- d. ITA and CNC recognize that industry is a significant stakeholder in the training provided through ITA and CNC. Therefore CNC will use its best efforts to accommodate the concerns of industry in the provision of the programs and services including:

- altering programs and services to meet industry needs consistent with the governance requirements of the institution; and
 - accommodating and cooperating with industry standards mechanisms such as Industry Training Organizations, and the Red Seal program.
- e. For all ITA credentialed programs, CNC will ensure that:
- The training content follows the current ITA Program Outline, and that any ITA approved changes to a program are implemented upon notification by ITA subject to timelines jointly established by ITA and the legal and internal processes CNC must follow; (CNC will be provided details a minimum of six months prior to implementation) and
 - The program is delivered as specified in the ITA Program Outline: Training Provider Standards section.
 - ITA reserves the right to verify CNC's assurances as articulated in the two bullets above.

5) SCHEDULES

The schedules to this Agreement are an integral part of the Agreement.

6) DURATION OF AGREEMENT

The term of this Letter of Agreement shall be from April 1, 2013 to March 31, 2014, and shall be reviewed and renewed on an annual basis, unless either party advises the other party in writing of its desire to terminate in which case termination, for any reason, will occur on the date which is the end of the Training Plan period in the year after notice to terminate is given.

This Letter of Agreement does not preclude either party to the Letter of Agreement from raising issues in need of review to respond to changes in the operating environment. The Trades Training Consortium of BC and ITA will review this Letter of Agreement annually prior to April 1st as will CNC and ITA prior to April 30th of the fiscal year to which this agreement applies. No amendments or modifications of any provision of this Letter of Agreement will be effective unless it is in writing and executed by the parties.

It is the intention of the parties that operational issues will be defined and resolved through further discussions between ITA and the TTCBC (on system matters) and CNC (on individual or institutional matters). The parties will meet as regularly as practical and will commit to at least two meetings per year to discuss any issues arising from the implementation of this agreement.



YOUR TICKET.

Agreement # LOA1314-CNC

7) CONTEXT OF AGREEMENT

This agreement describes the process for managing and funding the portion of CNC's training plan that is funded by ITA's core funding of \$65.85 million for 2013/14. It does not reflect the total value of CNC's training, nor cover the management of training funded from Non-ITA sources such as the estimated \$3.5 million from LMA, \$1.787 million from Foundation Skills FTE Funding or any portion of LMDA funds provided by AEIT.

8) RELATIONSHIP

This Letter of Agreement and the actions of any of the parties pursuant to this Letter of Agreement does not create any agency, representation or right of any party to assume or create any obligation on behalf of the other.

CNC and the Industry Training Authority have executed this Agreement on the day and year as set out above.

SIGNED AND DELIVERED by an
Authorized Representative of
INDUSTRY TRAINING AUTHORITY.

Kevin Evans, Chief Executive Officer

Gary Herriman, Chief Operating Officer

MAY 3, 2013
Date

SIGNED AND DELIVERED by an
Authorized Representative of
COLLEGE OF NEW CALEDONIA.

Signature

John Bowman, President
Print Name & Title

May 14, 2013
Date

SCHEDULE A

Key Performance Indicator (KPI) Targets

Capacity Utilization

- The 2013/14 system-wide targets are
 - Apprentice 85%
 - Foundation 90.5%
 - Non-ITA Programs 90.5%

- The 2013/14 Institution utilization targets are:

College of New Caledonia:	
○ Apprentice	88.4%
○ Foundation	84.5%
○ Non-ITA Programs	90.5%






Waitlist

The system-wide target is:

- 2012/13 5%
- 2013/14 5%
- 2014/15 5%

Declaration for payment:

Please indicate by initialling the appropriate box, which basis of payment you are requesting for Welder programs.

Program	Continuous Intake		Cohort intake	
	Institution Entry	Workplace Entry	Institution Entry	Workplace Entry
Welder A				
Welder B				
Welder C				

SCHEDULE B

Price Schedule

The agreed upon price schedule and normal Intake capacity by Program as of April 1, 2013 is as follows. This schedule may be updated from time to time by the Finance Committee of the ITA Board:

Apprenticeship Programs

Apprenticeship – Program Name	Level	Price Band	Price per Intake	Intake Size
Aircraft Maintenance Technician (CAT:M)	All	2	\$217,600	16
Aircraft Structural Technician (CAT:S)	1-4	4	\$177,600	16
Aircraft Structural Technician (Apprenticeship)	4	4	\$ 19,200	16
Appliance Service Technician	1	1	\$117,000	16
Arborist Technician	1	2	\$ 34,000	20
Architectural Sheet Metal Worker	1-3	2	\$ 20,400	16
Automotive Collision Repair Technician	1-2	2	\$ 17,000	16
Automotive Collision Repair Technician	3	2	\$ 20,400	16
Automotive Glass Technician	1	2	\$ 6,800	16
Automotive Refinishing Prep. Technician	1	2	\$ 13,600	16
Automotive Refinishing Technician	1	2	\$ 13,600	16
Automotive Service Technician	1 & 3	2	\$ 23,800	16
Automotive Service Technician	2 & 4	2	\$ 20,400	16
Automotive Service Technician (GM/Honda)	1-5	2	\$ 27,200	16
Baker	1-3	3	\$ 16,000	16
Barber		1	\$111,000	16
Building Envelope Technician	1	1	\$ 42,000	16
Carpenter	1-4	1	\$ 18,000	16
Cement Mason	1-3	1	\$ 12,000	16
Commercial Transport Vehicle Mechanic	1-3	2	\$ 20,400	16
Commercial Transport Vehicle Mechanic	4	2	\$ 27,200	16

Apprenticeship – Program Name	Level	Price Band	Price per Intake	Intake Size
Construction Boilermaker	1-3	4	\$ 24,000	16
Cosmetologist		1	\$126,000	16
Diesel Engine Mechanic	1-2	2	\$ 20,400	16
Domestic/Commercial Gasfitter (Class B)	1-2	1	\$ 18,000	16
Electrician	1-4	1	\$ 30,000	16
Floor Covering Installer	1-3	2	\$ 17,000	16
Gasfitter (Class A)	1	1	\$ 24,000	16
Geothermal Technician	1	1	\$ 18,000	16
Geothermal Technician	2	1	\$ 24,000	16
Glazier	1-3	3	\$ 24,000	16
Heat and Frost Insulator	1-4	3	\$ 16,000	16
Heating Technician	1	1	\$ 18,000	16
Heating Technician (Forced Air)	2	1	\$ 21,000	16
Heating Technician (Hydronics)	2	1	\$ 24,000	16
Heavy Duty Equipment Mechanic	1-4	2	\$ 20,400	16
Heavy Equipment Operator	1	1	\$ 11,250	15
Inboard/Outboard Mechanic	1-4	1	\$ 12,000	16
Industrial Instrument Mechanic	1-4	2	\$ 34,000	16
Ironworker – Generalist	1	4	\$ 48,000	16
Ironworker – Generalist	2-3	4	\$ 24,000	16
Ironworker – Reinforcing	1-2	3	\$ 28,000	16
Joiner	1-4	4	\$ 28,800	16
Landscape Horticulturist	1-4	1	\$ 18,000	16
Log Builder	1-4	1	\$ 18,000	16
Logistics & Distribution Person 2	1	1	\$ 9,000	16
Logistics & Distribution Person 3	1	1	\$ 9,000	16
Lumber Manuf. Industry - Benchperson	1	1	\$ 12,000	16
Lumber Manuf. Industry - Circular Sawfiler	1	1	\$ 12,000	16
Lumber Manuf. Industry - Sawfitter	1-2	1	\$ 12,000	16
Machinist	1-2	1	\$ 18,000	16

Apprenticeship – Program Name	Level	Price Band	Price per Intake	Intake Size
Machinist	3-4	1	\$ 21,000	16
Mason	1-4	1	\$ 15,000	16
Meatcutter	1-2	1	\$ 12,000	16
Metal Fabricator (Fitter)	1-4	2	\$ 17,000	16
Millwright	1-4	1	\$ 21,000	16
Mobile Crane Operator (Common Core)	1	2	\$ 10,200	16
Motorcycle & Power Equipment Technician	1 & 3	1	\$ 15,000	16
Motorcycle & Power Equipment Technician	2 & 4	1	\$ 12,000	16
Parts and Warehousing Person 1	1	1	\$ 9,000	16
Partsperson	2-3	1	\$ 9,000	16
Piledriver and Bridgeworker	1-2	1	\$ 18,000	16
Piledriver and Bridgeworker	3	1	\$ 24,000	16
Planermill Maintenance Technician 1	1	2	\$ 12,750	10
Planermill Maintenance Technician 2	1	2	\$ 14,875	10
Planermill Maintenance Technician 2	2	2	\$ 12,750	10
Plumber	1-3	1	\$ 18,000	16
Plumber	4	1	\$ 24,000	16
Production Horticulturist	1-4	1	\$ 18,000	16
Professional Cook (Workplace Entry)	1-3	3	\$ 32,000	16
Professional Cook (Institution Entry)	1	3	\$112,000	16
Professional Cook (Institution Entry)	2	3	\$ 56,000	16
Recreation Vehicle Service Technician	1-4	2	\$ 20,400	16
Refrigeration Mechanic	1-2	4	\$ 28,800	16
Refrigeration Mechanic	3-4	4	\$ 38,400	16
Residential Building Maintenance Worker	1-3	1	\$ 24,000	16
Rig Technician	1-3	4	\$ 19,200	16
Sheet Metal Worker	1-4	1	\$ 18,000	16
Steamfitter / Pipefitter	1-3	1	\$ 18,000	16
Steamfitter / Pipefitter	4	1	\$ 24,000	16
Wall and Ceiling Installer	A-B	1	\$ 12,000	16

Apprenticeship – Program Name	Level	Price Band	Price per Intake	Intake Size
Wall and Ceiling Installer	C-D	1	\$ 9,000	16
Welder	1-4	3	\$ 24,000	16
Welder	A	3	\$ 32,000	16
Welder	B	3	\$ 64,000	16
Welder	C	3	\$112,000	16

Foundation Programs

Foundation – Program Name	Level	Price Band	Price per Intake	Intake Size
Automotive Collision Repair Technician	1	2	\$ 91,200	16
Automotive Refinishing Prep. Technician	1	2	\$ 66,880	16
Automotive Refinishing Technician	1	2	\$ 66,880	16
Automotive Service Technician	1	2	\$ 91,200	16
Baker	1	3	\$ 144,000	16
Carpenter	1	1	\$ 65,280	16
Commercial Transport Vehicle Mechanic	1	2	\$ 91,200	16
Construction Boilermaker	1	4	\$ 99,360	16
Diesel Engine Mechanic	1	2	\$ 60,800	16
Electrician	1	1	\$ 65,280	16
Heavy Duty Equipment Mechanic	1	2	\$ 91,200	16
Horticulture Technician Foundation	1 & 2	1	\$ 97,920	16
Inboard/Outboard Mechanic	1	1	\$ 54,400	16
Industrial Instrument Mechanic	1	2	\$ 63,840	16
Ironworker	1	4	\$ 99,360	16
Joiner	1	4	\$ 108,000	16
Machinist	1	1	\$ 68,000	16
Mason	1	1	\$ 57,120	16

Foundation – Program Name	Level	Price Band	Price per Intake	Intake Size
Meatcutter	1	1	\$ 106,080	16
Metal Fabricator (Fitter)	1	2	\$ 69,920	16
Millwright	1	1	\$ 65,280	16
Motorcycle & Power Equipment Technician	1	1	\$ 54,400	16
Partsperson	1	1	\$ 54,400	16
Plumber	1	1	\$ 57,120	16
Recreation Vehicle Service Technician	1	2	\$ 85,120	16
Refrigeration Mechanic	1	4	\$ 108,000	16
Road Builder & Heavy Construction Foundation	1	1	\$ 13,600	20
Security Alarm Installer		1	\$ 76,160	16
Sheet Metal Worker	1	1	\$ 54,400	16
Steamfitter / Pipefitter	1	1	\$ 57,120	16

Non-ITA Foundation Programs

The following Non-ITA Foundation programs have historically been paid from ITA funding envelope for some institutes and will be addressed over time. Non-ITA Foundation – Program Name	Level	Price Band	Price per Intake	Intake Size
Computer & Business Service Technician	N/A	1	\$108,800	16
Computer Automated Systems Tech	N/A	2	\$ 97,280	16
Computer Systems Network Fundamentals	N/A	1	\$108,800	16
Computer Systems Technician	N/A	2	\$ 97,280	16
Electronics Core	N/A	2	\$118,560	16
Electronics Industrial	N/A	2	\$115,520	16
Electronics Technician Core	N/A	2	\$ 91,200	16
Electronics Technician-Common	N/A	2	\$103,360	16
Electronics Technician-Computer	N/A	2	\$103,360	16
Electronics Tech-Telecom Systems Sp	N/A	2	\$103,360	16
Esthetics	N/A	2	\$ 82,080	16



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Intro to Trades	N/A	2	\$ 30,400	16
Power Engineering	N/A	2	\$121,600	16
Process Operator	N/A	2	\$112,480	16
Telecommunications Technician	N/A	2	\$121,600	16
Timber Framing	N/A	1	\$ 16,320	16
Wireless Communication Technician	N/A	1	\$108,800	16

SCHEDULE C

College of New Caledonia 2013/14 TRAINING PLAN

Program	APP Level	Duration (weeks)	2013/14 - Number of Seats			Financial Contribution
			Intakes	Intake Capacity	Total Capacity	
Apprenticeship Program						
Automotive Service Technician	1	7	1	16	16	\$23,800
	2	6	1	16	16	\$20,400
	3	7	2	16	32	\$47,600
	4	6	2	16	32	\$40,800
Automotive Service Technician Total			6		96	\$132,600
Carpenter	1	6	2	16	32	\$36,000
	2	6	2	16	32	\$36,000
	3	6	3	16	48	\$54,000
	4	6	2	16	32	\$36,000
Carpenter Total			9		144	\$162,000
Commercial Transport Vehicle Mechanic	2	6	1	16	16	\$20,400
Cook (Institution Entry)	1	28	1	12	12	\$84,000
	1	28	1	16	16	\$112,000
	1	28	1	32	32	\$224,000
	2	14	1	32	32	\$112,000
Cook (Institution Entry) Total			4		92	\$532,000
Electrician	1	10	2	16	32	\$60,000
	2	10	4	16	64	\$120,000
	3	10	3	16	48	\$90,000
	4	10	3	16	48	\$90,000
Electrician Total			12		192	\$360,000
Heavy Duty Equipment Mechanic	1	6	2	16	32	\$40,800
	2	6	2	16	32	\$40,800
	3	6	4	16	64	\$81,600
	4	6	2	16	32	\$40,800
Heavy Duty Equipment Mechanic Total			10		160	\$204,000
Machinist	2	6	1	16	16	\$18,000
	3	7	1	16	16	\$21,000
	4	7	1	16	16	\$21,000
Machinist Total			3		48	\$60,000

SCHEDULE C

College of New Caledonia 2013/14 TRAINING PLAN

Program	APP Level	Duration (weeks)	2013/14 - Number of Seats			Financial Contribution
			Intakes	Intake Capacity	Total Capacity	
Millwright	1	7	4	16	64	\$84,000
	2	7	4	16	64	\$84,000
	3	7	4	16	64	\$84,000
	4	7	3	16	48	\$63,000
Millwright Total			15		240	\$315,000
Mobile Crane Operator	1	3	1	8	8	\$4,500
Mobile Crane Operator - Hydraulic 80 tonnes and under	2	4	1	8	8	\$6,800
Plumber	3	6	1	16	16	\$18,000
Welder	1	28	4	2	8	\$56,000
	2	6	3	2	6	\$9,000
	3	6	4	2	8	\$12,000
	4	6	3	2	6	\$9,000
	A	8	1	4	4	\$8,000
	A	8	1	16	16	\$32,000
	ACE IT	28	1	16	16	\$112,000
	B	16	2	16	32	\$128,000
	B	16	1	4	4	\$16,000
C	28	4	16	64	\$448,000	
Welder Total			24		164	\$830,000
Total Apprenticeship Program			87		1,184	\$2,645,300
Foundation Program						
Automotive Collision Repair Technician	1	30	1	16	16	\$91,200
Automotive Service Technician	1	30	1	16	16	\$91,200
Automotive Service Technician / Automotive Collision Repair Technician	ACE IT	30	1	16	16	\$109,440
Carpenter	1	24	3	16	48	\$195,840
Carpenter / Joiner	ACE IT	24	0	16	0	\$0
Electrician	1	24	3	16	48	\$195,840
	ACE IT	24	1	16	16	\$65,280
Electrician Total			4		64	\$261,120

SCHEDULE C

College of New Caledonia 2013/14 TRAINING PLAN

Program	APP Level	Duration (weeks)	2013/14 - Number of Seats			Financial Contribution
			Intakes	Intake Capacity	Total Capacity	
Heavy Duty Equipment Mechanic / Commercial Transport Vehicle Mechanic	1 / 1	30	1	16	16	\$109,440
	ACE IT	30	1	16	16	\$109,440
Heavy Duty Equipment Mechanic / Commercial Transport Vehicle Mechanic Total			2		32	\$218,880
Joiner	1	25	1	16	16	\$108,000
Millwright	1	24	2	16	32	\$130,560
Millwright / Machinist	1 / 1	24	1	16	16	\$65,280
Plumber	1	21	1	16	16	\$57,120
Plumber / Sprinkler Fitter / Domestic/Commercial Gasfitter		21	1	16	16	\$68,544
Total Foundation Program			18		288	\$1,397,184
Non-ITA Program						
Power Engineering		40	2	16	32	\$243,200
	0	0	1	16	16	\$78,336
Power Engineering Total			3		48	\$321,536
Total Non-ITA Program			3		48	\$321,536
Grand Total			108		1,520	\$4,364,020

SCHEDULE D
FINANCIAL CONTRIBUTION

The financial contribution to CNC for its 2013/14 Training Plan will be \$4,364,020 based on the following terms and conditions:

1. ITA will pay to CNC the amount shown in the *Financial Contribution* column on the Training Plan (Schedule C). CNC acknowledges the ITA's stipulation to only expend this grant to deliver the 2013/14 Training Plan (regardless of the fiscal year the training days occur).
2. The schedule of payments for 2013/14 is on or around the 21st day of each month from April 2013 to March 2014.
3. Notwithstanding any other provision of this Agreement the payment of the Financial Contribution by ITA to CNC is subject to there being sufficient monies available in ITA's annual legislative appropriation to enable ITA to make that payment.

Appendix A

Special Delivery Method: E-PPRENTICE

Delivery

- It is agreed that the lead training provider for an E-PPRENTICE delivered program will have exclusive delivery rights for the on-line portion of that program for the first three years of regular delivery.

Funding

- An E-PPRENTICE and “regular” apprentice mixed cohort intake may be funded jointly by LMA and ITA funds within the Training Plan but in no case will the delivery for the intake be funded in excess of 100% of ITA funds for a non-mixed cohort
 - Funding for LMA-eligible clients is contingent on CNC meeting LMA reporting requirements