



**Labour Program
Federal Contractors Program**

Agreement to Implement Employment Equity

s.19(1)

New Agreement

s.24(1)

Revised Agreement

ORGANIZATION	
Legal Name of Organization Cégep Saint-Jean-sur-Richelieu	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number PBN # [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 611210	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 434 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 30, boulevard du Séminaire Nord, C.P. 1018	City St-Jean-sur-Richelieu	Province QC	Postal Code J3B 7B1
	Telephone Number 450-347-5301	Fax Number 450-347-2146	

EMPLOYMENT EQUITY CONTACT	
Name (print) Vincent Larose	Title Human Resources Director
Telephone Number 450-347-5301	E-mail Address vincent.larose@cstjean.qc.ca

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). <p>Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</p> <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Chantal Denis	Title General Manager
Telephone Number 450-347-4301	E-mail Address chantal.denis@cstjean.qc.ca
Signature [REDACTED]	Date 14-03-13

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **Cegep Saint-Jean-sur-Richelieu** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **050440**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) February 23, 2018 for the following reason(s):

(Please describe) **Reduced number of employees with the expertise in the file (sickness, gradual return to work)**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Vincent Larose** Position Title: **HR Director**

Email address: **vincent.larose@cstiean.qc.ca**

Telephone number: **450-347-5301 poste 2318**

Business address: **30, boul. du Seminaire Nord, Saint-Jean-sur-Richelieu (Quebec) J3B 5J4**

Signature: _____

Date: **18 janvier 2018**

From: Yakibonge, Maurice [NC] on behalf of EE-EME
Sent: January 19, 2018 8:14 AM
To: 'Nathalie Brodeur'; EE-EME
Subject: Prolongation de délai pour soumettre la documentation afin de compléter l'évaluation de conformité dans le cadre du Programme de contrats fédéraux - 050440

Hello,

You have requested an extension to submit the documentation required to complete your organization's compliance assessment beyond the original due date identified by the Labour Program for the Federal Contractors Program.

As requested, you are granted an extension to **February 23, 2018**.

If you have any questions regarding your employment equity report, please contact us at ee-eme@hrsdc-rhdsc.gc.ca.

Maurice Yakibonge

Gestionnaire des opérations p. i., Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

From: Nathalie Brodeur [<mailto:Nathalie.Brodeur@cstjean.qc.ca>]
Sent: January-18-18 1:37 PM
To: EE-EME
Subject: demande de prolongation - évaluation de conformité - Cégep Saint-Jean-sur-Richelieu

Hello,

Please find enclosed the application for extension.

Thank you.

Nathalie Brodeur
Technicienne en administration
Cégep Saint-Jean-sur-Richelieu
30, boul. du Séminaire Nord
Saint-Jean-sur-Richelieu (Québec) J3B 5J4
Nathalie.brodeur@cstjean.qc.ca
(450) 347-5301 poste 2207



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION
 Reporting Period 2015-12-24 to 2017-12-31

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area				
	Permanent full time	Permanent part-time	Temporary	Total number of employees					
Quebec	320	17	0	337	Montreal	31	917	0	336
					Sherbrooke	1	0	0	1
Total number of employees in Canada				337	Total number of employees as of Canada				337



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	13	7	6							1		1
	Total	13	7	6							1		1
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	215	90	125							8	4	4
	Total	215	90	125							8	4	4
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	19	14	5							2	1	1
	Total	19	14	5							2	1	1



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	5		5									
	Total	5		5									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	46	2	44				1		1			
	Total	46	2	44				1		1			
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	1	2									
	Total	3	1	2									
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	16	10	6				1	1				
	Total	16	10	6				1	1				
Total number of employees		320	127	193				2	1	1	11	5	6



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	11	5	6									
	Total	11	5	6									
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	4		4									
	Total	4		4									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		17	6	11									



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	13	7	6							1		1
	Total	13	7	6							1		1
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	215	90	125							8	4	4
	Total	215	90	125							8	4	4
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	19	14	5							2	1	1
	Total	19	14	5							2	1	1



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	5		5									
	Total	5		5									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	46	2	44				1		1			
	Total	46	2	44				1		1			
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	1	2									
	Total	3	1	2									
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	16	10	6				1	1				
	Total	16	10	6				1	1				
Total number of employees		320	127	193				2	1	1	11	5	6



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	11	5	6									
	Total	11	5	6									
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	4		4									
	Total	4		4									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		17	6	11									



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	13	7	6							1		1
	Total	13	7	6							1		1
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	214	90	124							8	4	4
	Total	214	90	124							8	4	4
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	19	14	5							2	1	1
	Total	19	14	5							2	1	1



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	5		5									
	Total	5		5									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	46	2	44				1		1			
	Total	46	2	44				1		1			
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	1	2									
	Total	3	1	2									
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	16	10	6				1	1				
	Total	16	10	6				1	1				
Total number of employees		319	127	192				2	1	1	11	5	6



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	11	5	6									
	Total	11	5	6									
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	4		4									
	Total	4		4									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Other sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		17	6	11									



CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / Sherbrooke

Reporting period 2015-12-24 to 2017-12-31

Occupational Category Salary Range Col. 1	Quarter r	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total number of employees		1		1									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)
FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Full time / Quebec
Reporting period 2015-12-24 to 2017-12-31

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	320	127	193				2	1	1	11	5	6
Total number of employees	320	127	193				2	1	1	11	5	6



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)
FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Part-time / Quebec
Reporting period 2015-12-24 to 2017-12-31

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$5,000	17	6	11									
Total number of employees	17	6	11									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2		2									
Clerical staff	1		1									
Total number of employees hired	3		3									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	5	4	1									
Semi-professional and technical staff	1		1									
Total number of employees hired	6	4	2									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2		2									
Clerical staff	1		1									
Total number of employees hired	3		3									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	5	4	1									
Semi-professional and technical staff	1		1									
Total number of employees hired	6	4	2									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2		2									
Clerical staff	1		1									
Total number of employees hired	3		3									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	5	4	1									
Semi-professional and technical staff	1		1									
Total number of employees hired	6	4	2									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	1	1									
Professionals	1		1									
Supervisors	2		2									
Administrative and main office staff	3	1	2									
Clerical staff	1	1										
Total number of employees promoted	9	3	6									
Total number of promotions	9	3	6									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	1	1									
Professionals	1		1									
Supervisors	2		2									
Administrative and main office staff	3	1	2									
Clerical staff	1	1										
Total number of employees promoted	9	3	6									
Total number of promotions	9	3	6									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	1	1									
Professionals	1		1									
Supervisors	2		2									
Administrative and main office staff	3	1	2									
Clerical staff	1	1										
Total number of employees promoted	9	3	6									
Total number of promotions	9	3	6									



CONTRACT PROGRAMS: CEASESSIONS OF EMPLOYMENT

Full time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	3	1	2									
Professionals	12	4	8									
Administrative and main office staff	7	1	6									
Other sales and service personnel	2	1	1									
Total number of employees whose employment was terminated	24	7	17									

CONTRACT PROGRAMS: CEASESSIONS OF EMPLOYMENT

Part-time / National

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and main office staff	1		1									
Total number of employees whose employment was terminated	1		1									



CONTRACT PROGRAMS: CEASESSIONS OF EMPLOYMENT

Full time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	3	1	2									
Professionals	12	4	8									
Administrative and main office staff	7	1	6									
Other sales and service personnel	2	1	1									
Total number of employees whose employment was terminated	24	7	17									

CONTRACT PROGRAMS: CEASESSIONS OF EMPLOYMENT

Part-time / Quebec

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and main office staff	1		1									
Total number of employees whose employment was terminated	1		1									



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440) FEDERAL

CONTRACT PROGRAMS: CEASESSIONS OF EMPLOYMENT

Full time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	3	1	2									
Professionals	12	4	8									
Administrative and main office staff	7	1	6									
Other sales and service personnel	2	1	1									
Total number of employees whose employment was terminated	24	7	17									

CONTRACT PROGRAMS: CEASESSIONS OF EMPLOYMENT

Part-time / Montreal

Reporting period 2015-12-24 to 2017-12-31

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and main office staff	1		1									
Total number of employees whose employment was terminated	1		1									

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu

Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior Management	National	1	0	0.0 %	27.4 %	0	0	National
02: Middle management and other directors	National	13	6	46.2 %	38.9 %	5	1	National
03: Professionals		226	131	58.0 %	56.2 %	127	4	
1121: Human Resources Professionals	National	2	1	50.0 %	71.1 %	1	0	National
1123: Advertising, marketing and public relations professionals	National	2	2	100.0 %	66.4 %	1	1	National
3012: Registered Nurses and Registered Psychiatric Nurses	National	2	2	100.0 %	92.9 %	2	0	National
4021: College teachers and other vocational instructors	National	200	114	57.0 %	53.8 %	108	6	National
4033: School Information Counsellors	National	9	8	88.9 %	76.3 %	7	1	National
4151 : Psychologists	National	1	0	0.0 %	74.4 %	1	-1	National
4152 : Social workers	National	1	1	100.0 %	83.3 %	1	0	National
4166: Educational Policy Researchers, Consultants and Program Officers	National	9	3	33.3 %	71.2 %	6	-3	National
04: Semi-professional and technical staff		23	9	39.1 %	40.5 %	9	0	
2211 : Chemical technologists and technicians	Quebec	3	2	66.7 %	54.6 %	2	0	Quebec
2221 : Biological technologists and technicians	Quebec	1	1	100.0 %	57.2 %	1	0	Quebec
2232 : Mechanical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	9.4 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	9.1 %	0	0	Quebec
2264: Construction Inspectors	Quebec	1	0	0.0 %	24.4 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	6	0	0.0 %	18.5 %	1	-1	Quebec
3212 : Medical laboratory technicians and pathology assistants	Quebec	1	1	100.0 %	78.3 %	1	0	Quebec
4212: Community and social service workers	Quebec	1	1	100.0 %	74.9 %	1	0	Quebec
5223 : Graphic Design Technicians	Quebec	1	0	0.0 %	43.5 %	0	0	Quebec
5242 : Interior designers and decorators	Quebec	2	2	100.0 %	80.3 %	2	0	Quebec
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	3	2	66.7 %	60.4 %	2	0	Quebec
05: Supervisors		5	5	100.0 %	50.8 %	3	2	

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu

Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Montreal	5	5	100.0 %	50.8 %	3	2	Montreal
07: Administrative and Senior Clerical Staff		47	45	95.7 %	80.8 %	38	7	
Employment Equity Occupational Group	Montreal	47	45	95.7 %	80.8 %	38	7	Montreal
10: Office staff		3	2	66.7 %	62.5 %	2	0	
Employment Equity Occupational Group	Montreal	3	2	66.7 %	62.5 %	2	0	Montreal
11: Intermediate sales and service personnel		2	0	0.0 %	61.8 %	1	-1	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	61.8 %	1	-1	Montreal
13: Other sales and service personnel		17	6	35.3 %	51.1 %	9	-3	
Employment Equity Occupational Group	Montreal	17	6	35.3 %	51.1 %	9	-3	Montreal
Total		337	204	60.6 %	57.6 %	194	10	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu

Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Availability %	Difference #	Place of recruitment
			#	%			
01: Senior Management	National	1	0	0.0 %	2.9 %	0	National
02: Middle management and other directors	National	13	0	0.0 %	2.2 %	0	National
03: Professionals		226	0	0.0 %	2.6 %	6	-6
1121: Human Resources Professionals	National	2	0	0.0 %	2.7 %	0	0
1123: Advertising, Marketing and Public Relations Professionals	National	2	0	0.0 %	2.1 %	0	0
3012: Registered Nurses and Registered Psychiatric Nurses	National	2	0	0.0 %	2.3 %	0	0
4021: College teachers and other vocational instructors	National	200	0	0.0 %	2.4 %	5	-5
4033: School Information Counsellors	National	9	0	0.0 %	6.0 %	1	-1
4151 : Psychologists	National	1	0	0.0 %	1.4 %	0	0
4152 : Social workers	National	1	0	0.0 %	6.3 %	0	0
4166: Educational Policy Researchers, Consultants and Program Officers	National	9	0	0.0 %	4.3 %	0	0
04: Semi-professional and technical staff		23	0	0.0 %	1.2 %	0	0
2211 : Chemical technologists and technicians	Quebec	3	0	0.0 %	0.8 %	0	0
2221 : Biological technologists and technicians	Quebec	1	0	0.0 %	2.7 %	0	0
2232 : Mechanical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	0.4 %	0	0
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	0.8 %	0	0
2264: Construction Inspectors	Quebec	1	0	0.0 %	1.5 %	0	0
2281 : Computer Network Technicians	Quebec	6	0	0.0 %	1.1 %	0	0
3212 : Medical laboratory technicians and pathology assistants	Quebec	1	0	0.0 %	0.7 %	0	0
4212: Community and social service workers	Quebec	1	0	0.0 %	4.0 %	0	0
5223 : Graphic Design Technicians	Quebec	1	0	0.0 %	0.4 %	0	0
5242 : Interior designers and decorators	Quebec	2	0	0.0 %	0.7 %	0	0
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	3	0	0.0 %	2.2 %	0	0
05: Supervisors		5	0	0.0 %	0.8 %	0	0

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu

Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Montreal	5	0	0.0 %	0.8 %	0	0	Montreal
07: Administrative and Senior Clerical Staff		47	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Montreal	47	0	0.0 %	0.7 %	0	0	Montreal
10 : Office staff		3	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	0.8 %	0	0	Montreal
11: Intermediate sales and service personnel		2	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	0.9 %	0	0	Montreal
13: Other sales and service personnel		17	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	17	0	0.0 %	0.8 %	0	0	Montreal
Total		337	0	0.0 %	2.1 %	6	-6	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu

Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
01: Senior Management	National	1	0	0.0 %	10.1 %	0	0	National
02: Middle management and other directors	National	13	1	7.7 %	15.0 %	2	-1	National
03: Professionals		226	8	3.5 %	13.5 %	31	-23	
1121: Human Resources Professionals	National	2	0	0.0 %	14.1 %	0	0	National
1123: Advertising, marketing and public relations professionals	National	2	0	0.0 %	16.9 %	0	0	National
3012: Registered Nurses and Registered Psychiatric Nurses	National	2	0	0.0 %	18.3 %	0	0	National
4021: College teachers and other vocational instructors	National	200	7	3.5 %	13.4 %	27	-20	National
4033: School Information Counsellors	National	9	0	0.0 %	14.7 %	1	-1	National
4151 : Psychologists	National	1	0	0.0 %	8.5 %	0	0	National
4152 : Social workers	National	1	0	0.0 %	14.2 %	0	0	National
4166: Educational Policy Researchers, Consultants and Program Officers	National	9	1	11.1 %	12.4 %	1	0	National
04: Semi-professional and technical staff		23	2	8.7 %	10.4 %	2	0	
2211 : Chemical technologists and technicians	Quebec	3	1	33.3 %	15.3 %	0	1	Quebec
2221 : Biological technologists and technicians	Quebec	1	0	0.0 %	6.9 %	0	0	Quebec
2232 : Mechanical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	7.3 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	9.5 %	0	0	Quebec
2264: Construction Inspectors	Quebec	1	0	0.0 %	8.5 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	6	1	16.7 %	13.1 %	1	0	Quebec
3212 : Medical laboratory technicians and pathology assistants	Quebec	1	0	0.0 %	14.1 %	0	0	Quebec
4212: Community and social service workers	Quebec	1	0	0.0 %	7.4 %	0	0	Quebec
5223 : Graphic Design Technicians	Quebec	1	0	0.0 %	7.3 %	0	0	Quebec
5242 : Interior designers and decorators	Quebec	2	0	0.0 %	5.2 %	0	0	Quebec
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	3	0	0.0 %	8.5 %	0	0	Quebec
05: Supervisors		5	0	0.0 %	16.7 %	1	-1	

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu

Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Place of recruitment	
			Representation #	Availability %	Difference #			
Employment Equity Occupational Group	Montreal	5	0	0.0 %	16.7 %	1	-1	Montreal
07: Administrative and Senior Clerical Staff		47	0	0.0 %	12.2 %	6	-6	
Employment Equity Occupational Group	Montreal	47	0	0.0 %	12.2 %	6	-6	Montreal
10 : Office staff		3	0	0.0 %	17.4 %	1	-1	
Employment Equity Occupational Group	Montreal	3	0	0.0 %	17.4 %	1	-1	Montreal
11: Intermediate sales and service personnel		2	0	0.0 %	22.2 %	0	0	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	22.2 %	0	0	Montreal
13: Other sales and service personnel		17	0	0.0 %	24.3 %	4	-4	
Employment Equity Occupational Group	Montreal	17	0	0.0 %	24.3 %	4	-4	Montreal
Total		337	11	3.2 %	13.8 %	47	-36	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu

Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
01/02 : Executives	National	14	0	0.0 %	4.3 %	1	-1	National
03: Professionals	National	226	0	0.0 %	3.8 %	9	-9	National
04: Semi-professional and technical staff	National	23	0	0.0 %	4.6 %	1	-1	National
05: Supervisors	National	5	0	0.0 %	13.9 %	1	-1	National
07: Administrative and Senior Clerical Staff	National	47	1	2.1 %	3.4 %	2	-1	National
10 : Office staff	National	3	0	0.0 %	7.0 %	0	0	National
11: Intermediate sales and service personnel	National	2	0	0.0 %	5.6 %	0	0	National
13: Other sales and service personnel	National	17	1	5.9 %	6.3 %	1	0	National
Total		337	2	0.6 %	4.1 %	15	-13	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2012 Canadian Disability Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and Senior Clerical Staff 10: Clerical Staff	CPEME	National
11: Intermediate Sales and Service Personnel 13: Other Sales and Service Personnel	CPEME	National
	CPEME	
	CPEME	

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu

Default Workforce Analysis System - Summary Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Differ ence#
		#	%	%	#	
01: Senior Management	1	0	0.0 %	27.4 %	0	0
02: Middle management and other directors	13	6	46.2 %	38.9 %	5	1
03: Professionals	226	131	58.0 %	56.2 %	127	4
04: Semi-professional and technical staff	23	9	39.1 %	40.5 %	9	0
05: Supervisors	5	5	100.0 %	50.8 %	3	2
07: Administrative and Senior Clerical Staff	47	45	95.7 %	80.8 %	38	7
10 : Office staff	3	2	66.7 %	62.5 %	2	0
11: Intermediate sales and service personnel	2	0	0.0 %	61.8 %	1	-1
13: Other sales and service personnel	17	6	35.3 %	51.1 %	9	-3
Total	337	204	60.6 %	57.6 %	194	10

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu

Default Workforce Analysis System - Summary Report

Date: 2017-12-31

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	1	0	0.0 %	2.9 %	0	0
02: Middle management and other directors	13	0	0.0 %	2.2 %	0	0
03: Professionals	226	0	0.0 %	2.6 %	6	-6
04: Semi-professional and technical staff	23	0	0.0 %	1.2 %	0	0
05: Supervisors	5	0	0.0 %	0.8 %	0	0
07: Administrative and Senior Clerical Staff	47	0	0.0 %	0.7 %	0	0
10 : Office staff	3	0	0.0 %	0.8 %	0	0
11: Intermediate sales and service personnel	2	0	0.0 %	0.9 %	0	0
13: Other sales and service personnel	17	0	0.0 %	0.8 %	0	0
Total	337	0	0.0 %	2.1 %	6	-6

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu
Default Workforce Analysis System - Summary Report
 Date: 2017-12-31

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All employees	Representation		Availability		Difference
	#	#	%	%	#	#
01: Senior Management	1	0	0.0 %	10.1 %	0	0
02: Middle management and other directors	13	1	7.7 %	15.0 %	2	-1
03: Professionals	226	8	3.5 %	13.5 %	31	-23
04: Semi-professional and technical staff	23	2	8.7 %	10.4 %	2	0
05: Supervisors	5	0	0.0 %	16.7 %	1	-1
07: Administrative and Senior Clerical Staff	47	0	0.0 %	12.2 %	6	-6
10: Office staff	3	0	0.0 %	17.4 %	1	-1
11: Intermediate sales and service personnel	2	0	0.0 %	22.2 %	0	0
13: Other sales and service personnel	17	0	0.0 %	24.3 %	4	-4
Total	337	11	3.2 %	13.8 %	47	-36

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - Cégep Saint-Jean-sur-Richelieu
Default Workforce Analysis System - Summary Report
 Date: 2017-12-31

Persons with disabilities

Employment Equity Occupational Group	All employees		Persons with disabilities		Difference	
	#	%	Representation #	Availability %	#	%
01/02 : Executives	14		0	4.3 %	1	-1
03: Professionals	226		0	3.8 %	9	-9
04: Semi-professional and technical staff	23		0	4.6 %	1	-1
05: Supervisors	5		0	13.9 %	1	-1
07: Administrative and Senior Clerical Staff	47		1	3.4 %	2	-1
10 : Office staff	3		0	7.0 %	0	0
11: Intermediate sales and service personnel	2		0	5.6 %	0	0
13: Other sales and service personnel	17		1	6.3 %	1	0
Total	337		2	4.1 %	15	-13

The total does not necessarily equal the sum of the components due to rounding.



Default Workforce Analysis System - Summary Report

Date: 2017-12-31

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



Default Workforce Analysis System - Summary Report

Date: 2017-12-31

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and Senior Clerical Staff 10: Clerical Staff	CPEME	National
11: Intermediate Sales and Service Personnel 13: Other Sales and Service Personnel	CPEME	National
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	23

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Table 1: Women

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	15	7	38.9
03	Professionals	222	132	56.2
04	Semi-Professionals & Technicians	25	10	40.6
05	Supervisors	1	1	50.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	55	53	80.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	2	1	62.5
11	Intermediate Sales & Service Personnel	3	0	61.8
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	19	7	51.1
14	Other Manual Workers	0	0	0.0
Total		342	211	58.0

*** Source:**
2011 National Household Survey

Table 5: Women

Employment Equity Occupational Group (EEOG)		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
		#	#	%
		1	0	27.4
		13	6	38.9
		226	131	56.2
		23	9	40.5
		5	5	50.8
		0	0	0.0
		47	45	80.8
		0	0	0.0
		0	0	0.0
		3	2	62.5
		2	0	61.8
		0	0	0.0
		17	6	51.1
		0	0	0.0
Total		337	204	57.6

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	23

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	15	0	2.2
03	Professionals	222	0	2.6
04	Semi-Professionals & Technicians	25	0	1.3
05	Supervisors	1	0	0.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	55	0	0.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	2	0	0.8
11	Intermediate Sales & Service Personnel	3	0	0.9
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	19	0	0.8
14	Other Manual Workers	0	0	0.0
Total		342	0	2.1

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		1	0	2.9
		13	0	2.2
		226	0	2.6
		23	0	1.2
		5	0	0.8
		0	0	0.0
		47	0	0.7
		0	0	0.0
		0	0	0.0
		3	0	0.8
		2	0	0.9
		0	0	0.0
		17	0	0.8
		0	0	0.0
Total		337	0	2.1

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	23

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	15	1	15.0
03	Professionals	222	8	13.4
04	Semi-Professionals & Technicians	25	2	10.5
05	Supervisors	1	0	16.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	55	0	12.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	2	0	17.4
11	Intermediate Sales & Service Personnel	3	0	22.2
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	19	0	24.3
14	Other Manual Workers	0	0	0.0
Total		342	11	13.8

*** Source:**
2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
	1	0	10.1	
	13	1	15.0	
	226	8	13.5	
	23	2	10.4	
	5	0	16.7	
	0	0	0.0	
	47	0	12.2	
	0	0	0.0	
	0	0	0.0	
	3	0	17.4	
	2	0	22.2	
	0	0	0.0	
	17	0	24.3	
	0	0	0.0	
Total		337	11	13.8

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	23

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
		Representation	Availability*	
			#	#
01/02	Managers	15	0	4.3
03	Professionals	222	0	3.8
04	Semi-Professionals & Technicians	25	0	4.6
05	Supervisors	1	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	55	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	2	0	7.0
11	Intermediate Sales & Service Personnel	3	0	5.6
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	19	0	6.3
14	Other Manual Workers	0	0	0.0
Total		342	0	4.0

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
		Representation	Availability*	
			#	#
		14	0	4.3
		226	0	3.8
		23	0	4.6
		5	0	13.9
		0	0	0.0
		47	1	3.4
		0	0	0.0
		0	0	0.0
		3	0	7.0
		2	0	5.6
		0	0	0.0
		17	1	6.3
		0	0	0.0
Total		337	2	4.1

*** Source:**
2012 Canadian Survey on Disability

*** Source:**
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Start Date of Flow Data		
YYYY	MM	DD
2015	12	24

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	2	1	0	0	3	2	0	0
03 Professionals	2	2	5	1	1	1	0	0	12	8	0	0
04 Semi-Professionals & Technicians	0	0	1	1	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	2	2	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	3	2	0	0	7	6	1	1
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	1	0	0	1	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	2	1	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	3	3	6	2	9	6	0	0	24	17	1	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Start Date of Flow Data		
YYYY	MM	DD
2015	12	24

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	2	0	0	0	3	0	0	0
03 Professionals	2	0	5	0	1	0	0	0	12	0	0	0
04 Semi-Professionals & Technicians	0	0	1	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	2	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	3	0	0	0	7	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	1	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	3	0	6	0	9	0	0	0	24	0	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Start Date of Flow Data		
YYYY	MM	DD
2015	12	24

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	2	0	0	0	3	0	0	0
03 Professionals	2	0	5	0	1	0	0	0	12	0	0	0
04 Semi-Professionals & Technicians	0	0	1	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	2	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	3	0	0	0	7	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	1	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	3	0	6	0	9	0	0	0	24	0	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Start Date of Flow Data		
YYYY	MM	DD
2015	12	24

End Date of Flow Data		
YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	2	0	0	0	3	0	0	0
03 Professionals	2	0	5	0	1	0	0	0	12	0	0	0
04 Semi-Professionals & Technicians	0	0	1	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	2	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	3	0	0	0	7	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	1	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	3	0	6	0	9	0	0	0	24	0	1	0

Federal Contractors Program Achievement Report

Part 3: Goals

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										Women										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2015-12-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-23	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018							
		#	%	%	#	%	%	#	#	%	#	#	%	#	%							
01	Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
02	Middle & Other Managers	15	-4.7%		0	21.4%		0	0	7	0.0%	0	-1	0	0	38.9%	1	1	46.7%	46.7%		
03	Professionals	222	0.6%		0	5.4%		0	0	132	0.0%	0	-7	0	0	56.2%	7	7	59.5%	59.5%		
04	Semi-Professionals & Tech	25	-2.7%		0	0.0%		0	0	10	0.0%	0	0	0	0	40.6%	0	0	40.0%	40.0%		
05	Supervisors	1	71.0%		0	0.0%		0	0	1	0.0%	0	0	0	0	50.8%	0	0	100.0%	100.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	55	-5.1%		0	15.7%		0	0	53	0.0%	0	-9	0	0	80.8%	9	9	96.4%	96.4%		
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	2	14.5%		0	0.0%		0	0	1	0.0%	0	0	0	0	62.5%	0	0	50.0%	50.0%		
11	Intermediate Sales & Service	3	-12.6%		0	0.0%		0	0	0	0.0%	0	2	0	0	61.8%	-2	-2	0.0%	0.0%		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	19	-3.6%		0	11.1%		0	0	7	0.0%	0	3	0	0	51.1%	-3	-3	36.8%	36.8%		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		342	-0.5%		0	7.4%		0	0	211	0.0%	0	-13	0	0	58.0%	13	13	61.7%	61.7%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	1	0.0	1	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	1	0.0	2	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		2		3		

Federal Contractors Program Achievement Report

Part 3: Goals

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees							Aboriginal Peoples												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	YYYY - YYYY					
		2015-12-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-23	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018						
		#	%	%	#	%	%	#	#	%	#	#	%	#	%						
01	Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
02	Middle & Other Managers	15	-4.7%		0	21.4%		0	0	0	0.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%	
03	Professionals	222	0.6%		0	5.4%		0	0	0	0.0%	0	6	0	0	2.6%	-6	-6	0.0%	0.0%	
04	Semi-Professionals & Tech	25	-2.7%		0	0.0%		0	0	0	0.0%	0	0	0	0	1.3%	0	0	0.0%	0.0%	
05	Supervisors	1	71.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.8%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	55	-5.1%		0	15.7%		0	0	0	0.0%	0	0	0	0	0.7%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	2	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.8%	0	0	0.0%	0.0%	
11	Intermediate Sales & Service	3	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.9%	0	0	0.0%	0.0%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	19	-3.6%		0	11.1%		0	0	0	0.0%	0	0	0	0	0.8%	0	0	0.0%	0.0%	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		342	-0.5%		0	7.4%		0	0	0	0.0%	0	7	0	0	2.1%	-7	-7	0.0%	0.0%	

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

[‡] Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	1	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		1		

Federal Contractors Program Achievement Report

Part 3: Goals

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities								
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To						
	2015-12-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-23	Annually	Over 3 Years	2015	2018							
	#	%	%	#	%	%	#	#	%	#	#	%	%						
01/02 Managers	15	-2.3%		0	10.7%		0	0	0	0.0%	0	1	0	4.3%	-1	-1	0.0%	0.0%	
03 Professionals	222	0.6%		0	5.4%		0	0	0	0.0%	0	8	0	3.8%	-8	-8	0.0%	0.0%	
04 Semi-Professionals & Tech	25	-2.7%		0	0.0%		0	0	0	0.0%	0	1	0	4.0%	-1	-1	0.0%	0.0%	
05 Supervisors	1	71.0%		0	0.0%		0	0	0	0.0%	0	0	0	13.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	55	-5.1%		0	15.7%		0	0	0	0.0%	0	2	0	3.4%	-2	-2	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	2	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	7.0%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	3	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	5.6%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	19	-3.6%		0	11.1%		0	0	0	0.0%	0	1	0	6.3%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	342	-0.5%		0	7.4%		0	0	0	0.0%	0	14	0	4.0%	-14	-14	0.0%	0.0%	

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

[‡] Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01/02 Managers	0	0.0	1	0.0		
03 Professionals	1	0.0	0	0.0		
04 Semi-Professionals & Tech	0	0.0	1	0.0		
05 Supervisors	0	0.0	0	0.0		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	1	0.0	1	0.0		
08 Skilled Sales & Service	0	0.0	0	0.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	0	0.0	0	0.0		
11 Intermediate Sales & Service	0	0.0	0	0.0		
12 Semi-Skilled Manual	0	0.0	0	0.0		
13 Other Sales & Service	0	0.0	1	0.0		
14 Other Manual Workers	0	0.0	0	0.0		
Total	2		4			

Federal Contractors Program Achievement Report

Part 3: Goals

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis †	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis ‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To	Present Availability					
		2015-12-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-23	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
		#	%	%	#	%	%	#	#	%	#	#	%	#	%	%	#	#	%	%		
01	Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
02	Middle & Other Managers	15	-4.7%		0	21.4%		0	0	1	0.0%	0	1	0	15.0%	-1	-1	6.7%	6.7%			
03	Professionals	222	0.6%		0	5.4%		0	0	8	0.0%	0	22	0	13.4%	-22	-22	3.6%	3.6%			
04	Semi-Professionals & Tech	25	-2.7%		0	0.0%		0	0	2	0.0%	0	1	0	10.5%	-1	-1	8.0%	8.0%			
05	Supervisors	1	71.0%		0	0.0%		0	0	0	0.0%	0	0	0	16.7%	0	0	0.0%	0.0%			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	55	-5.1%		0	15.7%		0	0	0	0.0%	0	7	0	12.2%	-7	-7	0.0%	0.0%			
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	2	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	17.4%	0	0	0.0%	0.0%			
11	Intermediate Sales & Service	3	-12.6%		0	0.0%		0	0	0	0.0%	0	1	0	22.2%	-1	-1	0.0%	0.0%			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	19	-3.6%		0	11.1%		0	0	0	0.0%	0	5	0	24.3%	-5	-5	0.0%	0.0%			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		342	-0.5%		0	7.4%		0	0	11	0.0%	0	36	0	13.8%	-36	-36	3.2%	3.2%			

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	1	0.0	
03	Professionals	5	0.0	12	0.0	
04	Semi-Professionals & Tech	1	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	2	0.0	5	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	1	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	1	0.0	2	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		9		21		

Federal Contractors Program Achievement Report

Part 3: Goals

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		27.4%	0	0	0.0%	0.0%
02 Middle & Other Managers	13	-4.7%		0	21.4%		0	0	6	0.0%	0	-1	0		38.9%	1	1	46.2%	46.2%
03 Professionals	226	0.6%		0	5.4%		0	0	131	0.0%	0	-4	0		56.2%	4	4	58.0%	58.0%
04 Semi-Professionals & Tech	23	-2.7%		0	0.0%		0	0	9	0.0%	0	0	0		40.5%	0	0	39.1%	39.1%
05 Supervisors	5	71.0%		0	0.0%		0	0	5	0.0%	0	-2	0		50.8%	2	2	100.0%	100.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	47	-5.1%		0	15.7%		0	0	45	0.0%	0	-7	0		80.8%	7	7	95.7%	95.7%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	14.5%		0	0.0%		0	0	2	0.0%	0	0	0		62.5%	0	0	66.7%	66.7%
11 Intermediate Sales & Service	2	-12.6%		0	0.0%		0	0	0	0.0%	0	1	0	50.0%	61.8%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	17	-3.6%		0	11.1%		0	0	6	0.0%	0	3	0	50.0%	51.1%	-3	-3	35.3%	35.3%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	337	-0.5%		0	7.4%		0	0	204	0.0%	0	-10	0		57.6%	10	10	60.5%	60.5%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		50.0		50.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		50.0		50.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 11: Aboriginal Peoples
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	13	-4.7%		0	21.4%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%	
03 Professionals	226	0.6%		0	5.4%		0	0	0	0.0%	0	6	2.6%	2.6%	-6	-6	0.0%	0.0%	
04 Semi-Professionals & Tech	23	-2.7%		0	0.0%		0	0	0	0.0%	0	0	0	1.2%	0	0	0.0%	0.0%	
05 Supervisors	5	71.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	47	-5.1%		0	15.7%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	3	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	2	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	17	-3.6%		0	11.1%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	337	-0.5%		0	7.4%		0	0	0	0.0%	0	7	0	2.1%	-7	-7	0.0%	0.0%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		2.6		2.6	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

**Table 13: Persons with Disabilities
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	2017	2020							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	14	-2.3%		0	10.7%		0	0	0	0.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%
03 Professionals	226	0.6%		0	5.4%		0	0	0	0.0%	0	9	0	3.8%	3.8%	-9	-9	0.0%	0.0%
04 Semi-Professionals & Tech	23	-2.7%		0	0.0%		0	0	0	0.0%	0	1	0	4.6%	4.6%	-1	-1	0.0%	0.0%
05 Supervisors	5	71.0%		0	0.0%		0	0	0	0.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	47	-5.1%		0	15.7%		0	0	1	0.0%	0	1	0	3.4%	3.4%	-1	-1	2.1%	2.1%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	7.0%	7.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	2	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	5.6%	5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	17	-3.6%		0	11.1%		0	0	1	0.0%	0	0	0	6.3%	6.3%	0	0	5.9%	5.9%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	337	-0.5%		0	7.4%		0	0	2	0.0%	0	12	0		4.1%	-12	-12	0.6%	0.6%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

[‡] Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		4.3		4.3	
03 Professionals		3.8		3.8	
04 Semi-Professionals & Tech		4.6		4.6	
05 Supervisors		13.9		13.9	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		3.4		3.4	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%	
02 Middle & Other Managers	13	-4.7%		0	21.4%		0	0	1	0.0%	0	1	0	15.0%	15.0%	-1	-1	7.7%	
03 Professionals	226	0.6%		0	5.4%		0	0	8	0.0%	0	23	0	13.5%	13.5%	-23	-23	3.5%	
04 Semi-Professionals & Tech	23	-2.7%		0	0.0%		0	0	2	0.0%	0	0	0	10.4%	10.4%	0	0	8.7%	
05 Supervisors	5	71.0%		0	0.0%		0	0	0	0.0%	0	1	0	16.7%	16.7%	-1	-1	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	
07 Administrative & Sr Clerical	47	-5.1%		0	15.7%		0	0	0	0.0%	0	6	0	12.2%	12.2%	-6	-6	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	
10 Clerical Personnel	3	14.5%		0	0.0%		0	0	0	0.0%	0	1	0	17.4%	17.4%	-1	-1	0.0%	
11 Intermediate Sales & Service	2	-12.6%		0	0.0%		0	0	0	0.0%	0	0	0	22.2%	22.2%	0	0	0.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	
13 Other Sales & Service	17	-3.6%		0	11.1%		0	0	0	0.0%	0	4	0	24.3%	24.3%	-4	-4	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	
Total	337	-0.5%		0	7.4%		0	0	11	0.0%	0	36	0	13.8%	13.8%	-36	-36	3.3%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		15.0		15.0	
03 Professionals		13.5		13.5	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		16.7		16.7	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		12.2		12.2	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		17.4		17.4	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		24.3		24.3	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis							Flow Data Analysis															
		Workforce							Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	1	0	0.0	27.4	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2015	15	7	46.7	38.9	6	1	120.0																
	2017	13	6	46.2	38.9	5	1	118.6	0	0	0.0	0	0	0	2	1	50.0	1	0	3	2	66.7	1	1
03 Professionals	2015	222	132	59.5	56.2	125	7	105.8																
	2017	226	131	58.0	56.2	127	4	103.1	7	3	42.9	4	-1	1	1	100.0	1	0	12	8	66.7	7	1	
04 Semi-Professionals & Technicians	2015	25	10	40.0	40.6	10	0	98.5																
	2017	23	9	39.1	40.5	9	0	96.6	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0.0	0	0	
05 Supervisors	2015	1	1	100.0	50.8	1	0	196.9																
	2017	5	5	100.0	50.8	3	2	196.9	0	0	0.0	0	0	2	2	100.0	2	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2017	-1	1	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	1	-100.0			0.0	0.0			0.0	0.0		
03 Professionals	2017	-4	4	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-4	4	-100.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2017	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	1	100.0			0.0	0.0			0.0	0.0		
05 Supervisors	2017	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	2	100.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis							Flow Data Analysis															
		Workforce							Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2015	55	53	96.4	80.8	44	9	119.3																
	2017	47	45	95.7	80.8	38	7	118.5	0	0	0.0	0	0	0	3	2	66.7	3	-1	8	7	87.5	8	-1
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	2	1	50.0	62.5	1	0	80.0																
	2017	3	2	66.7	62.5	2	0	106.7	1	1	100.0	1	0	1	0	0.0	1	-1	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2015	3	0	0.0	61.8	2	-2	0.0																
	2017	2	0	0.0	61.8	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
			Actual	%	%									
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	-5	2	-40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-5	2	-40.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	1	50.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	0	0	0.0			50.0	0.0			50.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
13 Other Sales & Service Personnel	2015	19	7	36.8	51.1	10	-3	72.1																	
	2017	17	6	35.3	51.1	9	-3	69.1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	2	1	50.0	1	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	342	211	61.7	58.0	198	13	106.4																	
	2017	337	204	60.5	57.6	194	10	105.1	9	5	55.6	5	0	9	6	66.7	6	0	25	18	72.0	15	3		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
			Actual	Goal	Percent of Goal Met									
#	#	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2017	-2	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0	Short- and long-term recruitment efforts target this group. Outreach efforts will be made in this respect.	
	2020	-2	0	0.0			50.0	0.0			50.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2017	-7	11	-157.1	2	550.0	0.0	0.0	3	366.7	0.0	0.0		
	2020	-7	11	-157.1			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis							Flow Data Analysis																
		Workforce							Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples			EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	#		
01 Senior Managers	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	1	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2015	15	0	0.0	2.2	0	0	0.0																	
	2017	13	0	0.0	2.2	0	0	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	3	0	0.0	0	0
03 Professionals	2015	222	0	0.0	2.6	6	-6	0.0																	
	2017	226	0	0.0	2.6	6	-6	0.0	7	0	0.0	0	0	0	1	0	0.0	0	0	0	12	0	0.0	0	0
04 Semi-Professionals & Technicians	2015	25	0	0.0	1.3	0	0	0.0																	
	2017	23	0	0.0	1.2	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2015	1	0	0.0	0.8	0	0	0.0																	
	2017	5	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2017	-4	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	-4	0	0.0			2.6	0.0			2.6	0.0		
04 Semi-Professionals & Technicians	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples			EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2015	55	0	0.0	0.7	0	0	0.0																
	2017	47	0	0.0	0.7	0	0	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	8	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	2	0	0.0	0.8	0	0	0.0																
	2017	3	0	0.0	0.8	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	3	0	0.0	0.9	0	0	0.0																
	2017	2	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	-5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-5	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#				
13 Other Sales & Service Personnel	2015	19	0	0.0	0.8	0	0	0.0																	
	2017	17	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2015	342	0	0.0	2.1	7	-7	0.0																	
	2017	337	0	0.0	2.1	7	-7	0.0	9	0	0.0	0	0	0	9	0	0.0	0	0	25	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-2	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2017	-7	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	-7	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference					
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
01&02 Managers	2015	15	0	0.0	4.3	1	-1	0.0																
	2017	14	0	0.0	4.3	1	-1	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	3	0	0.0	0	0
03 Professionals	2015	222	0	0.0	3.8	8	-8	0.0																
	2017	226	0	0.0	3.8	9	-9	0.0	7	0	0.0	0	0	1	0	0.0	0	0	12	0	0.0	0	0	
04 Semi-Professionals & Technicians	2015	25	0	0.0	4.6	1	-1	0.0																
	2017	23	0	0.0	4.6	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
05 Supervisors	2015	1	0	0.0	13.9	0	0	0.0																
	2017	5	0	0.0	13.9	1	-1	0.0	0	0	0.0	0	0	2	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
01&02 Managers	2017	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Recruitment strategy does not reach a sufficient number of people in the target group. Recruitment approaches to encourage applications from this group in the short and long term. The people involved in recruitment know little about the realities faced by persons with disabilities.
	2020	-1	0	0.0			4.3	0.0			4.3	0.0	
03 Professionals	2017	-4	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Recruitment strategy does not reach a sufficient number of people in the target group. Recruitment approaches to encourage applications from this group in the short and long term. The people involved in recruitment know little about the realities faced by persons with disabilities.
	2020	-4	0	0.0			3.8	0.0			3.8	0.0	
04 Semi-Professionals & Technicians	2017	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Recruitment strategy does not reach a sufficient number of people in the target group. Recruitment approaches to encourage applications from this group in the short and long term. The people involved in recruitment know little about the realities faced by persons with disabilities.
	2020	1	0	0.0			4.6	0.0			4.6	0.0	
05 Supervisors	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Recruitment strategy does not reach a sufficient number of people in the target group. Recruitment approaches to encourage applications from this group in the short and long term. The people involved in recruitment know little about the realities faced by persons with disabilities.
	2020	2	0	0.0			13.9	0.0			13.9	0.0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
07 Administrative & Senior Clerical	2015	55	0	0.0	3.4	2	-2	0.0																
	2017	47	1	2.1	3.4	2	-1	62.6	0	0	0.0	0	0	0	3	0	0.0	0	0	8	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	2	0	0.0	7.0	0	0	0.0																
	2017	3	0	0.0	7.0	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	3	0	0.0	5.6	0	0	0.0																
	2017	2	0	0.0	5.6	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	-5	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Recruitment strategy does not reach a sufficient number of people in the target group. Recruitment approaches to encourage applications from this group in the short and long term. The people involved in recruitment know little about the realities faced by persons with disabilities.	
	2020	-5	0	0.0			3.4	0.0			3.4	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#				
13 Other Sales & Service Personnel	2015	19	0	0.0	6.3	1	-1	0.0																	
	2017	17	1	5.9	6.3	1	0	93.4	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2015	342	0	0.0	4.0	14	-14	0.0																	
	2017	337	2	0.6	4.1	14	-12	14.5	9	0	0.0	0	0	0	0	0.0	0	0	0	25	0	0.0	0	0	

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	--	--	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2017	-2	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0
	2020	-2	0	0.0			0.0	0.0				0.0	0.0
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	0	0	0.0			0.0	0.0				0.0	0.0
Total	2017	-7	0	0.0	2	0.0	0.0	0.0	0.0	4	0.0	0.0	0.0
	2020	-7	0	0.0			0.0	0.0				0.0	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce				All Employees	Hires			All Employees	Promotions			All Employees	Terminations									
			Visible Minorities					Visible Minorities				Visible Minorities				Visible Minorities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	
01 Senior Managers	2015	0	0	0.0	0.0	0	0	0	0.0																
	2017	1	0	0.0	10.1	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2015	15	1	6.7	15.0	2	-1	44.4																	
	2017	13	1	7.7	15.0	2	-1	51.3	0	0	0.0	0	0	0	2	0	0.0	0	0	0	3	0	0.0	0	0
03 Professionals	2015	222	8	3.6	13.4	30	-22	26.9																	
	2017	226	8	3.5	13.5	31	-23	26.2	7	0	0.0	1	-1	1	0	0.0	0	0	0	12	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2015	25	2	8.0	10.5	3	-1	76.2																	
	2017	23	2	8.7	10.4	2	0	83.6	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2015	1	0	0.0	16.7	0	0	0.0																	
	2017	5	0	0.0	16.7	1	-1	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	--	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%	%		
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2017	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications from this group in the short and long term.	
	2020	-1	0	0.0			15.0	0.0			15.0	0.0		
03 Professionals	2017	-4	0	0.0	5	0.0	0.0	0.0	12	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications from this group in the short and long term.	
	2020	-4	0	0.0			13.5	0.0			13.5	0.0		
04 Semi-Professionals & Technicians	2017	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications from this group in the short and long term.	
	2020	2	0	0.0			16.7	0.0			16.7	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	55	0	0.0	12.2	7	-7	0.0																
	2017	47	0	0.0	12.2	6	-6	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	8	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	2	0	0.0	17.4	0	0	0.0																
	2017	3	0	0.0	17.4	1	-1	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	3	0	0.0	22.2	1	-1	0.0																
	2017	2	0	0.0	22.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E - D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	-5	0	0.0	2	0.0	0.0	0.0	5	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications from this group in the short and long term.	
	2020	-5	0	0.0			12.2	0.0			12.2	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications from this group in the short and long term.	
	2020	2	0	0.0			17.4	0.0			17.4	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Cégep Saint-Jean-sur-Richelieu

2017-12-31

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce					All Employees	Hires			All Employees	Promotions			All Employees	Terminations								
			Visible Minorities						Visible Minorities				Visible Minorities				Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	#	%	#	%	#	#	%	#	#	#	#	%	#	#	%								
13 Other Sales & Service Personnel	2015	19	0	0.0	24.3	5	-5	0.0																	
	2017	17	0	0.0	24.3	4	-4	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2015	342	11	3.2	13.8	47	-36	23.3																	
	2017	337	11	3.3	13.8	47	-36	23.7	9	0	0.0	1	-1	9	0	0.0	0	0	0	25	0	0.0	1	-1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	-2	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0	Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications from this group in the short and long term.	
	2020	-2	0	0.0			24.3	0.0			24.3	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2017	-7	0	0.0	9	0.0	0.0	0.0	21	0.0	0.0	0.0		
	2020	-7	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Cégep Saint-Jean-sur-Richelieu
2017-12-31

Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Contractors Program.

Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.
- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Cégep Saint-Jean-sur-Richelieu

Primary Location: Montréal (QC)

Number of Employees: 337

Organization Overview:

NAICS 6112 Community Colleges and C.E.G.E.P.s

Cégep Saint-Jean-sur-Richelieu is a college school with campuses in Longueuil, Brossard, La Prairie, Chambly, Mont Saint-Hilaire and Gramby. The college welcomes more than 3,200 students in 17 pre-university and technical programs, and nearly 2,700 adults in the field of continuing education and tailor-made training programs for businesses.

Key Dates – First Year Assessment

Initiated: 2017-02-15

Received: 2016-01-21

Closed: 2016-01-21

Workforce Analysis: 2015-12-23

Key Dates – Subsequent Assessment

Initiated: 2018-12-19

Received: 2018-02-15

Workforce Analysis: 2017-12-31

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes No

Comments:

I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6:

Yes No

Comments:

ASSESSMENT OF REASONABLE PROGRESS

- The organization has set goals in percentages.

Women

11.	Intermediate Sales & Service Personnel	Goal not met (0%)
13	Other Sales & Service Personnel	Goal not met (0%)

Assessment/Observations

- EEOG 11: There were no new entrants in the occupational group.
- EEOG 13: There were no new entrants in the occupational group.

Aboriginal Peoples

3.	Professionals	<i>No goal was set for the first assessment</i>
----	---------------	---

Assessment/Observations

- EEOG 03: There were eight new entrants and none were Aboriginal Peoples. This is to be expected given the availability of 2.6%.

Person with Disabilities

1./2.	Managers	<i>No goal was set for the first assessment</i>
3.	Professionals	Goal not met (0%)
4.	Semi-Professionals & Technicians	No goal was set for the first assessment
7.	Administrative & Senior Clerical Personnel	Goal not met (0%)
13	Other Sales & Service Personnel	No goal was set for the first assessment

Assessment/Observations

- EEOG 01/02: There were two new entrants and none were persons with disabilities. This is to be expected given the availability of 4.3%.
- EEOG 03: There were eight new entrants and none were persons with disabilities. This is to be expected given the availability of 3.8%.
- EEOG 04: There was one new entrant and not a person with disabilities. This is to be expected given the availability of 4.6%.
- EEOG 07: There were three new entrants and none were persons with disabilities. This is to be expected given the availability of 3.4%.
- EEOG 13: There were no new entrants in this EEOG.

Members of Visible Minorities

2.	Middle & Other Managers	No goal was set for the first assessment
3.	Professionals	<i>Goal not met (0%)</i>
4.	Semi-Professionals & Technicians	<i>Goal not met (0%)</i>
7.	Administrative & Senior Clerical Personnel	Goal not met (0%)
11.	Intermediate Sales & Service Personnel	No goal was set for the first assessment
13	Other Sales & Service Personnel	Goal not met (0%)

Assessment/Observations

- EEOG 02: There were two new entrants and none were members of a visible minority. This is to be expected given the availability of 15%.
- EEOG 03: There were eight new entrants and none were members of a visible minority. With the availability of 13.4%, at least one would have been expected.
- EEOG 04: There was one new entrant and not a member of a visible minority.
- EEOG 07: There were three new entrants and none were members of a visible minority. This is to be expected given the availability of 12.2%.
- EEOG 11: There were no new entrants in the occupational group.
- EEOG 13: There were no new entrants in the occupational group.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Out of 14 gaps, only eight goals were set during the first assessment.
 - The organization met none of the eight goals that were set during the first assessment. However, in seven instances, EEOGs in question did not see sufficient new entrants to expect reasonable progress to occur.
 - In EEOG 03 Professionals for Members of Visible Minorities, There were sufficient hires and promotions to expect that reasonable progress would be made.
 - The organization has only had two years between the two compliance assessments. Should they have had a full three year period, it is possible that additional progress could have been made. An assessment of reasonable efforts is therefore not required.

ASSESSMENT OF GOALS

- The organization established all goals in percentage.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
11	Intermediate Sales & Service Personnel	-1	50.0	50.0	0.0	61.8
13	Other Sales & Service Personnel	-3	50.0	50.0	35.3	51.1

Observations: None

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
03	Professionals	-6	2.6	2.6	0.0	2.6

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		

#	Description	#	(1 to 3 years)	(3 years or more)	%	%
			%	%		
02	Middle & Other Managers	-1	15.0	15.0	7.7	15.0
03	Professionals	-23	13.5	13.5	3.5	13.5
05	Supervisors	-1	16.7	16.7	0.0	16.7
07	Admin & Senior Clerical Personnel	-6	12.2	12.2	0.0	12.2
10	Clerical Personnel	-1	17.4	17.4	0.0	17.4
13	Other Sales & Service Personnel	-4	24.3	24.3	0.0	24.3

Observations: None

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
1/2	Managers	-1	4.3	4.3	0.0	4.3
03	Professionals	-8	3.8	3.8	0.0	3.8
04	Semi-Professionals & Technicians	-1	4.6	4.6	0.0	4.6
05	Supervisors	-1	13.9	13.9	0.0	13.9
07	Administrative & Senior Clerical Personnel	-1	3.4	3.4	2.1	3.4

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances I recommend that the closing letter include the following:

- The workforce analysis at the Cégep Saint-Jean-sur-Richelieu revealed significant gaps in regards to the representation of Aboriginal people, members of visible minority groups and persons with disabilities in the Professionals category. Your organization may benefit from its relationships with universities to identify qualified students from these designated groups as potential employees through internships or permanent positions in the event of a vacancy.
- There are many gaps in the representation of visible minorities and persons with disabilities in your organization. We encourage you put in place special measures to ensure that your objectives are met and improve the representation of designated groups in your organization. For example, if you have not done so already, you may consider contacting organizations that are involved in access to employment for members of designated groups in your region to identify qualified candidates who could be considered during future processes to staff vacant positions.

Name of Analyst: Maurice Yakibonge

Date: June 15, 2018

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: August 16, 2018 2:52 PM
To: 'direction.generale@cstjean.qc.ca' <direction.generale@cstjean.qc.ca>
Cc: 'vincent.larose@cstjean.qc.ca' <vincent.larose@cstjean.qc.ca>; 'Nathalie Brodeur' <Nathalie.Brodeur@cstjean.qc.ca>; Sophie Courville <Sophie.Courville@cstjean.qc.ca>
Subject: Government of Canada Agreement Number: 050440 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Marie-Josée Rousselle:

I am writing to inform you that the subsequent compliance assessment initiated on December 19, 2017 has been completed. As a result of the assessment, Cégep Saint-Jean-sur-Richelieu has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Cégep Saint-Jean-sur-Richelieu's employment equity program.

- The workforce analysis for the Cégep Saint-Jean-sur-Richelieu revealed significant gaps in the representation of Aboriginal people, members of visible minority groups and persons with disabilities in the professionals group. Your organization may benefit from leveraging its relationships with universities to identify qualified students from these designated groups as potential employees through internships or permanent positions in the event of a vacancy.
- There are many gaps in the representation of visible minorities and persons with disabilities in your organization. We encourage you implement special measures to ensure your objectives are met and to improve the representation of designated groups in your organization. For example, if you have not done so already, you may consider contacting organizations that are involved in access to employment for members of designated groups in your region to identify qualified candidates who could be considered during future processes to staff vacant positions.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on Cégep Saint-Jean-sur-Richelieu. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Cégep Saint-Jean-sur-Richelieu will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the [Workplace Equity Information Management System \(WEIMS\)](#) which can assist you in generating your workforce data and analysis.

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Cégep Saint-Jean-sur-Richelieu continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.gc.ca



Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!