

s.19(1) s.24(1)

Labour Program Federal Contractors Program

OFFICIAL USE ONLY	
Agreement N°:	

Agreement to Implement Employment Equity

	ORG	SANIZATION			
Legal Name of Organization			Parent company i	s located outsid	e Canada
Cégep Saint-Jean-sur-Richelieu				7 v -	
				Yes	✓ No
Operating Name (if different from Legal Name of Organ	ization)		Procurement Bu	siness Numbe	
			P	BN #	
			Total number of e (Full-Time/Part-Ti		
Organization's North American Industry Classification S	System (NAICS) Co	ode Nº	••••		S Code Number please
611210			visit: http://www.s norme/naics-sciar		bjects-sujets/standard an02l-eng.htm
Official use only (if information above is incorrect)					
Procurement Business Number	Total number	of employees in Canad	da	Organization's	s NAICS Code No
	HE	AD OFFICE			
Address (building number, street, suite, etc.)	a n 1010	City		Province	Postal Code
30, boulevard du Séminaire Nord,	C.P. IVI8	St-Jean-sur		QC	J3B 7B1
		Telephone Number		Fax Number 450-347	
		450-347-530	1.1.	430-347	"Z140
	EMPLOYMEN	IT EQUITY CONT	ACT		
Name (print)		Title	on 5		
Vincent Larose		_	rces Directo	r	
Telephone Number 450-347-5301		E-mail Address	ose@cstjean.	ac.ca	
		L		*	
	CER	TIFICATION			
The above-named organization: • having a combined workforce of 100 or more 12 weeks or more in Canada, AND	permanent full-ti	me, permanent part	-time and tempora	ıry employees	having worked
 intending to bid on, or being in receipt of, a fe Supply Arrangement, valued at \$1,000,000 or 			contract, standing	offer or contr	act issued under a
Hereby certifies its commitment to implement or n instrument, in keeping with the Federal Contractoplease refer to: http://www.esdc.gc.ca/eng/labour/	ors Program requ	irements. For more			
Important note: If an audit of the Agreement to Ir the procurement instrument(s) with the Government			ers misrepresenta	ition on the pa	irt of the organizatio
	SI	GNATORY			
NOTE: The signatory must be the Chief Executive contract on behalf of the organization.			n an executive po	sition with lega	al authority to sign a
Name (print)		Title			
of a tomoto		General Man	ager		
Chantal Denis					
Telephone Number		E-mail Address			
Chantal Denis Telephone Number 450-347-4301 Signature			is@cstjean.q	c.ca	

RETURN INSTRUCTIONS

IMPORTANT

• 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



Emploi et

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 ianvier 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 <u>ee-</u>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.gc.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

G	eoai	raph	ic r	eaid	ons

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	ı	Province				Census Metrop	oolitan Area		
	Permanent full time	Permanent part- time	Temporary	Total number of employees					
Quebec	320	17	0		Montreal	31	917	0	336
Total number of	employees •			337	Sherbrooke	1	0	0	1
in Canada				337	Total number of e Canada	mployees as o	f)		337



Cégep Saint-Jean-sur-Richelieu (Certificate # 050440) FEDERAL **CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES**

Full time / National

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

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

Page 1 of 16

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

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

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

Canada Page 2 of 16

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ons with disat	oilities	Members	of Visible Mi	norities
Salary Range Col. 1	Quarte r	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	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	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		All	employees			Aboriginal			ons with disa		Members	s of Visible M	
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	11	5	6		•				•		*	
	Total	11	5	6									
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	4		4									
	Total	4		4									
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1		1									
	Total	1		1									
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2	•••••	•										
	1	1	1										
	Total	1	1										

Canada Page 4 of 16

Form 2B

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ns with disat	oilities	Members	of Visible Mi	norities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	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			employees			Aboriginal			ons with disa			of Visible M	
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Management	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1	1		•						*		***************************************
	Total	1	1										
Middle management and other directors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	13	7	6							1		1
	Total	13	7	6							1		1
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												***************************************
	1	215	90	125							8	4	1 4
	Total	215	90	125							8	4	1 4
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2										•		
	1	19	14	5							2	1	1
	Total	19	14	5							2	1	1

Page 6 of 16

Cégep Saint-Jean-sur-Richelieu (Certificate # 050440) FEDERAL **CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES**

Full time / Quebec

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

Occupational Category			employees			Aboriginal			ons with disa			s of Visible M	
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	5		5									
	Total	5		5									
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	46	2	44				1		1			
	Total	46	2	44				1		1			
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	3	1	2									
	Total	3	1	2									
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2			•	•								
	1	2	2										
	Total	2	2										

Canada Page 7 of 16

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / Quebec

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

Occupational Category		All	employees			Aboriginal		Perso	ons with disat	oilities	Members	of Visible M	norities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	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			employees			Aboriginal		<u> </u>	ons with disal			s of Visible M	
Salary Range Col. 1	Quarte r	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	4	001. 2	001.	001. 4	001.0	001. 0		001.0	001. 0	001. 10	001.71	001. 12	001. 10
Upper value: Less than \$5,000	-												
	3												
Lower value: Less than \$5,000	2												
	1	11	5	6									
	Total	11	5	6									
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	4		4									
	Total	4		4									
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2				•								
	1	1		1									
	Total	1		1									
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2				•		-						
	1	1	1										
	Total	1	1										

Canada Page 9 of 16

Form 2 B

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / Quebec

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

Occupational Category		All	employees			Aboriginal		Perso	ns with disat	ilities	Members	of Visible Mi	norities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total number of employees		17	6	11									

Cégep Saint-Jean-sur-Richelieu (Certificate # 050440) FEDERAL **CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES** Full time / Montreal

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

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

Canada Page 11 of 16

Cégep Saint-Jean-sur-Richelieu (Certificate # 050440) FEDERAL **CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES**

Full time / Montreal

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

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Member	s of Visible M	linorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col, 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	5		5								-	
	Total	5		5									
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	46	2	44				1		1			
	Total	46	2	44				1		1			
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	3	1	2									
	Total	3	1	2									
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2	•••••											
	1	2	2										
	Total	2	2										

Canada Page 12 of 16

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

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / Montreal

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

Occupational Category		All	employees			Aboriginal		Perso	ons with disal	oilities	Members	s of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	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

Form 2 B

Cégep Saint-Jean-sur-Richelieu (Certificate # 050440) FEDERAL **CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES** Part-time / Montreal

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

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Member	s of Visible M	 linorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	11	5	6					-				***************************************
	Total	11	5	6									
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	4		4									
	Total	4		4									
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1		1									
	Total	1		1									
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2	•••••	•										
	1	1	1										
	Total	1	1										

Canada Page 14 of 16

Employment and Social Emploi et Développement Development Canada social Canada

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

Form 2 B

CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / Montreal

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

Occupational Category		All	employees			Aboriginal		Perso	ns with disat	oilities	Members	of Visible Mi	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	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		All	employees			Aboriginal		Perso	ons with disat	oilities	Members	of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1		1									
	Total	1		1									
Total number of employees		1		1									

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Full time / Quebec

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

** ** ** ** ** ** ** ** ** ** ** ** **	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
**************************************	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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

Canada

Form 3 A

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Part-time / Quebec

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

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Less than \$5,000	17	6	11									
Total number of employees	17	6	11									

Canada

Form 3 B

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

	А	II employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	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									



Form 4 B

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

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

	A	II employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	5	4	1									
Semi-professional and technical staff	1		1									
Total number of employees hired	6	4	2									



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / Quebec

	A	ll employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	2		2									
Clerical staff	1		1									
Total number of employees hired	3		3									



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / Quebec

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	norities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	5	4	1									
Semi-professional and technical staff	1		1									
Total number of employees hired	6	4	2									



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / Montreal

	А	ll employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	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									



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / Montreal

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	5	4	1									
Semi-professional and technical staff	1		1									
Total number of employees hired	6	4	2									



FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	m	employees (em	, F	teportina peri	od 2015-12-24	to 2017-12-31			. 1. 1. 1 4 4	. I. 41		
***	Promoted (empioyees (em	pioyees promo	itea auring the	year snould be	reported only	in the occupation	onai groups in v	which of to whi	on they were la	st promoted.	
Occupational Category	А	ll employees		l	Aboriginal		l Pers	ons with disab	ilities	Member	s of Visible Min	orities
Occupational Category	Total	Men Col.	Women	Total	Men Col.	Women	Total	Men Col.	Women	Total	Men Col.	Women
	Col. 1	2	Col. 3	Col. 4	5	Col. 6	Col. 7	8	Col. 9	Col. 10	11	Col. 12
		T			I		T		·	·		T
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									

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / Quebec

	Promoted 6	employees (em	ployees promo	ewating rec	year should 6	leported Ship	n the occupation	onal groups in	which or to whi	ch they were la	st promoted.	
Occupational Category	Α	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	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									

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / Montreal

	Promoted	employees (em	nlovace promo	eporting per	od-2015-12-24	18,2017, 12,31	in the occupati	onal aroune in s	which or to whi	ch they were la	et promoted	
**	Floriloted	employees (em	ibiolees brouic	ited during the	year sriourd be	reported orlig	iii iiie occupati	onal groups in	WINCII OI LO WIN	cii tiicy weie ia	ist promoted,	
Occupational Category	А	II employees			Aboriginal		l Pers	sons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	Total	Men Col.	Women	Total	Men Col.	Women	Total	Men Col.	Women	Total	Men Col.	Women
	Col. 1	2	Col. 3	Col. 4	5	Col. 6	Col. 7	8	Col. 9	Col. 10	11	Col. 12
		T .										
Middle management and other directors	2	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

	All employees Total Men Women				Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	norities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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

	А	ll employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	norities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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

	Al	l employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Mir	norities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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

	А	ll employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Min	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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 / Montreal

	All employees Total Men Women				Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	norities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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									



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

CONTRACT PROGRAMS: CEASESSIONS OF EMPLOYMENT

Part-time / Montreal

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

	A	ll employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Administrative and main office staff	1		1									
Total number of employees whose employment was terminated	1		1									



2018-02-15

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

Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Women

				1				
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availa	bility	Differ	Place of recruitment
	location	#	#	%	%	#	ence _#	
01: Senior Management	National	*	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	*	0	0.0 %	74.4 %	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	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		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	100.0 %	74.9 %	1	0	Quebec
5223 : Graphic Design Technicians	Quebec	*	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	





Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Women

		Women								
Employment Equity Occupational Group		All employees		Repres	entation	Avail	ability	Differ	Place of recruitment	
	location		#	#	%	%	#	ence _#		
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		3:	37	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



Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Aboriginal

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

Page 3 of 9



Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Aboriginal

				Aboriginal					
Employment Equity O	ccupational Group	Internal	All employees	Repres	entation	Availat	bility	Differ	Place of recruitment
		location	#	#	%	%	#	ence#	
E	mployment Equity Occupational Group	Montreal	5	0	0.0 %	0.8 %	0	0	Montreal
07: Administrative and	d Senior Clerical Staff		47	0	0.0 %	0.7 %	0	0	
E	mployment Equity Occupational Group	Montreal	47	0	0.0 %	0.7 %	0	0	Montreal
10 : Office staff			3	0	0.0 %	0.8 %	0	0	
E	imployment 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	
E	mployment Equity Occupational Group	Montreal	2	0	0.0 %	0.9 %	0	0	Montreal
13: Other sales and se	ervice personnel		17	0	0.0 %	0.8 %	0	0	
E	mployment Equity Occupational Group	Montreal	17	0	0.0 %	0.8 %	0	0	Montreal
Total			337	0	0.0 %	2.1 %	6	•	

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

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal	All employees		lembers of entationAva	Visible Mino	orities	Differ	Place of recruitment
Епіріоупалі Ецану Оссиранова Обир	location	#	#	%	%	#	ence _#	riace of recruiment
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	Ö	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	*	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	

Page 5 of 9



Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Members of Visible Minorities

		N	lembers of	Visible Mino	rities			
Employment Equity Occupational Group	Internal	All employees	Repres	entationAv	ailability		Differ	Place of recruitment
	location	#	#	%	%	#	ence _#	
Employment Equity Occupational Group	Montreal	5	0	0.0 %	16.7 %	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		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



Default Workforce Analysis System - Detailed Report

Date: 2017-12-31

Persons with disabilities

			Persons with disabilities						
Employment Equity Occupational Group	Internal	All employees	Represe	ntationAva	ilability		Differ	Place of recruitment	
	location	#	#	%	%	#	ence _#		
01/02 : Executives	National	14	0	0.0 %	4.3 %	1	1	National	
03: Professionals	National	226	0	0.0 %	3.8 %	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 :	CPEME	National
Supervisors	СРЕМЕ	National
07: Administrative and Senior Clerical Staff 10:	СРЕМЕ	National
Clerical Staff	СРЕМЕ	National
11: Intermediate Sales and Service Personnel 13: Other	СРЕМЕ	National
Sales and Service Personnel	СРЕМЕ	National
	СРЕМЕ	
	СРЕМЕ	



Default Workforce Analysis System - Summary Report

Date: 2017-12-31

Women

				Women		
Employment Equity Occupational Group	All employees	Repres	entation	Avail	ability	Differ
	#	#	%	%	#	ence _#
01: Senior Management	\$40	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



Default Workforce Analysis System - Summary Report

Date: 2017-12-31

Aboriginal

			Ab	original		
Employment Equity Occupational Group	All employees	Repres	entation	Availat	-	Differ
	#	#	%	%	#	ence _#
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
					_ 200	
Total	337	0	0.0 %	2.1 %	6	-6



Default Workforce Analysis System - Summary Report

Date: 2017-12-31

Members of Visible Minorities

		N	Members of	Visible Min	orities		
Employment Equity Occupational Group	All employees	Repres	entationAv	ailability		Differ	
	#	#	%	%	#	ence _#	
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		
07: Administrative and Senior Clerical Staff	47	0	0.0 %	12.2 %	6	-6	
10 : Office staff	3	0	0.0 %	17.4 %	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	



Default Workforce Analysis System - Summary Report

Date: 2017-12-31

Persons with disabilities

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



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





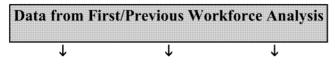
Default Workforce Analysis System - Summary Report

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 :	CPEME	National
Supervisors	СРЕМЕ	National
07: Administrative and Senior Clerical Staff 10:	СРЕМЕ	National
Clerical Staff	СРЕМЕ	National
11: Intermediate Sales and Service Personnel 13: Other	СРЕМЕ	National
Sales and Service Personnel	СРЕМЕ	National
	СРЕМЕ	
	СРЕМЕ	





Data from Su	ibsequent/Curro Analysis	ent Workforce
1	\	1

Data from Fir	st/Previous Workf	orce Analysis
YYYY	MM	DD
2015	12	23

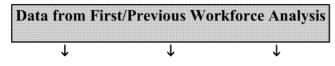
Data from Subse	equent/Current Workforce Analysis
YYYY	MM DD
2017	12 31

		-	Гable 1: Women			
		First/Previous Workforce Analysis				
Family Committee (Committee (FFOC)		All Employees	Women			
стри	oyment Equity Occupational Group (EEOG)		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		

٦	Table 5: Women				
Subsequent	/Current Workford	e 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			
337	204	57.6			

* Source:			
2011 Natio	onal Househo	ld Survey	

* Source	e·			
2011 Na				



Data from Su	ıbsequent/Curro Analysis	ent Workforce
1	\	1

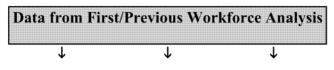
2015	12	23
YYYY	MM	DD
Data from Fi	rst/Previous Workf	orce Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2017	12	31

		Table 2: Aboriginal Peoples			
		First/Previous Workforce Analysis			
F 1 C TEOC		All Employees	Aboriginal Peoples		
cmba	oyment Equity Occupational Group (EEOG)		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	

Table 6: Aboriginal Peoples			
Subsequent/Current Workforce Analysis			
All Employees	Aboriginal Peoples		
	Representation	Availability*	
#	#	%	
1	0	2.9	
13	0	2.2	
226	0	2.6	
23	ol	1.2	
5	ol	0.8	
0	ol	0.0	
47	o	0.7	
0	ol	0.0	
0	0	0.0	
3	ol	0.8	
2	ol	0.9	
0	ol	0.0	
17	ol	0.8	
o	0	0.0	
337	0	2.1	

2011 National Household Survey	
7011 I tational Household Survey	



Data from Su	ıbsequent/Curr Analysis	ent Workforce
1	 	1

YYYY	MM	DD
Data from Fi	rst/Previous Worki	orce Analysis

2017	12	31
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 3: Members of Visible Minorities			
FI		First/Previous Workforce Analysis			
		All Employees	Members of Visible Minorities		
cmpic	yment Equity Occupational Group (EEOG)		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	
Γotal		342	11	13.8	

Table 7: Members of Visible Minorities			
Subsequent	/Current Workford	e Analysis	
All Employees	Members of Visi	ble 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	ol	0.0	
0	0	0.0	
3	o	17.4	
2	0	22.2	
0	ol	0.0	
17	ol	24.3	
0	0	0.0	
337	11	13.8	

* Soi	urce:		1.0	
-12011	Nation	al Household	1 Survey	

* Source:	
2011 National Household Survey	

Data from Fir	st/Previous Woi	rkforce Analysis
1	\downarrow	↓

Data from Su	ıbsequent/Curro Analysis	ent Workforce
1	\	1

YYYY	MM	טט
Data from Fi	rst/Previous Worki	force Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2017	12	31

		Table 4: Persons with Disabilities			
		First/Previous Workforce Analysis			
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons with	Persons with Disabilities	
campio.	yment Equity Occupational Group (EEGG)		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				
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	ol	0.0		
0	0	0.0		
3	0	7.0		
2	ol	5.6		
0	0	0.0		
17	1	6.3		
0	o	0.0		
337	2	4.1		

* Source:		
2012 Canadian	Survey on Disabili	ty

* Source:			
2012 Canad	ian Survey on	Disability	

Part 2: Flow Data Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Start	Date of Flow	Data
YYYY	MM	DD
2015	12	24

2017	12	31
YYYY	MM	DD
End I	Date of Flow	Data

1	1	1	↓
Data	from Fori Hi	n 4 - Emp red	loyees

.1.	J.	J.	J.
Data		rm 5 - Empl moted	oyees

Terminated		
1 1 1	<u> </u>	

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

Full-time / National		Part-time / National		
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	#	#	#	
0	0	0	0	
2	1	o	0	
1	1	0	0	
0	0	0	0	
2	2	0	0	
0	0	0	0	
3	2	0	0	
0	0	o	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
9	6	0	0	

Table 9: Women					
Full-time	/ National	Part-time / National			
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated		
#	#	#	#		
0	()	0	0		
3	2	0	0		
12	8	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
7	6	1	1		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
2	1	0	0		
0	0	0	0		
24	17	1	1		

Part 2: Flow Data Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Start	Date of Flow	Data
YYYY	MM	DD
2015	12	24

YYYY	MM	DD
2017	12	31

Data from Form 4 - Employees
Hired

0

Data from Form 6 - Employees Terminated

		₩	₩	Ψ	₩
		Table 2: Aboriginal Peop			
		Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
)1	Senior Managers	0	0	0	0
)2	Middle & Other Managers	0	0	0	0
)3	Professionals	2	0	5	0
)4	Semi-Professionals & Technicians	0	0	1	0
)5	Supervisors	0	0	0	0
)6	Supervisors: Crafts & Trades	0	0	0	0
)7	Administrative & Senior Clerical Personnel	0	0	0	0
8(Skilled Sales & Service Personnel	0	0	0	0
)9	Skilled Crafts & Trades Workers	0	0	0	0
0	Clerical Personnel	1	0	0	0
1	Intermediate Sales & Service Personnel	0	0	0	0
2	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0

Total

Table 6: Aboriginal Peoples				
Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
0	0	0	0	
2	0	0	0	
1	0	0	0	
0	0	0	0	
2	0	0	0	
0	0	0	0	
3	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
9	0	0	0	

Table 10: Aboriginal Peoples				
Full-time /	National	Part-time / National		
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
0	()	0	0	
3	0	0	0	
12	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
7	0	1	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
2	0	0	0	
o	0	0	0	
24	0	1	0	

Part 2: Flow Data Analysis

Cégep Saint-Jean-sur-Richelieu

2017-12-31

Start	Date of Flov	Data
YYYY	MM	DD
2015	12	24

I	2017	12	31
	YYYY	MM	DD
	End I	Date of Flow	Data

Data from Form 4 - Employees
Hired

Data from Form 5 - Employees
Promoted

		•	₩.	₩	Ψ.	
		Table.	3: Persons	with Disa	bilities	
		Full-time	/ National	Part-time	/ National	
	ployment Equity Occupational Group GOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	
		#	#	#	#	
01	Senior Managers	0	0	0	0	
02	Middle & Other Managers	0	0	0	0	
03	Professionals	2	0	5	0	
04	Semi-Professionals & Technicians	0	0	1	0	
05	Supervisors	0	0	0	0	
06	Supervisors: Crafts & Trades	0	0	0	0	
07	Administrative & Senior Clerical Personnel	0	0	0	0	
08	Skilled Sales & Service Personnel	0	0	0	0	
09	Skilled Crafts & Trades Workers	0	0	0	0	
10	Clerical Personnel	1	0	0	0	
11	Intermediate Sales & Service Personnel	0	0	0	0	
12	Semi-Skilled Manual Workers	0	0	0	0	
13	Other Sales & Service Personnel	0	0	0	0	
14	Other Manual Workers	0	0	0	0	

Total

Full-time	/ National	Part-time / National				
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted			
#	#	#	#			
0	0	0	0			
2	0	0	0			
1	0	0	0			
0	0	0	0			
2	0	0	0			
0	0	0	0			
3	0	0	0			
0	0	0	0			
0	0	0	0			
1	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
9	0	0	0			

↓ Table 1	↓ 1: Person	↓ s with Disa	↓ ibilities			
Full-time	/ National	Part-time / National				
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated			
#	#	#	#			
0	0	0	0			
3	0	0	0			
12	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
7	0	1	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
2	0	0	0			
0	0	0	0			
24	0	1	0			

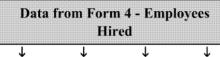
Part 2: Flow Data Analysis

Cégep Saint-Jean-sur-Richelieu

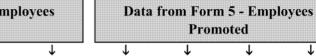
2017-12-31

Start	Date of Flow	Data
YYYY	ММ	DD
2015	12	24

2017	12	31
YYYY	MM	DD
End I	Date of Flow	Data



0



Terminated

		•	•	•	•		
		Table 4:	Members (of Visible N	Linorities		
		Full-time	/ National	Part-time / National			
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired		
		#	#	#	#		
91	Senior Managers	0	0	0	C		
)2	Middle & Other Managers	0	0	0	C		
)3	Professionals	2	0	5	0		
)4	Semi-Professionals & Technicians	0	0	1	C		
)5	Supervisors	0	0	0	C		
)6	Supervisors: Crafts & Trades	0	0	0	C		
)7	Administrative & Senior Clerical Personnel	0	0	0	(
8(Skilled Sales & Service Personnel	0	0	0	C		
)9	Skilled Crafts & Trades Workers	0	0	0	(
0	Clerical Personnel	1	0	0	(
11	Intermediate Sales & Service Personnel	0	0	0	(
12	Semi-Skilled Manual Workers	0	0	0	(
13	Other Sales & Service Personnel	0	0	0	(
14	Other Manual Workers	0	0	0	C		

Total

Full-time	National	Part-time / National					
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted				
#	#	#	#				
0	0	0	0				
2	0	0	0				
1	0	0	0				
0	0	0	0				
2	0	0	0				
0	0	0	0				
3	0	0	0				
0	0	0	0				
0	0	0	0				
1	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
9	0	0	0				

₩	Ψ	Ψ	Ψ			
Table 12:	Members	of Visible !	Minorities			
Full-time	/ National	Part-time / National				
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated			
#	#	#	#			
0	()	0	0			
3	0	0	0			
12	0	0	C			
0	0	0	0			
0	0	0	C			
0	0	0	C			
7	0	1	(
0	0	0	C			
0	0	0	0			
0	0	0	0			
0	0	0	C			
0	0	0	C			
2	0	0	C			
0	0	0	C			
24	0	1	0			

								Data	or First/I	revious (Goals							
A B	C	D	<u> </u>	G	<u>H</u>	<u> </u>	J	K	L	M	N	О	P	Q	R	S	T	
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry C x I	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	+ + +	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	<u> </u>	Ţ	1 1	, 4	1	Ţ	Ţ	ţ	1	1	Į.	Ţ	Į.	Į.	Į.	1	Į.	J
									Table 1:									
								First/	Previous SI	iort-term G	ioals							
				II Employees										omen				
	Number	Gree	wth (New Positions)	Turnover (R	eplacement of	Terminated		Number	Turnover (R	enlacement of	Hires		r Goals				Projected Present	
Employment Equity Occupational					Employees)		Anticipated		Terminated	Employees)	Required		n - Te	Present		Projected		Projected Representation in 3
Group (EEOG)	VVVV-MM-DD	Actual	Projected	Actual	Proj	ected	Hires Over 3 Vears	YYYY-MM-DD			Over 3	1111	-1111	Availability	Present Gap	Gap Projected Present Gap Representation	Nepresentation in 3	
	2015-12-23	Annually	Annually Ve		Annually	Over 3 Years		2015-12-23	Annually	Over 3 Years	Years	2015	2018					
	#	%	% /		9/6	н	#	t t	%	н	н	н	9/6	9/0	H	H	%	9%
01 Senior Managers	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	(38.9%	1	1	46.7%	46.7%
03 Professionals	222	0.6%		0 5.4%		0	0	132	0.0%	0	-7	(56.2%	7	7	59.5%	59.5%
04 Semi-Professionals & Tech	25	-2.7%		0.0%		0	0	10	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	(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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	55	-5.1%		0 15.7%		0	0	53	0.0%	0	-9	(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	#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	#DIV/05	#DIV/0!
10 Clerical Personnel	2	14.5%		0.0%		0	0	1	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	(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	#DIV/0!	#DIV/0!
13 Other Sales & Service	19	-3.6%		0 11.1%		0	0	7	0.0%	0	3	(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	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

7.4%

342

-0.5%

Total

Calculated by using the following formula: (Terminated full-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.

211

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

61.7%

61.7%

58.0%

									Data f	or First/P	revious C	Goals							
	С	D	E	F	G	Н	I	J	K	L	M	N	О	i 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	CxHx3	+ +	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	.	Ţ	Ų	Ų	↓	J.	Ţ	↓ ·	Į.	Ų	Ų.	↓	Į.	Į.	Į.	Ţ	1	Ų	Į.
		Table 3: Aboriginal Peoples																	
		First/Previous Short-term Goals All Employees Aboriginal Peoples																	
				All En	, .			1							ial Peoples			ı	
	Number	Gres	vth (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Paul Paul	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required	ļ	- 1777	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-1111-1111	Actual	1101		Actum	110)		Years	1111-111-110			Over 3 Years	- ' ' '	 	Availability	т телено слар	Gap	Representation	Years
	2015-12-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-12-23	Annually	Over 3 Years	1 cars	2015	2018					
	#	%	9/6	Ħ	9/0	%	#	#	#	%	#	#	#	9/6	%	H	Ħ	9/6	9/6
01 Senior Managers	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		2.2%	0	0	0.0%	0.0%
03 Professionals	222			0	5.4%		0	0	0	0.0%	0	6	0		2.6%	-6	-6	0.0%	0.0%
04 Semi-Professionals & Tech	25			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		0.8%	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!	1
07 Administrative & Sr Clerical	55			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!	1
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/05	1 1
10 Clerical Personnel	2	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	3	-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	19	-3.6%		0	11.1%			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%		1 0	0	1 0	0.0%	0	0	1 0		0.0%	()	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

7.4%

342

-0.5%

Total

2 Calculated by using the following formula: (Terminated full-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
l' m	loyment Equity Occupational		Aboriginal	Peoples		
	p (EEOG)	Short-teri	n Goals	Long-te	rm Goals	Comments
		#	%	#	%	
	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
	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	o	0.0	0	0,0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		I		

2.1%

								2	2017-12-31										
									Data f	or First/F	revious (Goals							
A B	С	D	E	F	G	Н	I	IJ	K	L	M	N	0	P	Q	R	S	T	L U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	+ + +	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
***************************************	<u> </u>	Ţ	J	J	J	Ţ	Ţ	Ţ	Į	Ţ	<u> </u>	Ţ	Į.	<u> </u>	Ţ	Į.	J	J.	<u> </u>
											with Disa								
					aplovees				First/	Previous SI	nort-term G	oals		n	ith Disabilities				
				All Ell				1					3 Vea		T Disabilities				
	Number	Gres	oth (New Posi	lions)	Turnover (R)	placement of Employees)	Terminated		Number		eplacement of	Hires		r Goais n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Pro	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	f Employees)	Required		- >>>	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	2015-12-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-12-23	Annually	Over 3 Years	Over 3 Years	2015	2018	Availability	,	Gap	Representation	Years
	Ħ	%	%	#	%	%	#	#	#	%	#	#	#	%	%	H	#	%	%
01/02 Managers	15	-2.3%		(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		4.6%	-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	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	14.5%		(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%		1 0	0	0	0.0%	1 0	0			5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%			0.0%		0	0	0	0.0%	1 0	0			0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	19	-3.6%			11.1%		1 0	9	0	0.0%	1 0				6.3%	*1	~1	0,0%	0.0%
14 Other Manual Workers	342	0.0%		1 0	0.0%		1 0	0	0	0.0%	0	14			0.0%	1.5	1.1	#DIV/0!	#DIV/0!
Total	342	-0.5%	<u> </u>	1 (1.4%		1 0	1 0	1 0	0.0%	1 0	L 14		<u> </u>	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.

Workforce Analysis) + 2) x 10	д),		
			Table 6: Persons with Disabilities
P	Persons with	ı Disabilities	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	# %	# %	
01/02 Managers	0 0.0	0.0	
03 Professionals	1 0.0	0.0	
04 Semi-Professionals & Tech	0 0.0	0.0	
05 Supervisors	0 0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	1 0.0	0.0	
08 Skilled Sales & Service	0 0.0	0 0 0.0	
09 Skilled Crafts & Trades	0 0.0	0 0 0.0	
10 Clerical Personnel	0 0.0	0 0.0	
11 Intermediate Sales & Service	0 0.0	0 0 0.0	
12 Semi-Skilled Manual	0 0.0	0 0	
13 Other Sales & Service	0 0.0	0 1 0.0	
14 Other Manual Workers	0 0,0	0 0,0	
Total	2	4	

									Data f	or First/I	revious (Goals							
A B	С	D	E	F	G	Н	<u> </u>	J	K	L	M	N	<u> </u>	<u> </u>	Q	R	S]	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis*	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(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)
		Ţ	1	Ţ	1	1	Ţ	↓	Į.	1	1	1	1	1	ψ	Ţ	1	1	1
		Table 7: Members of Visible Minorities																	
	First/Previous Short-term Goals All Employees First/Previous Short-term Goals Members of Visible Minorities																		
		1		All En								1			isible Minori	ties			
	Number	Gres	vth (New Posit	tions)	Turnover (R)	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational	VVVV-MM-DD	Actual	n	ected			ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	***************************************	Actuat	FFOJ		Actual	rroj		Years	***************************************			Over 3 Years	1111	* 1111 	Availability	ricsem Gap	Gap	Representation	Years
	2015-12-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-12-23	Annually	Over 3 Years	rears	2015	2018					
	#	%	%	H	9/0	%	#	#	#	9/6	#	#	#	%	9/0	#	Ħ	%	%
01 Senior Managers	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%		(21.4%		0	() 1	0.0%	0	1	C		15.0%	-1	-1	6.7%	6.7%
03 Professionals	222	0.6%		(5.4%		0	(8	0.0%	0	22	(13.4%	-22	-22	3.6%	3.6%
04 Semi-Professionals & Tech	25	ł .		(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		16.7%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	1	0.0%		(0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	55			(15.7%		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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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		17.4%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	3	-12.6%		(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	#DIV/0!	#DIV/0!
13 Other Sales & Service	19	-3.6%		(11.1%		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	(1 0	0.0%	0	0	(ļ	0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

7.4%

342

-0.5%

Total

2 Calculated by using the following formula: (Terminated full-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	Men	nbers of Visible Minor	ities	
Group (EEOG)	Short-ter	m Goals Long-to	erm Goals	Comments
	#	% #	%	
01 Senior Managers	0	0.0	0.0	
02 Middle & Other Managers	0	0.0	1 0.0	
03 Professionals	5	0.0	2 0.0	
04 Semi-Professionals & Tech	1	0.0	0.0	
05 Supervisors	0	0.0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0.0	
07 Administrative & Sr Clerical	2	0.0	5 0.0	
08 Skilled Sales & Service	0	0.0	0.0	
09 Skilled Crafts & Trades	0	0.0	0.0	
10 Clerical Personnel	0	0.0	0.0	
11 Intermediate Sales & Service	0	0.0	0.0	
12 Semi-Skilled Manual	0	0.0	0.0	
13 Other Sales & Service	1	0.0	2 0.0	
14 Other Manual Workers	0	0.0	0.0	
Total	9	2	ı	

13.8%

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	H	<u> I</u>	J	K	L	M	N	<u> </u>	P	Q	R	S	T	<u> </u>
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]		CxHx3		From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	.	Ţ	J	Ų	↓	Ţ	Ţ	Ų	Į.	Ţ	Ţ	Į.	↓	Ţ	Ų.	J.	Ţ	Ų	Į į
										Table 9:									
									Subsequ	ent/Current	Short-tern	a Goals		***	omen				
		1		All Em				T							omen				
	Number	Grev	vth (New Post	tions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals n - Fo					
Employment Equity Occupational	YYYY-MM-DD	Actual	Descri	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-1111-111	Actuar	110		Actum	110	Over 3	Years	1111-114-177			Over 3 Years			Availability		Gap	Representation	Years
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Years		2017-12-31	Annually	Over 3 Years	rears	2017	2020					
	#	%	%	#	%	%	H	#	#	%	#	#	#	%	%	H	Ħ	%	9/0
01 Senior Managers	1	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) 6	0.0%	0	-1	(38.9%	1	1	46.2%	46.2%
03 Professionals	226	0.6%		0	5.4%		(0	131	0.0%	0	-4	(56.2%	4	4	58.0%	58.0%
04 Semi-Professionals & Tech	23	-2.7%		0	0.0%		(0	9	0.0%	0	0	(40.5%	0	0	39.1%	39.1%
05 Supervisors	5	71.0%		0	0.0%		(0	5	0.0%	0	-2	(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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	47	-5.1%		0	15.7%			0	4.5	0.0%	0	-7	(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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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) 2	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	1	(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	#DIV/0!	#DIV/0!
13 Other Sales & Service	17	-3.6%		0	11.1%			0) 6	0.0%	0	3	(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	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

7.4%

337

-0.5%

Total

Calculated by using the following formula: (Terminated full-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.

204

0.0%

-10

57.6%

			Table 10: Women
Employment Equity Occupational	Women Short-term Goals 1	.ong-term Goals	Comments
Group (EEOG)	9/6	6/6	Comments
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	

60.5%

60.5%

									Data for	Subseque	nt/Curre	nt Goals							
A B		D	E	F	G	Н	1	J	K	L	i M	i N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(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)
744466669999999999999999999999999999999	1	Ţ	Į.	Ų	J	Ţ	Ţ	Ţ	J	Ų	Į.	Ţ	Ţ	Ţ	Į.	Ţ	Ţ	Ţ	Ų
										11: Abor									
									Subsequ	ent/Current	Short-teri	n Goals							
		,		All Er	nployees										nal Peoples				
	Number	Grei	oth (New Posit	tions)	Turnover (R	eplacement of Employees)	f Terminated		Number	Turnover (R	enlacement of	Hires		or Goals					
Employment Equity Occupational	YYYY-MM-DD			ected		,	jected	Anticipated Hires Over 3	YYYY-MM-DD		Employees)	Required		m - To - VVVV	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-3131-100	Actual	FFOJ		Actual	110)		Years	***************************************		T	Over 3	1111	-1111 	Availability	тиския Сар	Gap	Representation	Years
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-12-31	Annually	Over 3 Years	Years	2017	2020					
	#	%	%	Ħ	%	%	#	#	#	%	#	#	#	%	9%	#	Ħ	%	%
01 Senior Managers	1	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%		(21,4%		0	0	0	0.0%	0	0	(}	2.2%	0	0	0.0%	0.0%
03 Professionals	226	0.6%		(5.4%		0	0	0	0.0%	0	6	(2.6%	2.6%	-6	-6	0.0%	0.0%
04 Semi-Professionals & Tech	23			(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	()	0.8%	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	47	-5.1%		(15.7%		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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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	()	0.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	2	-12.6%		(0.0%		0	0	0	0.0%	0	0	()	0.9%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	1	0.0%		'	0.0%		1 0	0	1 0	0.0%	0	0		1	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	1 17	-3.6%		(11.1%		1 0		1 0	0.0%	0	0	(1	0.8%	0	0	0.0%	0.0%
14 Other Manual Workers	1 0	0,0%		[(0.0%		1 0		y ()	0.0%	1 0	1 0	1 (7	0.0%	- 0	0	#DIV/0!	#DIV/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.

7.4%

337

-0.5%

Total

2 Calculated by using the following formula: (Terminated full-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.

0.0%

	•			Table 12: Aboriginal Peoples
Employ	ment Equity Occupational	Aboriginal		
Group (Short-term Goals	Long-term Goals	Comments
		9/6	9/6	
	enior Managers	0.0	0.0	
02 N	Aiddle & Other Managers	0.0	0.0	
03 P	rofessionals	2.6	2.6	
04 S	emi-Professionals & Tech	0.0	0.0	
05 S	iupervisors	0.0	0.0	
06 S	upervisors: Crafts & Trades	0.0	0.0	
07 A	Administrative & Sr Clerical	0.0	0.0	
08 S	killed Sales & Service	0.0	0.0	
09 S	killed Crafts & Trades	0.0	0.0	
10 C	Clerical Personnel	0.0	0.0	
11 II	ntermediate Sales & Service	0.0	0.0	
12 S	emi-Skilled Manual	0.0	0.0	
13 C	Other Sales & Service	0.0	0,0	
14 C	Other Manual Workers	0.0	0.0	
Total		0.0	0.0	

0.0%

2.1%

								7	2017-12-31										
									Data for	Subseque	nt/Currer	nt Goals							
B B	С	D	E	F	G	н		J	K	L	M	N	O	P	Q	R	8	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	CxHx3	+ + +	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) = (C + F)
T	1	Ţ	J	J	J	Ţ	Ţ	·	J	Ţ	Ţ	Ţ	Ţ		J	· ·	J	Ţ	Ţ
										: Persons									
									Subsequ	ent/Current	Short-tern	ı Goals							
				All Er	nployees										h Disabilitie	\$			
	Number	Gres	wth (New Posi	tions)	Turnover (R)		f Terminated		Number	T (D.	eplacement of		3 Year	r Goals					
Employment Equity Occupational	1		,			Employees)		Anticipated			Employees)	Hires Required	Fron	1 - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	ected	Hires Over 3 Years	YYYY-MM-DD		,	Over 3	YYYY	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
• •	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-12-31	Annually	Over 3 Years	Years	2017	2020					Tears
	#	%	%	#	9/6	%	#	#	#	%	#	Ħ	Ħ	%	9/6	Ħ	Ħ	%	%
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%		(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	1	0	4.6%	4.6%	-1	-1	0.0%	0.0%
05 Supervisors	5	71.0%		(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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	47	-5.1%		9	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%		1	0.0%		1 0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades 10 Clerical Personnel	0	0.0% 14.5%		1	0.0%			1 0		0.0%	0	0	0		0.0% 7.0%	0 A	0	#DIV/0! 0.0%	#DIV/0! 0.0%
11 Intermediate Sales & Service	1 3	-12.6%		1 '	0.0%		1 6		1 6	0.0%	0	0	0		5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	1 0	0.0%		1	0.0%		1 0	0		0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
13 Other Sales & Service	17	-3.6%		1 7	0.0%		1 0	1 0	1 "	0.0%	۱ °	0	١		6.3%		0	5.9%	5.9%
14 Other Manual Workers	1 0	0.0%			0.0%		1 6		1 6	0.0%	0	0	0		0.0%		n	#DIV/0!	#DIV/0!
	+ "	0.070	1	4	0.070		4	 	 	V.V/0	- '	- '	ļ <u>'</u>		0.070	1	<u> </u>	(: L/X Y/ W)	17,022,4703

- † 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.
- 2 Calculated by using the following formula: (Terminated full-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.

	WORKING Analysis) * 2) x 10	v.		
				Table 14: Persons with Disabilities
		Persons with	Disabilities	
	loyment Equity Occupational	Short-term Goals	Long-term Goals	Comments
Grot	ip (EEOG)	9/0	9/6	
01/0	2 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	
Tota		0.0	0.0	

0.6%

	Data for Subsequent/Current Goals																				
A B	I C	D	E	F	G	Н	<u> </u>	J	<u>K</u>	<u>I</u>	M	l N	0	P	Q	R	S	T	U		
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(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)		
	.	Ţ	Ţ	Ţ	Ţ	1	Ţ	Ţ	ţ	Ţ	↓	Ţ	Ţ	Ţ	Ų	Ţ	Ţ	Ţ	Į.		
		Table 15: Members of Visible Minorities																			
									Subsequ	ubsequent/Current Short-term Goals											
		All Employees											,		isible Minori	ties					
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of		Hires	3 Year Goals								
Employment Equity Occupational					Anne			Anticipated		Terminated	Terminated Employees)		From - To		Present		Projected	Present	Projected Representation in 3		
Group (EEOG)	VVVV-MM-DD			 			Hires Over 3 Years	VVVV-MM-DD				1111-1111		Availability	Present Gap	Gap	Representation	Years			
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-12-31	Annually	Over 3 Years	Years	2017	2020							
	#	%	%	#	%	9/6	#	#	Ħ	9/6	#	#	#	%	6/0	H	#	%	%		
01 Senior Managers	1	0.0%		(0.0%		0	(0	0.0%		0	()	10.1%	0	0	0.0%	0.0%		
02 Middle & Other Managers	13	-4.7%		(21.4%		0	() 1	0.0%	() 1	(15.0%	15.0%	-1	-1	7.7%	7.7%		
03 Professionals	226	0.6%		(5.4%		0	(8	0.0%		23	(13.5%	13.5%	-23	-23	3.5%	3.5%		
04 Semi-Professionals & Tech	23	1		(0.0%		0	(2	0.0%		0	()	10.4%	0	0	8.7%	8.7%		
05 Supervisors	5	71.0%			0.0%		0		0	0,0%	0		(16.7%	16.7%	~1	~1	0.0%	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	(0.0%	((0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	4/	-5.1%			15.7%		0			0.0%				12.2%	12.2% 0.0%	-6	~6	0.0%	0.0%		
08 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0% 0.0%			0.0%		0			0.0% 0.0%		1 .	,	(0.0%	· ·	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!		
10 Clerical Personnel	0	14.5%		,	0.0%		0			0.0%		1 1		17.4%	17.4%	U	1	#DIV/03 0.0%	#DIV/0: 0.0%		
11 Intermediate Sales & Service	3	-12.6%			0.0%		"		1	0.0%	1 6	1 .		17.470	22.2%	-1	-1	0.0%	0.0%		
12 Semi-Skilled Manual		0.0%		,	0.0%		1 0			0.0%	1 6	il "	,	ĺ.	0.0%	0	n	#DIV/0!	#DIV/0!		
13 Other Sales & Service	17	-3.6%			11.1%		1 0			0.0%	1 6		Ì	24.3%	24.3%	-4		0.0%	0.0%		
14 Other Manual Workers	0	0.0%		Ì	0.0%		l 0	Ò		0.0%	1 6		1		0.0%	0	0	#DIV/0!	#DIV/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.

7,4%

337

Total

-0.5%

2 Calculated by using the following formula: (Terminated full-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.

0.0%

	•			Table 16: Members of Visible Minorities										
E-mail	oyment Equity Occupational	Members of Visit	ble Minorities											
	p (EEOG)	Short-term Goals	Long-term Goals	Comments										
		6/6	%											
	Senior Managers	0.0	0.0											
	Middle & Other Managers	15.0	15.0											
03	Professionals	13.5	13.5											
04	Semi-Professionals & Tech	0.0	0.0											
0.5	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											

3,3%

13.8%

Federal Contractors Program Achievement Report Part 4: Results - Women Cégen Saint-Jean-sur-Richelieu 2017-12-31 В C D E F G Н L M 0 P Q R U W A K N S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \oplus U.x$ E = DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G + 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \sim S$ Flow Data Ux F = 100 Î $\mathbf{V} \cdot \mathbf{X}$ x 100 Data Analysis x 100 Data Analysis Data Analysis 100 x.100 + 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 1 T 1 T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women Women Wanten All Employee All Employed (EEOG) Availability Representation EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference Cap % 9/4 % 2015 0.0 0.0 0.0 01 Senior Managers 2017 0.0 27.4 0.0 0.0 0.0 0.0 38.9 Middle & Other 2015 15 46.7 120.0 Managers 2017 13 46.2 38.9 118.6 0.0 50.0 66.7 2015 222 132 59.5 56.2 125 105.8 03 Professionals 2017 226 131 58.€ 56.2 127 103.1 100.0 42.9 66.7 25 40.0 Semi-Professionals & 2015 10 40.6 10 98.5 Technicians 23 2017 39. 40.5 96.6 100.0 0.0 0.0 2015 100.€ 50.8 196.9 05 Supervisors 2017 100,€ 50.8 196.9 100.0 0.0 0.0 Supervisors: Crafts & 2015 0.0 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E \div G x$ E + K xPart 3: Part 3: F + I x 100 Part 3: Goals F + M x 100 Data sources: Data Analysis Goals 100 Goals Goals Analysis Goals **New Entrants** Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Occupational Group Women Comments All Employees Percent of Percent of (EEOG) Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2020 0.0 0.0 0.0 0.0 0.0 2017 -100.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0.0 Managers 2020 -100.0 0.0 0.0 0.0 0.0 2017 -100.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2020 -100.0 0.0 0.0 0.0 0.0 0.0 100.€ 0.0 0.0 0.0 Semi-Professionals & 2017 0.0 0.0 Technicians 2020 100.€ 0.0 0.0 0.0 0.0 2017 100.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors 0.0 2020 100.€ 0.0 0.0 0.0 Supervisors: Crafts & 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2020 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 4: Results - Women Cégen Saint-Jean-sur-Richelieu 2017-12-31 В C D F G H M 0 Q R U W L N S X Part I: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \oplus U.x$ E = DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G + 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data Ux F = 100 Î $V \cdot X$ Data Analysis Data Analysis Data Analysis 100 x.100 + 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 1 T 1 T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women Women All Employee (EEOG) Availability Representation EE Result Actual Difference Difference Actual Difference Cap Expected Actual Expected Expected 9/4 % *. ٠,, Administrative & 2015 53 96.4 80.8 119.3 Senior Clerical 2017 47 45 95. 80.8 38 118.5 0.0 87.5 Skilled Sales & Service 2015 0.0 0.0 0.0 Personnel 2017 0.0 0.0 0.0 0.0 0.0 0.0 0 2015 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2017 0.0 0.0 0.0 0.0 0.0 0.0 50.0 2015 62.5 80.0 10 Clerical Personnel 2017 66. 62.5 106.7 100.0 0.0 0.0 0.0 Intermediate Sales & 2015 61.8 0.0 Service Personnel 0,0 0,0 2017 61.8 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2015 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E \div G x$ E + K xPart 3: Part 3: F + I x 100 Part 3: Goals F + M x 100 Data sources: Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Occupational Group Women Women Women Comments All Employees Percent of (EEOG) Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 2017 -40,0 Administrative & 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2020 -40.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service 0.0 0.0 Personnel 0.0 2020 0.0 0.0 0.0 0.0 Skilled Crafts & 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2020 0.0 0.0 0.0 0.0 0.0 50.€ 0.0 0.0 0.0 0.0 2017 0.0 0.0 10 Clerical Personnel 2020 50.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Short- and long-term recruitment efforts target this group. Outreach efforts will be made in this respect. Service Personnel 2020 0.0 50.0 0.0 50.0 0.0 Semi-Skilled Manual 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2020 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 4: Results - Women																								
										I	Part 4: I	Results	- Wome	n.										
										Cég	ep Saint	t-Jean-s	ur-Ricl	nelieu										
											2	017-12-	31				***************************************							
A B	A B C D E F G H I J						J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y		
Data sources:			Part I: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part I: Workforce Analysis	D x G + 100	E - H	x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x100	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÷Ux 190	UxF+100	V·X
Topography with a consequence of the consequence of			1	J	Ţ	Ţ	Ţ	Ţ	Ţ	1	Ţ	Ţ	↓	1		Ţ	1	Ţ	1	1	1	Ţ	Į.	<u> </u>
Workforce Analysis												Flow Data Analysis												
	Employment Equity Occupational Group			W			orkforce Women					Hires	omen			Promotions Women				Terminations Women				
(EEOG)			All Employees	Represe	ntation	Availa		Gap	EE Result	All Employees	Ac	tual	Expected	All Employee		Act		Expected			Act		Expected	Difference
		Ħ	#	#	%,	W ₆	¥	н	%		#	%	ä	4	H	H	%	#	#	н	H	%	Ħ	#
Other Sales &	1.	2015	19	7	36.8	51.1	10	-3	72.1															
Personnel		2017 2015	17	6] 0]	35.3 0.0	51.1 0.0	9	-3 0	69.1 0.0	0	0	0.0	0	- 0	1 0	0	0.0	0	0	2	1	50.0	1	0
14 Other Manual	Workers	2017	0	0	0.0	0.0	0	0	0.0	()	0	0.0	0	0	1 0	0	0.0	0		0	0	0.0	0	0
Total	I-	2015	342	211	61.7	58.0	198	13	106.4			<u>.</u>												
1000		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:	Data sources: $ \begin{array}{c ccccccccccccccccccccccccccccccccccc$								Part 3: Goals	art 3: Goals $\begin{bmatrix} E + K x \\ 100 \end{bmatrix}$ Part 3: $F + M x = 100$														
\$ 1000000	***************************************	***************************************				dissississississississississississississ								**										
			New	Entrar	its				G	oals														
Employment Eq	quity	Year	FI	Flow Data			Short-term Goals				Long-term Goals													
Occupational Gr	roup		All Employees	Women		Women			- 1		Women							C	ommen	ts				
(EEOG)			An Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
T		#	#	#	9/9	¥	6/6	%	9/6	#	%	6/6	*/6											
13 Other Sales & Personnel	1.	2017	-2 -2	0	0.0	1	0.0	0.0 50.0	0.0	2	0.0	0.0 50.0	0.0	—IShort- and long-term recruitment efforts target this group. Outreach efforts will be made in this respect.										
		2017	0	0		0	0,0	0.0	0.0	0	0.0	0.0	0.0											
14 Other Manual	workers	2020	0	0				0,0	0.0			0,0	0.0											
Total		2017	-7 -7	11	-157.1	2	550.0	0,0	0.0	3	366.7	0.0	0.0											
		2020	-/	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 В C D F G H M 0 P Q R H W A E L N S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E = DDxG $E \circ H$ L + KData sources Workforce Workforce Workfore E - H Flow Data K x G + 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Date U x F = 100 $V \cdot X$ Data Analysi Data Analysis Data Analysis 100 x.100 + 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 1 T T 1 T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employee (EEOG) Expected Representation Availability EE Result Actual Expected Difference Actual Difference Actual Expected Difference Gap 9/4 % 0.0 2015 0.0 0.0 0.0 Senior Managers 2017 0.6 2.9 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 2015 15 2.2 Managers 2017 13 0.0 2.2 0.0 0.0 0.0 0.0 0 2015 222 0.0 2.6 0.0 03 Professionals 2017 226 0.0 2.6 0.0 0.0 0.0 0.0 25 0.0 0.0 Semi-Professionals & 2015 0 1.3 Technicians 23 2017 0.6 0.0 1.2 0.0 0.0 0.0 2015 0.0 0.8 0.0 Supervisors 2017 0.0 0.8 0,0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2015 0.0 Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E \div G x$ E + K xPart 3: Part 3: F + I x 100 l Part 3: Goals * + M x 100 Data sources: Data Analysis 100 Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All Employees Percent of Percent of Percent of (EEOG) Actual Goal Coal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2017 0,6 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2020 0.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 Managers 2020 0.0 0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. 03 Professionals Recruitment strategy does not reach a sufficient number of people in the target group. Recruitment approaches to 0.6 2020 0.0 2.6 0.0 2.6 encourage applications from this group in the short and long term. 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 Semi-Professionals & l'echnicians 2020 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 05 Supervisors 2020 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 0.0 2020 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Cégep Saint-Jean-sur-Richelieu 2017-12-31 В C D F G Н M O Р Q R U W E L N S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \oplus U.x$ E = DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G + 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data U x F = 100 $V \cdot X$ Data Analysis Data Analysis Data Analysis 100 x.100 + 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 1 T 1 T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employee (EEOG) Expected Representation Availability EE Result Actual Expected Difference Actual Difference Actual Expected Difference Cap 9/4 % ٠,, Administrative & 2015 0.0 0.7 0.0 Senior Clerical 2017 47 0.0 0.7 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service 2015 0.0 0.0 Personnel 2017 0.0 0.0 0.0 0.0 0.0 0.0 0 2015 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2015 0.8 10 Clerical Personnel 2017 0.0 0.0 0.8 0.0 0.0 0.0 2015 0.0 0.9 0.0 Intermediate Sales & Service Personnel 0.0 0.9 0,0 2017 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2015 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E \div G x$ E + K xPart 3: Part 3: F + I x 100 Part 3: Goals * + M x 100 Data sources: Data Analysis 100 Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All Employees Percent of Percent of (EEOG) Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % % 2017 0.0 Administrative & 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2020 0.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service 0 0.0 Personnel 2020 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 10 Clerical Personnel 2020 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 Intermediate Sales & Service Personnel 2020 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2020 0.0 0.0 0.0 0.0 0.0

								Fede	ral Cont					Report									
									Part 5	: Result	s - Abo	riginal l	Peoples										
									Cég	ep Saint	t-Jean-	sur-Rich	elieu										
			***************************************					***************************************		2	017-12-	31											
A B	C	D	E	F	G	H	1	J	K	L	M	N	<u>O</u>	P	Q	R	S	T	U	L V	W	X	Y
Data sources:	>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>	Part I: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part I: Workforce Analysis	D x G + 100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x100	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÷Ux 100	UxF+100	V-X
7		J	V	1	1	J.	1	Ţ	1	1	1	Ţ	1	Ţ	J	Ţ	Ţ	1	Ţ	J	Ţ	1	Į.
			1	Workf	orce An	alysis									Flow I	ata A	nalysis						
Employment Equity Occupational Group	Year			W	orkforce						Hires				Pi	omotio				Tei	minatio		
(EEOG)		All Employees	Represe	ntation	Aborigin: Avails		Gap	EE Result	All Employee	s Ac	Aborig	nal Peoples Expected	Difference	All Employees	Acti		nai Peoples Expected	Difference	All Employees	Acti		nal Peoples Expected	Difference
	#	н	#	*4	%	#	#	%		#	9/6	#	#	H	H	%	#	#	"	н	%	#	#
Other Sales & Service	*	19	0	0.0	0.8		0	0.0							000000					orese o			
Personnel	2017 2015	17	0]	0.0	0.8 0.0		()	0.0	(0	0.0	0	0	0	0	0.0	0	0	2	O	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		0	0	0.0	0	0
Total	2015	342	0	0.0		7	-7	0.0															
	2017	337	0	0.0	2.1	7	-7	0.0	9	0	0.0	0	0	9	0	0.0	0	0	25	0	0.0	0	0
Data sources:	>>>.2000.000.0444.0440.04411442	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 - 1 x 100	Part 3: Goals	E + K x	Part 3: Goals	F ← M x 100											
**************************************	CC1400000000000000000000000000000000000	lJ	L L	I	T	L	J	lL	l	T		J											
		New	Entran	ıts				G	oals			-											
Employment Equity		FI	ow Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occupational Group	Year	an e	Aborigina	l Peoples			al Peoples			Aborigina	Peoples						C	ommen	ts				
(EEOG)		All Employees	Acti	ral	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
<u> </u>	#	#	#	9/9	#	6/6	%	9/4	#	%	%	%											
Other Sales & Service Personnel	2017	-2 -2	0	0.0	0	0.0	0.0 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												
14 Other Manual Workers	2020	0	0	0.0			0.0	0.0			0.0	0.0											
Total	2017	-7 -7	0	0.0	0	0.0	0,0 0.0	0.0		0.0	0.0	0.0											
·····	1 2020		U	1,5,3,5			17.17	0.0		1	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	L C L D	E	F	G	H	1	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workfore Analysis	Part 1: e Workfore	F + D	Part 1: Workforce Analysis	D x G + 100	Е - Н	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~Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysi	Part 2: Flow Data Analysis	V+Ux]xF+100	V - X
	1	J	1	1	1	1	Ţ	1	Ţ	1	1	1	1	Ţ	Ţ	Ţ	1	Ţ	↓	Ţ	1	Į.

				V	Vorkfa	rce An	alysis									Flow	Data A	nalysis						
	ployment Equity	Year			W	orkforce						Hires				I	romotio	ns			T	erminati	ons	
	cupational Group		All Employees			Persons with	ı Disabilitie	,		All Employees		Persons w	ith Disabilitie	•	All Employees		Persons w	ith Disabilitie	•	All Employees		Persons w	ith Disabilitie	s
(EI	(OG)		An Employees	Represent	tation	Availa	ability	Gap	EE Result	Laparet		tual	Expected	Difference	vo Emporees		tual	Expected	Difference	An Employees	A	ctual	Expected	Difference
		Ħ	#	#	96	%	#	#	%	#	#	%	#	#	Ħ	#	%	Ħ	#	#	#	%	Ħ	#
01&	Managers	2015	1.5	0	0.0	4.3	ı	-1	0.0			1					9					200		
02	Wallagers	2017	14	0	0.0	4.3	1	-1	0.0	0	0	0.0	0	0	2	0	0.0	0	0	3	(0.0	0	0
0.3	Professionals	2015	222	0	0.0	3.8	8	-8	0.0															
0.5	1010ssionais	2017	226	0	0.0	3.8	Ç	-9	0.0	7	0	0.0	0	0	1	0	0.0	0	0	12	(0.0	0	0
04	Semi-Professionals &	2015	25	0	0.0	4.6	1	-1	0.0								9					1		
04	Technicians	2017	23	01	0.0	4.6	I	-1	0.0	1	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	C	0	0.0			¥ 1000 1000 1000 1000 1000 1000 1000 10					W. (H1)					111111111111111111111111111111111111111		
0.5	Supervisors	2017	5	0	0.0	13.9	ı	-1	0.0	0	0	0,0	()	0	2	0	0.0	0	0	0	(0.0	0	0
06	Supervisors: Crafts &	2015	0	0	0.0	0.0	0	0	0.0															
00	Trades	2017	0	0	0,0	0.0	C	0	0.0	0	0	0.0	0	0	0	0	0,0	0	0	0	(0,0	0	0

Data sources;	Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goeis	E÷Gx 100	Goals	F+1x100	Part 3: Goals	100	Part 3: Goals	F ~ M x 100	CHECKIE PROPERTY BENDERS
**************************************	âmmene e e e e e e e e e e e e e e e e e						å			*************		1
			*	1	F F	1		1				

	mployment Equity ccupational Group		New	Entrant	ts				G	oals				l
E m			Flo	w Data			Short-ter	m Goals	š		.ong-tern	Goals		
	7 7	Year		Persons Disabili			Persons with	Disabilities		ı	ersons with E	disabilities		
(EE	.OG)		All Employees	Actus	ul	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
		#	#	#	%	#	%	4/4	%	ä	4,0	9/6	9/4	
		2017	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
01& 02	Managers	2020	-1	0	0.0			4.3	0.0			4.3	0.0	e
**********		2017	-4	0	0.0]	0.0	0.0	0.0	0	0.0	0.0	0.0	I
03	Professionals	2020	-4	0	0,0			3.8	0.0			3.8	0.0	c
		2017	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
04	Semi-Professionals & Technicians	2020	1	Ommono	0.0			4.6	0.0			4.6	0.0	e n
0.5		2017	2	0	0.0	0	0.0	0,0	0.0	0	0.0	0.0) Ti
บอ	Supervisors	2020	2	0	0.0			13.9	0.0			13.9	0.0	C Ti
06	Supervisors: Crafts &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Γ
00	Trades	2020	0	0	0.0			0.0	0.0			0.0	0.0	L

Comments

diring 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 ealities faced by persons with disabilities.

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 ealities faced by persons with disabilities.

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 ealities faced by persons with disabilities.

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 incourage applications from this group in the short and long term. The people involved in recruitment know little about the ealities faced by persons with disabilities.

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Cégep Saint-Jean-sur-Richelieu 2017-12-31 В C D F G H M O Q R H W E L N S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \oplus U.x$ E = DDxG $E \circ H$ L + KData sources Workforce Workforce Workfore E - H Flow Date K x G + 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data U x F = 100 $V \cdot X$ Data Analysis Data Analysis Data Analysis 100 x.100 ± 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 T 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Promotions Hires **Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All Employee (EEOG) Representation Availability EE Result Actual Difference Actual Difference Actual Difference Gap Expected Expected Expected 9/4 % 0. # Administrative & 2015 0.0 3.4 0.0 Senior Clerical 2017 47 2.1 3.4 62.6 0.0 0.0 0.0 0.0 Skilled Sales & Service 2015 0.0 0.0 Personnel 2017 0.0 0.0 0.0 0.0 0.0 0.0 0 2015 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2015 7.0 10 Clerical Personnel 2017 0.0 0.0 7.0 0.0 0.0 0.0 2015 0.0 5.6 0.0 Intermediate Sales & Service Personnel 0.0 5.6 0.0 2017 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2015 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E \div G x$ E + K xPart 3: Part 3: F + I x 100 l Part 3: Goals * + M x 100 Data sources: Data Analysis 100 Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilitie All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Cost Met Coal Me Coal Me Good Met % % ٧, % ×1,,, % 0.0 Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Recruitment strategy does not reach a sufficient number of people in the target group. Recruitment approaches to Senior Clerical 0.0 encourage applications from this group in the short and long term. The people involved in recruitment know little about the 2020 0.0 3.4 0.0 3.4 realities faced by persons with disabilities. Skilled Sales & Service 2017 0.0 0.0 0.0 0.0 0.0 0.0 Personnel 2020 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2020 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

0.0

0.0

0.0

0.0

0.0

10 Clerical Personnel

Workers

Intermediate Sales &

Semi-Skilled Manual

Service Personnel

2020

2017

2020

2017

2020

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

0.0

0.0

									ral Conti					•									
									Part 6: R					es									
									Cég			sur-Rich	elieu										
			***************************************							2	017-12-	31			***************************************								
A B	I C	D	E	F	G	H	1	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>	Part I: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	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÷Ux 100	UxF~100	v-x
^*************************************	-	, 	J	Ţ	Ţ	Ţ	Ţ	Ţ	1	Ţ	↓	<u> </u>	J.	<u> </u>	Ţ	1	Ţ	Ψ.	1	↓	Ţ	Ţ	<u> </u>
			1		rce An	•								,		Data A	•		.,				
Employment Equity Occupational Group	Year				orkforce Persons with					T	Hires	ith Disabilitie			F	romotio	NS ith Disabilitie			Te	rminatio	ns h Disabilities	
(EEOG)		All Employees	Represe		Availa		Gap	EE Result	All Employees	1	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
	#	#	#	%	9/6	¥	н	%	8	s	1/4	H.	H	H	Ħ	%	н	#	и	#	%	Ħ	#
13 Other Sales & Service Personnel	1	19	0	0.0	6.3	1	-1	0.0														43	
	2017 2015	17	0	5.9 0.0	6.3	0	0	93.4 0.0	0	0	0.0	0	()) 0	0	0.0	U	U	2	0	0.0	0	0
14 Other Manual Workers	2017	Ů	0	0.0	0.0	0	0	0.0	()	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
Total	2015	342	0	0.0	4.0			0.0															
	2017	337	2	0.6	4.1	14	-12	14.5	9	0	0.0	0	()	9	0	0.0	<u> </u>		25	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÷Kx 100	Part 3: Goals	F + M x 100											
E-100-003-003-00-00-0-0-0-0-0-0-0-0-0-0-0	*************************************	↓ ↓	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1	J.	J	<u> </u>	1	J	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	i	J											
		New	Entrar	its				G	oals														
Employment Equity		FI	ow Data			Short-te	rm Goals			Long-ter	m Goals												
Occupational Group	Year	All Employees	Person Disabi		,	Persons wit	h Disabilities			Persons with	Disabilities						(Commen	ts				
(EEOG)			Act	ral	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	- 11	ü	#	%	ø	6/6	e/u	%	Ħ	9/4	%	9/4											
13 Other Sales & Service Personnel	2017	-2 -2	0	0.0	0	0.0	0.0	0.0 0.0	1	0.0	0.0	0.0											
	2017	-2 0	0	0.0	0	0.0	0.0	0.0	()	0.0	0.0	0.0											
14 Other Manual Workers	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	4	0,0	0.0	0.0											
	2020	<u>-7</u>	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Cégen Saint-Jean-sur-Richelieu 2017-12-31 C D E F \mathbf{G} H K M 0 P 0 R S T U V W Part 1 Part 1-Part 2: Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow Q + P xPart 2: Flow V = U x $F \circ D$ 15×14 $D \times G$ $f \in K$ Data sources: Workforce Workforce Workfore E-H Flow Data £x G ± 100 L-N Flow Data xF = 100 0.8 Flow Data $D \times F + 100$ V - X $\times 100$ × 100 x 100 Data Analysi x 100 Data Analysis 100 Data Analysi 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 T Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All AH AH All (EEOG) Employees Representation Availability Gap FF Result Employees Actual Difference Employees Actual Difference Employees Actual Difference Expected Expected Expected # 9/6 % 2015 0.0 0.0 0.0 01 Senior Managers 2017 0.0 10.1 0.0 0.0 0.0 0 0.0 Middle & Other 2015 15 6.7 15.0 44.4 02 Managers 2017 13 7.7 15.0 51.3 0.0 0.0 0.0 2015 3.6 13.4 -22 26.9 03 Professionals -23 2017 226 3.5 13.5 26.2 0.0 0.0 0.0 25 2015 8.0 10.5 76.2 Semi-Professionals & Technicians 2017 23 8.7 10.4 83.6 0 0.0 0 0.0 0 0.6 2015 0.0 16.7 0.4 05 Supervisors 2017 0.0 0.0 16.7 0 0.0 O 0.0 Oi 0.0 Supervisors: Crafts & 2015 0.0 0.0 0.0 Trades 2017 0.0 0.0 0.6 0.0 0.0 0.1 Part 2: Part 2: Flow F + D yPart 3: E + GxPart 3: E + K xPart 3: ELX 100 Part 3: Goals M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis Ţ 1 Goals **New Entrants** Long-term Goals Flow Data **Short-term Goals** Employment Equity Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent o Percent of Employee Coal Goal Actual Goal Goal Goal Met Goal Mei Goal Met Goal Met # % % % % % % % 2017 0.0 0.0 0.4 0.0 0.0 0.0 0.0 01 Senior Managers 2020 0.0 0.0 0.6 0.0 0.0 201 -1 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. 0.0 0.0 Middle & Other Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier Managers 15.0 0.0 sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications 2020 -1 0.0 15.0 0.0 from this group in the short and long term. 2017 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 03 Professionals 0.0 sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications 2020 0.0 13.5 0.0 13.5 from this group in the short and long term. 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 2020 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. 0.0 0.0 201 0 0.0 0.0 0.0 0.0 Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier 05 Supervisors 0.0 sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications 2020 0.0 16.7 0.0 16.7 from this group in the short and long term. 0.0 0.0 Supervisors: Crafts & 2017 0 0.0 0.0 0.0 0.0 0.0 Trades 2020 0.0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Cégen Saint-Jean-sur-Richelieu 2017-12-31 C D E F \mathbf{G} H K L M 0 P Q R S T U V W Part 1 Part 1-Part 2 Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow Q + P xPart 2: Flow V = U x $F \circ D$ 15×14 $D \times G$ $f \in K$ Data sources: Workforce Workforce Workfore E-H Flow Data K x G ⊕ 100 L-N Flow Data $P \times F = 100$ 0.8 Flow Data UxF + 100 V - X $\times 100$ × 100 x 100 Data Analysis x 100 Data Analysis 100 Data Analysi 100 Analysis Analysis Analysis Analysis Analysis Analysis T 1 T T 1 T J. 1 T J. 1 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities AH AH AH All (EEOG) Employees Representation Availability Gap EE Result Employees Actual Difference Employees Actual Difference Employees Actual Difference Expected Expected Expected # 9/6 % 2015 12.2 55 0.0 Administrative & 0.0 Senior Clerical 47 2017 0.0 12.2 0.0 0.0 0.0 0 0.0 0 Skilled Sales & 2015 0.0 0.0 0.0 Service Personnel 2017 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2015 0.0 0.0 0.0 Trades Workers 2017 0.0 0.0 0.0 0.0 0.0 0.0 2015 0.0 17.4 0.0 10 Clerical Personnel 2017 0.0 17.4 0.0 0 0.0 0 0.0 0 0.6 22.2 Intermediate Sales & 2015 0.0 0.0 Service Personnel 2017 0.0 22.2 0.0 0 0.0 0 0.0 0.0 Semi-Skilled Manual 2015 0.0 0.0 0.0 Workers 2017 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow E = DxPart 3: E + GxPart 3: E + K xPart 3: Data sources: ELX 100 Part 3: Goals • M x 100 Flow Data Data Analysis Goals Goals Goals Analysis Ţ 1 Goals **New Entrants** Long-term Goals Flow Data Short-term Goals Employment Equity Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employee Coal Goal Actual Goal Goal Goal Met Goal Mei Goal Met Goal Met # % % % % % % % 0.0 Hiring requirements are broadly stated, making it impossible to limit the pool of qualified candidates to a specific group. 2017 0.0 0.0 0.6 0.0 0.0 0.0 Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier Administrative & 07 Senior Clerical 0.0 sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications 2020 0.0 12.2 0.0 12.2 from this group in the short and long term. Skilled Sales & 2017 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2020 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 Skilled Crafts & Trades Workers 2020 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. 2017 0.0 0.0 0.0 0.0 Training equivalency is sometimes a barrier. Applications are received in very specific fields. The language barrier 10 Clerical Personnel 0.0 sometimes poses difficulties when working in a Francophone college. Recruitment approaches to encourage applications 2020 0.0 17.4 0.0 17.4 from this group in the short and long term. 0.0 Intermediate Sales & 2017 0.0 0.0 0.0 0.0 0.0 Service Personnel 2020 0.0 0.0 0.0 0.0 0.0 2017 0.0 0,0 0.0 0.0 Semi-Skilled Manual 0.0 0.6 0.0 Workers 2020 0.0 0.0 0.0 0.0 0.0

									ral Contr t 7: Resu														
									Cége	ep Saint	t-Jean-s	ur-Rich	relieu										
			***************************************	•••••	•••••	***************************************		***************************************		20	017-12-	31	***************************************	***************************************	***************************************	***************************************	•••••	•••••		***************************************	•••••		
A B	С	D	E	F	G	н	I	J	K	L	М	N	О	P	0	R	S	T	U	V	w	X	Y
**************************************	***************************************	Part 1:	Part 1:	**************************************	Part 1:	**************************************	**************************************	***************************************	D 3. F1	Part 2:	g	p:::::::::::::::::::::::::::::::::::::	**************************************	Part 2: Flow	Part 2:	Q÷Px			Part 2: Flow	Part 2:	V÷Ux	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	***************************************
Data sources:		Workforce Analysis	Workforce Analysis	E → D x 100	Workforce Analysis	D x G + 100	E-H	E + H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L+K x100	K x G ⊕ 100	L-N	Data Analysis	Flow Data Analysis	100	PxF=100	Q-S	Data Analysis	Flow Data Analysis	100	UxF+100	V - X
3	***************************************	. .	Ţ	Ţ	1	<u> </u>	<u> </u>	1	J	<u> </u>	1	T T	T T	<u> </u>	1	1	<u> </u>	J.	1	J.	1	1	1
			1		orce An									,			nalysis		·				
Employment Equity Occupational Group	Year			"	orkfored	olinorities					Hires	Minorities				Promotio	nS e Minorities			Ter	minatio	ns Minorities	
(EEOG)		All Employees	Represe	ntation		ability	Gap	EE Result	All Employees	Act	tual	Expected	Difference	All Employees		tual	Expected	Difference	All Employees	Acte		Expected	Difference
	#	#	#	%	%	#	#	%	ë	#	9/6	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2015	19	0	0.0	24.3	. <u>.</u>	-5	0.0															
Personnel	2017	17	0	0.0	24.3 0.0	-	-4	0.0	0	0	0.0	0	0	0	(0.0	0		2	0	0.0	0	- 0
14 Other Manual Workers	2013	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	\$	-36	23.3			9											-	
I chai	2017	337	11	3.3	13.8	47	-36	23.7	9	0	0.0	1	-1	9	(0.0	0		25	0	0.0	1	-1
#*************************************	939030000000000000000000000000000000000		Part 2:	***************************************	#99100000000000000000000000000000000000	pm>>>>=================================	***************************************	***************************************	D##20#40#40#############################	**************************************		BD0000 N CCC000 CRECCERS 2000 2000 2000 2000 2000 2000 2000 20	***************************************										
Data sources:		Part 2: Flow Data Analysis	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+Kx 100	Part 3: Goals	F ± M x 100	The state of the s										
\$		<u> </u>			1	1	ļ	1	Ţ	↓	J	T	ŧ.										
		New	Entran	its				G	oals														
Employment Equity	Year	FI	ow Data			Short-te		i		Long-ter													
Occupational Group	****	All	Visible M	inorities		Visible V Percent of	4inorities	Percent of		Visible M Percent of	inorities	Percent of					(Commen	ts				
(EEOG)		Employees	Ach	ıal	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	# 2017	a a	# 0	**	# 1	**	%	**	# 1	% 0.0	%	%	Hiring requ	irements are	broadly	tated mak	mo il impo	ssible to lin	it the pool of	malified c	andidates	to a specifi	ic proup
Other Sales & Service	2017	-2	0	0.0		0.0	0.0	0.0	2	0.0	0.0	0.0	Training eq	juivalency is	sometime	s a barrier	Application	ons are recei	ved in very sp	ecific field	s. The lan	guage barri	ier
Personnel	2020	-2	0	0.0			24.3	0,0			24.3	0.0		poses difficution on the sl			in a Franco	phone colle	ge. Recruitme	ent approach	nes to enc	ourage appl	lications
14 Other Manual Workers	2017	0		0.0	0	0.0	0.0	0.0	0	0.0				,									
	2020	0	0	0.0		0.0	0.0	0.0	31	0.0	0.0	0.0											
Total	2017	-7 -7	0	0.0	9	0.0	0.0	0.0	21	0.0	0.0	0.0 0.0											
Total	2020					0.0			21	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:

Ø	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
Ø	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.
V	Adjusted survey results to reflect hires, promotions and terminations.
7	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.
7	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).
Ø	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
V	Ensured that any new gaps identified are addressed accordingly.
V	Maintained appropriate records in all required areas.
41	

Other measures:

Ø	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.
Ø	Ensured ongoing senior-level support for employment equity and its implementation.
Ø	Established accountability mechanisms to ensure that the short-term goals would be met.
Ø.	Communicated the goals to relevant managers as well as monitored and recorded the results.
Ø	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
Ø	Consulted employee/union representatives on communication and implementation of employment equity.
V	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.
7	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):
Oper	ational Context
Please organiz	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance ment.
Ø	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).

	employees).
	Other.
Addit	tional Details
Please 1	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Cég	gep Saint-Jean-sur-Richelieu
Primary Location: Mo	ontréal (QC)
Number of Employee	es: 337
Cégep Saint-Jean-sur prairie, Chambly, Mo students in 17 pre-ur	ew: nity Colleges and C.E.G.E.P.s -Richelieu is a college school with campuses in Longueuil, Brossard, La nt Saint-Hilaire and Gramby. The college welcomes more than 3,200 niversity and technical programs, and nearly 2,700 adults in the field of 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 – Subseque	ent Assessment
Initiated:	2018-12-19
Received:	2018-02-15
Workforce Analysis:	2017-12-31
	e data provided as part of the subsequent assessment package is rovided during the previous submission:
Comments:	
I have verified that the in Forms 1 to 6: ☑ Yes □ No	e data provided in the Achievement Report is consistent with that found
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

2	Professionals	No goal was sat for the first assassment
Э.	riulessiuliais	No goal was set for the first assessment

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	No goal was set for the first assessment
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	Goal not met (0%)
4.	Semi-Professionals & Technicians	Goal not met (0%)
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			als		
	Employment Equity Occupational Group (EEOG)		Short- term	Long- term	Representation	LMA
Emp				(3		
			(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
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			als		
	Employment Equity Occupational Group		Short- term	Long- term	Representation	LMA
Emp				(3		
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
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	Present	Short-	Long-	Representation	LIVIA
(EEOG)	Gap	term	term		

			(1 to 3	(3 years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
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			
			Short- term	Long- term	Ponrocontation	1 3 4 4
Emp	mployment Equity Occupational Group	Present		(3	Representation	LMA
	(EEOG)		(1 to 3	years		
			years)	or		
	7			more)		
#	Description	#	%	%	%	%
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:

 \boxtimes in compliance \square 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 @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-Josee 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 underrepresented; 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!