s.19(1)

Labour Program Federal Contractors Program OFFICIAL USE ONLY
Agreement N°:
V061145

s.24(1)

# Agreement to Implement Employment Equity

New Agreement				
Revised Agreement				
	ORGANIZATION			
Legal Name of Organization	ORGANIZATION	Parent company is	Incated outsid	e Canada
École de langues La Cité Inc.		r arent company is	Podered obtain	e Canada
accase the state and and			Yes	✓ No
Operating Name (if different from Legal Name of Organization)		Procurement Bus	jnace Numha	•
		Total number of er		 nada137
		(Full-Time/Part-Tin		
Organization's North American Industry Classification System (N 61163	IAICS) Code Nº		tatcan.gc.ca/su	G Code Number please bjects-sujets/standard- an02I-eng.htm
Official use only (if information above is incorrect)				
· · · · · · · · · · · · · · · · · · ·	I number of employees in Cana	ada	Organization's	NAICS Code No
	HEAD OFFICE			
Address (building number, street, suite, etc.)	City		Province	Postal Code
280 rue Albert, suite 500	Ottawa		Ontario	K1P 5G8
	Telephone Numb		Fax Number	
	613-569-62	60	613-569	-9488
	OYMENT EQUITY CON	TACT		
Name (print)	Title			
Chantal Lavergne		tive Assistant	<u> </u>	
Telephone Number	E-mail Address			
613-560-6260 ext 6	Cuantar.ra	vergne@ecolela	acite.com	
	CERTIFICATION			
The above-named organization:  • having a combined workforce of 100 or more perman 12 weeks or more in Canada, AND	ent full-time, permanent pa	t-time and tempora	ry employees	having worked
<ul> <li>intending to bid on, or being in receipt of, a federal go Supply Arrangement, valued at \$1,000,000 or more (i)</li> </ul>	•	s contract, standing	offer or contr	act issued under a
Hereby certifies its commitment to implement or maintain instrument, in keeping with the Federal Contractors Progplease refer to: http://www.esdc.gc.ca/eng/labour/equality	employment equity on an or ram requirements. For more			
<b>Important note:</b> If an audit of the Agreement to Implement the procurement instrument(s) with the Government of Ca			tion on the pa	rt of the organization,
	SIGNATORY			
NOTE: The signatory must be the Chief Executive Office contract on behalf of the organization.	r <b>OR</b> an authorized person	in an executive pos	ition with lega	al authority to sign a
Name (print)	Title	-c. 4		
Suzanne Labelle Telephone Number	Co-presides E-mail Address	.16		
613-569-6260 Signature	slabelle.la	acite@rogers.	com	
Simanile	013-07-24			
R	ETURN INSTRUCTION:	3		
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

# Employment and Social Emploi et Développement Development Canada social Canada

#### École de langues La Cité inc. (certificate # V061145)

# FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-10-07 to 2018-03-15

#### **GEOGRAPHICAL AREAS**

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	ı	Province		
ı	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	145	87	0	232
Québec	44	66	0	110
Nova Scotia	7	5	0	12
New Brunswick	7	6	0	13
Manitoba	0	3	0	3
British Columbia	0	3	0	3
Alberta	10	3	0	13
Total Employees in Cana	ıda 🕨			386

Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employee
5	1	0	
1	0	0	
33	40	0	7
38	27	0	6
0	3	0	
1	0	0	
5	13	0	1
36	12	0	4
<b>∖</b> s 5	2	0	
vs 0	3	0	
. 7	6	0	1
. 6	5	0	1
us 67	37	0	10
As 9	24	0	3
	5 1 33 38 0 1 5 36 As 5 As 5 As 6 As 67	5 1 1 0 33 40 38 27 0 3 1 0 5 13 1 0 5 13 36 12 As 5 2 As 0 3 7 6 6 5 6 5	Full-time Part-time



Employment and Social Emploi et Développement Development Canada social Canada

#### École de langues La Cité inc. (certificate # V061145)

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

#### Full-Time / National

#### Reporting Period 2016-10-07 to 2018-03-15

Occupational Group		1	All Employee:	5		original Peor	oles	Perso	ns with Disa	bilities	Member	s of Visible N	1inorities
Salary Range	QTR	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	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	1	2									
	Total	3	1	2									
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	206	61	145	1		1	2		2	45	19	26
	Total	206	61	145	1		1	2		2	45	19	26
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3		3									
	Total	3		3									
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1				1		1			
	Total	1		1				1		1			

Page 1 of 3 Canada

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-10-07 to 2018-03-15

Occupational Group		ļ	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	rs of Visible N	1inorities
Salary Range	QTR	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	Col. 13
Total Number of Employees	4	213	62	151	1		1	3		3	45	19	26

Canadä

Form 2 A

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

#### Part-Time / National

Reporting Period 2016-10-07 to 2018-03-15

Occupational Group		F	All Employee:		Ab	original Peo	ples	Perso	ons with Disa	abilities	Member	s of Visible M	linorities
Salary Range Col. 1	QTR	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												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	171	46	125	3		3	4		4	35	14	21
	Total	171	46	125	3		3	4		4	35	14	21
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1				1		1			
	Total	1		1				1		1			
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		173	47	126	3		3	5		5	35	14	21

Form 3 A

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2016-10-07 to 2018-03-15

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	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
Under \$15,000	213	62	151	1		1	3		3	45	19	26
Total Number of Employees	213	62	151	1		1	3		3	45	19	26

#### Form 3 B

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

#### Reporting Period 2016-10-07 to 2018-03-15

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	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
Under \$5,000	173	47	126	3		3	5		5	35	14	21
Total Number of Employees	173	47	126	3		3	5		5	35	14	21

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

#### Reporting Period 2016-10-07 to 2018-03-15

		All Employees	;	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	norities
Occupational Group	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
Senior Managers	1	1										
Professionals	51	18	33				1		1	22	7	15
Total Number of Employees Hired	52	19	33				1		1	22	7	15

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

#### Reporting Period 2016-10-07 to 2018-03-15

		All Employees		Al	original Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	inorities
Occupational Group	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	76	19	57	1		1	4		4	21	7	14
Administrative and Senior Clerical Personnel	1		1				1		1			
Clerical Personnel	1	1										
Total Number of Employees Hired	78	20	58	1		1	5		5	21	7	14

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

#### Full-Time / National

#### Reporting Period 2016-10-07 to 2018-03-15

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	norities
Occupational Group	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	37	18	19	1		1				11	8	3
Total Number of Employees Terminated	37	18	19	1		1				11	8	3

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

# Reporting Period 2016-10-07 to 2018-03-15

		All Employees		Al	original Peopl	es	Perso	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	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	43	8	35	3	1	2	2	1	1	7	2	5
Total Number of Employees Terminated	43	8	35	3	1	2	2	1	1	7	2	5

# **Workforce Analysis - Detailed Report**

Date: 2018-03-15

#### Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Ava	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	3	2	66.7 %	27.4 %	1	1	National
03 : Professionals		377	270	71.6 %	55.0 %	207	63	
4131 : NOC 2006 - College and Other Vocational Instructors	National	370	264	71.4 %	55.0 %	204	60	National
4143 : NOC 2006 - Educational Counsellors	National	7	6	85.7 %	55.0 %	4	2	National
07 : Administrative and Senior Clerical Personnel		4	4	100.0 %	82.8 %	3	1	
Employment Equity Occupational Group	Ont. less CMAs	2	2	100.0 %	87.1 %	2	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	77.2 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	1	100.0 %	80.1 %	1	0	Toronto
10 : Clerical Personnel		2	1	50.0 %	72.4 %	1	0	
Employment Equity Occupational Group	Ont. less CMAs	2	1	50.0 %	72.4 %	1	0	Ont. less CMAs
Total		386	277	71.7 %	55.2 %	212	65	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



# **Workforce Analysis - Detailed Report**

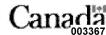
Date: 2018-03-15

#### **Aboriginal Peoples**

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	3	0	0.0 %	2.9 %	0	0	National
03 : Professionals		377	4	1,1 %	2.1 %	8	-4	
4131 : NOC 2006 - College and Other Vocational Instructors	National	370	4	1.1 %	2.1 %	8	-4	National
4143 : NOC 2006 - Educational Counsellors	National	7	0	0.0 %	2.1 %	0	0	National
07 : Administrative and Senior Clerical Personnel		4	0	0.0 %	3.0 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
10 : Clerical Personnel		2	0	0.0 %	4.7 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	4.7 %	0	0	Ont. less CMAs
Total		386	4	1.1 %	2.1 %	8	-4	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



# **Workforce Analysis - Detailed Report**

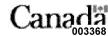
Date: 2018-03-15

#### **Members of Visible Minorities**

	Members of Visible Minorities								
Employment Equity Occupational Group	Internal Location	All Employees	Representation		Availability		Gap	Recruitment Area	
		#	#	%	%	#	#		
01 : Senior Managers	National	3	0	0.0 %	10.1 %	0	0	National	
03 : Professionals		377	80	21.2 %	19.9 %	75	5		
4131 : NOC 2006 - College and Other Vocational Instructors	National	370	80	21.6 %	19.9 %	74	6	National	
4143 : NOC 2006 - Educational Counsellors	National	7	0	0.0 %	19.9 %	1	-1	National	
77 : Administrative and Senior Clerical Personnel		4	0	0.0 %	13.1 %	1			
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	1.6 %	0	0	Ont. less CMAs	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	37.3 %	0	0	Toronto	
10 : Clerical Personnel		2	0	0.0 %	1.7 %	0	0		
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	1.7 %	0	0	Ont. less CMAs	
Total		386	80	20.7 %	19.7 %	76	4		

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



# **Workforce Analysis - Detailed Report**

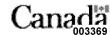
Date: 2018-03-15

#### **Persons with Disabilities**

		Persons with Disabilities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	3	0	0.0 %	4.3 %	0	0	National
03 : Professionals	National	377	6	1.6 %	3.8 %	14	-8	National
07 : Administrative and Senior Clerical Personnel	National	4	1	25.0 %	3.4 %	0	1	National
10 : Clerical Personnel	National	2	1	50.0 %	7.0 %	0	1	National
Total		386	8	2.1 %	3.8 %	14	-6	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



# **Workforce Analysis - Detailed Report**

Date: 2018-03-15

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
03 : Professionals	NOC	National
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



# **Workforce Analysis - Detailed Report**

Date: 2018-03-15

#### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



# **Workforce Analysis - Summary Report**

Date: 2018-03-15

#### Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	3	2	66.7 %	27.4 %	1	1	
03 : Professionals	377	270	71.6 %	55.0 %	207	63	
07 : Administrative and Senior Clerical Personnel	4	4	100.0 %	82.8 %	3	1	
10 : Clerical Personnel	2	1	50.0 %	72.4 %	1	0	
Total	386	277	71.7 %	55.2 %	212	65	



# **Workforce Analysis - Summary Report**

Date: 2018-03-15

#### **Aboriginal Peoples**

	Aboriginal Peoples							
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap		
	#	#	%	%	#	#		
01 : Senior Managers	3	0	0.0 %	2.9 %	0	0		
03 : Professionals	377	4	1.1 %	2.1 %	8	-4		
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	3.0 %	0	0		
10 : Clerical Personnel	2	0	0.0 %	4.7 %	0	0		
Total	386	4	1.1 %	2.1 %	8	-4		



# **Workforce Analysis - Summary Report**

Date: 2018-03-15

#### **Members of Visible Minorities**

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	3	0	0.0 %	10.1 %	0	0	
03 : Professionals	377	80	21.2 %	19.9 %	75	5	
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	13.1 %	1	•1	
10 : Clerical Personnel	2	0	0.0 %	1.7 %	0	0	
Total	386	80	20.7 %	19 7 %	76	4	



# **Workforce Analysis - Summary Report**

Date: 2018-03-15

#### Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	3	0	0.0 %	4.3 %	0	0	
03 : Professionals	377	6	1.6 %	3.8 %	14	-8	
07 : Administrative and Senior Clerical Personnel	4	1	25.0 %	3.4 %	0	1	
10 : Clerical Personnel	2	1	50.0 %	7.0 %	0	1	
Total	386	8	2.1 %	3.8 %	14	-6	



# **Workforce Analysis - Summary Report**

Date: 2018-03-15

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
03 : Professionals	NOC	National
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



# **Workforce Analysis - Summary Report**

Date: 2018-03-15

#### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Data from Firs	t/Previous Wor	kforce Analysis
1	Ţ	J

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	10	07

Data from Su	bsequent/Curro Analysis	ent Workforce
1	Ţ	ψ

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	03	15

		Table 1: Women				
		First/Previous Workforce Analysis				
Emple	yment Faulty Occupational Croup (FFOC)	All Employees	Won	Women		
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	2	2	27.4		
02	Middle & Other Managers	1	1	38.9		
03	Professionals	209	139	54.8		
04	Semi-Professionals & Technicians	129	95	72.5		
05	Supervisors	0	0	0.0		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	1	1	77.2		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	1	1	72.4		
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		343	239	61.4		

* Source:				
2011 Natio	nal Household	Survey		

,	Table 5: Women		
Subsequent/Current Workforce Analysis			
All Employees	Won	nen	
	Representation	Availability*	
#	#	%	
3	2	27.4	
0	0	0.0	
377	270	55.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
4	4	82.8	
0	0	0.0	
0	0	0.0	
2	1	72.4	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
386	277	0.0	

* Source:	

Data from First	t/Previous Wor	kforce Analysis
1	Ţ	1

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	10	07

Data from Sul	osequent/Curr Analysis	ent Workforce
1	1	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	03	15

		Table 2: Aboriginal Peoples						
		First/Previous Workforce Analysis						
Employment Equity Occupational Group (EEOG)		All Employees	Aborigina	l Peoples				
			Representation	Availability*				
		#	#	%				
01	Senior Managers	2	0	2.9				
02	Middle & Other Managers	1	o	2.2				
03	Professionals	209	6	2.1				
04	Semi-Professionals & Technicians	129	1	1.5				
05	Supervisors	0	0	0.0				
06	Supervisors: Crafts & Trades	0	0	0.0				
07	Administrative & Senior Clerical Personnel	1	0	3.2				
08	Skilled Sales & Service Personnel	0	0	0.0				
09	Skilled Crafts & Trades Workers	0	0	0.0				
10	Clerical Personnel	1	0	4.7				
11	Intermediate Sales & Service Personnel	0	0	0.0				
12	Semi-Skilled Manual Workers	0	0	0.0				
13	Other Sales & Service Personnel	0	ol	0.0				
14	Other Manual Workers	0	ol	0.0				
Total	•	343	7	1.9				

Table 6: Aboriginal Peoples							
Subsequent	/Current Workford	e Analysis					
All Employees	Aboriginal Peoples						
	Representation	Availability*					
#	#	%					
3	0	2.9					
0	0	0.0					
377	4	2.1					
0	ol	0.0					
0	ol	0.0					
0	o	0.0					
4	ol	3.0					
0	0	0.0					
0	ol	0.0					
2	0	4.7					
0	o	0.0					
0	ol	0.0					
0	o	0.0					
0	0	0.0					
386	4	0.0					

* !	Soi	urc	e:																	
20	11	N	atic	na	1 H	lou	sel	10	ld	Sı	ırv	/e	y							

* Source:		
0		

Data from Firs	st/Previous Wor	kforce Analysis
1	<b>\</b>	Ţ

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	10	07

Data from Su	bsequent/Curre Analysis	ent Workforce
1	Ţ	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	03	15

		Table 3: Members of Visible Minorities First/Previous Workforce Analysis					
Employment Equity Occupational Group (EEOG)		All Employees	Members of Vis	sible Minorities			
			Representation	Availability*			
		#	#	%			
01	Senior Managers	2	0	10.1			
02	Middle & Other Managers	1	1	15.0			
03	Professionals	209	27	18.9			
04	Semi-Professionals & Technicians	129	23	18.6			
05	Supervisors	0	0	0.0			
06	Supervisors: Crafts & Trades	0	0	0.0			
07	Administrative & Senior Clerical Personnel	1	0	12.2			
08	Skilled Sales & Service Personnel	0	0	0.0			
09	Skilled Crafts & Trades Workers	0	0	0.0			
10	Clerical Personnel	1	0	1.7			
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	-	343	51	18.7			

Table 7: Me	embers of Visible	Minorities
Subsequent	/Current Workford	e Analysis
All Employees	Members of Visi	ible Minorities
	Representation	Availability*
#	#	%
3	0	10.1
0	0	0.0
377	80	19.9
0	0	0.0
0	0	0.0
0	0	0.0
4	0	13.1
0	0	0.0
0	o	0.0
2	0	1.7
0	0	0.0
0	ol	0.0
0	0	0.0
0	o	0.0
386	80	0.0

* Source:		
2011 National	Iousehold Survey	

* Source:		
0		

Data from First	/Previous Wor	kforce Analysis
↓ ·	Ţ	Ţ

2011	
YYYY MM I	)D
Data from First/Previous Workforce Ana	alysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	10	07

YYYY	MM	DD
2018	03	15

**Data from Subsequent/Current Workforce** Analysis

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce 2	Analysis
F1-	amont Faulty Occupational Court (FFOC)	All Employees	Persons with	Disabilities
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	3	0	4.3
03	Professionals	209	1	3.8
04	Semi-Professionals & Technicians	129	2	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	1	0	7.0
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		343	3	4.1

	/Current Workford	
All Employees	Persons with	Disabilities
	Representation	Availabili
#	#	%
3	0	
377	6	
0	0	
0	0	
o	0	
4	1	
0	0	
0	0	
2	1	
0	0	
0	0	
0	0	
0	0	
386	8	

* Source:			
2012 Canadi	an Survey on Dis	sability	

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3.8 0.0 0.0 0.0 3.4 0.0 0.0 7.0 0.0 0.0 0.0 0.0 0.0

# Part 2: Flow Data Analysis

École de langues La Cité inc.

2018-03-15

Start	Date of Flow	Data
YYYY	MM	DD
2016	10	07

End I	Date of Flow	Data
YYYY	MM	DD
2018	03	15

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

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		Table 1:	Women	·
	Full-time	/ National		/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	51	33	76	57
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	1	1
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	1	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	52	33	78	58

•	Table 5:	Women	•
Full-time	National	Part-time	/ National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Table 9: Women				
Full-time / National		Part-time / National		
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
0	0	0	0	
0	0	0	0	
37	19	43	35	
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	0	
0	0	0	0	
37	19	43	35	

#### Part 2: Flow Data Analysis

École de langues La Cité inc.

2018-03-15

Start	Date of Flow	Data
YYYY	MM	DD
2016	10	07

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2018	03	15
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

		Tab	iginal Peo	ginal Peoples	
		Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	51	0	76	1
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	1	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	1	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0

52

13 Other Sales & Service Personnel

14 Other Manual Workers

Total

Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
0	0	0	C	
0	0	0	C	
0	0	0	0	
0	0	0	C	
0	0	0	0	
0	0	0	C	
0	0	0	(	
0	0	0	C	
0	0	0	0	
0	0	0	C	
0	0	0	0	
0	0	0	C	
0	0	0	C	
0	0	0	C	
0	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	0
0	0	0	0
37	1	43	3
0	0	o	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	o	0	0
0	0	0	0
37	1	43	3

# Part 2: Flow Data Analysis

École de langues La Cité inc.

2018-03-15

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Start	Date of Flow	Data
YYYY	MM	DD
2016	10	07

2018	03	15
YYYY	ММ	DD
End I	Date of Flow	Data

**Data from Form 4 - Employees** Hired

Data from Form 5 - Employees Promoted

**Data from Form 6 - Employees** Terminated

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		1	1	1	Ţ
		Table.	3: Persons	with Disa	bilities
		Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	51	1	76	4
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	Q
06	Supervisors: Crafts & Trades	0	0	0	(
07	Administrative & Senior Clerical Personnel	0	0	1	1
08	Skilled Sales & Service Personnel	0	0	0	C
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	1	C
11	Intermediate Sales & Service Personnel	0	0	0	(
12	Semi-Skilled Manual Workers	0	0	0	C
13	Other Sales & Service Personnel	0	0	0	(
14	Other Manual Workers	0	0	0	0

Total

52

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0
0	0	0	C
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0

Table 11: Persons with Disabilities			
Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
37	0	43	2
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	0
0	0	0	0
37	0	43	2

# Part 2: Flow Data Analysis

École de langues La Cité inc.

2018-03-15

Start	Date of Flow	Data
YYYY	MM	DD
2016	10	07

2018	03	15
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

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	•	Ψ.	₩	~
	Table 4:	Members o	of Visible <b>N</b>	<b>Ainorities</b>
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	51	22	76	21
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	1	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

52

22

78

21

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
0	0	0	C
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	C
0	0	0	0
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	C
0	0	0	0
0	0	0	0

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	0
0	0	0	0
37	11	43	7
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	0
0	0	0	0
37	11	43	7

#### Part 3: Goals

#### École de langues La Cité inc.

2018-03-15

									Data 1	for First/I	revious (	Goals							
A B		D	E	F	<u> </u>	H	I	J	K	L	M	N	0	P	Q	R	S		U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	2 " "	K÷C	(K - M + O) ÷ (C + F)
	J	Ţ	Ţ	Ţ	J	Ţ	Ţ	J	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ų	Ţ	1	<b>V</b>
		Table 1: Women																	
		First/Previous Short-term Goals																	
		All Employees Women																	
	Number	umber Growth (New Positions) Turnover (Replacement of Terminated Number Turnover (Replacement of																	
Employment Equity	***************************************	5.10				Employees)		Anticipated	, tunioti		epiacement of l Employees)	Hires Required	Fron	n - To			Projected		Projected
Occupational Group (EEOG)	77.77.31M-DD	Actual	Proj	ected	Actual	Pro	ijected	Hires Over 3	YYYY-MM-DD			Over 3	1111-1111		Present Availability	Present Gap	Gap	Present Representation	Representation in 3
, , , , , , , , , , , , , , , , , , , ,	2016-10-07	Annually	Annually	Over 3	Annually	Annualiy	Over 3	Years	2016-10-07	Annually	Over 3	Years	2016	2019	•				Years
	4010-10-07	Annuany	Ammany	Years	Amuany	-tmuan,	Years		2010-10-07	Ammany	Years		2010	2017					
	#	%	%	#	9/0	%	#	#	#	%	#	#	#	%	%	#	#	9/6	%
01 Senior Managers	2	14.5%		0	0.0%		0	0	2	0.0%	0	-1	0		27,4%	1	1	100.0%	100,0%
02 Middle & Other Managers	1	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0		38.9%	1	1	100.0%	100.0%
03 Professionals	209			0	27.3%		0	0	139	1	0	-24	0		54.8%	24	24		66.5%
04 Semi-Professionals & Tech	129	1		0	0.0%		0	0	95	1	0	-1	0		72.5%	1	1	73.6%	73.6%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	1	58.7%		0	0.0%		0	0	1	0.0%	0	0	0		77.2%	0	0	100.0%	100.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	26.0%		0	0.0%		0	0	1	0.0%	0	0	0		72.4%	0	0	100.0%	100.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		- 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	343	4.0%		0	21.9%		0	0	239	0.0%	.1 0	-28	0		61.4%	28	28	69.7%	69.7%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 10. + 10.

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 2: Women
r	oloyment Equity		Wom	en	
	upational Group (EEOG)			Long-term Goals	Comments
-	apational Group (EEOG)	# % # %			
01	Senior Managers	0	0.0	0.0	
02	Middle & Other Managers	0	0.0	0,0	
03	Professionals	0	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	0.0	
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	0.0	
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	0	0.0	0.0	003386

	Federal Contractors Program Achievement Report
	Part 3: Goals
	École de langues La Cité inc.
	2018-03-15
14 Other Manual Workers	0 0.0 0 0.0
Total	0 0

<u></u>									***************************************										
									Data 1	or First/I	revious (	Goals							
A		D	E	F	G	H	I	J	K	L	M	N	ĬO	P	Q	R	S	T	C.
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + 1	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)
39-440-431-439-432-431-440-432-431-440-432-432-431-440-432-432-431-440-432-432-432-432-432-432-432-432-432-432	Ţ	<u> </u>	<u> </u>	<u> </u>	<u> </u>	Ţ	Ţ	<u> </u>	Ţ	<u> </u>	Ţ.	<u> </u>	<u> </u>	Ļ	Ţ	1	J	Ţ	Ţ
											iginal Peo								
									First/	Previous SI	iort-term C	loals							
				All En	aployees										nal Peoples				
	Number	Grow	vth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnover (P	eplacement of			r Goals					
Employment Equity				ļ	Employees) Anticipated					Employees)	Hires Required		n - To	Present		Projected	Present	Projected	
Occupational Group (EEOG)	VVVV-MM-DD	Actual	<del>-                                     </del>		Prej	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years	
	2016-10-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-19-07	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	%	%	#	#	%	%
01 Senior Managers	2	14.5%		0	0.0%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	209	21.7%		0	27.3%		0	0	6	0.0%	0	-2	0		2.1%	2	2	2.9%	2.9%
04 Semi-Professionals & Tech	129	1	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	1	0	1.0%	1.5%	-1	-1	0.8%	0.8%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	]	58.7%	1	(	0.0%		0	0		0.0%	0	0	0		3.2%	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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%			0.0%		0	0		0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel 11 Intermediate Sales & Service		26.0% 0.0%			0.0%		1 ,	0		0.0%	0	0	"		4.7% 0.0%	1 0		0.0% #DIV/0!	0.0% #DIV/0!
11 Intermediate Sales & Service 12 Semi-Skilled Manual	0	0.0%		'	0.0%		0	0		0.0%	0	0	"		0.0%	1 0	"	#DIV/0!	#DIV/0: #DIV/0!
13 Other Sales & Service	0	0.0%		1 .	0.0%		0	0		0.0%	"	0	"		0.0%	1 0	1 0	#DIV/0!	#DIV/0: #DIV/0!
14 Other Manual Workers	0	0.0%			0.0%		"	n		0.0%	"	l 0	"		0.0%	1 6	"	#DIV/0!	#DIV/0!
14 Conci stantial Workers	U	0.076		,	0.078			· ·	1 0	0.070	1 0	1 0			0.070	0		#131 V/U:	39DI V/U1

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.

21.9%

343

4.0%

Total

0.0%

					Table 4: Aboriginal Peoples
E	oloyment Equity		Aboriginal	Peoples	
	upational Group (EEOG)	Short-term Goals Long-term Goals		Long-term Goals	Comments
		#	%	# %	
01	Senior Managers	0	0.0	0.0	
02	Middle & Other Managers	0	0.0	0.0	
03	Professionals	0	0.0	0.0	
04	Semi-Professionals & Tech	0	0.0	1 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	0.0	
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 0.0	
13	Other Sales & Service	0	0.0	0.0	003388

2.0%

2.0%

1.9%

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.

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14 Other Manual Workers	0 0.0 0 0.0
Total	

#### Part 3: Goals

École de langues La Cité inc.

2018-03-15

									Data 1	or First/P	revious (	Goals							
A B	C	D	E	F	G	II	L		K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + I	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)
3-110-01-01-01-01-01-01-01-01-01-01-01-01	1	<b></b>	<u> </u>	<b>,</b>	<u> </u>	1	Ţ	1	1	,	<b></b>	<b>J</b>	Ţ	<u> </u>	1	1	<b>J</b>	Ţ	J
										Persons									
		First/Previous Short-term Goals																	
		All Employees Persons with Disabilities																	
	Number	Grow	oth (New Posi	tions)	Turnover (Rep		f Terminated		Number Turnover (Replacement of				3 Year Goals						
Employment Equity					ļ .	Employees)		Anticipated		Terminated		Hires Required		1 - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	1111-MM-00	Actual	Proj	ected	Actual	Pro	ected	Hires Over 3 Vears	YYYY-MM-DD		,	Over 3	1111	- ۲۲۲۲	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-10-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	I tais	2016-10-07	Annually	Over 3 Years	Vears	2016	2019					.cai.
	#	%	%	#	9/0	%	#	#	Ħ	%	#	Ħ	Ħ	9/4	%	#	Ħ	%	%
01/02 Managers	3	-42.8%		0	0.0%		0	0	0	0.0%	0	0	0		4.3%	0	0	0.0%	0.0%
03 Professionals	209	21.7%		0	27.3%		0	0	1	0.0%	0	7	0	1.0%	3.8%	-7	-7	0.5%	0.5%
04 Semi-Professionals & Tech	129	-100.0%		0	0.0%		0	0	2	0.0%	0	4	0		4.6%	-4	-4	1.6%	1.6%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	1	58.7%		0	0.0%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	26.0%		"	0.0%		0	0	0	0.0%	0	0	0		7.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		U	0.0%		U	U U	U	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	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 14 Other Manual Workers	0	0.0% 0.0%		"	0.0%		1 0	0	0	0.0% 0.0%	0	0	0		0.0% 0.0%	0	9	#DIV/0! #DIV/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)<sup>1/3</sup> - 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	701				T.H. ( D W.D. 1999
					Table 6: Persons with Disabilities
Employment Equity	P	ersons with	Disabilitie	es	
Occupational Group (EEOG)	Short-ter	rm Goals	Long-term Goals		Comments
Occupational Group (EEOG)	#	%	#	%	
01/02 Managers	0	0.0		0.0	
03 Professionals	0	0,0		0.0	Qualified individuals often limit their travel and we have clients located across Canada.
04 Semi-Professionals & Tech	0	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		0.0	
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	0	0,0		0,0	
14 Other Manual Workers	0	0.0		0.0	
Total	0			1	003390

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#### Part 3: Goals

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	Data for First/Previous Goals																		
emenes de la companya del companya de la companya del companya de la companya de				***************************************											· · · · · · · · · · · · · · · · · · ·			DALOMORPHO MANOREMANDA	
<u>B</u>	<u> </u>	D	E	F	<u> </u>	<u>H</u>	L		<u>K</u>	LL	<u>M</u>	N	0	P	Q	R	<u>S</u>	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+1	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	Ţ	Ţ	J	↓	Ţ	J	J	Ţ	↓	Ţ	J	Ţ	Į.	Ţ	Ţ	Ţ	Ţ	J.
	Table 7: Members of Visible Minorities																		
	First/Previous Short-term Goals																		
	All Employees Members of Visible Minorities  Turnover (Replacement of Terminated 3 Year Goals																		
	Number	Grow	rth (New Posi	tions)			Terminated		Number	Turnover (R	eplacement of	Hires							
Employment Equity	Anticipated Terminated Employees) Required Present									Projected	Present	Projected							
Occupational Group (EEOG)	VVVV-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	VVVV-MM-DD			Over 3	1111-1111		Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-10-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-10-07	Annually	Over 3 Years	Years	2016	2019					
	#	%	9/6	#	%	9/6	#	#	ii ii	%	#	#	#	9/4	9/4	#	#	9/0	%
01 Senior Managers	2	14.5%		0	0.0%		0	0	0	0.0%	0	0	0		10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	1	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0		15.0%	1	1	100.0%	100.0%
03 Professionals	209	21.7%		0	27.3%		0	0	27	0.0%	0	13	0		18.9%	-13	-13	12.9%	12.9%
04 Semi-Professionals & Tech	129	-100.0%		0	0.0%		0	0	23	0.0%	0	1	0		18.6%	-1	-1	17.8%	17.8%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	1	58.7%		0	0.0%		0	0	0	0.0%	0	0	0		12.2%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		- 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	343	4.0%		0	21.9%		0	0	51	0.0%	0	13	0		18.7%	-13	-13	14.9%	14.9%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.

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

Workforce Analysis) ÷ 2) x 100.

				Table 8: Members of Visible Minorities
r	Men	ibers of Visi	ble Minorities	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-term Goals	Comments
Occupational Group (EEOG)	#	%	# %	
01 Senior Managers	0	0,0	0.0	
02 Middle & Other Managers	0	0.0	0.0	
03 Professionals	0	0.0	1 0.0	Foreign credentials often do not have the required Canadian equivalency.
04 Semi-Professionals & Tech	0	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 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	0	0.0	0.0	002202

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14 Other Manual Workers	0 0.0 0 0.0
Total	0 0.0 1 0.0

#### Part 3: Goals

#### École de langues La Cité inc.

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									Data for	Subseque	nt/Curre	nt Goals							
!																			
А В	C	D	E	F	G	H	I	J	K	L	M	N	О	P	Q	R	S	T	Ü
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F+1	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)
Section (1) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4	Ţ	Ţ	Ţ	, , , , , , , , , , , , , , , , , , ,	J.	1	Ţ	Ţ	1	Į	Ţ	Ţ	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ų
	Table 9: Women																		
	Subsequent/Current Short-term Goals																		
	All Employees Women																		
	Number	Grow	oth (New Posi	tions)	Turnover (Re		Terminated		Number	T	eplacement of		3 Year	Goals					
Employment Equity	********	,,,,,,	***	,		Employees)		Anticipated			epiacement or Employees)	Hires Required	Fron	1 - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD		, ,	Over 3	YYYY-YYYY		Availability	Present Gap	Gap	Representation	Representation in 3
•	2018-03-15	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2018-03-15	Annually	Over 3	Years	2018	2021					Years
			, i	Years	· ·		Years		*****		Years		7777						
0.15	#	%	%	#	%	%	#	#	# ,	%	# ()	# .	# //	9/6	%	#	# .	%	%
01 Senior Managers	3	14.5%		U	0.0%		0	0	2	0.0%	0	-1	0		27.4%		I I	66.7%	66.7%
02 Middle & Other Managers	0	-100.0%		U	0.0%		0	0		0.0%	0	0	U		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	377	21.7%		0	27.3%		0	0	270	0.0%	0	-63	0		55.0%	63	63	71.6%	71.6%
04 Semi-Professionals & Tech	0	-100.0%		U	0.0%		0	U	0	0.0%	"	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		\ \ \ \ \ \ \ \	0.0% 0.0%		"	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	58.7%		I "	0.0%		0	0	1 4	0.0%	"	1	0		82.8%	"	0	#DIV/0! 100.0%	#DIV/0: 100.0%
08 Skilled Sales & Service	- A	0.0%		0	0.0%		0	0	1 4	0.0%	0	-1	0		0.0%		l l	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	n	0.0%		l "	0.0%		ا م	n	l "	0.0%	0	n	n o		0.0%	0	n n	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	26.0%		"	0.0%		0	n	1	0.0%	o	0	0		72.4%	n	n	50.0%	50.0%
11 Intermediate Sales & Service	ا م	0.0%		1 0	0.0%		l ő	0	, n	0.0%	1 0		0		0.0%	l 0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		l ő	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		Ŏ	0.0%		0	0	0	0.0%	l ŏ	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	386	<u> </u>		0	21.9%		0	0	277	<u> </u>	0	+277	0		0.0%	277	277	71.8%	71.8%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.

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

					Table 10: Women
	ployment Equity rupational Group (EEOG)	Short-tern	Women n Goals   I	.ong-term Goals	Comments
L	-		%	%	
01	Senior Managers		0.0	0.0	
02	Middle & Other Managers		0.0	0.0	
0.3	Professionals		0.0	0.0	
04	Semi-Professionals & Tech		0,0	0.0	
0.5	Supervisors		0.0	0.0	
06	Supervisors: Crafts & Trades		0.0	0.0	
07	Administrative & Sr Clerical		0.0	0.0	
08	Skilled Sales & Service		0.0	0.0	
09	Skilled Crafts & Trades		0.0	0.0	
10	Clerical Personnel		0.0	0.0	
11	Intermediate Sales & Service		0.0	0.0	
12	Semi-Skilled Manual		0.0	0.0	
13	Other Sales & Service		0,0	0.0	003394
14	Other Manual Workers		0.0	0.0	-003394

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Total	0.0									

#### Part 3: Goals

École de langues La Cité inc.

2018-03-15

									Data for	Subseque	nt/Curre	nt Goals							
A B	<u>C</u>	D	E	F	G	H	I		K	L	M	N	0	P	I Q	R	S	T	<u>U</u>
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + I	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)
30000000000000000000000000000000000000	<u> </u>	Ţ	Ţ	<u> </u>	Į	1	1	<b>1</b>	Ţ	<u> </u>	<u> </u>	J	J	Ļ	1	1	<b>J</b>	Ţ	<u> </u>
	Table 11: Aboriginal Peoples																		
	Subsequent/Current Short-term Goals																		
		All Employees Aboriginal Peoples																	
	Number Growth (New Positions)  Turnover (Replacement of Terminated Employees)  Turnover (Replacement of Turnover (Replacement of Hires From To.)																		
Employment Equity								Anticipated Hires Over 3		Terminated	erminated Employees) Required Required YYYY - YYYY Present						Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Years	YYYY-MM-DD		1	Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Years
	2018-03-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-03-15	Annually	Over 3 Years	Years	2018	2021					
	ii.	%	9/0	#	%	9/6	#	и	H	%	H	£	ti	0/4	9/4	Ħ	ti	9/0	9/0
01 Senior Managers	3	14.5%	-	0	0.0%		0	0	0	0.0%	0	0	0	-	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	θ		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	377	21.7%		0	27.3%		0	0	4	0.0%	0	4	0	3.0%	2.1%	-4	-4	1.1%	1.1%
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	4	58.7%		0	0.0%		0	0	0	0.0%	0	0	0		3.0%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		4,7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	386	4.0%		1 0	21.9%		0	0	4	0.0%	0	-4	0		0.0%	4	4	1.0%	1.0%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.

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

						Table 12: Aboriginal Peoples
Fm	ployment Equity		Aboriginal			
	upational Group (EEOG)	Short-ter	·····	Long-term Goals		Comments
	-		%		%	
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		3.0		2.1	It is difficult to recruit French teachers with the proper credentials, as government departments have many requirements.
04	Semi-Professionals & Tech		0.0		0.0	
0.5	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0,0	
13	Other Sales & Service		0.0		0.0	003396
14	Other Manual Workers		0.0		0.0	003330

	Federal Contractors Program Achievement Report									
	Part 3: Goals									
	École de langues La Cité inc.									
	2018-03-15									
Total	<b>多数数据 0.0</b>									

#### Part 3: Goals

#### École de langues La Cité inc.

2018-03-15

									Data for	Subseque	nt/Currer	nt Goals							
A	C	D	E	F	G	II	I	J	K	L	M	N	0	Ē.P.	<u> </u>	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F+1	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	Ţ	1	Ţ	Į.	1	Ţ	Ţ	Ţ	J.	J.	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J	J.
	Table 13: Persons with Disabilities																		
		Subsequent/Current Short-term Goals  All Employees Persons with Disabilities																	
		All Employees Persons with Disabilities  Turnover (Replacement of Terminated 3 Year Goals																	
	Number	Grow	vth (New Posi	tions)		pracement of Employees)	ternunateu	Anticipated	Number		Turnover (Replacement of Terminated Employees)			n - To					
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual	Proj	ected Hires Over 3		YYYY-MM-DD	Terminated	Employees)	Required Over 3		- 1111	Present Availability	Present Gap	Projected	Present Representation	Projected Representation in 3
Occupational Group (EEOG)	2018-03-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-03-15	Annually	Over 3 Years	Years	2018	2021	Availability		Gap	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	3	-42.8%		0	0.0%		0	0	0	0.0%	0	0	0		4.3%	0	0	0.0%	0.0%
03 Professionals	377	21.7%		0	27.3%		0	0	6	0.0%	0	8	0	4.0%	3.8%	-8	-8	1.6%	1.6%
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	4	58.7%		0	0.0%		0	0	1	0.0%	0	*1	0		3.4%	]	1	25.0%	25.0%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0%		U	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel	2	26.0%		0	0.0%		0	0	1	0.0%	0	1	0		7.0%	1	1	#DIV/0: 50.0%	50.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	l n	0.0%	0	0	0		0.0%	0	'n	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		l o	0.0%		ő	0	0	0.0%	o	o o	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		o o	0.0%		o o	0	0	0.0%	0	ő	0		0.0%	o	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		o o	0	0	0.0%	, o	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	386	4.0%		- 0	21.9%		0	0	- 8	0.0%	- 0	-8	0		0.0%	- 8	- 8	2.1%	2.1%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

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	$(\pm 2)$ x	100.

	Workiotec /sharysis) - 2/ A 10				Table 14: Persons with Disabilities
			5.1 DV 1200.1		1 aute 14. Feisuns with Disabilities
Empl	oyment Equity		ersons with Disabilities		
	pational Group (EEOG)	Short-ter		m Goals	Comments
			%	%	
01/02	Managers		0.0	0,0	
03	Professionals		4.0	3.8	Some teachers limit their travel and we have courses across Canada.
04	Semi-Professionals & Tech		0,0	0.0	
05	Supervisors		0.0	0.0	
06	Supervisors: Crafts & Trades		0.0	0.0	
07	Administrative & Sr Clerical		0.0	0.0	
08	Skilled Sales & Service		0.0	0.0	
09	Skilled Crafts & Trades		0.0	0.0	
10	Clerical Personnel		0,0	0.0	
11	Intermediate Sales & Service		0.0	0.0	
12	Semi-Skilled Manual		0.0	0.0	
13	Other Sales & Service		0,0	0,0	
14	Other Manual Workers		0.0	0.0	
Total			0.0	0.0	-003398

#### Part 3: Goals

École de langues La Cité inc.

2018-03-15

									Data for	Subseque	nt/Curre	nt Goals							
A	C	D	E	F	<u>G</u>	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F+1	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	Ţ	Ţ	J	↓	Ţ	J	J	Ţ	↓	Ţ	J	J	Ţ	Ţ	Ų	J	Ţ	J.
								1	able 15: <b>N</b>				:S						
									Subsequ	ent/Current	t Short-teri	n Goals							
				All En	iployees										isible Minor	ities			
	Number	Grow	tions)	Turnover (Re		Terminated		Number	Turnovar (D	eplacement of		3 Year	Goals						
Employment Equity	Number Growth (New Positions)  YYYY-MM-9D Actual Projected					Employees)		Anticipated			l Employees)	Hires Required		1 - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
•	2018-03-15	Annually	Annually	Over 3	Annually	Annually	Over 3	rears	2018-03-15	Annually	Over 3	Years	2018	2021					rears
				Years			Years				Years								
01 [6.3.14	# 1	% 14.5%	%	#	9%	%	# 0	#	# //	9/6	# 0	#	# 0	9/6	10.1%	#	# "	%	%
01 Senior Managers	3			U	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
02 Middle & Other Managers	277	-100.0%		U			0	0		0.0%	0	0	0		1	0	0	#DIV/0!	#DIV/0!
03 Professionals 04 Semi-Professionals & Tech	377	21.7%		0	27.3%		0	U	80	0.0%	1 0	-5	0		19.9% 0.0%	)	3	21.2%	21.2%
* *   50000 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0	-100.0% 0.0%		I "	0.0%		0	0	"	0.0%	1 %	0	0		0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
05 Supervisors 06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	1 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	4	58.7%		0	0.0%		0	0	۱ »	0.0%	1 0	1	0	14.0%	13.1%	1	1	#DIV/0: 0.0%	#DIV/0: 0.0%
08 Skilled Sales & Service	١	0.0%		0	0.0%		0	0	0	0.0%	1 0	0	0	14.0%	0.0%		-1	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	o	0.0%		"	0.0%		l 0	0	"	0.0%	1 0	0	n n		0.0%	n	n	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	26.0%		1 0	0.0%		0	n	l "	0.0%	] "	0	0		1.7%	0	n	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		ĺ	0.0%		ő	0	1 0	0.0%	l ő	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	l 0	0.0%		l o	0.0%		o o	0	ľ	0.0%	] 0	0	0		0.0%	l ő	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	] 0	0	0		0.0%	o	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		l o	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	386	<u> </u>		0	21.9%		0	0	80	<b> </b>	0	-80	0		0.0%	80	80	20.7%	20.7%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.

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

						Table 16: Members of Visible Minorities
	oloyment Equity	Mem Short-teri	bers of Visil	ble Minorii Long-ter		Comments
Occ	upational Group (EEOG)		%		%	Communication of the control of the
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		14.0		13.1	Foreign credentials often do not have the required Canadian equivalency.
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	003399
14	Other Manual Workers		0.0		0.0	003333

	Federal Contractors Program Achievement Report
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	École de langues La Cité inc.
	2018-03-15
Total	<b>多数数据 0.0</b>

#### Federal Contractors Program Achievement Report Part 4: Results - Women École de langues La Cité inc. 2018-03-15 V В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U|_{\mathbf{X}}$ $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ E-H K x G ÷ 100 P x F + 100 Q-S U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data Flow Data x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. % # % % % % 2016 100.0 27.4 365.0 2 01 Senior Managers 2018 2 66. 27.4 243.3 0 0.0 0 0.0 0 0.0 Middle & Other 2016 100.0 38.9 0 257.1 02 Managers 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2016 209 139 66.5 54.8 115 24 121.4 03 Professionals 2018 377 270 55.0 207 63 130.2 127 90 70.9 20 54 71.6 0 0.0 80 67.5 53 2016 129 95 73.6 72.5 94 101.6 Semi-Professionals & 04 Technicians 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0 0.0 05 Supervisors 2018 0.0 0.0 0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Goals Data Analysis Goals 100 Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0.0 0.0 0.0 0.0 0 2018 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 0.0 0.0 0.0 2021 0 0.0 0.0 2018 47 90 191.5 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 47 90 191.5 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 0.0 Technicians 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2021 0.0 0.0 0.0 0.0 0

#### Federal Contractors Program Achievement Report Part 4: Results - Women École de langues La Cité inc. 2018-03-15 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $V + U|_{\mathbf{X}}$ $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow E-H K x G ÷ 100 P x F + 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % % % 2016 100.0 77.2 129.5 Administrative & 1 Senior Clerical 2018 100.0 82.8 120.8 100.0 0 0.0 0 0.0 Skilled Sales & 2016 0 0.0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2016 0 0.0 0.0 0.0 Trades Workers 2018 0 0.0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 2016 1 100.0 72.4 138.1 10 Clerical Personnel 2018 50.0 72.4 69.1 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0 0.0 Intermediate Sales & Service Personnel 2018 0.0 0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2016 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0.0 0 0.0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ± 1 x 100 <sup>‡</sup> Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % ٠, % 2018 Administrative & 100.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 100.0 0.0 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 0.0 0.0 2021 0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 2018 0.0 0.0 0.0 10 Clerical Personnel 2021 0.0 0.0 0.0 0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 0.0 2021 0.0 0.0 0.0 0.0 0

								Feder	al Contr					Report									
									F	art 4: I	Results	- Wome	n										
									Éc	ole de la	ingues	La Cité i	inc.										
***										20	018-03-	15											
A B	С	D	E	F	G	H		J	K	L	M	N	0	P	1	R	S	T	U	i v i	W	X	Y
А В		<u>Y</u>	E	<u>F</u>	У				N	,	171			} <b>F</b>	Q		3		<u>U</u>			A	1
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E+H x 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ⊕ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ⊕ U x 100	U x F ÷ 100	V-X
	*	Ţ	1	Ţ	1	<u> </u>	1	<u> </u>	T.	1	Ţ	<u> </u>	Ţ	1	<u> </u>	T L	Τ	1	Ţ	<b>V</b>	1	Ţ	<u> </u>
			1	Workfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year	-		W	orkforce						Hires				I	romotio				Tei	minatio		
(EEOG)		All Employees	Represe		Wor Availa		Gap	EE Result	All Employees		tual	omen Expected	Difference	All Employees		W tual	omen Expected	Difference	All Employees	Acti		omen Expected	Difference
·	#	u u	a a	%	%	#	Gap	EE RESUR	#	a a	0,	rxpecieu #	#	и	#	- %	# xpected	и и	#	#	%	r.xpected #	anierence a
Other Sales & Service		0	0	0.0	0.0		0	0.0															
Personnel	2018	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
14 Other Manual	2016	0	0	0.0	0.0		0	0.0															
Workers	2018 2016	343	0 <u>.</u> 239	0.0 69.7	0.0 61.4		0 28	0.0 113.5	()	()	0.0	U	0	U	0	0.0	0	()	0	0	0.0	0	
Total	2018	386	277	71.8	0.0		277	0.0	130	91	70.0	0	91	0	0	0.0	0	0	80	54	67.5	56	-2
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Data sources:		Part 2: Flow	Part 2: Flow Data	E÷Dx	Part 3:	E÷Gx	Part 3:	F÷1x100	Part 3: Goals	E÷K.x	Part 3:	F + M x 100											
***************************************		Data Analysis	Analysis	100	Goals	100	Goals	*****************	**********	100	Goals												
			<b>.</b>	1	<u> </u>	1	1	1	Ψ	1	<u> </u>	↓											
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Employment Equity	Year	FI	ow Data		•	Short-ter		S		Long-ter													
Occupational Group (EEOG)		All	Won			Wo Percent of		Percent of		Won Percent of		Percent of					C	ommen	ts				
(ELGG)		Employees	Acu		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Tot. 0.1. 0.0 :	# 2010	# 0	#	% 0.0	#	9/ <sub>6</sub>	*6	%	# ^	%	%	%											
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											
Total	2018 2021	50 50	91 91	182.0 182.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2021	50]	91	182.0			0.0	0.0			0.0	0.0											

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Data s	ources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G + 100	E-H	E+H x100	Part 2: Flow Data Analysis	Flow Data Analysis	L+K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Flow Data Analysis	Q ~ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Flow Data Analysis	V ⊕ U x 100	U x F ÷ 100	V - X
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				V	Vorkf	orce An	alvsis				-					Flow I	ata A	nalysis				-	-	-
	ployment Equity	Year				orkforce						Hires			I		ometic				Tei	minatio	ons	
	upational Group OG)		All			Aborigina				All			nal Peoples		All			nal Peoples		All			nal Peoples	
(E.E.	OG)	#	Employees #	Represen		Availa	ibility #	Gap #	EE Result	Employees #	Act	tual %	Expected #	Difference #	Employees	Acti	ral %	Expected #	Difference #	Employees #	Actu	al %	Expected #	Difference #
0.1	c / N	2016	2	0	0.0	2.9		0	0.0	*	*	•		"		*		,	4	-		/6	*	*
01	Senior Managers	2018	3	0	0.0	2.9	0	0	0.0	1	0	0.0	0	0	) (	0 0	0.0	0	()	0	0	0.0	0	(
02	Middle & Other	2016	<b>1</b>	0	0.0	ł		0	0.0		40.	24.00		Α.			age, etc.		146		Į.	25. 41	en.	
	Managers	2018 2016	209	0 <u>.</u> 6.	0.0 2.9	0.0 2.1		0 2	0.0 136.7	()	0	0.0	0	0	(	0	0.0	0	0	0	0	0.0	0	(
03	Professionals	2018	377	4	1.1	2.1		-4	50.5	127	1	0.8	3	-2	: (	0 0	0.0	0	0	80	4	5.0	2	2
04	Semi-Professionals &	2016	129	1	0.8	i		-1	51.7															
	Technicians	2018 2016	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	
05	Supervisors	2018	0	0	0.0	I		0	0.0	0	0	0.0	0	0	) (	) 0	0.0	0	0	0	0	0.0	0	(
06	Supervisors: Crafts &	2016	0	0	0.0	<del> </del>		0	0.0												İ			
00	Trades	2018	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	(
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	upational Group	Year	All	Aboriginal	Peoples		Aborigina	l Peoples			Aborigina	Peoples						C	ommen	ts				
(EE	OG)		Employees	Actus	al	Geal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
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01	Senior Managers	2018	,	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Middle & Other	2021 2018	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
			0	0	0.0	<b></b>	V-0	0.0	0.0	V	7.0	0.0	0.0											
02	Managers	2021					0.0	0.0	0.0	0	0.0	0.0	0.0											
		2018	47	1	2.1	0	0.0					1												
03	Professionals	2018 2021	47	1	2.1			3.0	70.9	1	n n	2.1	101.3											
		2018		·····			0.0		70.9 0.0 0.0	1	0.0	2.1 0.0 0.0												
03 04	Professionals Semi-Professionals & Technicians	2018 2021 2018 2021 2018	47	1 0	2.1 0.0 0.0 0.0	0		3.0 0.0	0.0	1	0.0	0.0 0.0 0.0	0.0											
03 04 05	Professionals Semi-Professionals &	2018 2021 2018 2021	47 0 0	1 0 0	2.1 0.0 0.0	0	0.0	3.0 0.0 0.0	0.0 0.0	0		0.0 0.0	0.0 0.0											

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples École de langues La Cité inc. 2018-03-15 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2016 0.0 3.2 Administrative & 0 0.0 Senior Clerical 2018 0 0.0 3.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2016 0 0.0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2016 0 0.0 0.0 0 0.0 Trades Workers 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 4.7 0 0.0 10 Clerical Personnel 2018 0 0.0 4.7 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2016 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis 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 (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % ٠. ٠, % 2018 Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 0.0 0.0 0.0 0.0 0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 0.0 2021 0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 2018 0.0 0.0 0.0 Clerical Personnel 2021 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2021 0.0 0.0 0.0 0.0 0.0 0

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Data sources:	*************	Part 1: Workforce Analysis		÷ D c100	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 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 + U x 100	U x F + 100	V-X
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Employment Equity Occupational Group	Year			W	orkforce					1	Hires				F	romotio				Te	rminatio		
(EEOG)		All Employees	Representa	tion	Aborigina Availa		Gap	EE Result	All Employees	30	Aborig tual	nal Peoples Expected	Difference	All Employees	Ac	Aborig inal	nal Peoples  Expected	Difference	All Employees	Act		nal Peoples Expected	Difference
	Ħ	μ	# i	**	%	#	##	%	#	#	%	#	#	H	4	96	#	#	#	#	%	# #	#
Other Sales & Service	2016	0	0	0.0	0.0	0	0	0.0															
Personnel	2018	0	0	0.0	0.0	0	0	0.0	<b>4</b>	0	0.0	0	0	0	0	0.0	0	()	0	0	0.0	0	0
14 Other Manual	2016	0	0	0.0	0.0	0	0	0.0	<b></b>														
Workers	2018 2016	0 343	0 <u>i</u> 7i	0.0 2.0	0.0 1.9	0	0	0.0 107.4	0	0	0.0	0	0	0	0	0.0	0	()	0	0	0.0	0	0
Total	2018	343 386	4	1.0	0.0	0	u 4	0.0	130	1	0.8	0	1	0	0	0.0	0	0	80	4	5.0	2	2
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Data sources:		Part 2: Flow Data Analysis		÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F = 1 x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F + M x 100											
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		New	Entrants	i i				C	loals														
Employment Equity		F	low Data		5	Short-te	rm Goals	i		Long-ter	m Goals												
Occupational Group	Year	All	Aboriginal Pe	oples			al Peoples			Aborigina	l Peoples						C	ommen	ts				
(EEOG)		Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	9/6	%											
13 Other Sales & Service Personnel	2018 2021	0	0	0.0	0	0.0	0.0 0.0	0.0 0.0	<b>4</b>	0.0	0.0	0.0											
Other Manual	2021	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	-											
Workers	2021	0	0	0.0	· ·	5.0	0.0	0.0	L	3.0	0.0	0.0											
Total	2018	50	1	2.0	0	0.0	0.0	0.0	L	100.0	0.0												
	2021	50	1	2.0			0.0	0.0			0.0	0.0											

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Data :	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	D x G + 100	E-H	E + H x 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q = P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ⊕ U x 100	U x F ÷ 100	V-X
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				1	Vorkf	orce An	alysis									Flow I	)ata Ar	alysis						
	ployment Equity	Year				orkforce						Hires				P	romotion			-		minatio		
\$00000000	upational Group OG)	Employees Representation Availability Gap EE Result Employees Actual Expected														Act		h Disabilities Expected	Difference	All Employees	Actus		h Disabilities Expected	Difference
		#	24	**	#	#	9.6	И	Difference #	Employees #	£.	9/6	#	#	H	¥	9/6	#	g.					
01& 02	Managers	2016 2018	3	0 0	0.0 0.0	4.3 4.3	0	0 0	0.0 0.0	1	()	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
03	Professionals	2016 2018	209 377	1 6	0.5 1.6	3.8 3.8	14	-7 -8	12.6 41.9	127	5	3.9	5	0	0	0	0.0	0	0	80	2	2.5	0	2
04	Semi-Professionals & Technicians	2016 2018	129 0	2 0	1.6 0.0	4.6 0.0	0	-4 0	33.7 0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2016 2018	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
06	Supervisors: Crafts & Trades	2016 2018	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
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Data :	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ± D x 100	Part 3: Goals	E+Gx 100	Part 3; Goals	F÷1x 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F÷M x 100											
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E000000000	ployment Equity	Year	FI	ow Data Persons	with		Short-te				Long-ter Persons with													
\$00000000	upational Group OG)		All Employees	Disabil Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Gnal	Percent of Goal Met	Goal	Percent of Goal Met					Ĺ	'ommen	is				
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01& 02	Managers	2018 2021	1	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											
03	Professionals	2018 2021	47 47	5 5	10.6 10.6	0	0.0	0.0 4.0	0.0 266.0	1	500.0	0.0 3.8	0.0 280.0											
04	Semi-Professionals & Technicians	2018 2021	0	0	0.0	0	0.0	0.0 0.0	0.0	0	0.0	0.0	0.0											
05	Supervisors	2018 2021	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											
06	Supervisors: Crafts & Trades	2018 2021	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											

#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities École de langues La Cité inc. 2018-03-15 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow V + UxE-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All ΑII All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2016 3.4 Administrative & 0 0.0 0.0 Senior Clerical 2018 25.0 3.4 0 735.3 100.0 0 0.0 0 0.0 Skilled Sales & 2016 0 0.0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2016 0 0.0 0.0 0 0.0 Trades Workers 2018 0.0 0.0 0.0 0 0 0.0 0.0 0 0.0 0 2016 0 0.0 7.0 0 0.0 10 Clerical Personnel 2018 50.0 7.0 714.3 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0.0 2018 0 0.0 0.0 0 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2016 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis 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 Disabilities All (EEOG) Employees Percent of Percent o Percent of Percent o Goal Goal Goal Goal Actual Goal Met Goal Met Goal Met Goal Met % 9/4 ٠. % % % 2018 100.0 0.0 0.0 0.0 0.0 0.0 Administrative & 0.0 Senior Clerical 2021 100.0 0.0 0.0 0.0 0.0 Skilled Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 10 Clerical Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Workers 2021 0 0.0 0.0 0.0 0.0 0.0

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<u> </u>	В	C	D	E	F	G	H	<u> </u>	J	<u>K</u>	<u>L. L.</u>	M	N	<u>O</u>	P	Q	R	<u> </u>	<u> </u>	U	<u>. V</u>	<u>. W</u>	<u>X</u>	<u>Y</u>
Data sources:			Part 1: Workforce Analysis		E + D x 100	Part 1: Workforce Analysis	D x G + 100	E-H	E+H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V+Ux 100	U x F ÷ 100	V-X
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Workers		2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2016	343	3	0.9	4.1			21.3	<b>1</b>														
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02	Middle & Other	2016	1	1	100.0	15.0	<u> </u>	Ĭ	666.7	,		0.0	V		l v	Ĭ	0.0					0.0	V	
4.0	Managers	2018	0	0	0.0	0.0	L	0	0.0	0	()	0.0	0	0	0	0	0.0	0	0	0	0 }	0.0	0	(
03	Professionals	2016 2018	209 377	27 80	12.9 21.2	18.9 19.9		-13 5	68.4 106.6	127	43	33.9	25	18	0	0	0.0	0	0	80	18	22.5	10	;
04	Semi-Professionals &	2016	129	23	17.8	18.6	24	-1	95.9															
	Technicians	2018 2016	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	(
	Supervisors	2018	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	(
06	Supervisors: Crafts & Trades	2016 2018	0	0	0.0	0.0		0	0.0	(1	()	0.0	0	0	0	0	0,0	0	Δ.	0	0	0.0	Λ	
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02	Middle & Other	2021 2018 2021 2018	0 47	0 0 0 0 43	0.0 0.0 91.5	0	0.0	0.0 0.0 0.0	0.0 0.0 0.0	0	0.0 4,300.0	0.0 0.0 0.0	0.0 0.0 0.0											
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02 03 04	Middle & Other Managers  Professionals  Semi-Professionals & Technicians	2021 2018 2021 2018 2021 2018 2021	0 47 47	0 0 0 43 43 0 0	0.0 0.0 91.5 91.5 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	4,300.0	0.0 0.0 0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0 0.0											
02 03 04 05	Middle & Other Managers  Professionals  Semi-Professionals &	2021 2018 2021 2018 2021 2018	0 47 47	0 0 0 43 43 0	0.0 0.0 91.5 91.5	0	0.0	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0	0	4,300.0	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0											

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08 Skilled Sales &	2016	0	0	0.0	0.0	0	0	0.0			0.0	V	V				· ·	· ·	ζ.		0.0		
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09 Skilled Crafts & Trades Workers	2018	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	2016 2018	1	0	0.0 0.0	1.7 1.7		0	0.0	1	0	0.0	0	0		0	0.0	0	n		0	0.0	0	1
Intermediate Sales &	2016	0	0	0.0	0.0	0	0	0.0	,			Ÿ		`			V		.,				
Service Personnel  Semi-Skilled Manual	2018	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	
Workers	2018	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	
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08 Skilled Sales &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
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09 Trades Workers	2018	0	0	0.0	U	0.0	0.0 0.0	·	L	0.0	0.0	<b></b>											
10 Clerical Personnel	2018	1	0	0.0	0	0.0	0.0	·	L	0.0	0.0												
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11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual	2021	0	0	0.0	0	0.0	0.0 0.0	0.0		0.0	0.0	0.0											

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1	Personnel	2018	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
	Other Manual Workers	2016 2018	0	0	0.0	0,0 0,0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	a	0	0	0.0	0	
Total		2016	343	<u> </u>	14.9		64	-13	79.5	-														
Local		2018	386	80	20.7	0.0	0	80	0.0	130	43	33.1	0	43	0	0	0.0	0	0	80	18	22.5	12	6
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13	Other Sales & Service	2018	0	0	0.0	0	0.0		0.0	0	0.0	0.0	0.0											
	Personnel	2021	0	0	0,0			0.0	0.0			0.0	0.0											
1 141	Other Manual Workers	2018 2021	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
$\vdash$		2018	50	<u> </u>	86.0	0	0.0	0.0	0.0	1	4300.0	0.0	0.0											
Total		2021	50	43	86.0			0.0	0.0			0.0	0.0											

# **Federal Contractors Program Achievement Report** Part 8: Reasonable Efforts École de langues La Cité inc. 2018-03-15

## **Efforts**

equity.

	check the appropriate boxes next to the efforts that your organization made to implement the Federal etors Program.
Requi	red measures:
$ \checkmark $	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
<b>~</b>	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.
<b>V</b>	Adjusted survey results to reflect hires, promotions and terminations.
<u> </u>	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
<b>✓</b>	Ensured that any new gaps identified are addressed accordingly.
	Maintained appropriate records in all required areas.
Other	measures:
<b>V</b>	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.
<b>V</b>	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
	Communicated the goals to relevant managers as well as monitored and recorded the results.
1	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.

Consulted employee/union representatives on communication and implementation of employment

<u> </u>	equity, the steps taken to implement it and the progress made in its implementation.
	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
7	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	ional Details
Please p	provide any additional information (optional):
	The language school La Cité was sold in May 2017.

## **Federal Contractors Program Report of the Subsequent Compliance Assessment**

Employer Name: École de langues La Cité, Inc.

**Primary Location:** Ottawa (Ontario)

### Number of Employees: 386

- Ontario 232
- Québec 110
- Nova Scotia 12
- New Brunswick 13
- Manitoba 3
- British Columbia 3
- Alberta 13

### **Organization Overview:**

NAICS 6116 - Other Schools and Institution

École de langues La Cité is a second language training school that offers training in Canada's two official languages.

#### **Key Dates – First Year Assessment**

Initiated: 2016-09-15 Received: 2016-11-10 Closed: 2016-11-08 Workforce Analysis: 2016-10-07

#### **Key Dates – Subsequent Assessment**

Initiated: 2018-03-12 Received: 2018-03-19 Workforce Analysis: 2018-03-15

#### **DATA VERIFICATION**

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

X	Yes	No

Comments:



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

#### Comments:

Minor discrepancies were noted in the Achievement Report. Corrections were made based on the form. The data from the current workforce analysis included in the Achievement Table is now consistent with that found in Forms 1 to 6 in WEIMS.

#### ASSESSMENT OF REASONABLE PROGRESS

#### Women

#### Assessment/Observations

• There was no gap for women.

### **Aboriginal Peoples**

#### Assessment/Observations

The EEOG 04 disappeared from the workforce analysis in the current assessment. The employer explained that the addition of this EEOG during the first compliance assessment was an error considering the job description of teachers. All the employees from this group were transferred to EEOG 03.

### **Persons with Disabilities**

3.	Professionals	No short term goal was set (Gap -13)
4.	Semi-Professionals & Technicians	No short term goal was set (Gap -1)

#### Assessment/Observations

- EEOG 03: There were 127 new entrants which included five persons with disabilities. This represents a 3.9% hiring rate which is slightly above the LMA of 3.8%.
- The EEOG 04 disappeared from the workforce analysis in the current assessment.

#### Members of Visible Minorities

3.	Professionals	No short term goal was set (Gap -7)
4.	Semi-Professionals & Technicians	No short term goal was set (Gap -4)

#### Assessment/Observations

- EEOG 03: There were 127 new entrants which included 43 members of visible minorities. This represents a 33.9% hiring rate which is well above the LMA of 18.9%.
- The EEOG 04 disappeared from the workforce analysis in the current assessment.

#### ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
  - The previous compliance assessment accepted that the company be found in compliance without setting goals for each area of under-representation and given that only 17 months have passed since the first workforce analysis, an assessment of reasonable progress and a traditional assessment of reasonable effort are not possible. Nonetheless, a review of the hiring rate reveals that the organisation would have met short-term goals had they set them at market availability.

#### **ASSESSMENT OF GOALS**

 All goals have been set in percentage format as recommended by the Labour Program. A short-term and long-term goal was established for every area of under-representation uncovered and all goals are equal to the respective labour market availability.

#### Women

Observations: There is no gap for women.

#### **Aboriginal Peoples**

	Workforce Analysis Results		Go	als		
		Short- term	Long- term	Representation	LMA	
Emp	loyment Equity Occupational Group	Present		(3	Representation	LIVIA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
03	Professionals	-4	3.0	2.1	1.1	2.1

Observations: None

#### Persons with Disabilities

Workforce Analysis Results	Goals	Representation	LMA
			í

			Short- term	Long- term		
Emp	oloyment Equity Occupational Group	Present		(3		
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
03	Professionals	-8	4.0	3.8	1.6	3.8

Observations: None

### Members of Visible Minorities

Workforce Analysis Results			Goals			
			Short- term	Long- term	Representation	LMA
Emp	ployment Equity Occupational Group	Present		(3	Representation	LIVIT
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
07	Administrative & Senior Clerical Personnel	-1	14.0	13.1	0.0	13.1

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:

• École de langues La Cité, Inc. has demonstrated a hiring rate above labour market availability in the professional category since the first evaluation, despite the fact that no short-term objectives were set at the time of the first evaluation. We encourage you to continue this momentum in your efforts to hire or promote more professionals from the designated groups with a gap identified in the workforce analysis.

Name	of An	alvet.	Maurice	N Y	Yakibonge
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Date: 2018-09-14

From: Yakibonge, Mauritius [NC] On Behalf Of EE-EME

Sent: September 14, 2018 3:58 PM

To: 'michelplouffe@ecolelacite.com' <michelplouffe@ecolelacite.com>

Cc: 'Chantal Lavergne' <chantal.lavergne@ecolelacite.com>

Subject: Government of Canada Agreement Number V061145 - Notice of Compliance with the Federal

**Contractors Program** 

This information is also available in English, upon request

Mr. Plouffe.

Please be advised that the subsequent conformity assessment undertaken on March 12, 2018 is now complete. The assessment concluded that École de langues La Cité, Inc. is in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

The purpose of this subsequent compliance assessment was to verify whether your company has maintained compliance with FCP requirements and has made reasonable progress and/or made reasonable efforts to achieve employment equity.

After reviewing the information presented by École de langues La Cité, Inc. we have made recommendations that will ensure the success of its employment equity program:

• École de langues La Cité, Inc. has demonstrated a hiring rate above labour market availability in the professional category since the first evaluation, despite the fact that no short-term objectives were set at the time of the first evaluation. We encourage you to continue this momentum in your efforts to hire or promote more professionals from the designated groups that were identified as having a gap in the workforce analysis.

Under the FCP, your company will undergo subsequent conformity assessments every three years. The next assessment will be initiated on March 12, 2021. Future conformity assessments will focus on making reasonable progress towards achieving the objectives set by your company.

When École de langues La Cité, Inc. receives notification of the next evaluation, you will be required to provide the following information before the due date:

- Forms 1 to 6 for national workforce data;
- an updated workforce analysis;
- A completed Achievement Report that includes your revised short- and long-term numerical goals based on identified gaps in representation.

These documents will allow the Labour Program to assess whether your company has made reasonable progress since the previous assessment. If this is not the case, École de langues La Cité Inc. will have to demonstrate that it has made reasonable efforts to achieve its objectives. We invite your company to develop an action plan that will help it achieve its objectives.

The FCP does not set out the measures to be adopted. Each federal contractor is encouraged to adopt employment equity measures which are useful and relevant to their business. The following are examples of evidence that a company has made reasonable efforts:

- Implementation of initiatives that promote a diverse and inclusive workplace;
- taking steps to remove barriers to employment;
- Developing tailored programs to attract and retain designated group members in areas where they are under-represented;

• Establishment of accountability mechanisms approved by senior management to ensure objectives are met.

Labour Program officers are available to answer your questions and guide you. You can also visit our website to access various tools and a series of training modules. In particular, we invite you to continue using the <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (WEIMS). This system will assist you in producing your workforce analysis and contains other data analysis tools such as the Achievement Report and a series of training modules.

For more information about your obligations under the FCP, please contact us by e-mail at ee-eme@hrsdc-rhdcc.gc.ca.

We are grateful for your cooperation in conformity assessment and wish you continued success in creating a diverse and inclusive workplace.

#### **Employment Equity Team**

Workplace Equity Branch, 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!