Emploi et Développement social Canada OFFICIAL USE ONLY
Agreement N°:

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

Construct American				
Revised Agreement				
	ORGANIZATION			
egal Name of Organization		Parent company is	located outsid	de Canada
Irving Shipbuilding Inc.			_	· · · · · · · · · · · · · · · · · · ·
] Yes	√ No
		1:		
Operating Name (if different from Legal Name of Organization)		Procurement Bus	iness Numbe	ır
Halifax Shipyard / Shelburne Ship Repair	/ Woodside			PG
Industries / East Isle Shipyard		Total number of er		
Organization's North American Industry Classification System (NAIC	C) Cada NG	(Full-Time/Part-Tir		
organization's Notifi American Industry Classification System (NAIC 336611	2) Code IA			S Code Number please ubjects-sujets/standard-
330011		norme/naics-scian		
Official use only (if information above is incorrect)				
	mber of employees in Canad	a	Organization	s NAICS Code No
			_	
	* * * * * * * * * * * * * * * * * * *			
	HEAD OFFICE		T	10-440-4
ddress (building number, street, suite, etc.)	City		Province	Postal Code
ov onion Screec	Saint John		NB	E2L 4M3
	Telephone Number		Fax Numbe	r
	902-423-927	<u>L</u>	<u> </u>	
EMPLOY	MENT EQUITY CONT	ACT	•••••	
Jame (print)	Title			
Brian McCarthy	Vice Preside	ent, Human Re	esources	
elephone Number	E-mail Address			
902-484-8125	mccarthy.br	lan@irvingsh:	ipbuildir	ig.com
		:		
	CERTIFICATION	~~~		
he above-named organization:				
 having a combined workforce of 100 or more permanent 	full-time, permanent part-	time and tempora	ry employee:	s having worked
12 weeks or more in Canada, AND				
• intending to bid on, or being in receipt of, a federal gover		contract, standing	offer or cont	ract issued under a
Supply Arrangement, valued at \$1,000,000 or more (included to the state of the stat		mala a basis di sa		4 - 6 14
lereby certifies its commitment to implement or maintain em nstrument, in keeping with the Federal Contractors Program				
lease refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp		momanon on no	· · · · · · · · · · · · · · · · · · ·	omploymon oquay
		ers misrepresental	ion on the p	art of the organization
			·	
	da may be terminated.		49.00.444	
ne procurement instrument(s) with the Government of Canad	da may be terminated. SIGNATORY		ition with lon	al authoriby to sign a
ne procurement instrument(s) with the Government of Canad	da may be terminated. SIGNATORY		ition with leg	al authority to sign a
ne procurement instrument(s) with the Government of Canad IOTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization.	signatory R an authorized person in		ition with leg	al authority to sign a
IOTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. ame (print)	da may be terminated. SIGNATORY		ition with leg	al authority to sign a
IOTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. ame (print) evin McCoy	SIGNATORY R an authorized person in		ition with leg	al authority to sign a
IOTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. lame (print) levin McCoy elephone Number	SIGNATORY R an authorized person in Title President E-mail Address			
mportant note: If an audit of the Agreement to Implement E the procurement instrument(s) with the Government of Canadian IOTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. Iame (print) (evin McCoy elephone Number 102-423-9271 injunture	SIGNATORY R an authorized person in Title President E-mail Address	an executive pos		
IOTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. Iame (print) (evin McCoy elephone Number 102-423-9271	SIGNATORY R an authorized person in Title President E-mail Address McCoy.Kevin(Date	an executive pos		
IOTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. Iame (print) Ievin McCoy elephone Number 02-423-9271	SIGNATORY R an authorized person in Title President E-mail Address McCoy.Kevin(an executive pos		
IOTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. Iame (print) Ievin McCoy elephone Number 02-423-9271 ignature	SIGNATORY R an authorized person in Title President E-mail Address McCoy. Kevin(Date 2014-04-08	an executive pos		
IOTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. ame (print) evin McCoy elephone Number 02-423-9271 ignature	SIGNATORY R an authorized person in Title President E-mail Address McCoy.Kevin(Date	an executive pos		
OTE: The signatory must be the Chief Executive Officer O contract on behalf of the organization. ame (print) evin McCoy elephone Number 02-423-9271 gnature	SIGNATORY R an authorized person in Title President E-mail Address McCoy. Kevin(Date 2014-04-08	an executive pos		



Employment and Social Development Canada

Emploi et Développement social Canada

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) <u>Irving Shipbuilding</u> (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) <u>030001</u>, agree to the following statements:

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

(Please describe) We require additional time to review the data as we are unfamiliar with the process. Our business is going through an extremely busy time at the moment and we would truly appreciate an extension to ensure proper completion.

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

Name:	Position Title: Manager, Human Resources
Email address	@irvingshipbuilding.com
Telephone number: 902	<u>2-484-2476</u>
Business address: 3099	Barrington Street, Halifax, NS
Signature: _	



Emploi et Développement social Canada

Date: March 23rd, 2018

From: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca>

Sent: December 22, 2017 6:03 PM

To: @irvingshipbuilding.com' < @irvingshipbuilding.com>; EE-EME <ee-

eme@hrsdc-rhdcc.gc.ca>

Cc: Fortin, Sylvie SY [NC] <sylvie.g.fortin@labour-travail.gc.ca>; @irvingshipbuilding.com'

@irvingshipbuilding.com>

Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until January 12th, 2018.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-em@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program Employment and Social Development Canada / Government of Canada maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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!

From: Dirvingshipbuilding.com

Sent: 20 décembre 2017 10:25

To: EE-EME

Subject: RE: extension form

Please see attached

Human Resources Business Partner | Irving Shipbuilding Inc. | Mobile: 902-225-5381

 $\textbf{From:} \underline{ sylvie.g.fortin@labour-travail.gc.ca} \ \underline{ [mailto:sylvie.g.fortin@labour-travail.gc.ca]} \ \textbf{On Behalf Of} \underline{ ee-eme@hrsdc-rhdcc.gc.ca}$

Sent: Wednesday. December 20, 2017 11:08 AM

To:

Subject: extension form

EXTERNAL EMAIL

Good morning

As discussed, please find attached the extension form to be fill out. Can you please complete it and send it to us as soon as possible.

Thanks for your great cooperation!

Sylvie

From: mailto: pirvingshipbuilding.com

Sent: 20 decembre 2017 08:15 **To:** Fortin, Sylvie SY [NC]

Subject: RE: WEIMS Employee Import Log

Please see attached. Thanks!

Human Resources Business Partner | Irving Shipbuilding Inc. | Mobile: 902-225-5381

From: sylvie.g.fortin@labour-travail.gc.ca [mailto:sylvie.g.fortin@labour-travail.gc.ca]

Sent: Wednesday, December 20, 2017 9:14 AM

To:

Subject: RE: WEIMS Employee Import Log

EXTERNAL EMAIL

Nicole, can you please send me your document and I will call you after. Thanks

From: <u>@irvingshipbuilding.com</u>]

Sent: 20 decembre 2017 08:11 **To:** Fortin, Sylvie SY [NC]

Subject: FW: WEIMS Employee Import Log

Hi Sylvie – I am receiving the below error. Should I be re-uploading the previously submitted file as well?

Import Employee Data

Import Log as of 2017-12-20 09:10:16 EST

2017-12-20 09:10:14 Info: Import Process Started

2017-12-20 09:10:14 Error: The system could not find the 'employee txt' file.

Please upload this file to the server before importing

2017-12-20 09:10:14 Error: Import has been aborted.

The import process is now complete.

Go to the Main Menu page

Report a problem or mistake on this page

Human Resources Business Partner | Irving Shipbuilding Inc. | Mobile: 902-225-5381

From: <u>ee-eme@hrsdc-rhdcc.gc.ca</u> [<u>mailto:ee-eme@hrsdc-rhdcc.gc.ca</u>]

Sent: Wednesday, December 20, 2017 9:10 AM

To: 🐪

Subject: WEIMS Employee Import Log

EXTERNAL EMAIL

(Le message français suit)

English Message

The import process you started is now complete.

If you have been sent this in error, please contact the Administrator at <u>ee-eme@hrsdc-rhdcc.gc.ca</u>.

Confidentiality Warning:

This message and any associated files are intended only for the use of the intended recipient(s), are confidential, and may be privileged. If you are not the intended recipient, you are hereby notified that any review, retransmission, conversion to hard copy, copying, dissemination or other use of this message and any attachments is strictly prohibited. If you are not the intended recipient, please notify the sender immediately by return e-mail, and delete this message and any attachments from your system. Thank you.

Message français

Le processus d'importation que vous avez commencé est maintenant complet.

Si vous avez reçu ce courriel par erreur, s'il vous plaît, communiquer avec l'administrateur à l'adresse suivante : ee-eme@hrsdc-rhdcc.gc.ca.

Registre d'importation

nfo: Import Process Started

Frror: The system could not find the 'employee.txt' file.

Please upload this file to the server before importing.

Frror : Import has been aborted.

2017-12-20 09:10:15 Info:

Information confidentielle:

Le présent message, ainsi que tout fichier qui y est joint, est envoyé à l'intention exclusive de son ou de ses destinataires; il est de nature confidentielle et peut constituer une information privilégiée. Nous avertissons toute personne autre que le destinataire prévu que tout examen, ré acheminement, impression, copie, distribution ou autre utilisation de ce message et de tout fichier qui y est joint est strictement interdit. Si vous n'êtes pas le

destinataire désigné, veuillez en aviser immédiatement l'expéditeur par retour de courriel et supprimer ce message et tout document joint de votre système. Merci.

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Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

Workforce Analysis - Detailed Report

Date: 2018-01-23

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	24	3	12.5 %	27.4 %	7	-4	National
02 : Middle and Other Managers	National	171	13	7.6 %	38.9 %	67	-54	National
03 : Professionals		132	31	23.5 %	29.8 %	39	-8	
1112 : Financial and investment analysts	National	5	2	40.0 %	50.1 %	3	-1	National
1121 : Human resources professionals	National	12	10	83.3 %	71.1 %	9	1	National
1122 : Professional occupations in business management consulting	National	10	4	40.0 %	42.0 %	4	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	1	100.0 %	66.4 %	1	0	National
2131 : Civil engineers	National	1	0	0.0 %	15.3 %	0	0	National
2132 : Mechanical engineers	National	9	0	0.0 %	9.0 %	1	-1	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	11.3 %	0	0	National
2141 : Industrial and manufacturing engineers	National	6	2	33.3 %	17.0 %	1	1	National
2142 : Metallurgical and materials engineers	National	1	0	0.0 %	14.6 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	63	8	12.7 %	15.8 %	10	-2	National
2172 : Database analysts and data administrators	National	3	1	33.3 %	35.2 %	1	0	National
3012 : Registered nurses and registered psychiatric nurses	National	1	1	100.0 %	92.9 %	1	0	National
3144 : Other professional occupations in therapy and assessment	National	1	1	100.0 %	76.5 %	1	0	National
4021 : College and other vocational instructors	National	11	1	9.1 %	53.8 %	6	-5	National
4112 : Lawyers and Quebec notaries	National	6	0	0.0 %	42.5 %	3	-3	National
04 : Semi-Professionals and Technicians		66	15	22.7 %	11.7 %	8	7	
2232 : Mechanical engineering technologists and technicians	Nova Scotia	5	0	0.0 %	0.0 %	0	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	17	4	23.5 %	14.5 %	2	2	Nova Scotia
2234 : Construction estimators	Nova Scotia	5	0	0.0 %	8.7 %	0	0	Nova Scotia
2252 : Industrial designers	Nova Scotia	23	5	21.7 %	0.0 %	0	5	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	4	1	25.0 %	19.3 %	1	0	Nova Scotia



Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005427

Workforce Analysis - Detailed Report

Date: 2018-01-23

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Avai %	Availability 6 #	Gap #	Recruitment Area
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	11	4	36.4 %	28.1 %	з	_	Nova Scotia
4211 : Paralegal and related occupations	Nova Scotia	_	<u> </u>	100.0 %	93.9 %	<u> </u>	0	Nova Scotia
05 : Supervisors		11	<u> </u>	9.1 %	57.5 %	6	င်ာ	
Employment Equity Occupational Group	Halifax	10	_	10.0 %	55.9 %	6	ψ	Halifax
Employment Equity Occupational Group	N.S. less CMA	_	0	0.0 %	73.2 %	1	<u>.</u>	N.S. less CMA
06 : Supervisors: Crafts and Trades		77	2	2.6 %	2.3 %	2	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Nova Scotia	29	_	3.4 %	0.0 %	0	_	Nova Scotia
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Nova Scotia	11	0	0.0 %	7.9 %	_	<u>.,</u>	Nova Scotia
7203 : Contractors and supervisors, pipefitting trades	Nova Scotia	7	0	0.0 %	9.5 %	1	<u>.</u>	Nova Scotia
7204 : Contractors and supervisors, carpentry trades	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	ڻ.	0	0.0 %	5.4 %	0	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
9226 : Supervisors, other mechanical and metal products manufacturing	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
9227 : Supervisors, other products manufacturing and assembly	Nova Scotia	15	_	6.7 %	0.0 %	0	_	Nova Scotia
07 : Administrative and Senior Clerical Personnel		41	36	87.8 %	81.6 %	33	ω	
Employment Equity Occupational Group	Halifax	40	35	87.5 %	81.4 %	33	2	Halifax
Employment Equity Occupational Group	N.S. less CMA	_	_	100.0 %	87.0 %	<u> </u>	0	N.S. less CMA
09 : Skilled Crafts and Trades Workers		855	51	6.0 %	1.9 %	16	35	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	СЛ	0	0.0 %	5.1 %	0	0	Nova Scotia
7233 : Sheet metal workers	Nova Scotia	N	0	0.0 %	0.0 %	0	0	Nova Scotia
7236 : Ironworkers	Nova Scotia	197	⇉	5.6 %	0.0 %	0	⇉	Nova Scotia
7237 : Welders and related machine operators	Nova Scotia	213	23	10.8 %	5.4 %	12	⇉	Nova Scotia
7241 : Electricians (except industrial and power system)	Nova Scotia	165	12	7.3 %	1.6 %	ω	9	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	221	4	1.8 %	0.0 %	0	4	Nova Scotia

Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005428

Workforce Analysis - Detailed Report

Date: 2018-01-23

Women

				_	Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Avai %	Availability 6 #	Gap #	Recruitment Area
7271 : Carpenters	Nova Scotia	28	0	0.0 %	1.6 %	0	0	Nova Scotia
7294 : Painters and decorators (except interior decorators)	Nova Scotia	11	<u> </u>	9.1 %	8.0 %	_	0	Nova Scotia
7311 : Construction millwrights and industrial mechanics	Nova Scotia	2	0	0.0 %	4.3 %	0	0	Nova Scotia
7331 : Oil and solid fuel heating mechanics	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
7371 : Crane operators	Nova Scotia	œ	0	0.0 %	0.0 %	0	0	Nova Scotia
10 : Clerical Personnel		35	21	60.0 %	67.8 %	24	ယ်	
Employment Equity Occupational Group	Halifax	34	20	58.8 %	67.7 %	23	۵	Halifax
Employment Equity Occupational Group	N.S. less CMA	_	_	100.0 %	71.4 %	_	0	N.S. less CMA
11 : Intermediate Sales and Service Personnel		œ	6	75.0 %	65.5 %	Ŋ	<u> </u>	
Employment Equity Occupational Group	Halifax	œ	6	75.0 %	65.5 %	Ŋ	_	Halifax
12 : Semi-Skilled Manual Workers		44	2	4.5 %	12.3 %	5ī	۵	
Employment Equity Occupational Group	Halifax	42	2	4.8 %	12.1 %	ъ	۵	Halifax
Employment Equity Occupational Group	N.S. less CMA	2	0	0.0 %	15.9 %	0	0	N.S. less CMA
13 : Other Sales and Service Personnel		2	0	0.0 %	57.4 %	1	_	
Employment Equity Occupational Group	Halifax	2	0	0.0 %	57.4 %	1	4	Halifax
14 : Other Manual Workers		139	4	2.9 %	14.8 %	21	-17	
Employment Equity Occupational Group	Halifax	130	4	3.1 %	14.2 %	18	-14	Halifax
Employment Equity Occupational Group	N.S. less CMA	ဖ	0	0.0 %	23.4 %	2	ĸ	N.S. less CMA
Total		1605	185	11.5 %	14.6 %	234	49	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005429

Workforce Analysis - Detailed Report

Date: 2018-01-23

Aboriginal Peoples

- ()

Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005430

Workforce Analysis - Detailed Report

Date: 2018-01-23

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees	Abo Representation	Aborigi ntation	Aboriginal Peoples ion Availability		Gap	Recruitment Area
		*	# .	%	%		# '	
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	11	0	0.0 %	3.1 %	0	0	Nova Scotia
4211 : Paralegal and related occupations	Nova Scotia	_	0	0.0 %	3.3 %	0	0	Nova Scotia
05 : Supervisors		11	<u> </u>	9.1 %	2.4 %	0	_	
Employment Equity Occupational Group	Halifax	10	<u> </u>	10.0 %	2.2 %	0	_	Halifax
Employment Equity Occupational Group	N.S. less CMA	_	0	0.0 %	4.6 %	0	0	N.S. less CMA
06 : Supervisors: Crafts and Trades		77	<u> </u>	1.3 %	4.0 %	ω	Ň	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Nova Scotia	29	<u> </u>	3.4 %	8.8 %	ω	'n	Nova Scotia
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Nova Scotia	11	0	0.0 %	0.0 %	0	0	Nova Scotia
7203 : Contractors and supervisors, pipefitting trades	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
7204 : Contractors and supervisors, carpentry trades	Nova Scotia	2	0	0.0 %	9.6 %	0	0	Nova Scotia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	σı	0	0.0 %	6.9 %	0	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
9226 : Supervisors, other mechanical and metal products manufacturing	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
9227 : Supervisors, other products manufacturing and assembly	Nova Scotia	15	0	0.0 %	0.0 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		41	<u> </u>	2.4 %	2.3 %	_	0	
Employment Equity Occupational Group	Halifax	40	_	2.5 %	2.2 %	_	0	Halifax
Employment Equity Occupational Group	N.S. less CMA	_	0	0.0 %	3.3 %	0	0	N.S. less CMA
09 : Skilled Crafts and Trades Workers		855	ယ္ထ	3.9 %	2.4 %	21	12	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	U ī	0	0.0 %	6.3 %	0	0	Nova Scotia
7233 : Sheet metal workers	Nova Scotia	2	0	0.0 %	2.7 %	0	0	Nova Scotia
7236 : Ironworkers	Nova Scotia	197	9	4.6 %	0.0 %	0	9	Nova Scotia
7237 : Welders and related machine operators	Nova Scotia	213	15	7.0 %	3.4 %	7	00	Nova Scotia
7241 : Electricians (except industrial and power system)	Nova Scotia	165	_	0.6 %	5.1 %	8	-7	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	221	&	3.6 %	1.2 %	ω	5	Nova Scotia

Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005431

Workforce Analysis - Detailed Report

Date: 2018-01-23

Aboriginal Peoples

	(•						
Response Facility Opening tional Design	istoria i			Aborig	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Availability %#		Gap #	Recruitment Area
7271 : Carpenters	Nova Scotia	28	0	0.0 %	3.8 %		<u>.</u>	Nova Scotia
7294 : Painters and decorators (except interior decorators)	Nova Scotia	11	0	0.0 %	3.4 %	0	0	Nova Scotia
7311 : Construction millwrights and industrial mechanics	Nova Scotia	2	0	0.0 %	2.9 %	0	0	Nova Scotia
7331 : Oil and solid fuel heating mechanics	Nova Scotia	ω	0	0.0 %	2.5 %	0	0	Nova Scotia
7371 : Crane operators	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
10 : Clerical Personnel		35	0	0.0 %	2.8 %	_	<u>.</u>	
Employment Equity Occupational Group	Halifax	34	0	0.0 %	2.7 %	_	<u>.</u>	Halifax
Employment Equity Occupational Group	N.S. less CMA	_	0	0.0 %	3.5 %	0	0	N.S. less CMA
11 : Intermediate Sales and Service Personnel		œ	0	0.0 %	3.2 %	0	0	
Employment Equity Occupational Group	Halifax	œ	0	0.0 %	3.2 %	0	0	Halifax
12 : Semi-Skilled Manual Workers		44	_	2.3 %	2.9 %	_	0	
Employment Equity Occupational Group	Halifax	42	_	2.4 %	2.9 %	<u> </u>	0	Halifax
Employment Equity Occupational Group	N.S. less CMA	2	0	0.0 %	3.7 %	0	0	N.S. less CMA
13 : Other Sales and Service Personnel		2	0	0.0 %	4.4 %	0	0	
Employment Equity Occupational Group	Halifax	2	0	0.0 %	4.4 %	0	0	Halifax
14 : Other Manual Workers		139	ω	2.2 %	2.7 %	4	4	
Employment Equity Occupational Group	Halifax	130	ω	2.3 %	2.5 %	ω	0	Halifax
Employment Equity Occupational Group	N.S. less CMA	9	0	0.0 %	5.0 %	0	0	N.S. less CMA
Total		1605	48	3.0 %	2.4 %	39	9	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005432

Workforce Analysis - Detailed Report

Date: 2018-01-23

Members of Visible Minorities

			<	lembers of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	Availability %#	ility Gap	Recruitment Area
01 : Senior Managers	National	24	0	0.0 %	10.1 %	2 -2	National
02 : Middle and Other Managers	National	171	Ω	2.9 %	15.0 %	26 -21	National
03 : Professionals		132	7	5.3 %	24.4 %	32 -2 5	and the second s
1112 : Financial and investment analysts	National	ত া	0	0.0 %	35.4 %	2 -:	National
1121 : Human resources professionals	National	12	0	0.0 %	14.1 %	2 -2	National
1122 : Professional occupations in business management consulting	National	10	0	0.0 %	21.6 %	2 -2	National
1123 : Professional occupations in advertising, marketing and public relations	National	_	0	0.0 %	16.9 %	0 0) National
2131 : Civil engineers	National	_	0	0.0 %	26.0 %	0 0) National
2132 : Mechanical engineers	National	9	<u> </u>	11.1 %	28.6 %	3 -2	National
2133 : Electrical and electronics engineers	National	N	0	0.0 %	34.9 %	_	National
2141 : Industrial and manufacturing engineers	National	Ø	_	16.7 %	31.5 %	2 -	National
2142 : Metallurgical and materials engineers	National	_	0	0.0 %	25.3 %	0 0) National
2148 : Other professional engineers, n.e.c.	National	63	σı	7.9 %	27.3 %	17 -12	National
2172 : Database analysts and data administrators	National	ယ	0	0.0 %	32.3 %	_	National
3012 : Registered nurses and registered psychiatric nurses	National	_	0	0.0 %	18.3 %	0 0) National
3144 : Other professional occupations in therapy and assessment	National	_	0	0.0 %	12.4 %	0 0) National
4021 : College and other vocational instructors	National	11	0	0.0 %	13.4 %		National
4112 : Lawyers and Quebec notaries	National	o	0	0.0 %	12.5 %	_	National
04 : Semi-Professionals and Technicians		66	2	3.0 %	0.0 %	0 2	.5
2232 : Mechanical engineering technologists and technicians	Nova Scotia	Ŋ	0	0.0 %	0.0 %	0 0) Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	17	_	5.9 %	0.0 %	0 1	Nova Scotia
2234 : Construction estimators	Nova Scotia	5	0	0.0 %	0.0 %	0 0) Nova Scotia
2252 : Industrial designers	Nova Scotia	23	0	0.0 %	0.0 %	0 0	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	4	_	25.0 %	0.0 %	0	Nova Scotia

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Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

Workforce Analysis - Detailed Report

005433

Date: 2018-01-23

Members of Visible Minorities

Employment Fauity Occupational Group	Internal I ocation	All Employees	Panras	Members of	Members of Visible Minorities	rities	G.	Decruitment Area
- mproj mone - que y coopponione e corp		#	# 3	%	%	#) } # 7	
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	11	0	0.0 %	0.0 %	0	0	Nova Scotia
4211 : Paralegal and related occupations	Nova Scotia	_	0	0.0 %	2.8 %	0	0	Nova Scotia
05 : Supervisors		11	2	18.2 %	4.4 %	0	2	
Employment Equity Occupational Group	Halifax	10	2	20.0 %	4.6 %	0	2	Halifax
Employment Equity Occupational Group	N.S. less CMA	_	0	0.0 %	2.2 %	0	0	N.S. less CMA
06 : Supervisors: Crafts and Trades		77	_	1.3 %	0.1 %	0	_	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Nova Scotia	29	0	0.0 %	0.0 %	0	0	Nova Scotia
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
7203 : Contractors and supervisors, pipefitting trades	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
7204 : Contractors and supervisors, carpentry trades	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	O1	0	0.0 %	2.3 %	0	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	7	_	14.3 %	0.0 %	0	_	Nova Scotia
9226 : Supervisors, other mechanical and metal products manufacturing	Nova Scotia	_	0	0.0 %	0.0 %	0	0	Nova Scotia
9227 : Supervisors, other products manufacturing and assembly	Nova Scotia	15	0	0.0 %	0.0 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		41	2	4.9 %	5.7 %	2	0	
Employment Equity Occupational Group	Halifax	40	2	5.0 %	5.8 %	2	0	Halifax
Employment Equity Occupational Group	N.S. less CMA	_	0	0.0 %	1.2 %	0	0	N.S. less CMA
09 : Skilled Crafts and Trades Workers		855	40	4.7 %	1.4 %	12	28	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	Сī	0	0.0 %	4.5 %	0	0	Nova Scotia
7233 : Sheet metal workers	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
7236 : Ironworkers	Nova Scotia	197	13	6.6 %	0.0 %	0	13	Nova Scotia
7237 : Welders and related machine operators	Nova Scotia	213	16	7.5 %	1.5 %	ω	13	Nova Scotia
7241 : Electricians (except industrial and power system)	Nova Scotia	165	2	1.2 %	1.3 %	2	0	Nova Scotia
7252 : Steamfitters, pipefitters and sprinkler system installers	Nova Scotia	221	7	3.2 %	2.5 %	6	<u> </u>	Nova Scotia

Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005434

Workforce Analysis - Detailed Report

Date: 2018-01-23

Members of Visible Minorities

	:	: !	j _	Members o	Members of Visible Minorities)) :
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	% Avai	Availability 6 #	Gap #	Recruitment Area
7271 : Carpenters	Nova Scotia	28	<u> </u>	3.6 %	1.6 %	0	_	Nova Scotia
7294 : Painters and decorators (except interior decorators)	Nova Scotia	11	<u> </u>	9.1 %	4.6 %	<u> </u>	0	Nova Scotia
7311 : Construction millwrights and industrial mechanics	Nova Scotia	Ν	0	0.0 %	0.0 %	0	0	Nova Scotia
7331 : Oil and solid fuel heating mechanics	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
7371 : Crane operators	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
10 : Clerical Personnel		35	0	0.0 %	7.2 %	ω	÷.	
Employment Equity Occupational Group	Halifax	34	0	0.0 %	7.3 %	2	'n	Halifax
Employment Equity Occupational Group	N.S. less CMA	_	0	0.0 %	1.9 %	0	0	N.S. less CMA
11 : Intermediate Sales and Service Personnel		ω	0	0.0 %	8.5 %	_	<u></u>	
Employment Equity Occupational Group	Halifax	œ	0	0.0 %	8.5 %	_	<u> </u>	Halifax
12 : Semi-Skilled Manual Workers		44	<u> </u>	2.3 %	5.9 %	ω	'n	
Employment Equity Occupational Group	Halifax	42	_	2.4 %	6.1 %	ω	'n	Halifax
Employment Equity Occupational Group	N.S. less CMA	2	0	0.0 %	1.4 %	0	0	N.S. less CMA
13 : Other Sales and Service Personnel		2	0	0.0 %	10.6 %	0	0	
Employment Equity Occupational Group	Halifax	2	0	0.0 %	10.6 %	0	0	Halifax
14 : Other Manual Workers		139	14	10.1 %	7.6 %	11	ω	
Employment Equity Occupational Group	Halifax	130	10	7.7 %	8.0 %	10	0	Halifax
Employment Equity Occupational Group	N.S. less CMA	9	4	44.4 %	2.4 %	0	4	N.S. less CMA
Total		1605	74	4.6 %	5.7 %	92	78	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005435

Workforce Analysis - Detailed Report

Date: 2018-01-23

Persons with Disabilities

				Persons v	Persons with Disabilities	ies		
Employment Equity Occupational Group	Internal Location	All Employees	Representation	entation	Avail	Availability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	195	1	0.5 %	4.3 %	8	-7	National
03 : Professionals	National	132	N	1.5 %	3.8 %	Ŋ	ယ်	National
04 : Semi-Professionals and Technicians	National	66	0	0.0 %	4.6 %	ω	ٺ	National
05 : Supervisors	National	11	2	18.2 %	13.9 %	2	0	National
06 : Supervisors: Crafts and Trades	National	77	0	0.0 %	7.8 %	6	တံ	National
07 : Administrative and Senior Clerical Personnel	National	41	_	2.4 %	3.4 %	_	0	National
09 : Skilled Crafts and Trades Workers	National	855	23	2.7 %	3.8 %	32	-9	National
10 : Clerical Personnel	National	35	0	0.0 %	7.0 %	2	'n	National
11 : Intermediate Sales and Service Personnel	National	8	0	0.0 %	5.6 %	0	0	National
12 : Semi-Skilled Manual Workers	National	44	ъ	11.4 %	4.8 %	2	ω	National
13 : Other Sales and Service Personnel	National	2	0	0.0 %	6.3 %	0	0	National
14 : Other Manual Workers	National	139	_	0.7 %	5.3 %	7	ტ	National
Total		1605	35	2.2 %	4.4 %	68	-33	

Total may not equal sum of components due to rounding.

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



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Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005436

Workforce Analysis - Detailed Report

Date: 2018-01-23

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

EEOG 10, 12, and 14 are roles that are easily filled more locally with a larger local labour market.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Pe	E	E	Z 0		E				E		13 : Other Sales and Service Personnel EE	Employment Equity Occupational Group 01: Senior Managers 02: Middle and Other Managers 03: Professionals 04: Semi-Professionals and Technicians 05: Supervisors 06: Supervisors: Crafts and Trades 07: Administrative and Senior Clerical Personnel 09: Skilled Crafts and Trades Workers 10: Clerical Personnel 11: Intermediate Sales and Service Personnel 12: Semi-Skilled Manual Workers
Perform Analysis By Recruitment Area	EEOG National	EEOG National	NOC National	NOC Provincial	EEOG CMA	NOC Provincial	EEOG CMA	NOC Provincial	EFOG			

Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005437

Workforce Analysis - Detailed Report

Date: 2018-01-23

WFA Defaults - Persons with Disabilities

07 : Administrative and Senior Clerical Personnel EEOG	09 : Skilled Crafts and Trades Workers EEOG	10 : Clerical Personnel EEOG	11 : Intermediate Sales and Service Personnel EEOG		Semi-Skilled Manual Workers EEOG	12 : Semi-Skilled Manual Workers 13 : Other Sales and Service Personnel EEOG
National		National	National	National National	National National National	National National National National

Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

Workforce Analysis - Summary Report

Date: 2018-01-23

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	24	3	12.5 %	27.4 %	7	-4	
02 : Middle and Other Managers	171	13	7.6 %	38.9 %	67	-54	
03 : Professionals	132	31	23.5 %	29.8 %	39	-8	
04 : Semi-Professionals and Technicians	66	15	22.7 %	11.7 %	8	7	
05 : Supervisors	11	1	9.1 %	57.5 %	6	-5	
06 : Supervisors: Crafts and Trades	77	2	2.6 %	2.3 %	2	0	
07 : Administrative and Senior Clerical Personnel	41	36	87.8 %	81.6 %	33	3	
09 : Skilled Crafts and Trades Workers	855	51	6.0 %	1.9 %	16	35	
10 : Clerical Personnel	35	21	60.0 %	67.8 %	24	-3	
11 : Intermediate Sales and Service Personnel	8	6	75.0 %	65.5 %	5	1	
12 : Semi-Skilled Manual Workers	44	2	4.5 %	12.3 %	5	-3	
13 : Other Sales and Service Personnel	2	0	0.0 %	57.4 %	1	-1	
14 : Other Manual Workers	139	4	2.9 %	14.8 %	21	-17	
Total	1605	185	11.5 %	14.6 %	234	-49	



Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005439

Workforce Analysis - Summary Report

Date: 2018-01-23

Aboriginal Peoples

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees #	Representation # %	ntation %	Availability % #	oility #	Gap #
01 : Senior Managers	24	0	0.0 %	2.9 %		4
02 : Middle and Other Managers	171	4	2.3 %	2.2 %	4	0
03 : Professionals	132	2	1.5 %	1.4 %	2	0
04 : Semi-Professionals and Technicians	66	2	3.0 %	1.1 %	<u> </u>	<u> </u>
05 : Supervisors	11	_	9.1 %	2.4 %	0	<u> </u>
06 : Supervisors: Crafts and Trades	77	_	1.3 %	4.0 %	ω	ź
07 : Administrative and Senior Clerical Personnel	41	_	2.4 %	2.3 %	_	0
09 : Skilled Crafts and Trades Workers	855	33	3.9 %	2.4 %	21	12
10 : Clerical Personnel	35	0	0.0 %	2.8 %	_	<u>.,</u>
11 : Intermediate Sales and Service Personnel	œ	0	0.0 %	3.2 %	0	0
12 : Semi-Skilled Manual Workers	44	_	2.3 %	2.9 %	_	0
13 : Other Sales and Service Personnel	2	0	0.0 %	4.4 %	0	0
14 : Other Manual Workers	139	ω	2.2 %	2.7 %	4	<u>.</u>
Total	1605	48	3.0 %	2.4 %	39	9



Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005440

Workforce Analysis - Summary Report

Date: 2018-01-23

Members of Visible Minorities

		-	Members of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	All Employees #	Representation # %	ntation %	Availability % #	oility Gap ###	
	2			202		
01 : Senior Managers	24	0	0.0 %	10.1 %	2 -2	
02 : Middle and Other Managers	171	Ŋ	2.9 %	15.0 %	26 -21	
03 : Professionals	132	7	5.3 %	24.4 %	32 -25	
04 : Semi-Professionals and Technicians	66	2	3.0 %	0.0 %	0 2	
05 : Supervisors	11	2	18.2 %	4.4 %	0 2	
06 : Supervisors: Crafts and Trades	77	_	1.3 %	0.1 %	0 1	
07 : Administrative and Senior Clerical Personnel	41	2	4.9 %	5.7 %	2 0	
09 : Skilled Crafts and Trades Workers	855	40	4.7 %	1.4 %	12 28	
10 : Clerical Personnel	35	0	0.0 %	7.2 %	ယ -	
11 : Intermediate Sales and Service Personnel	œ	0	0.0 %	8.5 %	-1	
12 : Semi-Skilled Manual Workers	44	_	2.3 %	5.9 %	ى -2	
13 : Other Sales and Service Personnel	2	0	0.0 %	10.6 %	0 0	
14 : Other Manual Workers	139	14	10.1 %	7.6 %	11 3	
Total	1605	74	4.6 %	5.7 %	92 -18	



Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005441

Workforce Analysis - Summary Report

Date: 2018-01-23

Persons with Disabilities

			Persons v	Persons with Disabilities	S	
Employment Equity Occupational Group	All Employees	Representation	entation	Availability	ility Gap	
	#	#	%	%	#	
01/02 : Managers	195	1	0.5 %	4.3 %	8	
03 : Professionals	132	2	1.5 %	3.8 %	5 -	
04 : Semi-Professionals and Technicians	66	0	0.0 %	4.6 %	ယ -	
05 : Supervisors	11	2	18.2 %	13.9 %	2 0	
06 : Supervisors: Crafts and Trades	77	0	0.0 %	7.8 %	6	
07 : Administrative and Senior Clerical Personnel	41	_	2.4 %	3.4 %	1 0	
09 : Skilled Crafts and Trades Workers	855	23	2.7 %	3.8 %	32 -9	
10 : Clerical Personnel	35	0	0.0 %	7.0 %	2	
11 : Intermediate Sales and Service Personnel	8	0	0.0 %	5.6 %	0 0	
12 : Semi-Skilled Manual Workers	44	ъ	11.4 %	4.8 %	2	
13 : Other Sales and Service Personnel	2	0	0.0 %	6.3 %	0 0	
14 : Other Manual Workers	139	<u> </u>	0.7 %	5.3 %	7 -6	
Total	1605	35	2.2 %	4.4 %	-33	



Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005442

Workforce Analysis - Summary Report

Date: 2018-01-23

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

EEOG 10, 12, and 14 are roles that are easily filled more locally with a larger local labour market.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

14 : Other Manual Workers	13 : Other Sales and Service Personnel	12 : Semi-Skilled Manual Workers	11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	EEOG	NOC	EEOG	NOC	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	CMA	CMA	Provincial	CMA	Provincial	CMA	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - Irving Shipbuilding Inc./Les chantiers maritime Irving

005443

Workforce Analysis - Summary Report

Date: 2018-01-23

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Irving Shipbuilding Inc./Les chantiers maritime Irving

[Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2014	10	02

	Analysis	- 1
Data from	Subsequent/Curr	ent Workforce

Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	01	23

			Table 1: Women	l
		First/Pr	evious Workforce	Analysis
Emple	symont Equity Occupational Croup (FEOC)	All Employees	Wor	nen
rmbic	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	6	0	24.20
02	Middle & Other Managers	65	7	39.10
03	Professionals	37	10	33.20
04	Semi-Professionals & Technicians	40	5	17.90
05	Supervisors	6	1	58.00
06	Supervisors: Crafts & Trades	49	0	5.80
07	Administrative & Senior Clerical Personnel	35	29	82.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	750	26	1.70
10	Clerical Personnel	29	17	72.50
11	Intermediate Sales & Service Personnel	6	3	59.70
12	Semi-Skilled Manual Workers	20	0	14.10
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	143	6	17.90
Total		1,186	104	12.4

	Table 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	%
24	3	27.40
171	13	38.90
132	31	29.80
66	15	11.70
11	1	57.50
77	2	2.30
41	36	81.60
0	ol	0.00
855	51	1.90
35	21	67.80
8	6	65.50
44	2	12.30
2	0	57.40
139	4	14.80
1,605	185	0.0

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* Source:		

Irving Shipbuilding Inc./Les chantiers maritime Irving Federal Contractors Program Achievement Report Part 1: Workforce Analysis [Date: YYYY-MM-DD]

Data from First/Previous Workforce Analysis
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2018	YYYY	Data from Subse	←	
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Data from Subsequent/Current Workforce

2.0	20	1,186	
1.70	2	143	Other Manual Workers
0.00	0	0	Other Sales & Service Personnel
2.00	1	20	Semi-Skilled Manual Workers
1.60	0	6	Intermediate Sales & Service Personnel
1.60	1	29	Clerical Personnel
2.20	14	750	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
1.40	0	35	Administrative & Senior Clerical Personnel
0.20	0	49	Supervisors: Crafts & Trades
2.60	0	6	Supervisors
2.50	0	40	Semi-Professionals & Technicians
1.10	0	37	Professionals
1.90	2	65	Middle & Other Managers
2.40	0	6	Senior Managers
%	#	#	
Availability*	Representation		of ment Equity Occupanional Group (EEGG)
l Peoples	Aboriginal Peoples	All Employees	ovment Family Occupational Group (FFOG)
unalysis	First/Previous Workforce Analysis	First/Pr	
eoples	Fable 2: Aboriginal Peoples	Table	

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Subsequent/Current Workforce Analysis All Employees Aboriginal Peoples Representation Availability	0/0	#	#
Subsequent/Current Workforce Analysis All Employees Aboriginal Peoples	Availability*	Representation	
Subsequent/Current Workforce Analysis	d Peoples	Aborigina	All Employees
	ce Analysis	t/Current Workfor	Subsequen

Employment

0.0	48	1,605
2.7	دن	139
4.4	0	2
2.9	1	44
3.2	0	8
2.8	0	35
2.4	33	855
0.0	0	0
2.3	1	41
4.0	1	77
2.4	1	11
1.1	2	66
1.4	2	132
2.2	4	171

0	* Source:

* Source:

Irving Shipbuilding Inc./Les chantiers maritime Irving Federal Contractors Program Achievement Report Part 1: Workforce Analysis [Date: YYYY-MM-DD]

02	10	2014
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orce Analysis	Data from First/Previous Workforce Analysis	Data from Fir
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FIGURE ALIANSIS	/Frevious wor	Uata Ifom FIRSURTEVIOUS WORKIOFCE Analysis

2018	YYYY	Data from Subse	←		Data from Su
01	MM	Data from Subsequent/Current Workforce Analysis	←	Analysis	Data from Subsequent/Current Workforce
23	DD	orkforce Analysis	←		ent Workforce

Table 3: Members of Visible Minoritiesyment Equity Occupational Group (EEOG)All EmployeesMembers of Visible MinoritiesEnior Managers#Members of Visible MinoritiesSenior Managers6RepresentationAvailability*Middle & Other Managers64Wembers of Visible MinoritiesSenior Managers6RepresentationAvailability*Senior Managers614.00Professionals7317.40Semi-Professionals & Technicians410.20Supervisors810.20Supervisors: Crafts & Trades4410.20Skilled Sales & Service Personnel3514.00Skilled Crafts & Trades Workers750311.00Clerical Personnel6.3031.00Semi-Skilled Manual Workers000.00Other Manual Workers000.00	3.6	53	1,186	
Table 3: Members of Visible Minoritie First/Previous Workforce Analysis All Employees Members of Visible Minoritie # # % 65 2 1 37 3 1 40 0 1 40 0 1 40 1 1 40 1 1 40 1 1 40 1 1 40 1 1 40 3 1 40 3 1 40 3 1 40 3 1 40 3 1 40 3 1 33 1 3 49 1 3 30 3 1 40 3 1 40 3 1 40 3 1 40 3 1	9.80	11	143	Other Manual Workers
Table 3: Members of Visible Minoritie First/Previous Workforce Analysis All Employees Members of Visible Minoritie # # % 65 2 1 37 3 3 40 0 1 65 2 1 6 1 1 49 1 1 49 1 1 35 1 1 750 31 1 6 0 0 750 31 0 6 0 0 750 31 0 6 0 0 750 31 0 750 31 0 750 31 0 750 31 0 750 31 0 750 31 0 750 31 0 750 31 0	0.00	0	0	Other Sales & Service Personnel
Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees Members of Visible Minoritie # # % 65 # 9% 1 37 3 1 40 0 1 1 40 0 1 1 40 1 1 1 40 1 1 1 40 1 1 1 40 1 1 1 40 35 1 1 40 35 1 1 40 35 1 1 40 35 1 3 1 35 1 3 1 3 1 40 35 1 3 1 3 1 37 3 3 1 3 1 3 1 40 3 3 1	4.50	2	20	Semi-Skilled Manual Workers
Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees Members of Visible Minoritie Members of Visible Minoritie Members of Visible Minoritie Representation Availability Managers 40 0 Mals & Technicians 40 0 1 fits & Trades 49 1 1 Senior Clerical Personnel 35 1 1 Service Personnel 35 31 3 Trades Workers 35 31 31	6.20	0	6	Intermediate Sales & Service Personnel
Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees Members of Visible Minoritie # # % 65 2 1 37 3 1 40 0 1 40 0 1 49 1 1 33 1 1 49 1 1 49 1 1 35 1 1 6 0 0 750 31 1	6.30	1	29	Clerical Personnel
Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees Members of Visible Minoritie # # % 65 # % 37 3 1 40 0 1 40 0 1 49 1 1 35 1 1	1.00	31	750	Skilled Crafts & Trades Workers
Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees Members of Visible Minoritie # Representation Availability 65 2 1 37 3 1 40 0 1 40 0 1 49 1 1 35 1 1	0.00	0	0	Skilled Sales & Service Personnel
Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees Members of Visible Minoritie # Representation Availability 65 # % 37 3 1 40 0 1 65 1 1 40 0 1 40 0 1 40 0 1 40 0 1 40 0 1	4.00	1	35	Administrative & Senior Clerical Personnel
Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees # Members of Visible Minoritie Representation Availability # 6 65 65 37 37 40 6 0 1	0.20	1	49	Supervisors: Crafts & Trades
Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees Members of Visible Minoritie # Representation Availability # 65 65 65 2 1 37 31 31	3.80	1	6	Supervisors
Table 3: Members of Visible Minoritic First/Previous Workforce Analysis All Employees Members of Visible Minorit Members of Visible Minorit Representation Availabili # # 0 65 65 2 37	1.00	0	40	Semi-Professionals & Technicians
Table 3: Members of Visible Minoritie First/Previous Workforce Analysis All Employees Members of Visible Minoriti Representation Availabilii # # % 65	17.40	_G	37	Professionals
Table 3: Members of Visible Minorities First/Previous Workforce Analysis All Employees Members of Visible Minorities All Employees Representation Availability # 9%	14.00	2	65	Middle & Other Managers
Table 3: Members of Visible I First/Previous Workforce An All Employees Members of Visib Representation #	8.70	0	6	Senior Managers
Table 3: Members of Visible I First/Previous Workforce An All Employees Members of Visib Representation	%	#	#	
Table 3: Mem First/Previ	Availability*	Representation		Symem Equity Occupational Group (EEGG)
Table 3: Members of Visible Minorities First/Previous Workforce Analysis	ible Minorities	Members of Vis	All Employees	Avment Family Occupational Crown (FFOC)
Table 3: Members of Visible Minorities	unalysis	evious Workforce /	First/Pro	
	Minorities	mbers of Visible	Table 3: Me	

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0	#	Representation	Members of Vi	Subsequent/Current Workforce Analysis	Table 7: Members of Visible Minorities	
10.1	%	Availability*	Members of Visible Minorities	ce Analysis	e Minorities	

Employment Ed

0.0	74	1,605
7.6	14	139
10.6	0	2
5.9	1	44
8.5	0	8
7.2	0	35
1.4	40	855
0.0	0	0
5.7	2	41
0.1	1	77
4.4	2	11
0.0	2	66
24.4	7	132
15.0	5	171

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* Source:

Irving Shipbuilding Inc./Les chantiers maritime Irving Federal Contractors Program Achievement Report Part 1: Workforce Analysis [Date: YYYY-MM-DD]

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Employment Equity Occ

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5.20	4	143	Other Manual Workers
0.00	0	0	Other Sales & Service Personnel
5.50	4	20	Semi-Skilled Manual Workers
5.30	1	6	Intermediate Sales & Service Personnel
4.40	1	29	Clerical Personnel
5.30	18	750	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
2.60	1	35	Administrative & Senior Clerical Personnel
4.60	1	49	Supervisors: Crafts & Trades
9.50	0	6	Supervisors
4.80	1	40	Semi-Professionals & Technicians
4.50	0	37	Professionals
3.20	0	71	Managers
%	#	#	
Availability*	Representation		y ment Educty Occupational Oroup (EEOO)
Disabilities	Persons with Disabilities	All Employees	vment Family Occupational Crown (FFOC)
vnalysis	First/Previous Workforce Analysis	First/Pr	
sabilities	Table 4: Persons with Disabilities	Table 4:	

04 05 06 07 07 08 08 09 10 11 11 12

Subsequent	Subsequent/Current Workforce Analysis	e Analysis
All Employees	Persons with Disabilities	Disabilities
	Representation	Availability*
#	#	0%
195	1	4.3
132	2	3.8
66	0	4.6
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3.4 0.0 3.8 7.0 5.6 4.8

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Irving Shipbuilding Inc./Les chantiers maritime Irving

[Date: YYYY-MM-DD]

	YYYY	Start Date of Flow Data YY MM D	D	End Date of NYYYY N	End Date of Flow Data YY MM DD				
	Data from F	Data from Form 4 - Employees Hired	yees	Data fron	n Form 5 - Employees Promoted	mployees	Data fro	m Form 6 - I Terminated	Data from Form 6 - Employees Terminated
	+		← 	←	↓	←	←		+
	Tabl	Table 1: Women		Ta	Table 5: Women	en		Fable 9: Women	omen
	Full-time / National	al Part-time / National		Full-time / Nat	tional Part-	Part-time / National	Full-time / National		Part-time / National
Employment Equity Occupational Group (EEOG)	All Employees Women Hired	All Employees Hired	Women Hired E	All We Employees Promoted	Women Employees Promoted Promoted	Women /ees Promoted	All Employees Terminated	Women En	All Women Employees Terminated
	# #	#	#	#	# #	#	#	#	# #
01 Senior Managers	15	2 0	0	0	0	0 0	0	0	0 0
02 Middle & Other Managers	81	7 0	0	36		0 0	15	(J)	0 0
03 Professionals	86	21 0	0	22	<u> </u>	0 0		6	0 0
04 Semi-Professionals & Technicians	38	10 0	0 0	13	. <u>()</u>	0	10	<u>. –</u>	0 0
06 Supervisors: Crafts & Trades	21		0	28	<u>u</u>		15		
07 Administrative & Senior Clerical Personnel	16	13 0	0	4	4	0 0	8	6	0 0
08 Skilled Sales & Service Personnel	0	0 0	0	0	0	0 0	0	0	0 0
09 Skilled Crafts & Trades Workers	262	27 0	0	84	6	0 0	129	2	0 0
10 Clerical Personnel	21	13 0	0	6	5	0 0	7	6	0 0
11 Intermediate Sales & Service Personnel	2	2 0	0	4	3	0 0	2	0	0 0
12 Semi-Skilled Manual Workers	7	0 0	0	4	2	0 0	(L)	0	0 0
13 Other Sales & Service Personnel	2	0 0	0	0	0	0 0	0	0	0 0
14 Other Manual Workers	37	2 0	0	15	_	0 0	45	2	0 0
Total	593	97 0	0	219	39	0	247	28	0 0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Irving Shipbuilding Inc./Les chantiers maritime Irving

[Date: YYYY-MM-DD]

0	1111	Start
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Form 5 - Promoted	
Data from Form 5 - Employees Promoted	

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	Part-time / National	
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Employment Equity Occupational Group

Employees

Peoples Hired Aboriginal

Employees

Hired

Peoples Hired

Aboriginal

Hired

Full-time / National

Part-time / National

Table 2: Aboriginal Peoples

	0	0	7	219
	0	0	_	15
	0	0	0	0
	0	0	0	4
	0	0	0	4
	0	0	0	6
	0	0	4	84
	0	0	0	0
	0	0	0	4
	0	0	0	28
	0	0		3
	0	0	0	13
	0	0		22
	0	0	0	36
	0	0	0	0
	#	#	#	#
T _e	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted
Ŧ	/ National	Part-time / National	/National	Full-time / National
	pics	iginal i co	Table 0: Abougillat I copies	140

11 12 13

14 Other Manual Workers

Other Sales & Service Personnel Semi-Skilled Manual Workers 07

Administrative & Senior Clerical Personnel

90 05 04 0302

Supervisors

Supervisors: Crafts & Trades

Semi-Professionals & Technicians

15 81 86 38 38 21

Middle & Other Managers

Senior Managers

Professionals

09 80

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

262

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18 0 0 0 2 26

16

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Clerical Personnel

Intermediate Sales & Service Personnel

Data from Form 6 - Employees Terminated

,	0	U	n
#	#	#	#
Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	AII ployees minated
/ National	Part-time / National	II-time / National	II-time
ples	riginal Pec	Table 10: Aboriginal Peoples	Tabl
←	←	←	←

0	0	5	247
0	0	_	45
0	0	0	0
0	0	0	3
0	0	0	2
0	0	0	7
0	0	4	129
0	0	0	0
0	0	0	8
0	0	0	15
0	0	0	2
0	0	0	10
0	0	0	11
0	0	0	15
0	0	0	0
#	#	#	#
Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	All Imployees erminated
/ National	Part-time / National	'National	Full-time / National
reopies	Aboriginal Fed	Į.	Lable
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Part 2: Flow Data Analysis

Irving Shipbuilding Inc./Les chantiers maritime Irving

[Date: YYYY-MM-DD]

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Data from Form 4 - Employees Hired

Table 3: Persons with

Full-time / National

Part-

Employment Equity Occupational Group

Employees

Employ

Persons with Disabilities Hired

Hired

Disa- time	Disabilities -time / National	Table Full-time	Table 7: Persons with Disabilities Full-time / National Part-time / National	with Disa Part-time	vith Disabilities Part-time / National
yes -	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#	#
0	0	0	0	0	0
0	0	36		0	0
0	0	22	0	0	0
0	0	13	0	0	0
0	0	ယ	2	0	0
0	0	28	0	0	0
0	0	4	0	0	0
0	0	0	0	0	0
0	0	84	4	0	0
0	0	6	0	0	0
0	0	4	0	0	0
0	0	4	0	0	0
0	0	0	0	0	0
0	0	15	0	0	0
0	0	219	7	0	0

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Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

262

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Administrative & Senior Clerical Personnel

Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

15 81 86 38 38 21 16

Middle & Other Managers

Senior Managers

Professionals

80 07 90 05 04 0302

10 Clerical Personnel

Intermediate Sales & Service Personnel

14 Other Manual Workers

13 12 _

Other Sales & Service Personnel Semi-Skilled Manual Workers

> Data from Form 5 - Employees Promoted

> > Data from Form 6 - Employees

Terminated

0 15	#	All Employees Terminated	Full-time	Table	←
0	#	Persons with Disabilities Terminated	Full-time / National	Table 11: Persons with Disabilities	←
0	#	All Employees Terminated	Part-time	s with Dis	←
0	#	Persons with Disabilities Terminated	Part-time / National	abilities	←

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Irving Shipbuilding Inc./Les chantiers maritime Irving

[Date: YYYY-MM-DD]

Start	Date of Flov	v Data
YYYY	MM	DD
0	0	0

YYYY	MM	DD

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted $\overline{\downarrow}$

Data from Form 6 - Employees Terminated $\overline{\downarrow}$

	Table 4:	Table 4: Members of Visible Minorities										
	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	15	0	0	0								
02 Middle & Other Managers	81	3	0	0								
03 Professionals	86	6	0	0								
04 Semi-Professionals & Technicians	38	2	0	0								
05 Supervisors	5	0	0	0								
06 Supervisors: Crafts & Trades	21	0	0	0								
07 Administrative & Senior Clerical Person	nel 16	0	0	0								
08 Skilled Sales & Service Personnel	0	0	0	0								
09 Skilled Crafts & Trades Workers	262	13	0	0								
10 Clerical Personnel	21	0	0	0								
11 Intermediate Sales & Service Personnel	2	0	0	0								
12 Semi-Skilled Manual Workers	7	0	0	0								
13 Other Sales & Service Personnel	2	0	0	0								
14 Other Manual Workers	37	4	0	0								
Total	593	28	0	0								

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				
36	1	0	0				
22	1	0	0				
13	1	0	0				
3	1	0	0				
28	0	0	0				
4	0	0	0				
0	0	0	0				
84	2	0	0				
6	0	0	0				
4	0	0	0				
4	0	0	0				
0	0	0	0				
15	0	0	0				
219	6	0	0				

Table 12:	Members	of Visible I	Minorities					
Full-time	/ National	Part-time / National						
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated					
#	#	#	#					
0	0	0	0					
15	0	0	0					
11	1	0	0					
10	0	0	0					
2	0	0	0					
15	0	0	0					
8	1	0	0					
0	0	0	0					
129	5	0	0					
7	0	0	0					
2	0	0	0					
3	1	0	0					
0	0	0	0					
45	4	0	0					
247	12	0	0					

Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01			Occii	7 1					Data	Þ
	Other M	Other Sa	Semi-Sk	Intermed	Clerical	Skilled (Skilled S	Adminis:	Supervis	Supervisors	Semi-Pro	Professionals	Middle &	Senior Managers			pational -	Fmalovment Fouity					Data sources:	
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	liate Sales	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	trative &	ors: Craft	ors	Semi-Professionals & Tech	onals	Middle & Other Managers	1anagers			Occupational Group (EEOG)	To a second						В
	rkers	vice	ual	Intermediate Sales & Service	_	rades	rvice	Administrative & Sr Clerical	Supervisors: Crafts & Trades		ls & Tech		1anagers				EOG)							
1,186	143	0	20	e 6	29	750	0		s 49	6	40	37	65	6	#	2014-10-02	AAAA-WW-DD	Number				 ←	From From Workforce Workforce Analysis Analysis	C
10.6%		0.0%					0.0%		16.3%	22.4%	18.2%	52.8%	38.0%	58.7%	%	Annually	Actual	G.				←	From Workforce Analysis [†]	D
%	%	<u>~</u>	<u>~</u>	%	%	%	%	%	%	%	%	%	<u>~</u>	%	%	Annually	29	Growth (New Positions)				←	From Workforce Data Entry CxEx3 Analysis [†]	E
															*	V Years	Projected	ositions)	All			←	пу СхЕх	7
0 17	0 31	0 0	0 9	0 28	0 21	0 16	0 0	0 21	0 23	0 23	0 18	0 13	0 12	0 0	%	Annually	Actual	Turnov	All Employees			←	From Flow Data Analysis & Workforce Analysis [‡]	
17.7%	31.9%	0.0%	9.4%	28.6%	21.9%	16.1%	0.0%	21.1%	23.8%	23.5%	18.9%	13.0%	12.7%	0.0%	%	illy Annually	=	Turnover (Replacement of Terminated Employees)	-			_	Tow a Data is & Entry orce	=
																	Projected	ent of Termi yees))		
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	<u> </u>	1				←		ļ
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Tears	Hires Over 3	Anticipated				←	F + I	J
104	6	0	0	_ω	17	26	0	29	0	_	5	10	7	0	#	2014-10-02	AAAAWW-DD	Number		First/I		←	From Workforce Analysis	K
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%	%	Annually		Turnover (R Terminated		revious SI	Table 1: Women	←	Equivalent to H	T
											0				#	Over 3 Years		Turnover (Replacement of Terminated Employees)		First/Previous Short-term Goals	Women	←	KxLx3	M
0 43) 20	0	3	1	4	-13	0	0	3	2	2	2) 18		*	Years	Over 3	•		Goals		←	(F x Q) - R + M	Z
															#	2014	111	376				←	JχP	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9%	2017	1111 - 1111	3 Year Goals From - To	W			←	Data Entry	ļ
12.4%	17.9%	0.0%	14.1%	59.7%	72.5%	1.7%	0.0%	82.0%	5.8%	58.0%	17.9%	33.2%	39.1%	24.2%	%		Availability	Precent	Women			←	From Workforce Analysis	P Q
-43	-20	0									<u>.</u>	<u>.</u>	-18		#		Present Gap					←	From Workforce Analysis	
3 -43		0	-3	<u></u>	4	3 13	0	0	<u></u>	2 -2	2 -2	2 -2	8 -18	<u>-</u>	#		Gap	Projected				←		
															%		Representation	Process				 	(K - M + O) - ((C + K + C F) x Q)	T
8.8%	4.2%	#DIV/0!	0.0%	50.0%	58.6%	3.5%	#DIV/0!	82.9%	0.0%	16.7%	12.5%	27.0%	10.8%	0.0%										
8.8%	4.2%	#DIV/0!	0.0%	50.0%	58.6%	3.5%	#DIV/0!	82.9%	0.0%	16.7%	12.5%	27.0%	10.8%	0.0%	9%	Years	Representation in 3	Projected				←	(K • M + O) ÷ (C + F)	S T U

13 Other Sal	12 Semi-Ski	11 Intermed	10 Clerical Personnel	09 Skilled C	08 Skilled Sa	07 Administ	06 Superviso	05 Supervisors	04 Semi-Pro	03 Professionals	02 Middle &	01 Senior Managers	escapanoan eroap escess	Occumational Comm	Finding F		† Calculate Workforc	† Calculate	Total
Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	ersonnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	ors	Semi-Professionals & Tech	nals	Middle & Other Managers	anagers	aroup (accord)	Group (FFOC)			Calculated by using the followin Workforce Analysis) ÷ 2) x 100.	d by using the follow	
0 0	<u> </u>	0 0	3 0	0 0	0 0	0 0	1 0	0 0	2 0	2 0	3 0	0.0	# %	Short-term Goals	W.		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.	Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) ¹³ - 1) x 100	1,186 10.6%
0	0.0	0.0	0.0	0.0	0.0	0.0	1 0.0	0.0	0.0	0.0	0.0	0 0	#	Long-term Goals	Women		ed full-time emplo	number of employ	%
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	%	ioals			yees from Flow D	ees from Workfor	0 17.7%
																	ata Analysis + Te	ce Analysis + Pre	%
																	rminated part-tim	vious number of e	0
																	e employees from	mployees from W	0 104
																Table 2: Women	Flow Data Analy:	orkforce Analysis	0.0%
														Comments		ien	sis) ÷ ((Total num	$)^{1/3} - 1) \times 100.$	0 43
														ments			ber of employees		0
																	from Previous Wo		12.4%
																	rkforce Analysis		% -43
																	+ Total number of		-43
																	employees from		8.8%
																	Current		8.8%

Total	14 Other Manual Workers				
17 32	5 0.0 8 0.0	[Date: YYYY-MM-DD]	Irving Shipbuilding Inc/Les chantiers maritime Irving	Part 3: Goals	Federal Contractors Program Achievement Report

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01 Sen 02 Mid 03 Pro		ccupatio	nelovn					Data sources:	Α
01 Senior Managers 02 Middle & Other Managers 03 Professionals		Occupational Group (EEOG)	Employment Equity					œs:	
agers)ther Ma ls		oup (El	Ė						В
magers		(500)							
		2014	Z.					Fi Wor An	
65 37	#	YYYY-MMI-DD 2014-10-02	Number				←	From Vorkforce Analysis	С
58.7% 38.0% 52.8%	%	Actual Annually	(←	From Workforce Analysis [†]	D
7% 3%			Growth (New Positions)					From Flow Workforce Workforce Data Entry C x E x 3 Analysis & Analysis Analysis Analysis*	
	%	Projected Annually 0	ew Positic				←	ı Entry	E
	##	Over 3	ns)	AH E			←	СхЕх	Ŧ
	%	Actual	Tuna	All Employees			,	From Flow Data Analysis & Workforce Analysis‡	
0.0% 12.7% 13.0%			over (Rep E	2			-	From Flow Data Analysis & Workforce Analysis‡	G
	%	Annually	Turnover (Replacement of Terminated Employees)				←	Data Entry	Н
	# #	- Jecte	of Termina				←	CxHx3	_
0000	- 3		1						
	#	Hires Over 3 Years	Anticipated				←	F + I	J
0000			I						
0 2 0	#	VYYY-MM-DD 2014-10-02	Number		First/P	Table	←	From Workforce Analysis	K
0.0% 0.0%	%	Annually	Turnover (Replacement of Terminated Employees)		First/Previous Short-term Goals	Fable 3: Aboriginal Peoples	←	Equivalent to H	L
2 % % %		19	urnover (Replacement o Terminated Employees)		Short-te	rigina	,		
000	##				erm Gos	l Peop	←	Lx3 (Z
	#	Over 3 Years	Hires		als	es	←	KxLx3 (FxQ)-R+M	Z
0	#	2					←		0
000		<u>اء</u>	3 Year Goals From - To				←	J x P Data Entry	
	%	2017	als	Aborigi			←	ıta Entry	P
	%	Availability	Present	Aboriginal Peoples			←	From From (K - M + Data Entry Workforce Workforce O) - ((C + Analysis Analysis F) x Q)	Q
2.4% 1.9% 1.1%			Ė	ples				From Workforce W Analysis	Q
	#	Present Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
010	#		Printerled				←	(K - M + 20 O) - ((C + F) x Q)	s
- 0 - 0			i de la companya de l						ii
	%	Representation	Present				←	K + C (K - M + O) + (C + F)	T
0.0% 3.1% 0.0%		ntation	Ė					С	
		Repres	Pro					(K - M	
0.0% 3.1% 0.0%	%	Representation in 3 Years	Projected				←	(K - M + O) ÷ (C + F)	U
% 1% 80		п 3				L		(C	

Employment Equity		-	7			Hirms Owner 4	AND MAI DO	T COMMISSION OF	unprojecco)	Required	VVVV		Present	Projected	ected	Present D.	
	A A A A - MINI-WAY	Weigh	rrojecieu	Actual	Hojecied	8	1 1 1 1 1000			Over-3			•	C:		Representation N	Representation in 2
2014-10-02		Annually	Annually Over 3	Annually Annually	ally Over 3	Years	2014-10-02	Annually	Over 3	Years	2014	2017					Vears
#	#	%	% #	% %	#	*	*	%	#	#:	#	%	%	#		%	%
01 Senior Managers	6	58.7%	(0.0%	0	0	0	0.0%	0	0	0		2.4%	0	0	0.0%	0.0%
02 Middle & Other Managers	65	38.0%		12.7%	0	0	2	0.0%	0	<u>.</u>	0		1.9%	1	_	3.1%	3.1%
03 Professionals	37	52.8%		13.0%	0	0	0	0.0%	0	0	0		1.1%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	40	18.2%		18.9%	0	0	0	0.0%	0	_	0		2.5%	<u>_</u>	<u></u>	0.0%	0.0%
05 Supervisors	6	22.4%		23.5%	0	0	0	0.0%	0	0	0		2.6%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	49	16.3%		23.8%	0	0	0	0.0%	0	0	0		0.2%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	35	5.4%		21.1%	0	0	0	0.0%	0	0	0		1.4%	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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	750	4.5%		16.1%	0	0	14	0.0%	0	ယ	0		2.2%	<u>.</u> 3	င်း	1.9%	1.9%
10 Clerical Personnel	29	6.5%		21.9%	0	0	_	0.0%	0	<u>-</u>	0		1.6%	_	_	3.4%	3.4%
11 Intermediate Sales & Service	6	10.1%		28.6%	0	0	0	0.0%	0	0	0		1.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	20	30.1%		9.4%	0	0	1	0.0%	0	<u>-</u>	0		2.0%	_	_	5.0%	5.0%
13 Other Sales & Service	0	0.0%		0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/C
14 Other Manual Workers	143	-0.9%		31.9%	0	0	2	0.0%	0	0	0		1.7%	0	0	1.4%	1.4%
Total	1.186	10.6%) 17.7%	0	0	20	0.0%	0	4	0		2.0%	4	4	1.7%	Ξ,

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

13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Constitution of the consti	Occupational Group (FFOG)	Final American Francis	
Service	anual	lles & Service	nel	t Trades	Service	& Sr Clerical	afts & Trades		nals & Tech		r Managers	ľS	#	Г		
0 0	0 (0 0	0 (2 (0 0	0	0 (0 (0 (0 (0 (0 0	9%	Short-term Goals	Aborigi	
0 0,	0.0	0.0	0.0	.0 8	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	#	Long-term Goals	Aboriginal Peoples	
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	%	1 Goals		
																lable 4: A
																able 4: Aboriginal Peoples
														Comments		oples
														nts		

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	Part 3: Goals
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	[Date: YYYY-MM-DD]
14 Other Manual Workers	0 0.0 0 0.0
Total	2 9

Total	14	13	12	11	10		08	07		05	04	03	01/02		Occus	e mp						Data s	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	01/02 Managers		Occupational Group (EEOG)	Employment Equity						Data sources:	В
1,186	143	0	20	6	29	750	0	35	49	6	40	37	71	#	2014-10-02	YYYY-MM-DD	Number				←	From Workforce Analysis	С
10.6%	-0.9%	0.0%	30.1%	10.1%	6.5%	4.5%	0.0%	5.4%	16.3%	22.4%	18.2%	52.8%	48.4%	%	Annually	Actual	Grew				←	From Workforce Analysis [†]	D
														%	Annually	Projected	Growth (New Positions)				←	From Workforce Data Entry C x E x 3	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years	ed		All Employees			←		F
17.7%	31.9%	0.0%	9.4%	28.6%	21.9%	16.1%	0.0%	21.1%	23.8%	23.5%	18.9%	13.0%	6.4%	%	Annually	Actua	Turnover (Replacement of Terminated Employees)	loyees			←	From Flow Data Analysis & Workforce Analysis‡	G
														%	Annually	Projected	placement of To Employees)				←	Data C	н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	ver 3						←	CxHx3	-
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Years	Hires Over 3	Anticipated				←	F + I	J
31	4	0	4	1	_	18	0	1	1	0	_	0	0	#	2014-10-02	UG-MM-YYYY	Number		First/	Table 5	←	From Workforce Analysis	К
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%	%	Annually	Transmitted Simple Street	Turnover (Repli		First/Previous Shor	Table 5: Persons w	←	Equivalent to H	Т
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	e ampanjacan	placement of		ort-term Goals	with Disabilities	←	KxLx3	Z
#REF!	3	0	ა	Ļ	0	22	0	0	_	_	_	2	2	*	Years	Required	Hires		oals	bilities	←	(F x Q) - R + M	z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2014	1777-1777	3 Year Goals From - To	_			←	JxP	0
														%	2017	177	Goals - To	ersons with			←	Data Entry	P
#REF!	5.0%	5.2%	0.0%	5.5%	5.3%	4.4%	5.3%	0.0%	2.6%	4.6%	9.5%	4.8%	4.5%	%	Availability	Present	•	Persons with Disabilities			←	From Workforce Analysis	Q
-28	-53	0	s		0	-22	0	0	<u>-</u>	<u>-</u>	<u>-</u>	-2	-2	#	-	Present Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
#REF!	-53	0	4	_	<u>.</u>	-15	0	_	0	0	ಪ	-2	చ	#	Gap	Projected	1				←	(K - M + O) - ((C + F) x Q)	s
2.6%	2.8%	#DIV/0!	20.0%	16.7%	3.4%	2.4%	#DIV/0!	2.9%	2.0%	0.0%	2.5%	0.0%	0.0%	%	Representation	Present					←	K ÷ C	T
6 2.6%	6 2.8%)! #DIV/0!	6 20.0%	6 16.7%	6 3.4%	6 2.4%)! #DIV/0!	6 2.9%	6 2.0%	6 0.0%	6 2.5%		6 0.0%	%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	T U

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

Total	14	13	12	Ξ	10	09	08	07	06	05	04	03	01/02	000			
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrati	Supervisors:	Supervisors	Semi-Profes	03 Professionals	01/02 Managers	Occupational Group (Engle)	Campational Comm	wmont For	
	al Workers	& Service	Manual	Intermediate Sales & Service	onnel	s & Trades	& Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades		Semi-Professionals & Tech	S		up (unoca)	an (FFOC)		
				е					is.					#	Short-t		
	0	0	0	0	0	2	0	0	0	0		0	0	%	Short-term Goals	Persons with Disabilities	
	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		Lo	th Disal	
		0	0	0	0	∞	0	0		-			-	#	Long-term Goals	ilities	
	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	%	Goals		
	J)										٠				1	
																	-
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																	SWIE
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															3		Bucs
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Irving Shipbuilding Inc/Les chantiers maritime Irving [Date: YYYY-MM-DD]	Federal Contractors Program Achievement Report Part 3: Goals
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Federal Contractors Program Achievement Report

Part 3: Goals

Irving Shipbuilding Inc./Les chantiers maritime Irving

[Date: YYYY-MM-DD]

Prom Workforce Managers Prom Prom Workforce Date Prom Prom Workforce Date Prom P										Data	for First/I	Previous (Goals							
Data Sources From Workforce Workforce Analysis Care Ca	A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Table 7: Members of Visible Minorities First Previous State First Previous First Pr	Data sources:	Workforce	Workforce	Data Entry	CxEx3	Data Analysis & Workforce		CxHx3	F + I	Workforce	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	Workforce	Workforce	Ò) - ((C +	K÷C	:` ' :
Fundamental Part Fundamental		↓	↓	↓	↓	↓	↓		↓		<u> </u>	<u> </u>	\	↓		↓	↓	↓	↓	<u> </u>
Number Equity Occupational Group (EEOG) Number Equity Oc														8						
Number Framework Frame					AR F.					First/	Previous St	iort-term C	ioals	3.4		77.78.8. 8.87	144			
Number Squiry					AHER	, , ,			1		I		T			isible Minor	ines	1		
Present Equity Present Gap Present Gap		Number	Grov	vth (New Posit	ions)			f Terminated		Number			Hires							
Company Comp		VVVV-MM-DD	Actual	Proi	ected	 		iected		VVVV-MM-DD		l Employees)					Present Gap			
Senior Managers 6 58.7% 0 0.00% 0 0 0 0 0 0 0 0 0	Occupational Group (EEOG)							<u></u>	Years			Over 3				Availability		Gap	Representation	Years
O		2014-10-02	Annually	Annually		Annually	Annually			2014-10-02	Annually			2014	2017					
02 Middle & Other Managers 65 38.0% 0 12.7% 0 0 2 0.0% 0 7 0 14.0% -7 -7 3.1% 3.1% 03 Professionals 37 52.8% 0 13.0% 0 0 0 3 0.0% 0 3 0 17.4% -3 -3 8.1% 8.1% 04 Semi-Professionals & Tech 40 18.2% 0 18.9% 0 <th></th> <th>#</th> <th></th> <th>%</th> <th>#</th> <th></th> <th>%</th> <th>#</th> <th>#</th> <th>#</th> <th>%</th> <th>#</th> <th>#</th> <th>#</th> <th>%</th> <th></th> <th>#</th> <th>#</th> <th>%</th> <th></th>		#		%	#		%	#	#	#	%	#	#	#	%		#	#	%	
03 Professionals 37 52.8% 0 13.0% 0 0 0 3 0.0% 0 3 0 17.4% -3 -3 8.1% 8.1% 04 Semi-Professionals & Tech 40 18.2% 0 18.9% 0 0 0 0 0.0% 0 0 0 0 05 Supervisors 6 22.4% 0 23.5% 0 0 1 0.0% 0 -1 0 0.3.8% 1 1 16.7% 16.7% 06 Supervisors Crafts & Trades 49 16.3% 0 23.8% 0 0 1 0.0% 0 -1 0 0.2% 1 1 2.0% 2.0% 07 Administrative & Sr Clerical 35 5.4% 0 21.1% 0 0 0 1 0.0% 0 0 0 0 0 08 Skilled Sales & Service 0 0.0% 0 0 0.0% 0 0 0 0 0 09 Skilled Crafts & Trades 750 4.5% 0 21.9% 0 0 1 0.0% 0 0 0 0 10 Clerical Personnel 29 6.5% 0 21.9% 0 0 1 0.0% 0 0 0 11 Intermediate Sales & Service 6 10.1% 0 28.6% 0 0 0 0 0 0 0 12 Semi-Skilled Manual 20 30.1% 0 9.4% 0 0 0 0 0 0 0 0 13 Other Sales & Service 0 0.0% 0 0 0 0 0 0 0 0 14 Other Manual Workers 143 -0.9% 0 31.9% 0 0 0 11 0.0% 0 3 0 9.8% -3 -3 7.7% 7.7% 10 Trades 750 4.5% 1 1 10.0%	, i	ı			0			0	0	C		0	1	C				-1		
04 Semi-Professionals & Tech 40 18.2% 0 18.9% 0 0 0 0 0 0.0% 0 0 0 0 1.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0					0	1 1		0	0	2		0	7	0		1	1	· ·		
05 Supervisors 6 22.4% 0 23.5% 0 0 0 1 0.0% 0 -1 0 0.2% 1 1 16.7% 16.7%					0			0	0] 3		0	3	0	1		-3	-3		
06 Supervisors: Crafts & Trades 49 16.3% 0 23.8% 0 0 1 0.0% 0 -1 0 0.2% 1 1 2.0% 2.0% 07 Administrative & Sr Clerical 35 5.4% 0 21.1% 0 0 1 0.0% 0 0 4.0% 0 0 2.9% 08 Skilled Sales & Service 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0 0 0 0.0% 0 <			10.2.0		0	1		0	0	C		0	0	0)		0	0		
07 Administrative & Sr Clerical 35 5.4% 0 21.1% 0 0 1 0.0% 0	1 1 *	_			0	1 1		0	0	1		0	-1	0)			1		
08 Skilled Sales & Service 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0	1 1 .				0	1 1		0	0		I	0	'l -1	0		1		1		
09 Skilled Crafts & Trades 750 4.5% 0 16.1% 0 0 31 0.0% 0 -24 0 1.0% 24 24 4.1% 4.1% 10 Clerical Personnel 29 6.5% 0 21.9% 0 0 1 0.0% 0 1 0 6.3% -1 -1 3.4% 3.4% 11 Intermediate Sales & Service 6 10.1% 0 28.6% 0 0 0.0% 0 0 0 6.2% 0 0 0.0% 0.0% 12 Semi-Skilled Manual 20 30.1% 0 9.4% 0 0 2 0.0% 0 -1 0 4.5% 1 1 10.0% 10.0% 13 Other Sales & Service 0 0.0% 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 1				0	1		0	0		I	0	0	0		1		0		
10 Clerical Personnel 29 6.5% 0 21.9% 0 0 1 0.0% 0 1 0 0 6.3% -1 -1 3.4% 3.4% 11 Intermediate Sales & Service 6 10.1% 0 28.6% 0 0 0 0.0% 0 0 0 0 12 Semi-Skilled Manual 20 30.1% 0 9.4% 0 0 2 0.0% 0 -1 0 4.5% 1 1 10.0% 10.0% 13 Other Sales & Service 0 0.0% 0 0.0% 0 0 0 0.0% 0 0 0 14 Other Manual Workers 143 -0.9% 0 31.9% 0 0 0 11 0.0% 0 3 0 9.8% -3 -3 7.7% 7.7% 15 Total Personnel 29 6.5% 0 21.9% 0 0 0 0.0% 0 0 0 0 10 0.0% 0 0 0 0 0 0 0 10 0.0% 0 0 0 0 0 11 0.0% 0 3 0 9.8% -3 -3 7.7% 7.7% 12 0.0% 0 0 0 0 0 13 0.0% 0 0 0 0 0 14 0.0% 0 0 0 0 0 15 0.0% 0 0 0 0 16 0.0% 0 0 0 0 17 0.0% 0 0 0 18 0.0% 0 0 0 19 0.0% 0 0 10 0.0% 0 0 10 0.0% 0 0 11 0.0% 0 0 12 0.0% 0 0 13 0.0% 0 0 14 0.0% 0 0 15 0.0% 0 16 0.3% 0 17 0 0 18 0.0% 0 19 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 11 0.0% 0 12 0.0% 0 13 0.0% 0 14 0.0% 0 15 0.0% 0 16 0.0% 0 17 0 0 18 0.0% 0 19 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 11 0.0% 0 12 0.0% 0 13 0.0% 0 14 0.0% 0 15 0.0% 0 16 0.0% 0 17 0 18 0.0% 0 18 0.0% 0 19 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 10 0.0% 0 11 0.0% 0 12 0.0% 0 13 0.0% 0 15 0.0% 0 16 0.0% 0 17 0.0% 0 18 0.0% 0 18 0.0% 0 19 0.0% 0 10 0.0% 0	1 1	· ·			0			0	0		I	0		0)	1		0		
11 Intermediate Sales & Service 6 10.1% 0 28.6% 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 0.0% 0					0	1		0	0	31	I	1 0	-24	0			24	24		
12 Semi-Skilled Manual 20 30.1% 0 9.4% 0 0 2 0.0% 0 -1 0 4.5% 1 1 10.0% 10.0% 13 Other Sales & Service 0 0.0% 0 <t< td=""><td>Cieriea i eisciniei</td><td></td><td></td><td></td><td>0</td><td>1</td><td></td><td>0</td><td>0</td><td>1</td><td>I</td><td> 0</td><td></td><td></td><td></td><td>1</td><td>-1</td><td>-1</td><td></td><td></td></t<>	Cieriea i eisciniei				0	1		0	0	1	I	0				1	-1	-1		
13 Other Sales & Service 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	1		0				"	0			1		0		
14 Other Manual Workers 143 -0.9% 0 31.9% 0 0 11 0.0% 0 3 0 9.8% -3 -3 7.7% 7.7%	1 1										1	1 0	-1					1		
	The content content of the content o	ľ]] 0					1 0		
	Total Other Manual Workers	1,186			0	17.7%		1 0	0	53		0	-10	0		3.6%	10			4.5%

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

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((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
F2		Men	ibers of Visi	ble Minor	ities	
	oloyment Equity upational Group (EEOG)	Short-ter		Long-te	rm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	2	0.0	3	0.0	
03	Professionals	3	0.0	3	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	1	0,0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	1 0	0.0	005458

Total	14 Other Manual Workers				
8 7	mual Workers 2 0.0 1 0.0 1 0.0	[Date: YYYY-MM-DD]	Irving Shipbuilding Inc/Les chantiers maritime Irving	Part 3: Goals	Federal Contractors Program Achievement Report

Federal Contractors Program Achievement Report Part 3: Goals

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Irving Shipbuilding Inc./Les chantiers maritime Irving [Date: YYYY-MM-DD]

Data for Subsequent/Current Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers		•	Occupational Group (EFOG)	Funlayment Family						Data sources:	A B
1,605	139	2	44	~	35	855	0	4	77	=	66	132	171	24	#	2018-01-23	AAAA-WW-DD	Number					←	From Workforce Analysis	С
10.6%	-0.9%	0.0%	30.1%	10.1%	6.5%	4.5%	0.0%	5.4%	16.3%	22.4%	18.2%	52.8%	38.0%	58.7%	9%	Annually	Actual	Grav					←		D
															%	Annually	Projected	Growth (New Positions)					←	From Workforce Data Entry C x E x 3	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years	cted			All Employees			←		F
17.7%	31.9%	0.0%	9.4%	28.6%	21.9%	16.1%	0.0%	21.1%	23.8%	23.5%	18.9%	13.0%	12.7%	0.0%	%	Annually	Actual	Employees)	ð.	doyees			←	From Flow Data Analysis & Workforce Analysis [‡]	G
															%	Annually	Projected	Employees)					←	Data Entry	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	rted	erminated					←	CxHx3	I
0	(_	_	_	_	0	_	0	_	_			•	0	#	vears	Hires Over 3	Anticipated					←	F + I	J
185) 4	0	2	6	21	51	0	36	2) 15	31) 13	3	#	2018-01-23	AAAA-WW-DD	Number			Subseque		←	From Workforce Analysis	K
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%	%	Annually		Turnover (Replacement o Terminated Employees)			Subsequent/Current Sl	Table 9: W	←	Equivalent to H	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		urnover (Replacement of Terminated Employees)			Short-term Goals	Women	←	KxLx3	×
-185	17		ယ	<u>.</u>	ω	-35	0	<u>ئ</u>	0	5	-7	«	54	4	*	Years	Over 3	Hires			1 Goals		←	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	2018	AAAA - AAAA	From - To	3 Vear Goals				←	JxP	0
															%	2021	YYYY	-To		W			←	Data Entry	P
0.0%	14.8%	57.4%	12.3%	65.5%	67.8%	1.9%	0.0%	81.6%	2.3%	57.5%	11.7%	29.8%	38.9%	27.4%	%	•	Availability	Proceeding		Women			←	From Workforce Analysis	Q
185	-17	<u>.</u>	చ	_	<u>ئ</u>	35	0	3	0	-5	7	-∞	-54	-4	#		Present Gap						←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
185	-17	-1	ა	_	ა	35	0	3	0	-2	7	-&	-54	4	*	•	Gap	Projection					←		s
11.5%	2.9%	0.0%	4.5%	75.0%	60.0%	6.0%	#DIV/0!	87.8%	2.6%	9.1%	22.7%	23.5%	7.6%	12.5%	9%		Representation	Process					←	K+C	T
11.5%	2.9%	0.0%	4.5%	75.0%	60.0%	6.0%	#DIV/0!	87.8%	2.6%		22.7%	23.5%	7.6%	12.5%	9%	rears	Representation in 3	Projected					←	K+C (K-M+O)+(C +F)	U

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

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

† Workforce Analysis) + 2) x 100.

To				
Total				
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	[Date: YYYY-MM-DD]	Irving Shipbuilding Inc./Les chantiers maritin	Part 3: Goals	Federal Contractors Program Achievement
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Federal Contractors Program Achievement Report

Part 3: Goals

Irving Shipbuilding Inc./Les chantiers maritime Irving

[Date: YYYY-MM-DD]

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	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)
	\	\	Ţ	1	↓	↓	\	↓	\	\	↓	1	1	\	1	1	\	1	↓
										11: Abor									
				AH F.					Subsequ	ent/Current	t Short-teri	n Goals		41	nal Peoples				
		I		AHER	ployees					I		1	1 1 1 1 1 1	A DOFIGI r Goals	nai reopies	T	1		
	Number	Grow	th (New Posit	ions)	Turnover (Re	placement o Employees)	f Terminated		Number		eplacement of	Hires		n - To					
Employment Equity	YYYY-MM-DD	Actual	Proj	ected	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)			-	Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-01-23	Annually	Annually	Years	Annually	Annually	Years		2018-01-23	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	24	58.7%		0	0.0%		0	0	0	0.0%	0	1	0		2.9%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	171	38.0%		0	12.7%		0	0	4	0.0%	0	0	0		2.2%	0	0	2.3%	2.3%
03 Professionals	132	52.8%		0	13.0%		0	0	2	0.0%	0	0	0		1.4%	0	0	1.5%	1.5%
04 Semi-Professionals & Tech	66	18.2%		0	18.9%		0	0	1 2	0.0%	0	-1	0		1.1%		1	3.0%	3.0%
05 Supervisors	11 77	22.4%		0	23.5%		0	0	1	0.0%	0	-1	0		2.4%		1	9.1%	9.1%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	41			0	23.8% 21.1%			"	1	0.0% 0.0%	١	2			4.0% 2.3%] -2	-2	1.3% 2.4%	1.3% 2.4%
08 Skilled Sales & Service	0			0	0.0%		"	"		0.0%	"	"	"		0.0%		1 0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	855			0	16.1%		1 0	۱	33		١	-12	١		2.4%	12	12	#D1V/0:	3.9%
10 Clerical Personnel	35			0	21.9%			0		0.0%	ا ،	1	ا ا		2.4%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	8			0	28.6%		0	0	0	0.0%	ن ا	0	0		3.2%		0	0.0%	0.0%
12 Semi-Skilled Manual	44	30.1%		0	9.4%		0	0	1	0.0%	ن ا	0	0		2.9%	ن ا	0	2.3%	2.3%
13 Other Sales & Service	2	0.0%			0.0%		0	0	0	0.0%	0	0	0		4.4%	ه ا	0	0.0%	0.0%
14 Other Manual Workers	139	-0.9%		0	31.9%		0	0	3	0.0%	0	1	0		2.7%	-1	-1	2.2%	2.2%
Total	1,605	10.6%		0	17.7%		0	0	48	0.0%	0	-48	0		0.0%	48	48	3.0%	3.0%

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

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

				Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter	Aboriginal People m Goals Long	s -term Goals	Comments
Occupational Group (EEOG)		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	005462
14 Other Manual Workers		0.0	0.0	

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Data for Subsequent/Current Goals	[Date: YYYY-MM-DD]	Irving Shipbuilding Inc/Les chantiers maritime Irving	Part 3: Goals	Federal Contractors Program Achievement Report	64
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Total 1,605 10.6% 0 17.7% 0 0 35 0.0% 0	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers			Occupational Group (EFOG)						Data sources:	АВ
	ers	ce	_	& Service		ides	/ice	Clerical	& Trades		& Tech					(DG)							
1,605	139	2	44	8	35	855	0	41	77	11	66	132	195	#	2018-01-23	AAAAWW-DD	Number				←	From Workforce Analysis	
10.6%	-0.9%	0.0%	30.1%	10.1%	6.5%	4.5%	0.0%	5.4%	16.3%	22.4%	18.2%	52.8%	48.4%	%	Annually	Actual	Grew				←	From Workforce Data Entry CxEx3 Analysis [†]	D
														%	Annually	Proj	Growth (New Positions)				←	Data Entry	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	Projected	tions)	All En			←	CxEx3	Ŧ
17.7%	31.9%	0.0%	9.4%	28.6%	21.9%	16.1%	0.0%	21.1%	23.8%	23.5%	18.9%	13.0%	6.4%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	All Employees			←	From Flow Data Analysis & Workforce Analysis [‡]	E F G
														%	Annually	Proj	eplacement of Employees)				←	Data Entry	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Vears	Projected	Terminated				←	СхНх3	I
														#	Years	Hires Over 3	Anticipated				←	F + 1	J
0 3	0	0	0	0	0	0 2	0	0	0	0	0	0	0	#	2018-01-23	AAAA-WW-DD	Number		Subseq	Table 1	←	From Workforce Analysis	K
35 0.09	1 0.0%	0.0%	5 0.0%	0.0%	0.0%	23 0.0%	0.0%	1 0.0%	0.0%	2 0.0%	0.0%	2 0.0%	1 0.0%	%	Annually		Turnover (Subsequent/Current Sh	Table 13: Persons w	←	Equivalent to H	L
%	%	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>%</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	#	Over 3 Years		Turnover (Replacement o Terminated Employees)		nt Short-te		←	7	
0 -35	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Years	Over 3			ort-term Goals	th Disabilities	←	3 (F x Q) - R + M	z
5	6	0	<u> </u>	0	2	9	0	0	6	0	3	<u> </u>	7	#	2018						←	JхР	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	%	2021	AAAA - AAAA	3 Year Goals From - To	Persons w			←	Data Entry	P
0.0%	5.3%	6.3%	4.8%	5.6%	7.0%	3.8%	0.0%	3.4%	7.8%	13.9%	4.6%	3.8%	4.3%	9%	•	Availability	7	Persons with Disabilities			←	√ ≨	Q
		<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>		<u>~</u>			<u>~</u>	#		Present Gap		g			←		R
35	-6	0	S	0	-2	9	0	0	6	0	చ	చ	-7	#		ap Gap					_	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
35	-6	0	ω	0	-2	-9	0	0	9	0	చ	ယ	-7										
2.2%	0.7%	0.0%	11.4%	0.0%	0.0%	2.7%	#DIV/0!	2.4%	0.0%	18.2%	0.0%	1.5%	0.5%	%		Representation					<u></u>	K+C (T
2.2%	0.7%	0.0%	11.4%	0.0%	0.0%	2.7%	#DIV/0!	2.4%	0.0%	18.2%	0.0%	1.5%	0.5%	%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	M N O P Q R S T U

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

Total	14 Ot	13 Ot	12 Sei	11 Int	10 CI,	09 Sk	08 Sk	07 Ad	06 Suj	05 Su;	04 Set	03 Pro	01/02 Managers	Cocupar			
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	anagers	TOTAL CLOSE	Dominational Group (FFOG)	mant Family	
	Workers	Service	Manual	Sales & Sei	nnel	& Trades	& Service	e & Sr Clei	Crafts & Tr		ionals & Te			p (maco)		ŧ	
				vice				rical	ades		ch				Г	Г	
															Short-term Goals	Per	
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	%		Persons with Disabilities	
															Long-to	Disabilitie	
0	0	0	0	0	0	0	0	0	0	0	0	0	0	9%	Long-term Goals	Š	
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		L	<u> </u>	
																	Table
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																	sons wit
																	ith Disabilities
															Comments		lities
															ients		

Federal Contractors Program Achievement Report

Part 3: Goals

Irving Shipbuilding Inc./Les chantiers maritime Irving

[Date: YYYY-MM-DD]

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	$\mathrm{F}+\mathrm{I}$	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)
		↓	↓	↓	↓										↓	↓		<u> </u>	\
									Table 15: N				es						
				40 C.					Subseque	ent/Current	t Short-teri	n Goals			/isible Minor	121			
				All En	ployees			1						embers of v r Goals	isible Minor	ities			
	Number	Grow	rth (New Posi	tions)	Turnover (Re		f Terminated		Number	Turnover (Re	eplacement of	Hires		n - To					
Employment Equity	VVVV NRI DD	Number Growth (New Positions) Comparison Comparison					antad .	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-000-00	Actual	110	Over 3	Actual	110	Over 3	Years	1111-000-00		Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-01-23	Annually	Annually	Years	Annually	Annually	Years		2018-01-23	Annually	Years	1000	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	24	58.7%		0	0.0%		0	0	0	0.0%	0	2	0		10.1%	-2	-2	0.0%	0.0%
02 Middle & Other Managers	171	38.0%		0	12.7%		0	0	5	0.0%	0	21	0		15.0%	-21	-21	2.9%	2.9%
03 Professionals	132	52.8%		0	13.0%		0	0	7	0.0%	0	25	0		24.4%	-25	-25	5.3%	5.3%
04 Semi-Professionals & Tech	66	18.2%		0	18.9%		0	0	2	0.0%	0	-2	0		0.0%	2	2	3.0%	3.0%
05 Supervisors	11	22.4%		0	23.5%		0	0	2	0.0%	0	-2	0		4.4%	2	2	18.2%	18.2%
06 Supervisors: Crafts & Trades	77	16.3%		0	23.8%		0	0	1	0.0%	0	-1	0		0.1%	1	1	1.3%	1.3%
07 Administrative & Sr Clerical	41	5.4%		0	21.1%		0	0	2	0.0%	0	0	0		5.7%	0	0	4.9%	4.9%
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	855	4.5%		0	16.1%		0	0	40	0.0%	0	-28	0		1.4%	28		4.7%	4.7%
10 Clerical Personnel	35	6.5%		0	21.9%		0	0	0	0.0%	0	3	0		7.2%	-3	-3	0.0%	0.0%
11 Intermediate Sales & Service	8	10.1%		0	28.6%		0	0	0	0.0%	0	1	0		8.5%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual	44	30.1%		0	9.4%		0	0	1	0.0%	0	2	0		5.9%	-2	-2	2.3%	2.3%
13 Other Sales & Service	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		10.6%	0	0	0.0%	0.0%
14 Other Manual Workers	139	-0.9%		0	31.9%		0	0	14	0.0%	0	-3	0		7.6%	3	3	10.1%	10.1%
Total	1,605	10.6%		0	17.7%		0	0	74	0.0%	0	-74	0		0.0%	74	74	4.6%	4.6%

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

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

				Table 16: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Mem Short-ter	bers of Visible Mine m Goals Long-	orities term Goals	Comments
Occupational Group (EEOG)		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	005465
14 Other Manual Workers		0.0	0.0	

Federal Contractors Program Achievement Report Part 3: Goals Irving Shipbuilding Inc./Les chantiers maritime Irving [Date: YYYY-MM-DD]

6 0 0.0 0.0 0.0 0.0	2010 0 0.0 0.0 0.0 0.0		sionals & 2018 41 14 34.1 2 700.0 0.0 0.0 3 466.7 0.0	Processionals 2021 97 23 23.7 0.0 0.0 0.0 0.0 0.0	2018 97	2021 102 5 4.9 0.0 0.0 0.0 0.0	∩ Middle & Other 2018 102 5 4.9 3 166.7 0.0 0.0 6 83.3 0.0 0.0	15 2 13.3 0.0 0.0 0.0 0.0	2018 15 2 13.3 0 0.0 0.0 0.0 0	%	(LLOU) Employees Actual Goal Goal Met Goal Ferceiu of Goal Met Goal Met Goal Met Goal Met Goal Met	10Hal Group All winten winten winten winten	Year Flow Data Short-term Goals Long-	Flour Data Shout town Cools	New Entrants Goals		Data sources: Part 2: Flow Part 3: Flow Part 3: Flow Data Flow Data Flow Data Part 3: Flow Data Part 3: Part 3:		sors: Crafts & 2014 49 0 0.0 5.8 3 -3 0.0		1 16.7 58.0	2018 66 1	Semi-Professionals & 2014 40 5 12.5 17.9 7 -2 69.8	132 31 23.5 29.8 39 -8	2014 37 10 270 33.2 12 -2 81.4	02 Middle & Other 2014 65 7 10.8 39.1 25 -18 27.5 81 7 8.6 32 -25	6 0 0.0 24.2 1 -1 24 3 12.5 27.4 7 -4	# # 00 00 # # 00	Availability Gap EE Result Employees Actual Expected Difference	onal Group All Women All Women	Employment Equity Year Workforce Hires	Workforce Analysis		ree Workforce x 100 Analysis x 100 Analysis x 100 E-H x 100 Data Analysis Ref Reg Analysis x 100 Ref Reg Analysis x 100 Reg Anal	A B C D E F C H I J K L M N O P	[Date: YYYY-MM-DD]	Irving Shipbuilding Inc./Les chantiers maritime Irving	Part 4: Results - Women	Federal Contractors Program Achievement Report
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1 200.0	0.0	0.0								%	Goal Met		Long-teri	T cance to a		←	}											#		Γ			∞I ←		L	[Date: Y	lding Inc.	Part 4: R	ractors F
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Workers	emi-Skilled Manual	Service Personnel		Clerical Personnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		3.0)	6	Occupational Group	Employment Fauity			urces:	WOIKEIS	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Cleffcal Fersonner	Tariasi Damamai	Trades Workers	Service Personnel	Skilled Sales &	Administrative & Senior Clerical) (1)	Occupational Group	Employment Equity			urces:	В				
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			N)	6	217	217					#	and the second	Fundame			Ne	<u></u>	Part 2: Flow Data Analysis	4				1.3	N	855	76		4 10	#	Employees				<u></u>	Part 1: Workforce Analysis	Ð				
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1 200.0	200.0		0 0 0	3 400.0		0.0		0.0		0.0	9%	Goal Met	Percent of	W	Short-to		←	E + G x 100			5 5				9 16			10.50	#:	Availability	Women	ce	nalysis	←	© DxG +100	Ξ				
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			0.0			0.0		0.0	0.0	0.0	9%	Goal Met	Percent of		S	0	←	F÷1x100	37.0		114.5		88.5		313.9				9/6	EE Result				←	E+H x 100	J		Irving		Fede
						_					#	Geal				Goals	←	F÷1x 100 Part 3: Goals											#:	Employees	A≣			- -	Part 2: Flow Data Analysis	K		Irving Shipbuilding Inc./Les chantiers mari		Federal Contractors Program Achievement Report
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Total	-	Workers	Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:		Total	Workers	Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	АВ				
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337.3	337 5		12.5		0.0	36	Goal Met	Women	Long-term Goals		+	E + K x 100	97		2		0		#	Actual				←	Part 2: Flow Data Analysis	Т	[Date: YYYY-MM-DD]	ling Inc.	Part 4: Results - Women	actors P
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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Irving Shipbuilding Inc./Les chantiers maritime Irving [Date: YYYY-MM-DD] В \mathbf{C} E F G Н K M Ν 0 P 0 R Т U V W D S X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis 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 Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Difference Gap Expected Expected Actual Expected % # % # % % # % # # % # # 2014 0 0.0 2.4 0.0 01 Senior Managers 2018 24 0 0.0 2.9 0.0 15 0.0 0 0.0 0.0 2014 65 2 3.1 1.9 Middle & Other 161.9 02 Managers 2018 171 4 2.3 2.2 106.3 81 2 2.5 36 0 0.0 15 0 0.0 2014 37 0 0.0 1.1 0.0 03 Professionals 2018 132 2 1.5 1.4 108.2 86 1.2 22 4.5 11 0 0.0 Semi-Professionals & 2014 40 0 0.0 2.5 0.0 04 Technicians 2 3.0 275.5 2018 66 1.1 38 5.3 13 0 0.0 10 0 0.0 2014 0.0 2.6 0 0.0 05 Supervisors 2018 11 9.1 2.4 0 378.8 0 0.0 33.3 0 0.0 Supervisors: Crafts & 2014 49 0 0.0 0.2 0.0 Trades 77 4.0 32.5 2018 1.3 21 0.0 -1 28 0 0.0 15 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2018 15 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 0.0 2021 15 0 0.0 0.0 0.0 0.0 Middle & Other 2018 102 2 2.0 0.0 0.0 0.0 0.0 0.0 0.0 02 Managers 2021 102 2 2.0 0.0 0.0 0.0 0.0 2 2018 97 2.1 0.0 0.0 0.0 0 0.0 0.0 0.0 03 Professionals 2021 97 2 2.1 0.0 0.0 0.0 0.0 41 2 4.9 0.0 0.0 2018 0.0 0.0 200.0 0.0 Semi-Professionals & Technicians 2021 41 2 4.9 0.0 0.0 0.0 0.0 2018 1 16.7 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 16.7 0.0 0.0 0.0 0.0 1 2018 34 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 06 Trades 2021 34 0 0.0 0.0 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Irving Shipbuilding Inc./Les chantiers maritime Irving [Date: YYYY-MM-DD]

Efforts

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

Requi	red measures:
	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
	Adjusted survey results to reflect hires, promotions and terminations.
	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
	Ensured that any new gaps identified are addressed accordingly.
	Maintained appropriate records in all required areas.
Other	measures:
	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
	Communicated the goals to relevant managers as well as monitored and recorded the results.
	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
	Consulted employee/union representatives on communication and implementation of employment equity.

	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent.
	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	tional Details
Please p	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Irving Shipbuilding Inc.

Number of Employees by Location:

Halifax 1543

Ottawa - Gatineau 1

N.S. less CMA 61

Total 1605

Organization Overview: 3366: Ship and Boat Building: Irving Shipbuilding is currently working with the Royal Canadian Navy to build sea vessels. This organization is a member of the J.D. Irving, Limited group of companies (some of which also report under the Federal Contractors Program). They are primarily located in Halifax, Nova Scotia.

Key Dates – First Year Assessment

Initiated: June 23, 2014 Received: January 14, 2015 Closed: January 12, 2016 February 10, 2014 WFA:

This organization was given an extension until November 3rd, 2014 to submit the documents for their first assessment.

Key Dates – Subsequent Assessment

Initiated: July 2, 2017 Received: January 11, 2018 **Revised Submission** May 14, 2018

Received:

WFA: January 23, 2018

There was an extension granted from July 2, 2017 to January 12, 2018 due to staff turnover and incorrect collection of workforce data.

DATA VERIFICATION

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

⊠ Yes □ No



ASSESSMENT OF REASONABLE PROGRESS

A goal is considered to have been "met" if at least 80% of the goal has been achieved.

Note that this employer set numerical goals rather than percentage goals for their first assessment.

Women

EEOG	Title	Percentage	Assessment Comments
		of goal met*	
01	Senior Managers	N/A	No goal set (gap of -1)
02	Middle & Other Managers	166%	Goal of 3 and there were 5 actual hires
03	Professionals	1,150%	Goal of 2 and there were 23 actual hires
04	Semi-Professionals & Technicians	700%	Goal of 3 and there were 14 actual hires
05	Supervisors	N/A	No goal set (gap of -2)
06	Supervisors: Crafts and Trades	200%	Goal of 1 and there were 2 actual hires
10	Clerical Personnel	400%	Goal of 3 and there were 12 actual hires
11	Intermediate Sales & Service Personnel	N/A	No goal set (gap -1)
12	Semi-Skilled Manual Workers	200%	Goal of 1 and there were 2 actual hires
14	Other Manual Workers	20%	A goal of 5 was set in this EEOG to fill a gap
			of -20. 1 woman was hired.

Aboriginal Peoples

EEOG	Title	Percentage of goal met*	Assessment Comments
04	Semi-Professionals & Technicians	N/A	No goal set (gap of -1)
09	Skilled Crafts & Trades Workers	900%	Goal of 2 and there were 18 actual hires

Persons with Disabilities

EEOG	Title	Percentage of goal met*	Assessment Comments
01/02	Senior Managers / Middle & Other	N/A	No goal set (gap of -2)
	Managers		
03	Professionals	N/A	No goal set (gap -2)
04	Semi-Professionals & Technicians	0.0%	A goal of 1 was set to address the gap of -1.
			No Persons with disabilities were hired.
05	Supervisors		No goal set (gap -1)
06	Supervisors: Crafts and Trades		No goal set (gap -1)
09	Skilled Crafts & Trades Workers	300%	Goal of 2 and there were 6 actual hires
14	Other Manual Workers		No goal set (gap -3)

Members of Visible Minorities

EEOG	Title	Percentage of goal met*	Assessment Comments
01	Senior Managers	N/A	No goal set (gap of -1)
02	Middle & Other Managers	200%	Goal of 2 and there were 4 actual hires
03	Professionals	200%	Goal of 3 and there were 6 actual hires
14	Other Manual Workers	0.0	Goal of 2 set to cover the gap of -3. No new members of visible minorities hired, and total number of employees in this EEOG decreased from 143 to 139.

ASSESSMENT OF REASONABLE EFFORTS

An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

ASSESSMENT OF SHORT TERM GOALS

SUMMARY OF GOALS

Women

	Workforce Analysis Results			oals		
Emi	ployment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3 years)	(3 years or more)	'	
#	Description	#	%	# or %	%	%
01	Senior Managers	-4	27.4	-	7.1	27.4
02	Middle & Other Managers	-54	38.9	-	7.6	38.9
03	Professionals	-8	29.8	-	23.5	29.8
05	Supervisors	-5	57.5	-	9.1	57.5
10	Clerical Personnel	-3	67.8	-	60.0	67.8
12	Semi-Skilled Manual Workers	-3	12.3	-	4.5%	12.3
13	Other Sales & Service Personnel	-1	57.4	-	0.0%	57.4
14	Other Manual Workers	-17	14.8	-	2.9%	14.8

Aboriginal Peoples

	Workforce Analysis Results			als		
			Short-	Long-		
			term	term		
En	nployment Equity Occupational Group	Present		(3	Representation	LMA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	# or %	%	%
01	Senior Managers	-1	2.9	-	0.0	2.9
06	Supervisors: Crafts & Trades	-2	4.0	-	1.3	4.0
10	Clerical Personnel	-1	2.8	-	0.0	2.8
14	Other Manual Workers	-1	2.7	-	2.2	2.7

Members of Visible Minorities

	Workforce Analysis Results			als		
			Short-	Long-		
			term	term		
Em	nployment Equity Occupational Group	Present		(3	Representation	LMA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
01	Senior Managers	-2	10.1	-	0.0	10.1
02	Middle & Other Managers	-21	15.0	-	2.9	15.0
03	Professionals	-25	24.4	-	5.0	24.4
10	Clerical Personnel	-3	7.2	-	0.0	7.2
11	Intermediate Sales & Service Personnel	-1	8.5	-	0.0	8.5
12	Semi-Skilled Manual Workers	-2	5.9	-	2.3	5.9

Person with Disabilities

	Workforce Analysis Results			als		
			Short-	Long-		
			term	term		
Em	nployment Equity Occupational Group	Present		(3	Representation	LMA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	# or %	%	%
01	Senior Managers	-7	4.3	-	0.5	4.3
02	Middle & Other Managers	-3	3.8	-	1.5	3.8
03	Professionals	-3	4.6	-	0.0	4.6
05	Supervisors	-6	7.8	-	0.0	7.8
08	Skilled Sales & Service Personnel	-9	3.8	-	2.7	3.8
09	Skilled Crafts & Trades Workers	-2	7.0	-	0.0	7.0
13	Other Sales & Service Personnel	-6	5.3	-	0.7	5.3
14	Other Manual Workers	-7	4.3	-	0.5	4.3

RECOMMENDATION

I recommend that	the employer be found
⊠in compliance	☐ in non-compliance

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

- Irving Shipbuilding has demonstrated through their second compliance assessment that they have set appropriate goals based on current labour market availability. We recommend that this organization continue to further implement hiring practices that encourage recruitment in the four designated groups to assist them in meeting their goals.
- Irving Shipbuilding was able to meet 9 out of 12 of the goals set during their first compliance assessment. However, as some gaps are still present and a number of new gaps have emerged in various EEOG's across all four designated groups, we encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link:

https://equity.esdc.gc.ca/docs/Step2-2EN.pdf . Completing an ESR should assist Irving Shipbuilding in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

Name of Analyst: Alicia Dobney

Date: June 27, 2018

From: Dobney, Alicia A On Behalf Of EE-EME

Sent: August 9, 2018 11:33 AM

To: 'mccoy.kevin@irvingshipbuilding.com' <mccoy.kevin@irvingshipbuilding.com>;
@irvingshipbuilding.com @irvingshipbuilding.com>;

'mccarthy.brian@irvingshipbuilding.com' <mccarthy.brian@irvingshipbuilding.com>

Subject: Government of Canada Agreement Number: 030001 – Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Kevin McCoy:

I am writing to inform you that the subsequent compliance assessment initiated on July 2, 2017 has been completed. As a result of the assessment, Irving Shipbuilding Inc./Les chantiers maritime Irving has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Irving Shipbuilding Inc./Les chantiers maritime Irving's employment equity program.

- Irving Shipbuilding has demonstrated through their second compliance assessment that they have set appropriate goals based on current labour market availability. We recommend that this organization continue to further implement hiring practices that encourage recruitment in the four designated groups to assist them in meeting their goals.
- Irving Shipbuilding was able to meet 9 out of 12 of the goals set during their first compliance assessment. However, as some gaps are still present and a number of new gaps have emerged in various EEOG's across all four designated groups, we encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: https://equity.esdc.gc.ca/docs/Step2-2EN.pdf. Completing an ESR should assist Irving Shipbuilding in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on July 2, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Irving Shipbuilding Inc./Les chantiers maritime Irving will be required to demonstrate that it has

made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Irving Shipbuilding Inc./Les chantiers maritime Irving continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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