Human Resources and Ressources humaines et Skills Development Canada Développement des compétences Canada

OFFICIAL USE ONLY Agreement №:

s.24(1)

Labour Program Federal Contractors Program

## **Agreement to Implement Employment Equity**

New Agreement				
Revised Agreement				
	ORGANIZATION	***************************************		***************************************
Legal Name of Organization		Parent company is	located outsid	e Canada
St. John's Dockyard Limited			1	Col Ma
		L	Yes	☑ No
Operating Name (if different from Legal Name of Organization)		Procurement Bus	· · · · ·	
NEWDOCK, St. John's Dockyard Limited				
		Total number of em		nada 200
Organization's North American Industry Classification System (NA	VICS) Code Nº	(Full-Time/Part-Time		S Code Number please
336611	,,		atcan.gc.ca/su	bjects-sujets/standard-
Official and the second of the				•
Official use only (if Information above is Incorrect)  Procurement Business Number Total of				
riocarement business number . 10tat f	number of employees in Canad	Ja	Organization's	S NAICS Code No
	HEAD OFFICE	***************************************		
Address (building number, street, suite, etc.) 475 Water Steet	City		Province	Postal Code
N. S. M.	St. John's		NL	ALE 685
	Telephone Numbe		Fax Number	
	709-758-680	<u> </u>	709-758	-6824
	YMENT EQUITY CONT	ACT		***************************************
Name (print)	Title			
Robert Butt	Controller	***************************************	~~~~~	
Telephone Number 709-758-6853	E-mail Address			
7.02-7.06-6933	ropert.butt	enewdock.nf.c	à	
	CERTIFICATION		***************************************	
The above-named organization:	3. 2000 A	Sec. 7. 5.		4 4
<ul> <li>having a combined workforce of 100 or more permanel 12 weeks or more in Canada, AND</li> </ul>	nt full-time, permanent part	-time and temporar	y employees	having worked
<ul> <li>intending to bid on, or being in receipt of, a federal government.</li> <li>Supply Arrangement, valued at \$1,000,000 or more (income).</li> </ul>	ernment goods or services cluding applicable taxes).	contract, standing of	offer or contr	act issued under a
Hereby certifies its commitment to implement or maintain e instrument, in keeping with the Federal Contractors Progra please refer to: http://www.hrsdc.gc.ca/eng/labour/equality/	im requirements. For more	-going basis, beyor information on how	nd the period to implemen	of the procurement at employment equity
Important note: If an audit of the Agreement to Implement the procurement instrument(s) with the Government of Can	Employment Equity uncov	ers misrepresentati	on on the pa	rt of the organization,
	SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer contract on behalf of the organization.	······	an executive posi	tion with lega	al authority to sign a
Name (print)	Title	·····		
Wayne Ash	General Man	iger		
Telephone Number	E-mail Address	······		······
709-758-6867	wash@newdoc	k.nf.ca		
Signature	Date			~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
	22 July 13			
	URN INSTRUCTIONS			
	TORN INSTRUCTIONS			***************************************
MPORTANT				
<ul> <li>The original copy of the signed Agreement to Imple at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rh</li> </ul>	ment Employment Equity ndcc.gc.ca	form must be ser	nt to the Lab	our Program fax,

## St. John's Dockyard Limited (certificate # 010024)

## FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2014-01-01 to 2017-06-30

## **GEOGRAPHICAL AREAS**

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

		Province				Cens	us Metropolitar	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Newfoundland and Labrador	143	0	0	143	St. John's	143	0	0	143
Total Employees in C	Canada •			143	Total Emplo	oyees in Canada	•		143

Employment and Social Emploi et Développement Development Canada social Canada

## St. John's Dockyard Limited (certificate # 010024) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

## Reporting Period 2014-01-01 to 2017-06-30

Occupational Group		,	All Employee	S		original Peo	oles		ons with Disa	bilities	Membe	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	5										
	Total	5	5										
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	4										
	Total	4	4										

Page 1 of 3 Canada

# St. John's Dockyard Limited (certificate # 010024) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National Reporting Period 2014-01-01 to 2017-06-30

Clerical Personnel	ge: Under \$5,000	ge: Under \$5,000		Total 74 70 4 4 4 3	1 74 70 4 4 4 3	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000 3	Skilled Crafts and Trades Workers 4	Total 3 2 1	1 3 2 1	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000 3	Administrative and Senior Clerical Personnel 4	<b>Total</b> 9 9 1 1 1	1 9 9 1 1	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000 3	Supervisors: Crafts and Trades 4	Women Total Men Women Total Col. 4 Col. 5 Col. 6 Col. 7 Col. 8	All Employees Aboriginal Peoples
	1 1			3 3	3															Persons with Disabilities
_				1	1														Women Total M Col. 10 Col. 11 Col	
				1															Men Women Col. 12 Col. 13	Members of Visible Minorities

008917

Total Number of Employees	Total	1	Bottom Range: Under \$5,000	Top Range: Under \$5,000	Other Manual Workers 4	Total	1	Bottom Range: Under \$5,000	Top Range: \$ 55,000 - \$59,999	Semi-Skilled Manual Workers 4	Total	1	Bottom Range: Under \$5,000	Top Range: Under \$5,000	Intermediate Sales and Service Personnel 4	Salary Range QTR Col. 1	Occupational Group
	=					al					al						
143	30	30				13	12			_1	1	1				Total Col. 2	All
136	29	29				13	12			1	1	1				Men Col. 3	All Employees
7	1	_														Women Col. 4	3
7	2	2														Total Col. 5	Al
7	2	2														Men Col. 6	Aboriginal Peoples
																Women Col. 7	ples
6						2	2									Total Col. 8	Perso
6						2	2									Men Col. 9	Persons with Disabilities
																Women Col. 10	bilities
2	1	1														Total Col. 11	Member
2	1	1														Men Col. 12	Members of Visible Minorities
																Women Col. 13	/linorities

## St. John's Dockyard Limited (certificate # 010024)

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

## Reporting Period 2014-01-01 to 2017-06-30

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mir	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Supervisors: Crafts and Trades	2	2										
Skilled Crafts and Trades Workers	89	80	9	8	8		3	2	1	3	3	
Semi-Skilled Manual Workers	6	6					2	2				
Other Manual Workers	25	24	1									
Total Number of Employees Hired	122	112	10	8	8		5	4	1	3	3	

## St. John's Dockyard Limited (certificate # 010024)

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

## Reporting Period 2014-01-01 to 2017-06-30

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Crafts and Trades Workers	66	59	7	5	4	1	1		1	3	3	
Other Manual Workers	13	13										
Total Number of Employees Terminated	79	72	7	5	4	1	1		1	3	3	

## Workplace Equity Information Management System - St. John's Dockyard Limited

## **Workforce Analysis - Summary Report**

Date: 2017-07-24

## Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	27.4 %	0	0	
02 : Middle and Other Managers	5	0	0.0 %	38.9 %	2	-2	
03 : Professionals	1	0	0.0 %	55.1 %	1	-1	
04 : Semi-Professionals and Technicians	4	0	0.0 %	28.8 %	1	-1	
06 : Supervisors: Crafts and Trades	9	0	0.0 %	1.4 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	82.5 %	2	-1	
09 : Skilled Crafts and Trades Workers	74	4	5.4 %	2.1 %	2	2	
10 : Clerical Personnel	2	1	50.0 %	72.6 %	1	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	65.2 %	1	-1	
12 : Semi-Skilled Manual Workers	13	0	0.0 %	6.8 %	1	-1	
14 : Other Manual Workers	30	1	3.3 %	16.9 %	5	-4	
Total	143	7	4.9 %	11.3 %	16	-9	



# Workplace Equity Information Management System - St. John's Dockyard Limited

## **Workforce Analysis - Summary Report**

008922

Date: 2017-07-24

## **Aboriginal Peoples**

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	oility	Gap
	#	#	%	%	#	#
01 : Senior Managers	_	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	<b>O</b> 1	0	0.0 %	2.2 %	0	0
03 : Professionals	_	0	0.0 %	1.3 %	0	0
04 : Semi-Professionals and Technicians	4	0	0.0 %	1.6 %	0	0
06 : Supervisors: Crafts and Trades	Ø	<u> </u>	11.1 %	3.9 %	0	_
07 : Administrative and Senior Clerical Personnel	ω	0	0.0 %	2.5 %	0	0
09 : Skilled Crafts and Trades Workers	74	4	5.4 %	5.2 %	4	0
10 : Clerical Personnel	2	0	0.0 %	1.4 %	0	0
11 : Intermediate Sales and Service Personnel	_	0	0.0 %	2.1 %	0	0
12 : Semi-Skilled Manual Workers	13	0	0.0 %	1.5 %	0	0
14 : Other Manual Workers	30	2	6.7 %	2.1 %	_	_
Total	143	7	4.9 %	3.8 %	σı	2



# Workplace Equity Information Management System - St. John's Dockyard Limited

008923

## **Workforce Analysis - Summary Report**

Date: 2017-07-24

## **Members of Visible Minorities**

		-	lembers of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	ility	Gap
	#	#	%	%	#	#
01 : Senior Managers	_	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	Oī	0	0.0 %	15.0 %	_	•
03 : Professionals	<u> </u>	0	0.0 %	27.5 %	0	0
04 : Semi-Professionals and Technicians	4	0	0.0 %	2.4 %	0	0
06 : Supervisors: Crafts and Trades	ø	0	0.0 %	0.0 %	0	0
07 : Administrative and Senior Clerical Personnel	ω	0	0.0 %	0.7 %	0	0
09 : Skilled Crafts and Trades Workers	74	_	1.4 %	0.0 %	0	_
10 : Clerical Personnel	2	0	0.0 %	0.8 %	0	0
11 : Intermediate Sales and Service Personnel	_	0	0.0 %	2.3 %	0	0
12 : Semi-Skilled Manual Workers	13	0	0.0 %	1.3 %	0	0
14 : Other Manual Workers	30	_	3.3 %	0.0 %	0	
Total	143	2	1.4 %	1.0 %	_	<u> </u>



# Workplace Equity Information Management System - St. John's Dockyard Limited

## **Workforce Analysis - Summary Report**

008924

Date: 2017-07-24

## **Persons with Disabilities**

			Persons v	Persons with Disabilities	Š	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability		Gap
	#	#	%	%	#	#
01/02 : Managers	O	0	0.0 %	4.3 %	0	0
03 : Professionals	_	0	0.0 %	3.8 %	0	0
04 : Semi-Professionals and Technicians	4	0	0.0 %	4.6 %	0	0
06 : Supervisors: Crafts and Trades	9	0	0.0 %	7.8 %	_	<u> </u>
07 : Administrative and Senior Clerical Personnel	ω	0	0.0 %	3.4 %	0	0
09 : Skilled Crafts and Trades Workers	74	ω	4.1 %	3.8 %	ω	0
10 : Clerical Personnel	2	<u> </u>	50.0 %	7.0 %	0	<u> </u>
11 : Intermediate Sales and Service Personnel	_	0	0.0 %	5.6 %	0	0
12 : Semi-Skilled Manual Workers	13	2	15.4 %	4.8 %	<u> </u>	_
14 : Other Manual Workers	30	0	0.0 %	5.3 %	2	, co
Total	143	თ	4.2 %	4.5 %	7	4



# Workplace Equity Information Management System - St. John's Dockyard Limited

008925

## **Workforce Analysis - Summary Report**

Date: 2017-07-24

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

14 : Other Manual Workers	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	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Wanagers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	NOC	EEOG	NOC	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	CMA	Provincial	CMA	Provincial	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - St. John's Dockyard Limited

008926

## **Workforce Analysis - Summary Report**

Date: 2017-07-24

## 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
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
14 : Other Manual Workers	EEOG	National

## **Federal Contractors Program Achievement Table**

## Part 1: Workforce Analysis

## Newdock, St. John's Dockyard Limited

2017-07-17

## Data from Previous Workforce Analysis

Data from Cu	ırrent Workfo	rce Analysis
<b>\</b>	<b>\</b>	<b>\</b>

Da	te of Prev	ious Wo	rkforce	Analysis	i
YYY	Y	MM		DI	D
2014		12		1	1

Date of C	Eurrent Workforce	: Analysis
YYYY	MM	DD
2017	7	24

			l'able 1: Womer	l
		Previ	ous Workforce An	alysis
Emal	exment Equity Occupational Crown (FEOC)	All Employees	Won	nen
Ешри	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	1	0	27.4
02	Middle & Other Managers	5	0	38.9
03	Professionals	1	0	55.1
04	Semi-Professionals & Technicians	4	0	28.8
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	9	0	1.4
07	Administrative & Senior Clerical Personnel	3	1	82.5
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	74	8	2.3
10	Clerical Personnel	2	1	72.0
11	Intermediate Sales & Service Personnel	1	0	65.2
12	Semi-Skilled Manual Workers	13	0	6.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	30	1	16.9
Total		143	11	0.0

7	Table 5: Women	l
Curr	ent Workforce Ana	ılysis
All Employees	Won	nen
	Representation	Availability*
#	#	%
1	0	27.4
5	0	38.9
1	0	55.1
4	0	28.8
0	0	0.0
9	0	1.4
3	1	82.5
0	0	0.0
74	4	2.1
2	1	72.6
1	0	65.2
13	0	6.8
0	0	0.0
30	1	16.9
143	7	0.0

* Source:		
Workforce Anal	ysis- Summary Re	eport 2014-12-11

* Source	:			
Workford	e Analysis	s- Summary	Report 20	17-07-24

## Federal Contractors Program Achievement Table Newdock, St. John's Dockyard Limited Part 1: Workforce Analysis 2017-07-17 008928

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	Table	Table 2: Aboriginal Peoples	eoples
	Previ	Previous Workforce Analysis	alysis
The second secon	All Employees	Aboriginal Peoples	d Peoples
yment Equity Occupational Group (EEGG)		Representation Availability*	Availability*
	#	#	%
Senior Managers	1	0	2.9
Middle & Other Managers	5	0	2.2
Professionals	1	0	1.3
Semi-Professionals & Technicians	4	0	1.6
Supervisors	0	0	0.0
Supervisors: Crafts & Trades	9	1	3.9

**Employment Equity Occupationa** 

02 03 04 05 05 06 06 07 07 07 08

Administrative & Senior Clerical Personnel

12 13

Clerical Personnel

Intermediate Sales & Service Personnel

3 0 74 74 2 1 1 1 3 0

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2.5 0.0 5.0 1.4 2.1 1.5

1.3 1.6 0.0 3.9 2.5 2.5 5.2 1.4 2.1 1.5

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

Other Manual Workers

Other Sales & Service Personnel Semi-Skilled Manual Workers

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## **Federal Contractors Program Achievement Table**

## Part 1: Workforce Analysis

## Newdock, St. John's Dockyard Limited

2017-07-17

## **Data from Previous Workforce Analysis**

Data from Cu	ırrent Workfo	rce Analysis
<b>\</b>	<b>\</b>	<b>\</b>

-	2014	12	11
	YYYY	MM	DD
	Date of P	revious Workforc	e Analysis

Date of C	urrent Workforce	e Analysis
YYYY	MM	DD
2017	7	24

		Table 3: Members of Visible Minorities			
		Previous Workforce Analysis  All Employees   Members of Visible Minorities			
Emplo	oyment Equity Occupational Group (EEOG)	An Employees	Representation	Availability*	
		#	#	%	
01	Senior Managers	1	0	10.1	
02	Middle & Other Managers	5	0	15.0	
03	Professionals	1	0	27.5	
04	Semi-Professionals & Technicians	4	0	2.4	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	9	0	0.0	
07	Administrative & Senior Clerical Personnel	3	0	0.7	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	74	3	0.0	
10	Clerical Personnel	2	0	0.8	
11	Intermediate Sales & Service Personnel	1	0	2.3	
12	Semi-Skilled Manual Workers	13	0	1.3	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	30	1	0.0	
Total	•	143	4	0.0	

Table 7: Me	mbers of Visible	e Minorities	
Curr	ent Workforce Ana	ılysis	
All Employees	Members of Visible Minorities		
	Representation	Availability*	
#	#	%	
1	0	10.1	
5	0	15.0	
1	0	27.5	
4	0	2.4	
0	0	0.0	
9	0	0.0	
3	0	0.7	
0	0	0.0	
74	1	0.0	
2	0	0.8	
1	0	2.3	
13	0	1.3	
0	0	0.0	
30	1	0.0	
143	2	0.0	

Workf	orce Ana	lysis- Sumn	nary Report 20	014-12-11
* Sour	rce:			

Workforce Analysis- Summary Report 2017-07-24	_
* Source:	

## Federal Contractors Program Achievement Table Newdock, St. John's Dockyard Limited Part 1: Workforce Analysis 2017-07-17 008930

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Data from Current Workforce Analysis

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	0.0	7	143	
	5.3	0	30	Other Manual Workers
	0.0	0	0	Other Sales & Service Personnel
	4.8	2	13	Semi-Skilled Manual Workers
	5.6	0		Intermediate Sales & Service Personnel
	7.0		2	Clerical Personnel
	3.8	4	74	Skilled Crafts & Trades Workers
	0.0	0	0	Skilled Sales & Service Personnel
	3.4	0	ယ	Administrative & Senior Clerical Personnel
	7.8	0	9	Supervisors: Crafts & Trades
	0.0	0	0	Supervisors
	4.6	0	4	Semi-Professionals & Technicians
	3.8	0		Professionals
	4.3	0	6	Managers
	9/0	#	#	
	Availability*	Representation		oymene Equity Occupanomic Group (EEGG)
2	Disabilities	Persons with Disabilities	All Employees	nyment Fauity Occupational Group (FFOG)
	dysis	<b>Previous Workforce Analysis</b>	Previo	
	sabilities	Table 4: Persons with Disabilities	Table 4: 1	

**Employment Equity Oc** 

01/02 | Managers

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143	30	0	13		2	74	0	သ	9	0	4		6	#		All Employees	Curre	Table 8: I	
6	0	0	2	0	-	S	0	0	0	0	0	0	0	#	Representation	Persons with	<b>Current Workforce Analysis</b>	<b>Table 8: Persons with Disabilities</b>	
0.0	5.3	0.0	4.8	5.6	7.0	3.8	0.0	3.4	7.8	0.0	4.6	3.8	4.3	%	Availability*	Persons with Disabilities	alysis	isabilities	

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Workforce Analysis- Summary Report 2017-07-24 \* Source:

	42933	Newdock, St. John's Dockyard Limited	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table
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	<b>YYYY</b> 2014	Start Date of Flow Data YY MM D 14 1	Data DD	YYYY 2017	MM I	Data DD 30					
	Data from Form 4 - Employees Hired	orm 4 - Empl Hired	oyees	Data fr	from Form 5 - Promoted	om Form 5 - Employees Promoted	yees	Data	from Form 6 - F Terminated	Data from Form 6 - Employees Terminated	yees
	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	←	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>
	Table 1:	Table 1: Women			Table 5:	Women			Table 9:	Women	
	Full-time / National	Part-time / National	/ National	Full-time / N	National	Part-time / National	National	Full-time / National	/National	Part-time / National	National
Employment Equity Occupational Group (EEOG)	All Employees Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	# #	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0 0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0 0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0 0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0 0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0 0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2 0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0 0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0 0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	89 9	0	0	0	0	0	0	66	7	0	0
10 Clerical Personnel	0 0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0 0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	6 0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0 0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	25 1	0	0	0	0	0	0	13	0	0	0
Total	122 10	0	0	0	0	0	0	79	7	0	0

## **Federal Contractors Program Achievement Table**

## Part 2: Flow Data Analysis

## Newdock, St. John's Dockyard Limited

42933

Start	Date of Flow	Data
YYYY	MM	DD
2014	1	1

2017	6	30
YYYY	MM	DD
End I	Date of Flow	Data

**Data from Form 4 - Employees** Hired

**Data from Form 5 - Employees** Promoted

**Data from Form 6 - Employees** Terminated

	Tab	ole 2: Abor	riginal Peo	ples	
	Full-time	/ National	Part-time	/ National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
	#	#	#	#	
01 Senior Managers	0	0	0	0	
02 Middle & Other Managers	0	0	0	0	
03 Professionals	0	0	0	0	
04 Semi-Professionals & Technicians	0	0	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	2	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	89	8	0	0	
10 Clerical Personnel	0	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	
12 Semi-Skilled Manual Workers	6	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	25	0	0	0	
Total	122	8	0	0	

Full-time /	<b>National</b>	Part-time /	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Tabl	le 10: Abo	riginal Peo	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
66	5	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
13	0	0	0
79	5	0	0

	42933	Newdock, St. John's Dockyard Limited	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table
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0	79 1	7	0	0	0	0	0	0	3	122	Total
0 (	13 0	1	) 0	) 0	0	0	0	0	0	25	14 Other Manual Workers
0	0 0		0	0	0	0	0	0	0	0	13 Other Sales & Service Personnel
0 (	0 0		0	0	0	0	0	0	0	6	12 Semi-Skilled Manual Workers
0	0 0		0	0	0	0	0	0	0	0	11 Intermediate Sales & Service Personnel
0	0		0	0	0	0	0	0	0	0	10 Clerical Personnel
0 (	66 1	6	0	0	0	0	0	0	3	89	09 Skilled Crafts & Trades Workers
0	0 0		0	0	0	0	0	0	0	0	08 Skilled Sales & Service Personnel
0	0		0	0	0	0	0	0	0	0	07 Administrative & Senior Clerical Personnel
0	0		0	0	0	0	0	0	0	2	06 Supervisors: Crafts & Trades
0	0 0		0	0	0	0	0	0	0	0	05 Supervisors
0	0		0	0	0	0	0	0	0	0	04 Semi-Professionals & Technicians
0	0 0		0	0	0	0	0	0	0	0	03 Professionals
0	0		0	0	0	0	0	0	0	0	02 Middle & Other Managers
0	0 0		0	0	0	0	0	0	0	0	01 Senior Managers
# #	#	#	#	#	#	#	#	#	#	#	
Terminated	Terminated		Promoted		Promoted		Hired		Hired		
All Employees Disabilities	Persons with Disabilities	All Employees	Persons with Disabilities	All Employees	Disabilities	All Employees Promoted	Persons with Disabilities	All Employees Hired	Persons with Disabilities	All Employees	Employment Equity Occupational Group (EEOG)
,					;				;		11
Part-time / National	Full-time / National Pa	Full-tim	Part-time / National	Part-time	/National	Full-time / N	/ National	Part-time / National	Full-time / National	Full-time	
th Disabilities	<b>Fable 11: Persons with Disabilities</b>	Table	bilities	Persons with Disabilities		Table 7:	bilities	with Disa	<b>Fable 3: Persons with Disabilities</b>	Table	
<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	←	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	
ed	Terminated			Promoted	Pron			Hired	Hi		
- Employees	Data from Form 6 - Employees	Data	loyees	om Form 5 - Employees	from For	Data fr	oyees	n 4 - Empl	Data from Form 4 - Employees	Data	
				30	6	2017	1	1	2014		
			•	DD		1111	DD	MM	1,1,1,1		
				/ Data	Date of Flow Data	End Da	Data	Start Date of Flow Data	Start		

42933	Newdock, St. John's Dockyard Limited	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table
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2014	YYYY	Start
1	MM	Date of Flov
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2017	1111	End
6	MM	Date of Flow
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Data from Form 4 - Employees Hired

	Table 4: N	lembers o	Table 4: Members of Visible Minorities	linorities	Table 8: M	Members o	embers of Visible Minorities	linorities	Table 12:	Table 12: Members of Visible Minorities	of Visible N	<b>Minorities</b>
	Full-time / National	National	Part-time / National	/ National	Full-time / N	/National	Part-time / National	/ National	Full-time	Full-time / National	Part-time	Part-time / National
Employment Equity Occupational Group	All Employees	Members of Visible	All Employees	Members of Visible	All Employees	Members of Visible	All Employees	Members of Visible	All Employees	Members of Visible	All Employees	Members of Visible
(EEOG)	Hired	<i>3</i> 5	Hired	Minorities Hired	Promoted	<u> </u>	Promoted	Minorities Promoted	Terminated	Te	Terminated	Te M
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	89	ر. دن	0	0	0	0	0	0	66	υ.	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	6	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	25	0	0	0	0	0	0	0	13	0	0	0
Total	122	3	0	0	0	0	0	0	79	3	0	0

Data	from Fort Pron	Data from Form 5 - Employees Promoted	oyees	Data	from Fori Term	Data from Form 6 - Employees Terminated	oyees
<b>←</b>	←	←	<b>←</b>	<b>←</b>	←	<b>←</b>	←
able 8: [	Members (	able 8: Members of Visible Minorities	linorities	Table 12:	Members	Table 12: Members of Visible Minorities	//////////////////////////////////////
ull-time	ull-time / National	Part-time / Nationa	/ National	Full-time / National	/National	Part-time / National	/ National
Employees comoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#	#	#	#	#
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0

## Federal Contractors Program Achievement Table Part 3: Goals Newdock, St. John's Dockyard Limited 42933

Da	ta from Pr	evious Go	als	Da	ita from C	urrent Go	als
<b>1</b>	<b>\</b>	1	<b>→</b>		<b>1</b>	<b>1</b>	1

D	uration of P	revious Goa	IS
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

D	uration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2022

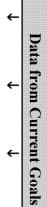
			Table 1: 'Wom		
Emplo	oyment Equity Occupational Group (EEOG)	Short-tern	n Goals	Long-term	Goals
		#	9/0	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	0	0.0
03	Professionals	1	0.0	0	0.0
04	Semi-Professionals & Technicians	1	0.0	0	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	0	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	1	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	3	0.0	0	0.0
Total		0	0.0	0	0.0

	Table 5: \		
Short-term	Wom Goals	en Long-term	Goals
#	%	#	%
0	0.0	0	0.0
2	0.0	2	0.0
1	0.0	1	0.0
1	0.0	1	0.0
0	0.0	0	0.0
0	0.0	0	0.0
1	0.0	1	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
1	0.0	1	0.0
1	0.0	1	0.0
0	0.0	0	0.0
4	0.0	4	0.0
0	0.0	0	0.0

## Federal Contractors Program Achievement Table Newdock, St. John's Dockyard Limited Part 3: Goals 42933

<b>←</b>	Date
<b>←</b>	from
<b>←</b>	Previous Goal
<b>←</b>	Foals
<b>←</b>	





2017	2014	2017	2014
YYYY	YYYY	YYYY	YYYY
To	From	T <sub>0</sub>	From
Long-term	Long	Short-term	Short
ls	revious Goa	<b>Duration of Previous Goals</b>	D

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2022	YYYY	To	Ħ	
22	13	0		

	Tab	Table 2: Aboriginal Peoples	iginal Peo	ples	
		Aboriginal Peoples	d Peoples		
yment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals	
	#	%	#	%	
Senior Managers	0	0.0	0	0.0	
Middle & Other Managers	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	
Semi-Professionals & Technicians	0	0.0	0	0.0	
Supervisors	0	0.0	0	0.0	
Supervisors: Crafts & Trades	0	0.0	0	0.0	
Administrative & Senior Clerical Personnel	0	0.0	0	0.0	
Skilled Sales & Service Personnel	0	0.0	0	0.0	
Skilled Crafts & Trades Workers	0	0.0	0	0.0	
Clerical Personnel	0	0.0	0	0.0	
Intermediate Sales & Service Personnel	0	0.0	0	0.0	
Semi-Skilled Manual Workers	0	0.0	0	0.0	
Other Sales & Service Personnel	0	0.0	0	0.0	
Other Manual Workers	0	0.0	0	0.0	
	>	0	>	0.0	

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**Employment Equity Occu** 

1 400	10 00 / 1001	iginal i so	0100
	Aboriginal	d Peoples	
Short-term Goals	m Goals	Long-ter	Long-term Goals
#	%	#	%
 0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
 0	0.0	0	0.0
 0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
 0	0.0	0	0.0
 0	0.0	0	0.0

## Federal Contractors Program Achievement Table Part 3: Goals Newdock, St. John's Dockyard Limited 42933

Da	ıta from Pr	evious Go	als	Da	ıta from C	urrent Go	als
1	<b>\</b>	1	<b>\</b>		<b>\</b>	1	1

Short		revious Goa	
From	То	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

D	Ouration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2022

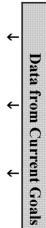
		Table 3:	Persons	with Disab	ilities	
		Persons with Disabilities				
Employment Equity Occupational Group (EEOG)		Short-tern	n Goals	Long-term	Goals	
		#	%	#	%	
01/02	Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	o	0.0	
04	Semi-Professionals & Technicians	0	0.0	o	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	이	0.0	
07	Administrative & Senior Clerical Personnel	0	0.0	이	0.0	
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0.0	o	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0	
12	Semi-Skilled Manual Workers	1	0.0	이	0.0	
13	Other Sales & Service Personnel	0	0.0	이	0.0	
14	Other Manual Workers	1	0.0	0	0.0	
Total		0	0.0	0	0.0	

	with Disabi Disabilities		
Short-term	Goals	Long-term	Goals
#	%	#	%
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	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
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	0.0
0	0.0	0	0.0

## **Federal Contractors Program Achievement Table** Newdock, St. John's Dockyard Limited Part 3: Goals 42933

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2014	YYYY	From	Long-t	VIOUS GUAIS
2014	YYYY	From	Long-te	Duration of Frevious Goals
2014	YYYY	From	Long-te	VIOUS GOALS
		From	Long-ter	VIOUS GUAIS
		From	Long-teri	VIOUS GUAIS
			Long-tern	VIOUS GUAIS
			Long-term	VIOUS GUAIS
			Long-term	Alons Goals
			Long-term	VIOUS GUAIS
			Long-term	VIOUS GOALS
			Long-term	VIOUS GOALS
		From To	Long-term	VIOUS GUAIS
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			Long-term	VIOUS GUAIS
			Long-term	VIOUS GOALS
			Long-term	VIOUS GUAIS
			Long-term	VIOUS GOALS
			Long-term	VIOUS GUAIS
			Long-term	VIOUS GUAIS

2017	YYYY	From	Short-term	U
2020	YYYY	To	-term	uration of C
2017	YYYY	From	Long	Duration of Current Goals
2022	YYYY	To	Long-term	IS

	Table 4: 1	<b>Table 4: Members of Visible Minorities</b>	「Visible N	linorities
	Me	Members of Visible Minorities	ible Minorit	ies
loyment Equity Occupational Group (EEOG)	Short-ter	Short-term Goals	Long-term Goals	n Goals
	#	%	#	%
Senior Managers	0	0.0	0	0.0
Middle & Other Managers	0	0.0	0	0.0
Professionals	1	0.0	0	0.0
Semi-Professionals & Technicians	1	0.0	0	0.0
Supervisors	0	0.0	0	0.0
Supervisors: Crafts & Trades	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	0	0.0	0	0.0
Skilled Sales & Service Personnel	0	0.0	0	0.0
Skilled Crafts & Trades Workers	0	0.0	0	0.0
Clerical Personnel	0	0.0	0	0.0
Intermediate Sales & Service Personnel	0	0.0	0	0.0
Semi-Skilled Manual Workers	1	0.0	0	0.0
Other Sales & Service Personnel	0	0.0	0	0.0
Other Manual Workers	3	0.0	0	0.0
	0	0.0	0	0.0

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	Me	Members of Visible Minorities	ible Minori	ties
	Short-term Goals	m Goals	Long-term Goals	m Goals
	#	%	#	%
	0	0.0	0	0.0
	_	0.0		0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
	0	0.0	0	0.0
)	0	0.0	0	0.0
	0	0.0	0	0.0

Training   Property   Property		Page 13 of 51	Page																-					-	-		
C   D   E   F   G   H   I   J   K   L   M   N   O   F   O   R   S   T   U   V   N   V   T   T   T   T   T   T   T   T   T													0.0	0.0	0.0	_	0.0	0.0	0.0	_	0.0	0	0	020	21	Professionals	
The color   The													0.0	0.0	0.0	0	0.0	0.0	0.0		0.0	0	0	017	21		
C   D   E   F   C   H   I   J   K   L   N   N   O   P   Q   R   S   T   U   V   W   X   V   J   J   J   J   J   J   J   J   J													0.0	0.0	0.0	2	0.0	0.0	0.0	2	0.0	0	0	020	20	Managers	
C   D   E   F   G   H   1   J   N   N   O   P   Q   R   S   T   U   V   N   V   V   V   V   V   V   V   V													0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	017	2(	Middle & Other	
C   D   E   F   G   H   1   J   K   L   N   N   O   P   O   R   S   T   U   V   N   N   O   O   O   O   O   O   O   O													0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	020		·	
C   D   E   F   G   H   I   J   K   L   M   N   O   P   Q   R   S   T   U   V   M   N   V   T													0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	017		Senior Manager	
C   D   E   F   G   H   I   J   K   L   M   N   O   P   Q   R   S   T   U   V   W   X   Y   Z   Analysis   Verter   Methods   Northern   Nort													#:	%	#:	#	96	%	%	#:	9	umuma	#:	#			
Part 4  Results - Volument   Project   Part 4  Results - Volument   Part 4  Pa													Percent of Goal Met				ercent of loal Met					Actual	oloyees	Em		(90 <u>0</u>	(EE
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Part														1 Goals	ong-term	Ę		Goals	ort-term	Shi	ions	Promot	ires and	П		ployment Equi	E
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Part													<u></u>	<b>←</b>	<b>←</b>	<b>-</b>	<b>←</b>	<b>←</b>	-	<b>-</b>	<b> ←</b>		<b>—</b>				
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Part	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	-2	2	38.9	0.0	0	5	017	20	Managers	
Part																	0.0	-2	2	38.9	0.0	0	5	014	21	Middle & Other	
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Part 1:   Part 1:   Part 2:   Part 2:   Part 3:   Part 3:   Part 3:   Part 4:   Results - Women			tions	Termina					notions	Pron				Hires						rkforce	Woi			<u>e</u>		ployment Equi	Emp
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Newdock, St. John's Dockyard Limited   42933	U+ ((DYear1 - DYear2) + 2) x 100		x F ÷ 100	1		<u>.</u>			P x 100 P x	Part 2: low Data Q + Analysis			K x G ÷							-		×В		P. Ar		sources:	Data s
Part 4: Results - Women  Newdock, St. John's Dockyard Limited  42933	Z	Y	X	W	V	U	T	S	R	000000	P	0	Z	N	L	K	J	I	H	G	F	E	D	С		В	Α
Part 4: Results - Women  Newdock, St. John's Dockyard Limited														42933													
Part 4: Results - Women											ed	d Limit	ockyarı	hn's Do	, St. Jol	ewdock	Ž										
rederal Conditactors Frogram Achievement Lable												na	- Wom	esults -	art 4: R	P:											
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Federal Contractors Program Achievement Table
Part 4: Results - Women
Newdock, St. John's Dockyard Limited
42933

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Supervisors: Crafts & Trades		Supervisors	Technicians	Semi-Professionals &		9	Occupational Group	Employment Equity			оппедення в применения в примен	Trades	Supervisors: Crafts &	Oupot visors	Supervisors	Technicians	Semi-Professionals &		0G)	Occupational Group	Employment Equity			ources:				
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0.0	0.0	0.0	0.0	0.0	2	Goal		,		<b>├</b>	x Part 3:	0.0	0.0	0.0	0.0	0.0 28	0.0 28	9,6	-		Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G			
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0.0	0.0	0.0	0.0				Women	Short-term Goals		<b>↓</b>	3 x Part 3:	0	0	0	0	1	1	#	Gap			sis	<b>←</b>	G E-H				
0.0	0.0	0.0	0.0	0.0	70	Go		oals		·	3: F+Ix100	0	0	0	0	-1	-1	9,6	p EE Result				· ←	H E+H	J			
0.0	0.0	0.0	0.0	0.0			+	-	Goals			0.0	0.0	0.0	0.0	0.0	0.0										New	Part 4: Results - Women
0	0	0	-	0	4		-	Lo		-	Part 3: E	2		0		0		#	Employees	A1			-	Part 2: P Flow Data Flo Analysis Aı	K		Newdock, St. John's Dockyard Lin	Pai
0.0	0.0	0.0	0.0	0.0	*	nt of Met	Women	Long-term Goals		<b> </b>	+Kx 1	0	i dinimina	0		0		#	Actual		I		<b>←</b>	Part 2: Flow Data Analysis	L		St. Joh	Part 4: Results - Women
0.0	0.0	0.0	0.0	0.0	0	-		Goals		<b>←</b>	3:	0.0		0.0		0.0		%		Women	Hires		<b>←</b>	L+K x100	Ν	42933	ın's Do	esults -
0.0	0.0	0.0	0.0	0.0	2	Goal Met				←	F+Mx 100	0		0		0		#	Expected	n			<b>←</b>	K x G ÷	Z		ckyar	Wom
												0		0		0		#	Difference				<b>←</b>	Ľ-N	0		1 Limi	en
												0		0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P		nited	
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												0.0	финески	0.0		0.0		9%	Actual	W	Promotions	ow Da	<b>←</b>	Q ÷ P x 10	R			
																		#	Expected	Women	Suc	Flow Data Analysis	<b>←</b>	Q + P x 100 P x F + 100	S			
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												0		0		0		#	Expected Diffe		enc		-	U x F ÷ 100 V	X			
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												0.0		0.0		0.0		%	Rate	Turnover			←	U + ((DYear1 + DYear2) + 2) x 100	Z			

## Federal Contractors Program Achievement Table Part 4: Results - Women Newdock, St. John's Dockyard Limited 42933 A В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 2: Part 2: Part 1: Part 1: Part 2: Part 2: Part 2: $E \div D$ $L \div K$ K x G = ((DYear1 -DxG $\mathbf{E} \div \mathbf{H}$ Q-S U x F ÷ 100 V - X E - H L-N Flow Data Q ÷ P x 100 P x F ÷ 100 Data sources: Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 $\div 100$ x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women Women Women All All All All Turnover (EEOG) Employee: Employee Employee: Employees Rate Availability Expected Difference Difference Difference Representation Gap EE Result Actual Actual Expected Actual Expected % % % 82.5 Administrative & 2014 33.3 40.4 Senior Clerical 33.3 82.5 0.0 0.0 0.0 0.0 2017 40.4 0 0 0 0 0.0 0.0 Skilled Sales & 2014 0.0 Service Personnel 2017 0.0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 2014 74 2.3 470.0 Skilled Crafts & 10.8 Trades Workers 74 2.1 257.4 89 89.2 2017 5.4 10.1 0.0 10.6 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ Flow Data F ÷ I x 100 Data sources Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Administrative & 2017 0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2020 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 Service Personnel 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 2017 89 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 10.1 Trades Workers 89 0.0 2020 10.1 0.0 0.0 0.0 0.0 0.0 Page 17 of 51

Semi-Skilled Manual   2017		Intermediate Sales & 2017		10 Clerical Personnel 2017	71:		ional Group				Data sources: Flow	Workers 2017	Semi-Skilled Manual 2014		Intermediate Sales & 2014	10 Clencal Personnel 2017		#		Year	Employment Equity			Data sources: Wor	A B C			
6	0	0	0	0	#:	Employees	≧ T	ires and	New	┞	Part 2:     Flow Data   Flow Analysis   A	13	13	_	1	2	2	#	Employees	≧			┖	Part 1:   Workforce   W Analysis   A	D			
0	0	0	0	0	#	Actual	Women	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	0	0		1	#	Representation				←	Part 1: Workforce Analysis	E			
0.0	0.0	0.0	0.0	0.0	%	21	en	otions	nts	<u></u>	E + D x 100	0.0	0.0	0.0	0.0	50.0	50.0	%	tation			Work	<b>-</b>	E + D x 100	F			
	1	0	0	0	11:	Goal				<b>-</b>	Part 3: Goals	6.8	6.8	65.2	65.2	72.6	72.6	%	Ava	4	Workforce	force A	<b>←</b>	Part 1: Workforce Analysis	G			
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met		Short-t		<b>←</b>	E+Gx 100				į	J.	5	#	Availability	Women	Ĉ.	Workforce Analysis	<b>-</b>	D x G + 100	H			
0.0	0.0	0.0	0.0	0.0	%	f Goal	Women	Short-term Goals		<b>←</b>	Part 3: Goals	<u>-</u>		1	1	1	1	#	Gap			S	<b>←</b>	Е-Н	I			
					%	Percent of Goal Met		ıls		<b>←</b>	F + I x 100	-1 0	-1 0	-1 0	-1 0	0 68.9	0 68.9	%	EE Result				<b>←</b>	E ÷ H x 100	J			
0.0	0.0	0.0	0.0	0.0	妆	of Goal			Goals	<b>←</b>	00 Part 3: Goals	0.0	0.0	0.0	0.0	.9	.9	#	Em				<b>←</b>	Part 2: Flow Data Analysis	K		Newd	Part 4: Results - Women
0	1	0	0	0	#:	Percent of Goal Met		Long		<b>_</b>	: E+Kx	6		0		0		#	ees	-			<b>←</b>	:: Part 2: ata Flow Data sis Analysis	L		Newdock, St. John's Dockyard Lin	Part
0.0	0.0	0.0	0.0	0.0	٥	n of Goal	Women	Long-term Goals		<b> </b>	x Part 3:	0		0		0	11111111111111	9	Actual		₽		<b>↓</b>	2: L+K Data x 100	N	4.	t. John	Part 4: Results - Women
0.0	0.0	0.0	0.0	0.0	%			oals				0.0		0.0		0.0		%	Ex	Women	Hires					42933	ı's Doc	ults - 1
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Federal Contractors Program Achievement Table
Part 4: Results - Women
Newdock, St. John's Dockyard Limited
42933

Total	Workers	Other Manual	Personnel	Other Sales & Service			(EEOG)	Occupational Group	Employment Equity			Data sources:	Your	Total	Workers	Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	$\mathbf{A} \stackrel{\parallel}{=} \mathbf{B}$				
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0.0	0.0	0.0	0.0	0.0	9,0					Goals	<b>←</b>	F + I x 100	0.0	0.0	19.7	19.7	0.0	0.0	%	EE Result En				<b>←</b>	E÷H Fi	J		Ne		
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										Part 5	: Resu	lts - Ab	origina	l People	es											
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												4293	3													
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Manage:	ers	2017	5	0	0.0	2.2	0	0	0.0	0	0	0.0	0	0	0		0.0	0	) (	) (	0	0.0	) (	) (	0.0	
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Occupation (EEOG)	nai Group		All Employees			Goal Percent of		Goal	Percent of	Goal	Percent of Coal		Percent of						Com	ments						
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02 Middle of Manage	& Other ers	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0														
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05 FIGURESSI	ionais	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										Pac	ge 23 of :	51	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Newdock, St. John's Dockyard Limited
42933

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#### Federal Contractors Program Achievement Table Part 5: Results - Aboriginal Peoples Newdock, St. John's Dockyard Limited 42933 A В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 2: Part 2: Part 1: Part 1: Part 2: Part 2: Part 2: $E \div D$ $L \div K$ K x G = ((DYear1 -DxG $\mathbf{E} \div \mathbf{H}$ Q-S U x F ÷ 100 V - X E - H L-N Q ÷ P x 100 P x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 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 Turnover (EEOG) Employee: Employee Employee: Employees Rate Availability Expected Difference Difference Expected Difference Representation Gap EE Result Actual Actual Expected Actual % % % 2.5 Administrative & 2014 0 0.0 0.0 Senior Clerical 0.0 2.5 0.0 0.0 0.0 0.0 0.0 2017 0 0 0 0 0 0.0 0.0 Skilled Sales & 2014 0.0 Service Personnel 2017 0.0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 2014 74 6.8 5.0 135.1 Skilled Crafts & Trades Workers 74 5.2 89 9.0 89.2 2017 5.4 104.0 0.0 7.6 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ Flow Data F ÷ I x 100 Data sources Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis 1 Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2020 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service Personnel 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 2017 89 8 9.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 89 0.0 2020 9.0 0.0 0.0 0.0 0.0 0.0

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Federal Contractors Program Achievement Table  Part 5: Results - Aboriginal Peoples  Newdock, St. John's Dockyard Limited  42933				
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kers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &		Clerical Personnel					Occupational Group	Employment Equity			5.7		Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &	CICICAL I CISOIIICI	cal Derconnel			Occupational Group	Employment Equity			5.7	В					
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0 0	0.0	0.0	0.0	0.0	9 6	0.0	46	Goal Met		Aboriginal Peoples	Long-term Goals		-	X	<u> </u>	0	0		0		#	Actual		L		<b>←</b>	Part 2: Flow Data Analysis	L	·		St. Joh	esults	
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																					#	Expected	Aboriginal Peoples	ons	Flow Data Analysis	<b>←</b>	Q + P x 100 P x F + 100	s					
										Con						>	0		0		#	Difference			lysis	<b>←</b>	0 Q-S	T	****				
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Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Newdock, St. John's Dockyard Limited
42933

Total	Workers	Other Manual	Personnel	es & Service		(EECG)	ional Group	Employment Equity .			Data sources:		Total		Other Manual		Other Sales & Service		(EEOG)	ional Group	Employment Equity .			Data sources:	А В				
2017 2020	2020	2017	2020	2017	#:	_		Year	_			2017	2014	2017	2014	2017	2014	#	-		Year				С				
122 122	25	25	0	0	#	Employees	All	Hires :	Net	<b>←</b>	Part 2: Flow Data Analysis	143	143	30	30	0	0	#	Employees	NI .			<b>←</b>	Part 1: Workforce Analysis	D				
8 8		0	0	0	#	A	Aborigi	Hires and Promotions	New Entrants	←	Part 2: Flow Data Analysis			2	)	0	0	#	Repre				<b>←</b>	Part 1: Workforce Analysis	Е				
6.6 6.6	0.0	0.0	0.0	0.0	%	Actual	Aboriginal Peoples	notions	ants	<b>←</b>	E + D x	4.9	4.2	6.7	0.0	0.0		%	Representation			Worl	<b>-</b>	E ÷ D x 100	Ŧ				
6 6	0	0	0	0	#:	Goal				<b></b> ←	Part 3: Goals							0/0	٧v	Abori	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0	0	0			%	Goal Met	Abor	Short		←	E+G 100	0.0	0.0	2.0	2.1	0.0	0.0	#	Availability	Aboriginal Peoples	rce	Analys	<b>←</b>	ce DxG	Н				
0.0	0.0	0.0	0.0	0.0	%	let Goal	Aboriginal Peoples	Short-term Goals		 ←	x Part 3:	0	0		1	0	0	#	Gap	35		is	 ←	5 Е-Н	I				
0.0	0.0	0.0	0.0	0.0	96	Goal Met	4	oals		 ←	3: F ÷ I x 100	7	6	1 3	-1	0	0	%	) EE Result				<b>←</b>	H E÷H x100	J				
0.0	0.0	0.0	0.0	0.0				$\vdash$	Goals			0.0	0.0	333.3	0.0	0.0	0.0	-									New	Ps	
0 0	0	0	0	0	#	Goal Go	2 2	Lo		<b> </b>	Part 3: E Goals	122		25		0	-	#	Employees	NI.			-	Part 2: P Flow Data Flo Analysis Aı	K		Newdock, St. John's Dockyard Li	Part 5: Results - Aboriginal Peo	
0.0	0.0	0.0	0.0	0.0	#	Goal Met	Aboriginal Peoples	Long-term Goals		<b>←</b>	E+Kx	8		0		0		#	Actual		]		<b>←</b>	Part 2: Flow Data Analysis	L		St. Jol	esults	reactar Countries of the Brant recitioner
0.0	0.0	0.0	0.0	0.0	%	Goal	4	Goals		←	Part 3: Goals	6.6		0.0		0.0		%		Aboriginal Peoples	Hires		<b>←</b>	L+K x100	Α	42933	nn's Do	- Abo	
0.0	0.0	0.0	0.0	0.0	#:	Goal Met					F÷Mx 100	0		_		0		#	•	Peoples			<b>←</b>	K x G + 100	Z		ockyar	riginal	
														<u>-</u>		0		*	Difference				<b>←</b>	L-N	0		d Limi	Peoples	
												0		0		0		#	Em	IIV			<b>←</b>	Part 2: Flow Data Analysis	P		mited	es	Tone I dote
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												0	оннови	0 (	***************************************	0 0		%	Actual	Abori	Promotions	low Da	<b>←</b>	a Q+Px	R				
												0.0		0.0		0.0		#	Expected	Aboriginal Peoples	ions	Flow Data Analysis	<b> </b> ←	Q + P x 100 P x F + 100	S				
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42933	Newdock, St. John's Dockyard Limited	Part 5: Results - Aboriginal Peoples	Federal Contractors Program Achievement Table
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	ewdock,	Part 5: I	l Contra
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933	's Docky	Aborigin	gram A
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								Feder	al Cont	tractors	s Progr	am Acl	iieveme	ent Tab	le									
								P	art 6: F	Results -	- Perso	ns with	Disabil	lities										
								ľ	Newdoo	ek, St. J	ohn's l	Dockya	rd Limi	ited										
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A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	l V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis		E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	1 1	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1+ DYear2)÷ 2) x 100
		<b>V</b>	<u> </u>	<b>\</b>	Ţ	1	1	1	<b>1</b>	1	↓ ↓	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ţ	1	Ţ	Ţ	1	Ţ	Į.
			V		orce A	-									Fle	ow Dat	a Analy	ysis						
Employment Equity Occupational Group	Year		ı		Vorkfore Persons with						Hires	h Disabilitie				romotio	ns h Disabilitie					nations h Disabilitie		
(EEOG)		All Employees	Representa		Availa		Gap	EE Result	All Employees		tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employee			Expected	Difference	Turnover Rate
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	Ħ	#	%	#	#	%
01 & Managers	2014	6	0	0.0	4.3	0	0	0.0																
02 Withhales	2017	6	0	0.0	4.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	) (	0	0.0	0	0	0.0
03 Professionals	2014	1	0	0.0	3.8	0	0	0.0	0	0	0.0	0		0	0	0.0				0	0.0			0.0
	2017	1	0	0.0	3.6	0	0	0.0	0	0	0.0	1 0	U		0	0.0	1 0	1 0	' '	<u> </u>	0.0	<u>' </u>	<u> </u>	0.0
Data sources:		Part 2: Flow Data Analysis	Part 2: E Flow Data Analysis	÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷ M x 100												
1		<b>.</b>	1	<b>V</b>	<b>↓</b>	1	Ţ	Ţ	<b>\</b>	Ţ	1	Ţ	<i>t</i>											
			w Entran						als															
Employment Equity	Year	Hires :	and Promo				rm Goals			9	rm Goals													
Occupational Group (EEOG)		All Employees	Disabilit				ı Disabilities				h Disabilitie							Com	ments					
(2.2.3)		Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
01	# 2017	#	#	%	#	%	%	%	#	#	%	#												
& Managers	2017	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0													
02	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0													
03 Professionals	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0													

							Federa	al Cont	Federal Contractors Program Achievem	Progra	m Achi	ечешен	ent Table										
							Pg	Part 6: Results -	esults -	Person	Persons with Disab	)isabili	ilities										
							7	lewdoc	Newdock, St. John's Dockyard Limited	hn's D	ockyaro	d Limit	ed										
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A		=	5		E	_	T	r	T	2	Z		Ф		8	Ω	7	T	V	W	<b>V</b>		7
								,									-						
Data sources:	Part 1: Workforce Analysis	Part 1: ce Workforce s Analysis	e E+D	Part 1: Workforce Analysis	D x G + 100	Е-Н	E+H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷	L-N	Part 2: low Data F	Part 2:         Part 2:           Flow Data         Flow Data           Analysis         Analysis	+ P x 100 P	x F ÷ 100	Q-S F	Part 2: Flow Data FI	Part 2: V Flow Data	V÷Ux 100 U;	U x F ÷ 100	V - X (()	U+ ((DYear1+ DYear2)+
низмениныминеминимениныминимениныминименинименинимениним	<b>—</b>	<b>—</b>	<b>←</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>
			Work	Workforce Analysis	nalysis									Flov	v Data	Flow Data Analysis							
Employment Equity	Vear			Workforce	ce					Hires				Pro	Promotions		_			Terminations	tions		
Occupational Group	- N			Persons wit	Persons with Disabilities	S		2	P	Persons with Disabilities	Disabilities		<u>A</u>	Pe	Persons with Disabilities	isabilities		À	Per	Persons with Disabilities	sabilities	_	Turnover
(EEOG)	Employees		Representation	Avai	Availability	Gap	EE Result	Employees	Actual		Expected 1	Difference   E	Employees	Actual		Expected Difference	fference Er	Employees	Actual		Expected Difference		Rate
	# #	#	%	0/0	#	#	%	#	#	%	#	#	¥	#	%	#	#	#	#	%	#	#	%
Semi-Professionals &	2014	4	0.0	4.6	0	0	0.0																
	2017	4	0.0	4.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
05 Supervisors	2014		0.0	0.0	0	0	0.0																
og oubervisors	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
O6 Supervisors: Crafts &	2014		0.0	7.8	1	-1	0.0							<b>о</b> линоми									
	2017	9	0.0	7.8		-1	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
Data sources:	Part 2: Flow Data Analysis	Part 2: ta Flow Data s Analysis	a E + D x	Part 3: Goals	E+Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F + M x 100												
	<b>←</b>	<b>←</b>	<b>-</b>	←	<b>←</b>	<b>←</b>	←	←	←	<b>_</b>	<b>-</b>												
		New Entrants	ants				Goals	als															
Final Company Family	Hire	Hires and Promotions	motions		Short-te	Short-term Goals			Long-term Goals	n Goals													
ional Group	Year	Pers Dis	Persons with Disabilities		Persons with	Persons with Disabilities		-	Persons with Disabilities	Disabilities							Comments	ents					
(EEOG)	Employees		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
	# #	#	9,6	#	94	2%	96	#	#	%	#												
Semi-Professionals &	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Technicians	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
02 Subcratsors	2020		0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Supervisors: Crafts &	2017	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Trades	2020		0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0										Dagge 1	Page 34 of 51	

42933	Newdock, St. John's Dockyard Limited	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table

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AB	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1 + DYear2) ÷ 2) x 100
-		<u> </u>	1	<b>\</b>	1	Ţ	<b>1</b>	<b>1</b>	<b>.</b>	Ţ	1	Ţ	<b>1</b>	1	<b>1</b>	1	1	Ţ	1	<b>\</b>	1	1	<b>\</b>	1
					force A											ow Dat		ysis						
Employment Equity Occupational Group	Year				Vorkford Persons with				All		Hires	h Disabilitie		All	1	Persons wit	ns th Disabilitie	·e	All			nations h Disabilitie		
(EEOG)		All Employees	Represe	entation	Avail		Gap	EE Result	All Employees		tual	Expected	Difference	AII Employees	A	ctual	Expected	Difference		Act		Expected	Difference	Turnover Rate
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
07 Administrative & Senior Clerical	2014 2017		0	0.0	3.4		0	0.0		0	0.0	-				0.0				0	0.0			0.0
Skilled Soles &	2017		0	0.0	_		0	0.0	0	-	0.0	0	0	0	,	0.0		1	, 0		0.0		,	0.0
08 Service Personnel	2017		0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	(	0.0	) (	) (	0	0	0.0	0	(	0.0
09 Skilled Crafts & Trades Workers	2014				3.8 3.8		1	142.2 106.7	89	3	3.4	ļ ,		0	(	0.0			) 66	1	1.5	: 4		89.2
Trades Workers	2017	/4	)	4.1	3.0	3	0	100.7	09	] 3	3.4	] 3				) <sub>[</sub> 0.0	ή	<u>/  (</u>	<u>)                                    </u>	1	1.5	4	-3	09.2
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷ M x 100												
5		<u> </u>	1	<b>\</b>	<b>.</b>	Ţ	Ţ	<b>↓</b>	<u> </u>	1	1	Ţ	i.											
		Ne	w Entra	ants				Ge	als															
<b>Employment Equity</b>	Year		and Pron			Short-ter				Long-te														
Occupational Group (EEOG)	l Ca	All	Disab			Persons with	1 Disabilities			Persons wit	h Disabilitie							Com	ments					
(EEOG)		Employees	Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
Т	#	#	#	%	#	%	%	%	#	#	%	#												
07 Administrative & Senior Clerical	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Skilled Sales &	2020		0		Ŭ		0.0	0.0	0		0.0													
Service Personnel	2020		0		0	0.0	0.0	0.0	0	0.0	0.0	0.0												
09 Skilled Crafts & Trades Workers	2017					0.0	0.0	0.0	0	0.0	0.0	0.0												
Trades workers	2020	89	3	3.4	0	0.0	0.0	0.0	L 0	0.0	0.0	0.0										Pag	<u>e 36 of '</u>	51

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A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	s	T	U	[ V ]	W	X	Y	
Data s	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Dat Analysis	1 7	0 P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 10	0 V - X	U÷ ((DYear1 + DYear2) ÷ 2) x 100
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					Workf	orce A	nalysis									F	low Da	ta Anal	ysis						
	ployment Equity apational Group	Year				Vorkford					•	Hires				•	Promoti						nations		
	OG)		All Employees	Represe			h Disabilities ability	Gap	EE Result	All Employees	Aci		Disabilities Expected	Difference	All Employees		Persons w	th Disabilitie Expected		All Employees	Act		h Disabilitie Expected		Turnover Rate
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
10	Clerical Personnel	2014	2	1	50.0	7.0	0	1	714.3																
10		2017	2	1	50.0	7.0		1	714.3	0	0	0.0	0	0	0		0.	0 (	) (	0 (	0	0.0	(	) (	0.0
11	Intermediate Sales & Service Personnel	2014	1	0	0.0	5.6	-	0	0.0			0.0										0.0			
	Semi-Skilled Manual	2017 2014	13	0	0.0 15.4	5.6 4.8		1	320.5	0	0	0.0	0	0	0		0 0.	) (	) (	0 (	0	0.0	(	) (	0.0
12	Workers	2017	13	2	15.4	4.8	ŧ	1	320.5	6	0	0.0	0	0	0		0 0.	0 (		0 0	0	0.0			0.0
				-			:												•	•					
Data s	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100												
I			1	<b>1</b>	Ţ	1	<b>↓</b>	<b>1</b>	Ţ	<u> </u>	<u> </u>	<b>1</b>	1	į											
			Nev	v Entra	nts				Go	als															
Em	ployment Equity		Hires a	ınd Prom			Short-te	rm Goals			Long-ter	m Goals	S												
	upational Group	Year	All	Persons Disabi			Persons with	n Disabilities			Persons with	n Disabilities	,						Com	ments					
(EE	OG)		Employees	Acti	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
		#	#	# [	%	#	%	%	%	#	#	%	#												
10	Clerical Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
11	Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
$\vdash$	Semi-Skilled Manual	2020	6	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0												
12	Workers	2020	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0											Pa	e 38 of	51

Federal Contractors Program Achievement Table								
Part 6: Results - Persons with Disabilities								
Newdock, St. John's Dockyard Limited								
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	Federal Contractors Program Achievement Table																								
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Federal Contractors Program Achievement Table								
Part 6: Results - Persons with Disabilities								
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Part 7: Results - Members of Visible Minori	es							
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04 Semi-Professionals & Technicians	2014	4	0	0.0	2.4 2.4	0	0	0.0	0	0	0.0					0.0				0	0.0			0.0
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05 Supervisors	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	(	0.0	0	C	) (	0	0.0	) (	) (	0.0
06 Supervisors: Crafts & Trades	2014	9	0	0.0	0.0	0	0	0.0	2	0	0.0			0		0.0				0	0.0			0.0
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Semi-Professionals &	2017	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0												
04 Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
O6 Supervisors: Crafts &	2020	2	0	0.0	0	0.0	0.0	0.0			0.0	0.0												
06 Trades	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
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Federal Contractors Program Achievement T	ble							
Part 7: Results - Members of Visible Minori	es							
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#### Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Newdock, St. John's Dockyard Limited 42933 Α В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Part 2: $E \div D$ $L \div K$ K x G = ((DYear1 -DxG $\mathbf{E} \div \mathbf{H}$ Q ÷ P x 100 P x F ÷ 100 Q-S U x F ÷ 100 V - X E - H L-N Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All Turnover (EEOG) Employee: Employee Employee: Employees Rate Availability Expected Difference Representation Gap EE Result Actual Actual Expected Difference Actual Expected Difference % % % Administrative & 2014 0 0.0 0.7 0.0 Senior Clerical 0.0 0.0 0.0 0.0 0.0 0.0 2017 0 0.7 0 0 0 0 0.0 0.0 0.0 Skilled Sales & 2014 Service Personnel 2017 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2014 74 4.1 0.0 0.0 Skilled Crafts & Trades Workers 74 0.0 0.0 89 89.2 2017 1.4 3 3.4 0.0 4.5 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2020 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service Personnel 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 2017 89 3 3.4 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 89 0.0 2020 3.4 0.0 0.0 0.0 0.0 0.0 Page 46 of 51

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#### Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Newdock, St. John's Dockyard Limited 42933 Α В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 2: Part 2: Part 1: Part 1: Part 2: Part 2: Part 2: $L \div K$ K x G = ((DYear1 -DxG $\mathbf{E} \div \mathbf{H}$ Q ÷ P x 100 P x F ÷ 100 Q-S U x F ÷ 100 V - X E - H L-N Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All Turnover (EEOG) Employee: Employee Employee: Employees Rate Availability Expected Difference Difference Representation Gap EE Result Actual Actual Expected Actual Expected Difference % % % 0.8 2014 0 0.0 0.0 10 Clerical Personnel 0.0 0.8 0.0 0.0 0.0 0.0 0.0 0 0 0 0 2017 0 0.0 2.3 0.0 Intermediate Sales & 2014 Service Personnel 2017 0.0 2.3 0.0 0.0 0 0.0 0.0 0.0 13 0 0.0 1.3 0.0 Semi-Skilled Manual 2014 Workers 1.3 0.0 0.0 2017 13 0.0 0.0 0.0 0.0 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis 1 Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent o Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2020 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 0.0 2020 0.0 0.0 0.0 0.0 0.0 0.0 Page 48 of 51

Federal Contractors Program Achievement T	ble							
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#### Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Newdock, St. John's Dockyard Limited 42933 Α В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 1: Part 2: Part 2: Part 2: Part 1: Part 2: Part 2: Part 2: DxG $L \div K$ K x G = ((DYear1 - $\mathbf{E} \div \mathbf{H}$ Q-S U x F ÷ 100 V - X E - H L-N Q ÷ P x 100 P x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All Turnover (EEOG) Employees Employee Employee: Employees Rate Availability Expected Difference Difference Difference Representation Gap EE Result Actual Actual Expected Actual Expected % % % 0.0 Other Sales & Service 2014 0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0 0 0 0 30 3.3 0.0 0.0 Other Manual 2014 Workers 2017 30 3.3 0.0 0.0 25 0 0.0 0 0.0 13 0.0 43.3 143 2.8 0.0 0.0 2014 Total 0.0 0.0 122 2.5 0.0 55.2 2017 143 1.4 3 3.8 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis 1 Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % Other Sales & Service 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2020 0 2017 25 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Other Manual Workers 25 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 2017 122 3 2.5 0.0 0.0 0.0 0.0 0.0 0.0 Total 0.0 2020 122 2.5 0.0 0.0 0.0 0.0 0.0 Page 50 of 51

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Newdock, St. John's Dockyard Limited								
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# **Federal Contractors Program Report of the Subsequent Compliance Assessment**

Employer Name: St. John's Dockyard Limited (Newdock)

Primary Location: St. John's, Newfoundland

Number of Employees: 143 (all employees are located in St. John's)

Organization Overview: St. John's Dockyard Limited conducts ship repair and maintenance on all types

of vessels, including provincial ferries as well as Canadian Coast Guard and Navy Fleets.

# **Key Dates – First Year Assessment**

Initiated: 2014-09-19 Received: 2014-12-12 Closed: 2015-11-17 WFA: 2014-12-11

# **Key Dates – Subsequent Assessment**

Initiated: 2017-07-24 Received: 2017-09-08 WFA: 2017-07-24

### **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:

- A discrepancy was noted in the Achievement Table for the number of employees in the previous workforce analysis in EEOG 09 and the correction was made. The data from the previous workforce analysis included in the Achievement Table is now consistent with that found in the database.
- Minor errors in the Achievement Table for the current assessment were noted and corrected. The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

## **ASSESSMENT OF REASONABLE PROGRESS**

The previous goals were set in numbers.

#### Women

2.	Middle & Other Managers	No short term goal set
3.	Professionals	Goal not met (0%)
4.	Semi-Professionals & Technicians	Goal not met (0%)
7.	Administrative & Senior Clerical Personnel	No short term goal set
11.	Intermediate Sales & Service Personnel	No short term goal set
12.	Semi-Skilled Manual Workers	Goal not met (0%)
14.	Other Manual Workers	Goal not met (33%)

# Assessment/Observations

- EEOG 02: During the first compliance assessment, no goal was set to address the gap of -2. There was no new entrant in the group since 2014 and the occupational group has only five employees. The gap of -2 remains.
- EEOG 03: The gap of -1 observed during the initial assessment remains. There was no new entrant in this occupational group which only has only one employee.
- EEOG 04: The gap of -1 revealed by the previous workforce analysis is still present. There was no new entrant in the group, therefore progress was not possible. The occupational group has only four employees.
- EEOG 07: No goal was set to address the gap of -1 noted during the previous compliance assessment. There was no new entrant in the group and the gap of -1 remains. The occupational group has only three employees.
- EEOG 11: No goal was set to address the gap of -1. There was no new entrant in the group which only has one employee. The gap therefore remains.
- EEOG 12: There were six new entrants in this occupational group. No progress was achieved towards hiring of women; however, this is to be expected given a lower availability rate of 6.8%.
- EEOG 14: There were 25 new entrants in this occupational group and one was a woman. This represents a hiring rate of 4.0% which is below LMA of 16.9%. At this LMA rate, four would have been expected.

## **Aboriginal Peoples**

# Assessment/Observations

There were no gap in this group

# **Person with Disabilities**

6.	Supervisors: Crafts & Trades	No short term goal set
14.	Other Manual Workers	Goal not met (0%)

### Assessment/Observations

- EEOG 06: No goal was established to address the gap of -1. Since that time, there were two new entrants in this occupational group and neither were persons with disabilities. This is to be expected given the availability of 7.8%.
- EEOG 14: There were 34 new entrants and none were persons with disabilities. At the LMA rate of 5.3%, at least one would have been expected. The previous goal set was to hire one person with a disability; however, the gap of -2 remains.

# **Members of Visible Minorities**

2.	Middle & Other Managers	No short term goal set
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# Assessment/Observations

EEOG 02: No short term goal was set to address the gap of -1. There were no new entrants in the group since the last review and the gap of -1 remains. The occupational group has only five employees.

# **ASSESSMENT OF REASONABLE EFFORTS**

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

Of the 10 goals resulting from the workforce analysis, a goal for only five EEOGs was established during the initial compliance assessment. There are no instances where goals were met. The only instance where progress was made for a goal set was for women in EEOG 14, where 33% of the goal was met.

In the other four instances where goals were set but no progress was made:

- two saw no new entrants in the occupational group and therefore progress was not possible (women in EEOGs 03 and 04); and
- one did not see sufficient entrants in the occupational group to expect that reasonable progress could be made (women in EEOG 12); and,
- one did see sufficient entrants and one member of the designated group would have been expected according to labour market availability (persons with disabilities in EEOG 14).

With three out of the five goals set seeing no new entrants and no opportunities to close the gaps, an assessment of reasonable progress considering only the goals established is not possible.

The organization did show a willingness to hire designated group members having hired women in EEOG 14 at a rate of 4.0% (LMA is 16.9%). Although not the focus of this assessment, the limited number of hires in many EEOGs where gaps were uncovered, it is relevant to note promising trends in larger EEOGs within the organization's workforce where no gaps were noted:

- The organization does not have a gap for women in EEOG 09 (Skilled Crafts and Trades Workers) which employers 74 people. Since 2014, the hiring rate of women in this EEOG is 10.1% which is well above their labour market availability of 2.1%. Current representation currently more than doubles availability of 5.4%.
- Further, in EEOG 09, the hiring rate of Aboriginal peoples was 9.0% since 2014 which is well above the labour market availability of 5.0%. The organization does not have a gap in this EEOG as representation, currently at 5.4% continues to exceed availability (5.0%).
- Also for EEOG 09, since 2014, the hiring rate of persons with disabilities was 3.4%. Although this is just under labour market availability of 3.8%, it is sufficient for the organization to maintain its representation of persons with disabilities at levels that exceed labour market availability (4.1% representation compared to 3.8% availability).
- In EEOG 09, since 2014, the hiring rate of members of visible minorities has been 3.4% and the current representation levels are 1.4%. This is significant considering that labour market

availability for this EEOG (keeping in mind that the default is set a provincial area of hire) is 0%. A similar scenario is observable in EEOG 14 where the organization has achieved a representation for members of visible minorities of 3.3% and labour market availability is 0% (geographic default set at CMA).

- In EEOG 14 (Other Manual Workers) which counts 30 employees, the organization has maintained a representation level of Aboriginal people that continues to exceed labour market availability (4.9% representation compared to 3.8% labour market availability)
- In EEOG 12 (Semi-Skilled Manual Workers), the organization hired persons with disabilities at a rate of 33.3% since 2014. This far exceeds the labour market availability of 4.8%. The current representation of persons with disabilities is 15.4%.

While progress against the goals are limited, we must take into consideration that areas where gaps are present (and therefore goals are required) represent the smallest EEOGs of the employer's workforce, and as a result, are also the areas where little to no growth or turnover is observed.

Turning our attention to the organization's largest EEOGs (EEOG 09 which employs 74 people, EEOG 14 which employs 30 people and EEOG 12 which employs 13 people), the data reveals that these are the areas where the most hires and promotions occur. As noted above, the organization has demonstrated that when presented with the opportunity to fill vacancies, it does hire designated group members – often at levels above their labour market availability.

Having analysed and verified the data presented by the employer, and in light of the information presented above, the Analyst suggests that there is evidence of reasonable efforts being made on the part of the employer.

### ASSESSMENT OF SHORT-TERM GOALS

All goals were set as numbers and not percentages. This is acceptable given that most gaps are small at around -1 or -2 with the largest gap being -4 for women in EEOG 14 (Other Manual Workers).

#### Women

	Workforce Analysis Results		Go	als			
			Short- term	Long- term	Representation	LMA	
En	nployment Equity Occupational Group	Present		(3			
	(EEOG)	Gap	(1 to 3	years			
			years)	or			
				more)			
#	Description	#	#	#	%	%	
02	Middle & Other Managers	-2	2	2	0.0	38.9	
03	Professionals	-1	1	1	0.0	55.1	
04	Semi-Professionals & Technicians	-1	1	1	0.0	28.8	
07	Administrative & Senior Clerical Personnel	-1	1	1	33.3	82.5	

11	Intermediate Sales & Service Personnel	-1	1	1	0.0	65.2
12	Semi-Skilled Manual Workers	-1	1	1	0.0	6.8
14	Other Manual Workers	-4	4	4	3.3	16.9

For each gap identified, the organization has set a goal to bridge the gap in the short-term. This is appropriate as it would represent reasonable progress towards achieving a workforce that is fully representative of women in accordance with their labour market availability. Given that the gaps are found in smaller EEOGs with only a handful of employees and the limited number of new entrants noted since the previous workforce analysis, a long-term goal to bridge the gaps has also been set.

# **Aboriginal Peoples**

This organization has no gaps in representation for this designated group.

# Members of Visible Minorities

	Workforce Analysis Results		Go	als		
			Short- term	Long- term	Representation	LMA
Em	nployment Equity Occupational Group (EEOG)	Present Gap		(3	nepresentation	LIVIN
			(1 to 3	years		
			years)	or		
				more)		
#	Description	#	#	#	%	%
02	Middle & Other Managers	-1	1	1	0.0	15.0

An appropriate goal to close the gap in the short-term has been set. Given the limited number of opportunities within this occupational group, the organization foresees that it may take more than three years for the gap to be eliminated and a long-term goal has also been set. This is appropriate given the limited number of new entrants observed since the previous workforce analysis.

## Person with Disabilities

	Workforce Analysis Results		Go	als			
			Short- term	Long- term	Representation	LMA	
Em	nployment Equity Occupational Group (EEOG)	Present Gap	(1 to 3 years)	(3 years or more)	Representation	LIVIA	
#	Description	#	#	#	%	%	
06	Supervisors: Crafts & Trades	-1	1	1	0.0	7.8	

14	Other Manual Workers	-2	2	2	0.0	5.3	
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An appropriate goal to close the gap has been set in both instances where there is a gap. This is appropriate as it would represent reasonable progress towards achieving a workforce that is representative of members of visible minorities. A long-term goal to bridge the gaps has also been set should there be insufficient new hires to expect the gap to be closed in the short-term.

### **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:

- St. John's Dockyard Limited has demonstrated through their second compliance assessment submission that it is setting appropriate goals to close all gaps in the short-term. To ensure that recruitment and retention efforts are well supported, we encourage St. John's Dockyard Limited to conduct an Employment Systems Review (ESR) of its policies and practices relating to recruitment and retention efforts in order to assist in eliminating barriers, particularly for women given the number of gaps for this designated group. A guide for completing an ESR can be found at the following link: <a href="https://equity.esdc.gc.ca/docs/Step2-2EN.pdf">https://equity.esdc.gc.ca/docs/Step2-2EN.pdf</a>.
- St. John's Dockyard Limited may also want to consider adopting a common practice of conducting exit interviews, if not already done, to partially explain the higher turnover rates found in EEOGs 09 (Skilled Crafts & Trades Workers) and 14 (Other Manual Workers).

Name of Analyst: Sylvie Fortin Amended by Alicia Dobney and Reviewed by Annick Léger
Date: 05/03/2018

# Nyirasafari, Ange AN [NC]

**From:** Dobney, Alicia A on behalf of EE-EME

**Sent:** July 26, 2018 9:21 AM

To: 'wash@newdock.nf.ca'; 'robert.butt@newdock.nf.ca'
Cc: Dobney, Alicia A; 'marchalbot@newdock.nf.ca'

**Subject:** Government of Canada Agreement Number: 010024 – Notification of Compliance

with the Federal Contractors Program - St. John's Dockyard Limited

Cette information est également disponible en français sur demande.

## Dear Wayne Ash:

I am writing to inform you that the subsequent compliance assessment initiated on July 24, 2017 has been completed. As a result of the assessment, St. John's Dockyard has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of St. John's Dockyard's employment equity program.

- St. John's Dockyard Limited has demonstrated through their second compliance assessment submission that it is setting appropriate goals to close all gaps in the short-term. To ensure that recruitment and retention efforts are well supported, we encourage St. John's Dockyard Limited to conduct an Employment Systems Review (ESR) of its policies and practices relating to recruitment and retention efforts in order to assist in eliminating barriers, particularly for women given the number of gaps for this designated group. A guide for completing an ESR can be found at the following link: <a href="https://equity.esdc.gc.ca/docs/Step2-2EN.pdf">https://equity.esdc.gc.ca/docs/Step2-2EN.pdf</a>.
- St. John's Dockyard Limited may also want to consider adopting a common practice of conducting exit
  interviews, if not already done, to partially explain the higher turnover rates found in EEOGs 09 (Skilled Crafts
  & Trades Workers) and 14 (Other Manual Workers).

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 24, 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, St. John's Dockyard 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 St. John's Dockyard 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 (FEDARVI) 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! Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)