

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization St. John's Dockyard Limited	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) NEWDOCK, St. John's Dockyard Limited	Procurement Business Number: [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 336611	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 200 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No <i>488390</i>

HEAD OFFICE			
Address (building number, street, suite, etc.) 475 Water Street	City St. John's	Province NL	Postal Code A1E 6B5
	Telephone Number 709-758-6800	Fax Number 709-758-6824	

EMPLOYMENT EQUITY CONTACT	
Name (print) Robert Butt	Title Controller
Telephone Number 709-758-6853	E-mail Address robert.butt@newdock.nf.ca

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Wayne Ash	Title General Manager
Telephone Number 709-758-6867	E-mail Address wash@newdock.nf.ca
Signature [REDACTED]	Date 22 July 13

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



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				Census Metropolitan 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 Canada				143	Total Employees in Canada				143



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	5										
	Total	5	5										
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4										
	Total	4	4										

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

008917

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

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

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - St. John's Dockyard Limited
Workforce Analysis - Summary Report
 Date: 2017-07-24

Employment Equity Occupational Group	Aboriginal Peoples		Aboriginal Peoples		Availability #	Gap #
	All Employees #	Representation %	Representation %	Availability #		
01 : Senior Managers	1	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	5	0	0.0 %	2.2 %	0	0
03 : Professionals	1	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	9	1	11.1 %	3.9 %	0	1
07 : Administrative and Senior Clerical Personnel	3	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	1	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 %	1	1
Total	143	7	4.9 %	3.8 %	5	2

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - St. John's Dockyard Limited
Workforce Analysis - Summary Report
 Date: 2017-07-24

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Availability #	Gap #
	#	%	Representation #	%		
01 : Senior Managers	1	0.0 %	0	10.1 %	0	0
02 : Middle and Other Managers	5	0.0 %	0	15.0 %	1	-1
03 : Professionals	1	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	9	0.0 %	0	0.0 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0.0 %	0	0.7 %	0	0
09 : Skilled Crafts and Trades Workers	74	1.4 %	1	0.0 %	0	1
10 : Clerical Personnel	2	0.0 %	0	0.8 %	0	0
11 : Intermediate Sales and Service Personnel	1	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 %	1	0.0 %	0	1
Total	143		2	1.4 %	1	1

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - St. John's Dockyard Limited
Workforce Analysis - Summary Report
 Date: 2017-07-24

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Persons with Disabilities Availability		Gap
	#	#	%	#	%	#
01/02 : Managers	6	0	0.0 %	0	4.3 %	0
03 : Professionals	1	0	0.0 %	0	3.8 %	0
04 : Semi-Professionals and Technicians	4	0	0.0 %	0	4.6 %	0
06 : Supervisors: Crafts and Trades	9	0	0.0 %	1	7.8 %	-1
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	0	3.4 %	0
09 : Skilled Crafts and Trades Workers	74	3	4.1 %	3	3.8 %	0
10 : Clerical Personnel	2	1	50.0 %	0	7.0 %	1
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	0	5.6 %	0
12 : Semi-Skilled Manual Workers	13	2	15.4 %	1	4.8 %	1
14 : Other Manual Workers	30	0	0.0 %	2	5.3 %	-2
Total	143	6	4.2 %	7	4.5 %	-1

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-07-24

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

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
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	12	11

Data from Current Workforce Analysis



Date of Current Workforce Analysis		
YYYY	MM	DD
2017	7	24

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
		#	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	72.6
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

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
		#	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	4	2.1
10	Clerical Personnel	2	1	72.6
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	7	0.0

* Source: Workforce Analysis- Summary Report 2014-12-11

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

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

Data from Previous Workforce Analysis

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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	12	11

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	7	24

	Table 2: Aboriginal Peoples			
	All Employees	Previous Workforce Analysis		
		Representation	Aboriginal Peoples	Availability*
#	#	%	%	
01 Senior Managers	1	0	2.9	
02 Middle & Other Managers	5	0	2.2	
03 Professionals	1	0	1.3	
04 Semi-Professionals & Technicians	4	0	1.6	
05 Supervisors	0	0	0.0	
06 Supervisors: Crafts & Trades	9	1	3.9	
07 Administrative & Senior Clerical Personnel	3	0	2.5	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	74	5	5.0	
10 Clerical Personnel	2	0	1.4	
11 Intermediate Sales & Service Personnel	1	0	2.1	
12 Semi-Skilled Manual Workers	13	0	1.5	
13 Other Sales & Service Personnel	0	0	0.0	
14 Other Manual Workers	30	0	2.1	
Total	143	6	0.0	

	Table 6: Aboriginal Peoples			
	All Employees	Current Workforce Analysis		
		Representation	Aboriginal Peoples	Availability*
#	#	%	%	
01 Senior Managers	1	0	2.9	
02 Middle & Other Managers	5	0	2.2	
03 Professionals	1	0	1.3	
04 Semi-Professionals & Technicians	4	0	1.6	
05 Supervisors	0	0	0.0	
06 Supervisors: Crafts & Trades	9	1	3.9	
07 Administrative & Senior Clerical Personnel	3	0	2.5	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	74	4	5.2	
10 Clerical Personnel	2	0	1.4	
11 Intermediate Sales & Service Personnel	1	0	2.1	
12 Semi-Skilled Manual Workers	13	0	1.5	
13 Other Sales & Service Personnel	0	0	0.0	
14 Other Manual Workers	30	2	2.0	
Total	143	7	0.0	

*** Source:**
Workforce Analysis- Summary Report 2014-12-11

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

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

Data from Previous Workforce Analysis
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	12	11

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	7	24

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	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

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	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	1	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	2	0.0

* Source: Workforce Analysis- Summary Report 2014-12-11

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

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

Data from Previous Workforce Analysis



Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	12	11

Data from Current Workforce Analysis



Date of Current Workforce Analysis		
YYYY	MM	DD
2017	7	24

Table 4: Persons with Disabilities

	Previous Workforce Analysis		
	All Employees	Persons with Disabilities	
		Representation	Availability*
#	#	%	%
01/02 Managers	6	0	4.3
03 Professionals	1	0	3.8
04 Semi-Professionals & Technicians	4	0	4.6
05 Supervisors	0	0	0.0
06 Supervisors: Crafts & Trades	9	0	7.8
07 Administrative & Senior Clerical Personnel	3	0	3.4
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	74	4	3.8
10 Clerical Personnel	2	1	7.0
11 Intermediate Sales & Service Personnel	1	0	5.6
12 Semi-Skilled Manual Workers	13	2	4.8
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	30	0	5.3
Total	143	7	0.0

*** Source:**
Workforce Analysis- Summary Report 2014-11-12

Table 8: Persons with Disabilities

	Current Workforce Analysis		
	All Employees	Persons with Disabilities	
		Representation	Availability*
#	#	%	%
6	0	4.3	
1	0	3.8	
4	0	4.6	
0	0	0.0	
9	0	7.8	
3	0	3.4	
0	0	0.0	
74	3	3.8	
2	1	7.0	
1	0	5.6	
13	2	4.8	
0	0	0.0	
30	0	5.3	
143	6	0.0	

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

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	

End Date of Flow Data			
YYYY	MM	DD	
2017	6	30	

Data from Form 4 - Employees Hired

Table 1: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	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	9	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	1	0	0
Total	122	10	0	0

Data from Form 5 - Employees Promoted

Table 5: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
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	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	0	0	0	0

Data from Form 6 - Employees Terminated

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
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	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	66	7	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	13	0	0	0
Total	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

End Date of Flow Data		
YYYY	MM	DD
2017	6	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated



Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	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 / National		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

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
66	5	0	0
0	0	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

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

End Date of Flow Data		
YYYY	MM	DD
2017	6	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	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	3	0	0	0	0	0	0	66	1	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	1	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

End Date of Flow Data		
YYYY	MM	DD
2017	6	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

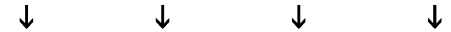
Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	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	3	0	0	0	0	0	0	66	3	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

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

Data from Previous Goals



Data from Current Goals



Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2022

Employment Equity Occupational Group (EEOG)		Table 1: Women			
		Women			
		Short-term Goals		Long-term Goals	
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	0	0.0
03	Professionals	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: Women			
		Women			
		Short-term Goals		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	
Part 3: Goals	
Newdock, St. John's Dockyard Limited	
42933	

Data from Previous Goals	↓	↓	↓	↓
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Data from Current Goals	↓	↓	↓	↓
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Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2022

Table 2: Aboriginal Peoples

Aboriginal Peoples			
Short-term Goals		Long-term Goals	
#	%	#	%

Aboriginal Peoples			
Short-term Goals		Long-term Goals	
#	%	#	%

Employment Equity Occupational Group (EEOG)			
Short-term Goals		Long-term Goals	
#	%	#	%
01	0.0	0	0.0
02	0.0	0	0.0
03	0.0	0	0.0
04	0.0	0	0.0
05	0.0	0	0.0
06	0.0	0	0.0
07	0.0	0	0.0
08	0.0	0	0.0
09	0.0	0	0.0
10	0.0	0	0.0
11	0.0	0	0.0
12	0.0	0	0.0
13	0.0	0	0.0
14	0.0	0	0.0
Total	0.0	0	0.0

01	0	0.0	0	0.0
02	0	0.0	0	0.0
03	0	0.0	0	0.0
04	0	0.0	0	0.0
05	0	0.0	0	0.0
06	0	0.0	0	0.0
07	0	0.0	0	0.0
08	0	0.0	0	0.0
09	0	0.0	0	0.0
10	0	0.0	0	0.0
11	0	0.0	0	0.0
12	0	0.0	0	0.0
13	0	0.0	0	0.0
14	0	0.0	0	0.0
Total	0	0.0	0	0.0

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

Data from Previous Goals



Data from Current Goals



Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2022

Employment Equity Occupational Group (EEOG)		Table 3: Persons with Disabilities			
		Persons with Disabilities			
		Short-term Goals		Long-term Goals	
		#	%	#	%
01/02	Managers	0	0.0	0	0.0
03	Professionals	0	0.0	0	0.0
04	Semi-Professionals & Technicians	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 & 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	1	0.0	0	0.0
Total		0	0.0	0	0.0

Table 7: Persons with Disabilities			
Persons with 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	
Part 3: Goals	
Newdock, St. John's Dockyard Limited	
42933	

Data from Previous Goals	↓	↓	↓	↓
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Data from Current Goals	↓	↓	↓	↓
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Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2022

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	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

Members of Visible Minorities			
Short-term Goals		Long-term Goals	
#	%	#	%
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
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
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 4: Results - Women
Newdook, St. John's Dockyard Limited
42933

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce					Hires					Promotions					Terminations							
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	Turnover Rate	
01 Senior Managers	2014	1	0.0	27.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0
	2017	1	0	27.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0
02 Middle & Other Managers	2014	5	0.0	38.9	2	-2.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0
	2017	5	0	38.9	2	-2.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0
03 Professionals	2014	1	0.0	55.1	1	-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
	2017	1	0	55.1	1	-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

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + 1 \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 4: Results - Women
Newdock, St. John's Dockyard Limited
42933

Federal Contractors Program Achievement Table
Part 4: Results - Women
Newdock, St. John's Dockyard Limited
42933

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times R + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U + (DY \text{ ear} 1 + \text{Year} 2) \times 100$		

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis											
		All					Women					All					Women						
		Employees	Representation	Availability	Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Turnover Rate
04	Semi-Professionals & Technicians	2014	4	0.0	28.8	1	-1	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0
		2017	4	0.0	28.8	1	-1	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	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0
		2017	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0
06	Supervisors: Crafts & Trades	2014	9	0.0	1.4	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0
		2017	9	0.0	1.4	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + 1 \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All		Women		All		Women		All		Women		
		Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04	Semi-Professionals & Technicians	2017	0	0.0	1	0.0	0.0	0	0.0	0	0.0	0.0	0.0	
		2020	0	0.0	1	0.0	0.0	1	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	
		2020	0	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0.0	
06	Supervisors: Crafts & Trades	2017	2	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0.0	
		2020	2	0.0	0	0.0	0.0	0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table

Part 4: Results - Women

Newdock, St. John's Dockyard Limited

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Federal Contractors Program Achievement Table

Part 4: Results - Women

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$\frac{U + ((DYear1 + DYear2) \div 2) \times 100}{100}$

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions				Terminations				Turnover Rate	
		All Employees	Women				Gap	EE Result	All Employees	Women				All Employees	Women			All Employees	Women							
		#	Representation	Availability	%	%	#	#	%	#	%	Actual	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference	#	%		#
07	Administrative & Senior Clerical	2014	3	1	33.3	82.5	2	-1	40.4																	
	2017	3	1	33.3	82.5	2	-1	40.4	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
08	Skilled Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
09	Skilled Crafts & Trades Workers	2014	74	8	10.8	2.3	2	6	470.0																	
	2017	74	4	5.4	2.1	2	2	257.4	89	9	10.1	2	7	0	0	0.0	0	0	0	66	7	10.6	7	0	89.2	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2017	89	9	10.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	89	9	10.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table

Part 4: Results - Women

Newdock, St. John's Dockyard Limited

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Federal Contractors Program Achievement Table
Part 4: Results - Women
Newdock, St. John's Dockyard Limited
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	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 x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x R + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U + (DY Carl + 2) x 100		

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis													
		All Employees						Women						All Employees						Women							
		#	%	Availability	Gap	EE Result	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	Turnover Rate
10 Clerical Personnel	2014	2	50.0	72.6	1	0	68.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
	2017	2	50.0	72.6	1	0	68.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
11 Intermediate Sales & Service Personnel	2014	1	0.0	65.2	1	-1	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
	2017	1	0.0	65.2	1	-1	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
12 Semi-Skilled Manual Workers	2014	13	0.0	6.8	1	-1	0.0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
	2017	13	0.0	6.8	1	-1	0.0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal	Percent of Goal Met	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	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	6	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	6	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 4: Results - Women
Newdock, St. John's Dockyard Limited
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Federal Contractors Program Achievement Table
Part 4: Results - Women
Newdock, St. John's Dockyard Limited
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U \div (DY \text{ ear} 1 + \text{ ear} 2) \times 100$	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce					Hires					Promotions					Terminations								
		All Employees	Representation	Women Availability	Gap	EE Result	All Employees	Actual	Women Expected	Difference	All Employees	Actual	Women Expected	Difference	All Employees	Actual	Women Expected	Difference	All Employees	Actual	Women Expected	Difference	Turnover Rate		
13 Other Sales & Service Personnel	2014	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0.0	
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0.0	
14 Other Manual Workers	2014	30	1	3.3	16.9	5	-4	19.7	19.7	25	1	4.0	4	-3	0	0.0	0	0	0	13	0	0.0	0	0	43.3
	2017	30	1	3.3	16.9	5	-4	19.7	19.7	25	1	4.0	4	-3	0	0.0	0	0	0	13	0	0.0	0	0	43.3
Total	2014	143	11	7.7	0.0	0	11	0.0	0.0	122	10	8.2	0	10	0	0.0	0	0	0	79	7	8.9	6	1	55.2
	2017	143	7	4.9	0.0	0	7	0.0	0.0	122	10	8.2	0	10	0	0.0	0	0	0	79	7	8.9	6	1	55.2

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + 1 \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	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	
14 Other Manual Workers	2017	25	1	4.0	3	33.3	0	0.0	0	0.0	0	0.0	0	0.0
	2020	25	1	4.0	4	25.0	0	0.0	4	25.0	0	0.0	0	0.0
Total	2017	122	10	8.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2020	122	10	8.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Federal Contractors Program Achievement Table

Part 4: Results - Women

Newdock, St. John's Dockyard Limited

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Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations					Turnover Rate		
		All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples										
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	%	%	%	%	%				
01 Senior Managers	2014	1	0	0.0	2.9	0	0	0.0																			
	2017	1	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0.0	
02 Middle & Other Managers	2014	5	0	0.0	2.2	0	0	0.0																			
	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	0.0	0	0	0.0	
03 Professionals	2014	1	0	0.0	1.3	0	0	0.0																			
	2017	1	0	0.0	1.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	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		

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Newdock, St. John's Dockyard Limited
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Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Newdock, St. John's Dockyard Limited
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U + (DY \text{ ear} 1 + \text{ ear} 2) \times 100$	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples					
		#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	Expected #	Difference #	Employees #	Actual %	Expected #	Difference #	Employees #	Actual %	Expected #	Difference #	Employees #	Actual %	Expected #	Difference #	Turnover Rate %		
04 Semi-Professionals & Technicians	2014	4	0.0	1.6	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	
	2017	4	0.0	1.6	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	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	
	2017	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	
06 Supervisors, Crafts & Trades	2014	9	0.0	3.9	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	
	2017	9	0.0	3.9	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments	
		All Employees			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples							
		#	Actual #	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %							
04 Semi-Professionals & Technicians	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	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	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	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Newdock, St. John's Dockyard Limited

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Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations				Turnover Rate		
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%					
07	Administrative & Senior Clerical	2014	3	0	0.0	2.5	0	0	0.0																	
		2017	3	0	0.0	2.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0.0
08	Skilled Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																	
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
09	Skilled Crafts & Trades Workers	2014	74	5	6.8	5.0	4	1	135.1																	
		2017	74	4	5.4	5.2	4	0	104.0	89	8	9.0	5	3	0	0	0.0	0	0	0	66	5	7.6	4	1	89.2

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	#	%	#			
07	Administrative & Senior Clerical	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	
08	Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2017	89	8	9.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	89	8	9.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Newdock, St. John's Dockyard Limited

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Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Newdock, St. John's Dockyard Limited
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U \div (DY \text{ Earl} + 2) \times 100$	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Aboriginal Peoples Availability	Gap	EE Result	All Employees	Actual	Aboriginal Peoples Expected	Difference	All Employees	Actual	Aboriginal Peoples Expected	Difference	All Employees	Actual	Aboriginal Peoples Expected	Difference	All Employees	Actual	Aboriginal Peoples Expected	Difference	Turnover Rate		
10 Clerical Personnel	2014	2	0.0	1.4	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0		
	2017	2	0.0	1.4	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2014	1	0.0	2.1	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		
	2017	1	0.0	2.1	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		
12 Semi-Skilled Manual Workers	2014	13	0.0	1.5	0	0.0	0	0.0	0	6	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0		
	2017	13	0.0	1.5	0	0.0	0	0.0	0	6	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0.0		

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments		
		Hires and Promotions			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples								
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	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	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	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	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	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	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	
	2020	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	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Newdock, St. John's Dockyard Limited
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Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Newdock, St. John's Dockyard Limited
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z								
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	D x G + 100	E - H	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
Workforce Analysis																								Flow Data Analysis									
Employment Equity Occupational Group (EEOG)		Year	Workforce										Hires					Promotions					Terminations					Turnover Rate					
			All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference										
		#	#	%	#	#	%	#	%	#	#	%	#	#	#	%	#	#	#	#	#	#	#	#	#	#	%						
13 Other Sales & Service Personnel		2014	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0						
		2017	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0						
14 Other Manual Workers		2014	30	0.0	2.1	1	-1	0.0	333.3	25	0	0.0	1	-1	0	0.0	0	0	0	0	13	0	0	0	0	0	43.3						
		2017	30	0.0	2.0	1	1	333.3	25	0	0.0	1	-1	0	0.0	0	0	0	0	0	13	0	0	0	0	0	43.3						
Total		2014	143	6	4.2	0.0	6	0.0	0.0	122	8	6.6	0	8	0	0.0	0	0	0	0	79	5	6.3	3	2	55.2							
		2017	143	7	4.9	0.0	7	0.0	0.0	122	8	6.6	0	8	0	0.0	0	0	0	0	79	5	6.3	3	2	55.2							

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Aboriginal Peoples	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	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	
14 Other Manual Workers	2017	25	0	0.0	0	0.0	0.0	0	0.0	0.0	
	2020	25	0	0.0	0	0.0	0.0	0	0.0	0.0	
Total	2017	122	8	6.6	0	0.0	0.0	0	0.0	0.0	
	2020	122	8	6.6	0	0.0	0.0	0	0.0	0.0	

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Newdock, St. John's Dockyard Limited

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Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					Turnover Rate					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	%							
01 & 02 Managers	2014	6	0	0.0	4.3	0	0	0.0																		
	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	0	0.0
03 Professionals	2014	1	0	0.0	3.8	0	0	0.0																		
	2017	1	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 & 02 Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	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		

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Newdick, St. John's Dockyard Limited
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U \div (DY \text{ ear} 1 + \text{ ear} 2) \times 100$	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Persons with Disabilities Availability	Gap	EZ Result	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	Turnover Rate		
04	2014	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	0.0	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	0.0	0	0.0	
05	2014	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	
06	2014	9	0.0	7.8	1	-1	0.0	0.0	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	
	2017	9	0.0	7.8	1	-1	0.0	0.0	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		Hires and Promotions		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
05	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
06	2017	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2020	2	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		

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

Part 6: Results - Persons with Disabilities

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis																
		Workforce										Hires				Promotions				Terminations					Turnover Rate			
		All Employees	Persons with Disabilities					All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities											
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference						
07	Administrative & Senior Clerical	2014	3	0	0.0	3.4	0	0	0.0																			
	2017	3	0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	
08	Skilled Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																			
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	
09	Skilled Crafts & Trades Workers	2014	74	4	5.4	3.8	3	1	142.2																			
	2017	74	3	4.1	3.8	3	0	106.7	89	3	3.4	3	0	0	0	0.0	0	0	0	66	1	1.5	4	-3	89.2			

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	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		
08	Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09	Skilled Crafts & Trades Workers	2017	89	3	3.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	89	3	3.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

Part 6: Results - Persons with Disabilities

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations				Turnover Rate			
		All Employees	Persons with Disabilities					All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities										
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
10 Clerical Personnel	2014	2	1	50.0	7.0	0	1	714.3																			
	2017	2	1	50.0	7.0	0	1	714.3	0	0.0	0	0	0	0	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																			
	2017	1	0	0.0	5.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	
12 Semi-Skilled Manual Workers	2014	13	2	15.4	4.8	1	1	320.5																			
	2017	13	2	15.4	4.8	1	1	320.5	6	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	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		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2017	6	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

Part 6: Results - Persons with Disabilities

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations				Turnover Rate		
		All Employees	Persons with Disabilities					All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities									
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference				
13 Other Sales & Service Personnel	2014	0	0	0.0	0	0	0	0	0.0																	
	2017	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0
14 Other Manual Workers	2014	30	0	0.0	5.3	2	-2	0.0																		
	2017	30	0	0.0	5.3	2	-2	0.0	25	0	0.0	1	-1	0	0	0.0	0	0	0	0	13	0	0.0	0	0	43.3
Total	2014	143	7	4.9	0.0	0	7	0.0																		
	2017	143	6	4.2	0.0	0	6	0.0	122	3	2.5	0	3	0	0	0.0	0	0	0	79	1	1.3	4	-3	55.2	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2017	25	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	25	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
Total	2017	122	3	2.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	122	3	2.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

Part 7: Results - Members of Visible Minorities

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations				Turnover Rate	
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference			
01 Senior Managers	2014	1	0	0.0	10.1	0	0	0.0																	
	2017	1	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2014	5	0	0.0	15.0	1	-1	0.0																	
	2017	5	0	0.0	15.0	1	-1	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	27.5	0	0	0.0																	
	2017	1	0	0.0	27.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
03 Professionals	2017	0	0	0.0	1	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		

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Newdock, St. John's Dockyard Limited
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Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations					Turnover Rate	
		All Employees	Visible Minorities					All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%								
04	Semi-Professionals & Technicians	2014	4	0	0.0	2.4	0	0	0.0																	
	2017	4	0	0.0	2.4	0	0	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	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
06	Supervisors: Crafts & Trades	2014	9	0	0.0	0.0	0	0	0.0																	
	2017	9	0	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	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities				Visible Minorities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	%	%	#	#	%	#				
04	Semi-Professionals & Technicians	2017	0	0	0.0	1	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		
05	Supervisors	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		
06	Supervisors: Crafts & Trades	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Newdock, St. John's Dockyard Limited
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Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations							
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					Turnover Rate		
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	%	#	%	
07	Administrative & Senior Clerical	2014	3	0	0.0	0.7	0	0	0.0		0	0	0.0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0.0	
		2017	3	0	0.0	0.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0.0	
08	Skilled Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0.0	
		2017	0	0	0.0	0.0	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	74	3	4.1	0.0	0	3	0.0		89	3	3.4	0	3	0	0	0.0	0	0	0	66	3	4.5	3	0	89.2
		2017	74	1	1.4	0.0	0	1	0.0																		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities				Visible Minorities						
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	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	
08	Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2017	89	3	3.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	89	3	3.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Newdock, St. John's Dockyard Limited
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Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	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 ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U ÷ ((DYear1 + DYear2) ÷ 2) x 100		

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations				Turnover Rate	
		All Employees	Visible Minorities					Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference			
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
10 Clerical Personnel	2014	2	0	0.0	0.8	0	0	0.0		0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	2	0	0.0	0.8	0	0	0.0	0	0	0.0	0	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	2.3	0	0	0.0		0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	1	0	0.0	2.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0
12 Semi-Skilled Manual Workers	2014	13	0	0.0	1.3	0	0	0.0		6	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	13	0	0.0	1.3	0	0	0.0	6	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments
		Hires and Promotions		Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities	Visible Minorities				Visible Minorities				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	#	
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
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
12 Semi-Skilled Manual Workers	2017	6	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0
	2020	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Newdock, St. John's Dockyard Limited
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Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Newdock, St. John's Dockyard Limited

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	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 ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U ÷ ((DYear1 + DYear2) ÷ 2) x 100		

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					Turnover Rate				
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	%		
13 Other Sales & Service Personnel	2014	0	0	0.0	0	0	0	0.0																	
	2017	0	0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0
14 Other Manual Workers	2014	30	1	3.3	0.0	0	1	0.0																	
	2017	30	1	3.3	0.0	0	1	0.0	25	0	0.0	0	0	0	0	0	0.0	0	0	13	0	0.0	0	0	43.3
Total	2014	143	4	2.8	0.0	0	4	0.0																	
	2017	143	2	1.4	0.0	0	2	0.0	122	3	2.5	0	3	0	0	0.0	0	0	79	3	3.8	2	1	55.2	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments		
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities				Visible Minorities						
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
13 Other Sales & Service Personnel	2017	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	
14 Other Manual Workers	2017	25	0	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	25	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	122	3	2.5	0	0.0	0	0.0	0	0.0	0	0.0	0	
	2020	122	3	2.5	0	0.0	0	0.0	0	0.0	0	0.0	0	

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Newdock, St. John's Dockyard Limited
42933

**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:

Yes No

- 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 employs 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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
02	Middle & Other Managers	-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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	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: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
- 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: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
- 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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 (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!