



s.19(1)

s.24(1)

Labour Program  
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

## Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Cégep de Rimouski	Parent company is located outside Canada  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [Redacted]
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: <a href="http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&amp;TVD=118464">http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&amp;TVD=118464</a> 6112	Total number of employees in Canada (Permanent Full-time and/or Part-time)    430  <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 60, rue de l'Eveche West	City Rismouski	Province Québec	Postal Code G5L 4H6
Telephone Number 418-724-2822			

EMPLOYMENT EQUITY CONTACT			
Name (print) Claire Malenfant	Title Director, Human Resources		
Telephone Number 418-723-1880	E-mail Address claire.malenfant@cegep-rimouski.qc.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> <li>• having a combined workforce of 100 or more permanent full-time and/or permanent part-time employees in Canada, AND</li> <li>• 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)</li> </ul> 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 contact the Labour Program at the email address provided at the bottom of this form.
<p><b>Important note:</b> 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.</p>

SIGNATORY			
<p><b>NOTE:</b> The signatory must be the Chief Executive Officer <b>OR</b> an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.</p>			
Name (print) Francois Dornier	Title General Manager		
Telephone Number 418-723-1880	E-mail Address francois.dornier@cegep-rimouski.qc.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	
Signature [Redacted]	Date (YYYY-MM-DD) 2015-08-17		

<p><b>Privacy Notice.</b></p> <p>The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).</p> <p>Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.</p> <p>The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.</p>
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RETURN INSTRUCTIONS
<p><b>IMPORTANT</b></p> <ul style="list-style-type: none"> <li>• The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: <a href="mailto:ee-eme@hrsdcc.gc.ca">ee-eme@hrsdcc.gc.ca</a></li> </ul>



# Federal Contractors Program (FCP)

Contractors who are awarded an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a self-identification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where under-representation exists.

Contractors are required to submit to ESDC-Labour:

- a. One year after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes):
  - Self-identification questionnaire used to collect workforce information;
  - Initial WFA; and
  - Annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
  - Updated WFA;
  - Updated annual short-term numeric goals for a period of three years and long term numeric goals where under-representation exists on closing gaps that have been identified; and
  - Completed Achievement Table.

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the FCP.

Contractors found to be in non-compliance will be ineligible for future goods and services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: <http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml>

# Questions and Answers

## Subsidiary vs. Division/Branch

**Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?**

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

**Division:** A division is part of the primary business, not separate, and the primary business is legally responsible for the obligations and debts of the division.

**Branch:** A branch is an office that is not located at/with the company's corporate headquarters but is part of the organization.

**Subsidiary:** A subsidiary is owned or controlled by another entity (a parent company), but it is a separate legal entity.

**Q2 If an organization that is not subject to the Federal Contractor Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?**

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

**Q3 When should a new Agreement be completed and signed?**

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

## Employment Status

**Q1 Who is considered to be a permanent full-time employee under the FCP?**

A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.

**Q2 Who is considered to be a permanent part-time employee under the FCP?**

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

**Q3 Who is considered to be a temporary employee under the FCP?**

A3 A temporary employee is employed on a temporary basis for any number of hours within a fixed period or periods (start and end date) totalling 12 weeks or more during a calendar year. This does not include a person in full-time attendance at a secondary or post-secondary educational institution who is employed during a school break. Whether the hours are regular or irregular is not a factor to consider in determining temporary employment status.

The total number of weeks worked by temporary employees is calculated according to the cumulative number of weeks worked, not by the cumulative number of days. For example, an employee may be called to work two days one week, three days the following week and one day per week for ten other weeks during the calendar year. This employee would be considered a temporary employee for employment equity purposes.

The most significant distinction between temporary staff and permanent staff is job security, where permanence usually means employment for an indefinite duration. The duration of employment or the benefits received do not indicate employment status. Even if an employee is hired for a length of employment that is long term, the employee does not have permanent status if the duration of employment can be defined.

**Q4 How are students counted under the FCP?**

A4 Students employed during a school break, even if this period exceeds 12 weeks, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. Co-op students who work more than 12 weeks during their work placements should be reported as temporary employees. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

**Q5 How are casual or other employees counted under the FCP?**

A5 Casual employees are employed to work less than 12 weeks during a calendar year and whose contracts have designated start and end dates.

Other employees are those who are on unpaid leave (often temporary lay-off or long-term leave) but who otherwise fulfil the definitions of permanent full-time, permanent part-time or temporary employees and maintain the right to return to work.



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the Report: 2016-03-01 to 2019-03-05

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area				
	Permanent full time	Permanent part-time	Temporary	Total number of employees					
Quebec	391	81	0	472	Montreal	1	0	0	1
<b>Total number of employees in Canada</b>				472	Quebec	4	0	0	4
					<b>Qc minus RMRs38681</b>			0	<b>467</b>
					<b>Total number of employees as of Canada</b>				<b>472</b>



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-05-23 to 2019-03-05

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Senior Management</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	2	1									
	<b>Total</b>	3	2	1									
<b>Middle management and other directors</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	17	14	3									
	<b>Total</b>	17	14	3									
<b>Professionals</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	281	148	133	1	1		2	1	1	6	5	1
	<b>Total</b>	281	148	133	1	1		2	1	1	6	5	1
<b>Semi-professional and technical staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	21	14	7	1	1							
	<b>Total</b>	21	14	7	1	1							



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-05-23 to 2019-03-05

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Administrative and main office staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	39	3	36				1	1				
	<b>Total</b>	39	3	36				1	1				
<b>Skilled workers and artisans</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	1	1									
	<b>Total</b>	2	1	1									
<b>Clerical staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	4	4										
	<b>Total</b>	4	4										
<b>Intermediate sales and service personnel</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2016-05-23 to 2019-03-05

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Skilled Manual Workers</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	6	6										
	<b>Total</b>	6	6										
<b>Other sales and service personnel</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	17	14	3									
	<b>Total</b>	17	14	3									
<b>Total number of employees</b>		391	207	184	2	2		3	2	1	6	5	1





FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2016-05-23 to 2019-03-05

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Professionals</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	69	26	43							3	3	
	<b>Total</b>	69	26	43							3	3	
<b>Semi-professional and technical staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	4	3	1									
	<b>Total</b>	4	3	1									
<b>Administrative and main office staff</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	6		6									
	<b>Total</b>	6		6									
<b>Other sales and service personnel</b>  Upper value: Less than \$5,000  Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	1	1									
	<b>Total</b>	2	1	1									



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2016-05-23 to 2019-03-05

001746

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Total number of employees</b>		<b>81</b>	<b>30</b>	<b>51</b>							<b>3</b>	<b>3</b>	



FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

Reporting period 2016-05-23 to 2019-03-05

Salary Range	All employees			Aboriginal			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
<b>Less than \$15,000</b>	<b>391</b>	<b>207</b>	<b>184</b>	<b>2</b>	<b>2</b>		<b>3</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>1</b>
<b>Total number of employees</b>	<b>391</b>	<b>207</b>	<b>184</b>	<b>2</b>	<b>2</b>		<b>3</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>1</b>



FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Part-time / National

Reporting period 2016-05-23 to 2019-03-05

001748

Salary Range	All employees			Aboriginal			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
<b>Less than \$5,000</b>	<b>81</b>	<b>30</b>	<b>51</b>							<b>3</b>	<b>3</b>	
<b>Total number of employees</b>	<b>81</b>	<b>30</b>	<b>51</b>							<b>3</b>	<b>3</b>	



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-05-23 to 2019-03-05

Occupational Category	All employees			Aboriginal			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
<b>Senior Management</b>	1	1										
<b>Middle management and other directors</b>	5	4	1									
<b>Professionals</b>	1	1										
<b>Skilled Manual Workers</b>	1	1										
<b>Total number of employees hired</b>	<b>8</b>	<b>7</b>	<b>1</b>									



**CONTRACT PROGRAMS: EMPLOYMENT TERMINATIONS**

**Full time / National**

**Reporting period 2016-05-23 to 2019-03-05**

Occupational Category	All employees			Aboriginal			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
<b>Middle management and other directors</b>	15	7	8									
<b>Professionals</b>	51	26	25									
<b>Semi-professional and technical staff</b>	5	4	1									
<b>Administrative and main office staff</b>	19		19									
<b>Skilled workers and artisans</b>	1	1										
<b>Skilled Manual Workers</b>	4	4										
<b>Other sales and service personnel</b>	11	7	4	1	1							
<b>Total number of employees whose employment was terminated</b>	<b>106</b>	<b>49</b>	<b>57</b>	<b>1</b>	<b>1</b>							



**CONTRACT PROGRAMS: EMPLOYMENT TERMINATIONS**

**Part-time / National**

**Reporting period 2016-05-23 to 2019-03-05**

Occupational Category	All employees			Aboriginal			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
<b>Professionals</b>	2		2									
<b>Semi-professional and technical staff</b>	1		1									
<b>Clerical staff</b>	1	1										
<b>Other sales and service personnel</b>	1	1		1	1							
<b>Total number of employees whose employment was terminated</b>	5	2	3	1	1							



Workplace equity information management system - CÉGEP de Rimouski

Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference#	Place of recruitment
			#	%	%	#		
<b>01: Senior Management</b>	National	3	1	33.3 %	27.6 %	1	0	National
<b>02: Middle management and other directors</b>	National	17	3	17.6 %	39.4 %	7	-4	National
<b>03: Professionals</b>		350	176	50.3 %	54.6 %	191	-15	
1112: Financial and investment analysts	National	1	1	100.0 %	44.9 %	0	1	National
1121: Human Resources Professionals	National	1	1	100.0 %	73.2 %	1	0	National
4012: Post-secondary Teaching and Research Assistants	National	26	8	30.8 %	54.3 %	14	-6	National
4021: College teachers and other vocational instructors	National	310	157	50.6 %	53.8 %	167	-10	National
4033: School Information Counsellors	National	3	3	100.0 %	77.7 %	2	1	National
4151 : Psychologists	National	1	0	0.0 %	77.1 %	1	-1	National
4166: Educational Policy Researchers, Consultants and Program Officers	National	7	6	85.7 %	71.8 %	5	1	National
5111: Librarians	National	1	0	0.0 %	81.4 %	1	-1	National
<b>04: Semi-professional and technical staff</b>		25	8	32.0 %	31.8 %	8	0	
2232 : Mechanical Engineering Technologists and Technicians	Quebec	2	1	50.0 %	8.6 %	0	1	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	8.4 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	12	2	16.7 %	14.0 %	2	0	Quebec
4212: Community and social service workers	Quebec	1	1	100.0 %	75.5 %	1	0	Quebec
4215: Instructors for persons with disabilities	Quebec	2	2	100.0 %	86.1 %	2	0	Quebec
5223 : Graphic Design Technicians	Quebec	1	1	100.0 %	41.9 %	0	1	Quebec
5225 : Audio and Video Recording Technicians	Quebec	1	0	0.0 %	15.4 %	0	0	Quebec
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	5	1	20.0 %	59.6 %	3	-2	Quebec
<b>07: Administrative and Senior Clerical Staff</b>		45	42	93.3 %	87.4 %	39	3	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	44	41	93.2 %	87.6 %	39	2	Qc minus CMAs
<b>Employment Equity Occupational Group</b>	Quebec	1	1	100.0 %	80.4 %	1	0	Quebec
<b>09: Skilled workers and artisans</b>		2	1	50.0 %	8.4 %	0	1	





Workplace equity information management system - CÉGEP de Rimouski

Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Differ ence #	Place of recruitment
			#	%	%	#		
7241: Electricians (except industrial and power system electricians)	Quebec	1	0	0.0 %	1.3 %	0	0	Quebec
7381: Printing Press Operators	Quebec	1	1	100.0 %	15.5 %	0	1	Quebec
<b>10 : Office staff</b>		4	0	0.0 %	64.6 %	3	-3	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	4	0	0.0 %	64.6 %	3	-3	Qc minus CMAs
<b>11: Intermediate sales and service personnel</b>		1	0	0.0 %	71.7 %	1	-1	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	1	0	0.0 %	71.7 %	1	-1	Qc minus CMAs
<b>12: Skilled Manual Workers</b>		6	0	0.0 %	16.1 %	1	-1	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	6	0	0.0 %	16.1 %	1	-1	Qc minus CMAs
<b>13: Other sales and service personnel</b>		19	4	21.1 %	56.2 %	11	-7	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	19	4	21.1 %	56.2 %	11	-7	Qc minus CMAs
<b>Total</b>		472	235	49.8 %	55.3 %	262	-27	

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

Sources: 2016 Census and internal employer data



Workplace equity information management system - CÉGEP de Rimouski

Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
<b>01: Senior Management</b>	National	3	0	0.0 %	3.2 %	0	0	National
<b>02: Middle management and other directors</b>	National	17	0	0.0 %	2.7 %	0	0	National
<b>03: Professionals</b>		350	1	0.3 %	3.0 %	11	-10	
1112: Financial and investment analysts	National	1	0	0.0 %	0.8 %	0	0	National
1121: Human Resources Professionals	National	1	0	0.0 %	3.1 %	0	0	National
4012: Post-secondary Teaching and Research Assistants	National	26	0	0.0 %	1.8 %	0	0	National
4021: College teachers and other vocational instructors	National	310	1	0.3 %	3.0 %	9	-8	National
4033: School Information Counsellors	National	3	0	0.0 %	6.7 %	0	0	National
4151 : Psychologists	National	1	0	0.0 %	1.6 %	0	0	National
4166: Educational Policy Researchers, Consultants and Program Officers	National	7	0	0.0 %	5.3 %	0	0	National
5111: Librarians	National	1	0	0.0 %	2.4 %	0	0	National
<b>04: Semi-professional and technical staff</b>		25	1	4.0 %	1.6 %	0	1	
2232 : Mechanical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	1.0 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	1.6 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	12	1	8.3 %	1.1 %	0	1	Quebec
4212: Community and social service workers	Quebec	1	0	0.0 %	4.6 %	0	0	Quebec
4215: Instructors for persons with disabilities	Quebec	2	0	0.0 %	1.8 %	0	0	Quebec
5223 : Graphic Design Technicians	Quebec	1	0	0.0 %	1.3 %	0	0	Quebec
5225 : Audio and Video Recording Technicians	Quebec	1	0	0.0 %	1.8 %	0	0	Quebec
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	5	0	0.0 %	2.4 %	0	0	Quebec
<b>07: Administrative and Senior Clerical Staff</b>		45	0	0.0 %	3.7 %	2	-2	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	44	0	0.0 %	3.8 %	2	-2	Qc minus CMAs
<b>Employment Equity Occupational Group</b>	Quebec	1	0	0.0 %	1.4 %	0	0	Quebec
<b>09: Skilled workers and artisans</b>		2	0	0.0 %	1.6 %	0	0	



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Date: 2019-03-05

**Aboriginal**

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
7241: Electricians (except industrial and power system electricians)	Quebec	1	0	0.0 %	2.1 %	0	0	Quebec
7381: Printing Press Operators	Quebec	1	0	0.0 %	1.1 %	0	0	Quebec
<b>10 : Office staff</b>		4	0	0.0 %	4.4 %	0	0	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	4	0	0.0 %	4.4 %	0	0	Qc minus CMAs
<b>11: Intermediate sales and service personnel</b>		1	0	0.0 %	4.2 %	0	0	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	1	0	0.0 %	4.2 %	0	0	Qc minus CMAs
<b>12: Skilled Manual Workers</b>		6	0	0.0 %	4.1 %	0	0	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	6	0	0.0 %	4.1 %	0	0	Qc minus CMAs
<b>13: Other sales and service personnel</b>		19	0	0.0 %	5.9 %	1	-1	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	19	0	0.0 %	5.9 %	1	-1	Qc minus CMAs
<b>Total</b>		472	2	0.4 %	3.1 %	14	-12	

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

Sources: 2016 Census and internal employer data



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence#	Place of recruitment
			Representation #	Availability %	Availability %	Representation #		
<b>01: Senior Management</b>	National	3	0	0.0 %	11.5 %	0	0	National
<b>02: Middle management and other directors</b>	National	17	0	0.0 %	17.6 %	3	-3	National
<b>03: Professionals</b>		350	9	2.6 %	16.5 %	58	-49	
1112: Financial and investment analysts	National	1	0	0.0 %	37.8 %	0	0	National
1121: Human Resources Professionals	National	1	0	0.0 %	16.7 %	0	0	National
4012: Post-secondary Teaching and Research Assistants	National	26	0	0.0 %	36.2 %	9	-9	National
4021: College teachers and other vocational instructors	National	310	9	2.9 %	14.9 %	46	-37	National
4033: School Information Counsellors	National	3	0	0.0 %	16.2 %	0	0	National
4151 : Psychologists	National	1	0	0.0 %	10.6 %	0	0	National
4166: Educational Policy Researchers, Consultants and Program Officers	National	7	0	0.0 %	16.1 %	1	-1	National
5111: Librarians	National	1	0	0.0 %	11.4 %	0	0	National
<b>04: Semi-professional and technical staff</b>		25	0	0.0 %	12.5 %	3	-3	
2232 : Mechanical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	9.0 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	11.4 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	12	0	0.0 %	16.5 %	2	-2	Quebec
4212: Community and social service workers	Quebec	1	0	0.0 %	10.2 %	0	0	Quebec
4215: Instructors for persons with disabilities	Quebec	2	0	0.0 %	4.9 %	0	0	Quebec
5223 : Graphic Design Technicians	Quebec	1	0	0.0 %	8.0 %	0	0	Quebec
5225 : Audio and Video Recording Technicians	Quebec	1	0	0.0 %	6.8 %	0	0	Quebec
5254: Program Leaders and Instructors in Recreation, Fitness and Sports	Quebec	5	0	0.0 %	10.2 %	1	-1	Quebec
<b>07: Administrative and Senior Clerical Staff</b>		45	0	0.0 %	0.9 %	0	0	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	44	0	0.0 %	0.8 %	0	0	Qc minus CMAs
<b>Employment Equity Occupational Group</b>	Quebec	1	0	0.0 %	3.3 %	0	0	Quebec
<b>09: Skilled workers and artisans</b>		2	0	0.0 %	6.3 %	0	0	



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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	Representation #		
7241: Electricians (except industrial and power system electricians)	Quebec	1	0	0.0 %	4.2 %	0	0	Quebec
7381: Printing Press Operators	Quebec	1	0	0.0 %	8.3 %	0	0	Quebec
<b>10 : Office staff</b>		4	0	0.0 %	1.0 %	0	0	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	4	0	0.0 %	1.0 %	0	0	Qc minus CMAs
<b>11: Intermediate sales and service personnel</b>		1	0	0.0 %	1.5 %	0	0	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	1	0	0.0 %	1.5 %	0	0	Qc minus CMAs
<b>12: Skilled Manual Workers</b>		6	0	0.0 %	1.2 %	0	0	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	6	0	0.0 %	1.2 %	0	0	Qc minus CMAs
<b>13: Other sales and service personnel</b>		19	0	0.0 %	1.9 %	0	0	
<b>Employment Equity Occupational Group</b>	Qc minus CMAs	19	0	0.0 %	1.9 %	0	0	Qc minus CMAs
<b>Total</b>		472	9	1.9 %	13.8 %	64	-55	

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

Sources: 2016 Census and internal employer data



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Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	#		
01/02 : Executives	National	20	0	0.0 %	5.0 %	1	-1	National
03: Professionals	National	350	2	0.6 %	8.9 %	31	-29	National
04: Semi-professional and technical staff	National	25	0	0.0 %	7.6 %	2	-2	National
07: Administrative and Senior Clerical Staff	National	45	1	2.2 %	10.0 %	5	-4	National
09: Skilled workers and artisans	National	2	0	0.0 %	7.8 %	0	0	National
10 : Office staff	National	4	0	0.0 %	9.3 %	0	0	National
11: Intermediate sales and service personnel	National	1	0	0.0 %	10.8 %	0	0	National
12: Skilled Manual Workers	National	6	0	0.0 %	10.3 %	1	-1	National
13: Other sales and service personnel	National	19	0	0.0 %	10.7 %	2	-2	National
<b>Total</b>		<b>472</b>	<b>3</b>	<b>0.7 %</b>	<b>8.9 %</b>	<b>42</b>	<b>-39</b>	

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

Sources: 2017 Canadian Disability Survey and internal employer data.



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**Reasons why an occupational category or area of recruitment has been changed.**

The Cégep de Rimouski is a francophone educational institution and does not have a moving reimbursement policy for external candidates. For these reasons, recruitment is mostly done at the provincial or regional level. Recruitment is also sometimes done within the Quebec college network.

Jobs in categories 04, 07, 09, 10, 11, 12 and 13 are generally posted and filled at the regional level.

The whole, in accordance with the Human Resources Staffing Policy (D-07) and the Equal Employment Opportunity Policy (D-20) of the Cégep de Rimouski as well as the collective agreements in effect.

**Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



**Default Workforce Analysis System - Detailed Report**

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**Default Data for Workforce Analysis - Persons with Disabilities**

<b>Employment Equity Occupational Group</b>	<b>Perform an analysis by</b>	<b>Place of recruitment</b>
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-Professional and Technical Staff 07 :	CPEME	National
Administrative and Senior Clerical Staff 09 :	CPEME	National
Skilled Workers and Craftsmen	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
13: Other sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	





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**Women**

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Difference #
		#	%	%	#	
01: Senior Management	3	1	33.3 %	27.6 %	1	0
02: Middle management and other directors	17	3	17.6 %	39.4 %	7	-4
03: Professionals	350	176	50.3 %	54.6 %	191	-15
04: Semi-professional and technical staff	25	8	32.0 %	31.8 %	8	0
07: Administrative and Senior Clerical Staff	45	42	93.3 %	87.4 %	39	3
09: Skilled workers and artisans	2	1	50.0 %	8.4 %	0	1
10 : Office staff	4	0	0.0 %	64.6 %	3	-3
11: Intermediate sales and service personnel	1	0	0.0 %	71.7 %	1	-1
12: Skilled Manual Workers	6	0	0.0 %	16.1 %	1	-1
13: Other sales and service personnel	19	4	21.1 %	56.2 %	11	-7
<b>Total</b>	<b>472</b>	<b>235</b>	<b>49.8 %</b>	<b>55.3 %</b>	<b>262</b>	<b>-27</b>

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



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**Aboriginal**

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference#
		#	%	%	#	
01: Senior Management	3	0	0.0 %	3.2 %	0	0
02: Middle management and other directors	17	0	0.0 %	2.7 %	0	0
03: Professionals	350	1	0.3 %	3.0 %	11	-10
04: Semi-professional and technical staff	25	1	4.0 %	1.6 %	0	1
07: Administrative and Senior Clerical Staff	45	0	0.0 %	3.7 %	2	-2
09: Skilled workers and artisans	2	0	0.0 %	1.6 %	0	0
10 : Office staff	4	0	0.0 %	4.4 %	0	0
11: Intermediate sales and service personnel	1	0	0.0 %	4.2 %	0	0
12: Skilled Manual Workers	6	0	0.0 %	4.1 %	0	0
13: Other sales and service personnel	19	0	0.0 %	5.9 %	1	-1
<b>Total</b>	<b>472</b>	<b>2</b>	<b>0.4 %</b>	<b>3.1 %</b>	<b>14</b>	<b>-12</b>

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



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**Members of Visible Minorities**

Employment Equity Occupational Group	All employees #	Members of Visible Minorities		Differ ence#
		Representation #	Availability %	
01: Senior Management	3	0	0.0 % 11.5 %	0
02: Middle management and other directors	17	0	0.0 % 17.6 %	-3
03: Professionals	350	9	2.6 % 16.5 %	-49
04: Semi-professional and technical staff	25	0	0.0 % 12.5 %	-3
07: Administrative and Senior Clerical Staff	45	0	0.0 % 0.9 %	0
09: Skilled workers and artisans	2	0	0.0 % 6.3 %	0
10 : Office staff	4	0	0.0 % 1.0 %	0
11: Intermediate sales and service personnel	1	0	0.0 % 1.5 %	0
12: Skilled Manual Workers	6	0	0.0 % 1.2 %	0
13: Other sales and service personnel	19	0	0.0 % 1.9 %	0
<b>Total</b>	<b>472</b>	<b>9</b>	<b>1.9 % 13.8 %</b>	<b>-55</b>

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



Workplace equity information management system - CÉGEP de Rimouski  
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**Persons with disabilities**

Employment Equity Occupational Group	All employees #	Persons with disabilities		Differ ence#		
		Representation #	Availability %			
01/02 : Executives	20	0	0.0 %	5.0 %	1	-1
03: Professionals	350	2	0.6 %	8.9 %	31	-29
04: Semi-professional and technical staff	25	0	0.0 %	7.6 %	2	-2
07: Administrative and Senior Clerical Staff	45	1	2.2 %	10.0 %	5	-4
09: Skilled workers and artisans	2	0	0.0 %	7.8 %	0	0
10 : Office staff	4	0	0.0 %	9.3 %	0	0
11: Intermediate sales and service personnel	1	0	0.0 %	10.8 %	0	0
12: Skilled Manual Workers	6	0	0.0 %	10.3 %	1	-1
13: Other sales and service personnel	19	0	0.0 %	10.7 %	2	-2
<b>Total</b>	<b>472</b>	<b>3</b>	<b>0.7 %</b>	<b>8.9 %</b>	<b>42</b>	<b>-39</b>

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



**Default Workforce Analysis System - Summary Report**

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**Reasons why an occupational category or area of recruitment has been changed.**

The Cégep de Rimouski is a francophone educational institution and does not have a moving reimbursement policy for external candidates. For these reasons, recruitment is mostly done at the provincial or regional level. Recruitment is also sometimes done within the Quebec college network.

Jobs in categories 04, 07, 09, 10, 11, 12 and 13 are generally posted and filled at the regional level.

The whole, in accordance with the Human Resources Staffing Policy (D-07) and the Equal Employment Opportunity Policy (D-20) of the Cégep de Rimouski as well as the collective agreements in effect.

**Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



**Default Workforce Analysis System - Summary Report**

Date: 2019-03-05

**Default Data for Workforce Analysis - Persons with Disabilities**

<b>Employment Equity Occupational Group</b>	<b>Perform an analysis by</b>	<b>Place of recruitment</b>
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-Professional and Technical Staff 07 :	CPEME	National
Administrative and Senior Clerical Staff 09 :	CPEME	National
Skilled Workers and Craftsmen	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
13: Other sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	

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**CÉGEP de Rimouski**  
**2019-03-13**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	23

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	05

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 1: Women</b>		
		<b>First/Previous Workforce Analysis</b>		
		<b>All Employees</b>	<b>Women</b>	
			<b>Representation</b>	<b>Availability*</b>
<b>#</b>	<b>#</b>	<b>%</b>		
01	Senior Managers	4	2	25.5
02	Middle & Other Managers	25	9	38.9
03	Professionals	402	203	53.2
04	Semi-Professionals & Technicians	32	11	60.4
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	52	49	87.3
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	3	1	3.4
10	Clerical Personnel	16	11	66.5
11	Intermediate Sales & Service Personnel	1	0	70.2
12	Semi-Skilled Manual Workers	9	0	17.3
13	Other Sales & Service Personnel	31	8	58.8
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>575</b>	<b>294</b>	<b>55.7</b>

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 5: Women</b>		
		<b>Subsequent/Current Workforce Analysis</b>		
		<b>All Employees</b>	<b>Women</b>	
			<b>Representation</b>	<b>Availability*</b>
<b>#</b>	<b>#</b>	<b>%</b>		
		3	1	27.6
		17	3	39.4
		350	176	54.6
		25	8	31.8
		0	0	0.0
		0	0	0.0
		45	42	87.4
		0	0	0.0
		2	1	8.4
		4	0	64.6
		1	0	71.7
		6	0	16.1
		19	4	56.2
		0	0	0.0
<b>Total</b>		<b>472</b>	<b>235</b>	<b>55.3</b>

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2016 Census

## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

CÉGEP de Rimouski

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#### Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	23

#### Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	05

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	4	0	1.4
02	Middle & Other Managers	25	0	1.2
03	Professionals	402	1	1.2
04	Semi-Professionals & Technicians	32	1	4.2
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	52	0	2.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	3	0	2.8
10	Clerical Personnel	16	0	3.1
11	Intermediate Sales & Service Personnel	1	0	3.1
12	Semi-Skilled Manual Workers	9	0	2.7
13	Other Sales & Service Personnel	31	2	4.5
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>575</b>	<b>4</b>	<b>1.8</b>

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	3	0	3.2	
	17	0	2.7	
	350	1	3.0	
	25	1	1.6	
	0	0	0.0	
	0	0	0.0	
	45	0	3.7	
	0	0	0.0	
	2	0	1.6	
	4	0	4.4	
	1	0	4.2	
	6	0	4.1	
	19	0	5.9	
	0	0	0.0	
<b>Total</b>		<b>472</b>	<b>2</b>	

**\* Source:**

2011 National Household Survey

**\* Source:**

2016 Census



# Federal Contractors Program Achievement Report

## Part 1: Workforce Analysis

CÉGEP de Rimouski

2019-03-13

### Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	23

### Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	05

**Table 3: Members of Visible Minorities**

#### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Members of Visible Minorities	
		#	#	Representation	Availability*
				%	%
01	Senior Managers	4	0	5.3	
02	Middle & Other Managers	25	0	8.0	
03	Professionals	402	9	8.9	
04	Semi-Professionals & Technicians	32	0	0.8	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	52	0	0.6	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	3	0	0.5	
10	Clerical Personnel	16	0	0.7	
11	Intermediate Sales & Service Personnel	1	0	0.9	
12	Semi-Skilled Manual Workers	9	0	0.7	
13	Other Sales & Service Personnel	31	0	1.1	
14	Other Manual Workers	0	0	0.0	
<b>Total</b>		<b>575</b>	<b>9</b>	<b>6.8</b>	

**\* Source:**

2011 National Household Survey

**Table 7: Members of Visible Minorities**

#### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Members of Visible Minorities	
		#	#	Representation	Availability*
				%	%
		3	0	11.5	
		17	0	17.6	
		350	9	16.5	
		25	0	12.5	
		0	0	0.0	
		0	0	0.0	
		45	0	0.9	
		0	0	0.0	
		2	0	6.3	
		4	0	1.0	
		1	0	1.5	
		6	0	1.2	
		19	0	1.9	
		0	0	0.0	
<b>Total</b>		<b>472</b>	<b>9</b>	<b>13.8</b>	

**\* Source:**

2016 Census

## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

CÉGEP de Rimouski

2019-03-13

#### Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	23

#### Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	05

**Table 4: Persons with Disabilities**

#### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Persons with Disabilities		
			Representation	Availability*
	#	#	%	
01/02	Managers	29	0	4.3
03	Professionals	402	2	3.8
04	Semi-Professionals & Technicians	32	0	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	52	1	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	3	0	3.8
10	Clerical Personnel	16	0	7.0
11	Intermediate Sales & Service Personnel	1	0	5.6
12	Semi-Skilled Manual Workers	9	0	4.8
13	Other Sales & Service Personnel	31	0	6.3
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>575</b>	<b>3</b>	<b>4.1</b>

**\* Source:**

2012 Canadian Survey on Disability

**Table 8: Persons with Disabilities**

#### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Persons with Disabilities		
			Representation	Availability*
	#	#	%	
	Managers	20	0	5.0
	Professionals	350	2	8.9
	Semi-Professionals & Technicians	25	0	7.6
	Supervisors	0	0	0.0
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	45	1	10.0
	Skilled Sales & Service Personnel	0	0	0.0
	Skilled Crafts & Trades Workers	2	0	7.8
	Clerical Personnel	4	0	9.3
	Intermediate Sales & Service Personnel	1	0	10.8
	Semi-Skilled Manual Workers	6	0	10.3
	Other Sales & Service Personnel	19	0	10.7
	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>472</b>	<b>3</b>	<b>8.9</b>

**\* Source:**

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

CÉGEP de Rimouski

2019-03-13

Start Date of Flow Data		
YYYY	MM	DD
2016	05	23

End Date of Flow Data		
YYYY	MM	DD
2019	03	05

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)

Table 1: Women

Table 5: Women

Table 9: Women

	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	5	1	0	0
03 Professionals	1	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	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>

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

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
15	8	0	0
51	25	2	2
5	1	1	1
0	0	0	0
0	0	0	0
19	19	0	0
0	0	0	0
1	0	0	0
0	0	1	0
0	0	0	0
4	0	0	0
11	4	1	0
0	0	0	0
<b>106</b>	<b>57</b>	<b>5</b>	<b>3</b>







Federal Contractors Program Achievement Report

Part 3: Goals

CÉGEP de Rimouski

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										Women											
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Projected		From - To	YYYY - YYYY								
		2016-05-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-05-23	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019								
		#	%	%	#	%	%	#	#	%	%	#	%	#	%								
01	Senior Managers	4	-9.1%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	-1	0	0.0%	25.5%	1	1	50.0%	50.0%			
02	Middle & Other Managers	25	-12.1%	0.0%	0	71.4%	9.0%	7	7	9	9.0%	2	3	3	38.9%	38.9%	-1	0	36.0%	40.0%			
03	Professionals	402	-4.5%	0.0%	0	14.1%	0.0%	0	0	203	0.0%	0	11	0	0.0%	53.2%	-11	-11	50.5%	50.5%			
04	Semi-Professionals & Tech	32	-7.9%	0.0%	0	21.1%	5.0%	5	5	11	5.0%	2	10	3	60.4%	60.4%	-8	-7	34.4%	37.5%			
05	Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	52	-4.7%	0.0%	0	39.2%	0.0%	0	0	49	0.0%	0	-4	0	0.0%	87.3%	4	4	94.2%	94.2%			
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	3	-12.6%	0.0%	0	40.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	3.4%	1	1	33.3%	33.3%			
10	Clerical Personnel	16	-37.0%	0.0%	0	10.0%	0.0%	0	0	11	0.0%	0	0	0	0.0%	66.5%	0	0	68.8%	68.8%			
11	Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	1	0	70.2%	70.2%	-1	-1	0.0%	0.0%			
12	Semi-Skilled Manual	9	-12.6%	0.0%	0	53.3%	5.0%	1	1	0	5.0%	0	2	0	17.3%	17.3%	-2	-2	0.0%	0.0%			
13	Other Sales & Service	31	-15.1%	0.0%	0	48.0%	5.0%	5	5	8	5.0%	1	11	3	58.8%	58.8%	-10	-8	25.8%	32.3%			
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		575	-6.4%	0.0%	0	21.2%	0.0%	0	0	294	0.0%	0	26	0	0.0%	55.7%	-26	-26	51.1%	51.1%			

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		%	%	%	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	0	0.0	Maintain the closed gap.
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	1	0.0	7	0.0	Particular attention will be paid to the Computer Network Technicians group, as this group alone currently has a gap of -7 according to the detailed report.
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	1	0.0	
12	Semi-Skilled Manual	0	0.0	2	0.0	
13	Other Sales & Service	2	0.0	8	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		4		18		

Federal Contractors Program Achievement Report

Part 3: Goals

CÉGEP de Rimouski

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		2016-05-23	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2016-05-23		Annually	Over 3 Years						2016
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
	01 Senior Managers	4	-9.1%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	1.4%	0	0	0.0%	0.0%
02 Middle & Other Managers	25	-12.1%	0.0%	0	71.4%	0.0%	0	0	0	0.0%	0	0	0	0.0%	1.2%	0	0	0.0%	0.0%	
03 Professionals	402	-4.5%	0.0%	0	14.1%	4.0%	48	48	1	4.0%	0	4	1	1.2%	1.2%	-4	-3	0.2%	0.5%	
04 Semi-Professionals & Tech	32	-7.9%	0.0%	0	21.1%	0.0%	0	0	1	0.0%	0	0	0	0.0%	4.2%	0	0	3.1%	3.1%	
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	52	-4.7%	0.0%	0	39.2%	5.0%	8	8	0	5.0%	0	1	0	2.8%	2.8%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	3	-12.6%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	2.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	16	-37.0%	0.0%	0	10.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	3.1%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	3.1%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	9	-12.6%	0.0%	0	53.3%	0.0%	0	0	0	0.0%	0	0	0	0.0%	2.7%	0	0	0.0%	0.0%	
13 Other Sales & Service	31	-15.1%	0.0%	0	48.0%	0.0%	0	0	2	0.0%	0	-1	0	0.0%	4.5%	1	1	6.5%	6.5%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	575	-6.4%	0.0%	0	21.2%	0.0%	0	0	4	0.0%	0	6	0	1.8%	-6	-6	0.7%	0.7%		

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	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	3	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	1	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	1		4		



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Part 3: Goals

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2016-05-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-05-23	Annually	Over 3 Years	#	2016	2019	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	29	-10.6%	0.0%	0	35.7%	9.0%	8	8	0	9.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%	
03 Professionals	402	-4.5%	0.0%	0	14.1%	4.0%	48	48	2	4.0%	0	13	2	3.8%	3.8%	-13	-11	0.5%	1.0%	
04 Semi-Professionals & Tech	32	-7.9%	0.0%	0	21.1%	5.0%	5	5	0	5.0%	0	1	0	4.6%	4.6%	-1	-1	0.0%	0.0%	
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	52	-4.7%	0.0%	0	39.2%	5.0%	8	8	1	5.0%	0	1	0	3.4%	3.4%	-1	-1	1.9%	1.9%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	3	-12.6%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	3.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	16	-37.0%	0.0%	0	10.0%	5.0%	2	2	0	5.0%	0	1	0	7.0%	7.0%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	9	-12.6%	0.0%	0	53.3%	0.0%	0	0	0	0.0%	0	0	0	0.0%	4.8%	0	0	0.0%	0.0%	
13 Other Sales & Service	31	-15.1%	0.0%	0	48.0%	5.0%	5	5	0	5.0%	0	2	0	6.3%	6.3%	-2	-2	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	575	-6.4%		0	21.2%		0	0	3	0.0%	0	21	0	4.1%	4.1%	-21	-21	0.5%	0.5%	

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers	0	0.0	1	0.0	
03 Professionals	2	0.0	11	0.0	
04 Semi-Professionals & Tech	0	0.0	1	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	1	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	1	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	2	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	2		17		

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities											
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	From - To		Present	Projected					
		2016-05-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-05-23	Annually	Over 3 Years	#	2016	2019	%	#	#	%	%			
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%		
01	Senior Managers	4	-9.1%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	5.3%	0	0	0.0%	0.0%			
02	Middle & Other Managers	25	-12.1%	0.0%	0	71.4%	9.0%	7	7	0	9.0%	0	2	1	8.0%	8.0%	-2	-1	0.0%	4.0%			
03	Professionals	402	-4.5%	0.0%	0	14.1%	4.0%	48	48	9	4.0%	1	28	4	8.9%	8.9%	-27	-24	2.2%	3.0%			
04	Semi-Professionals & Tech	32	-7.9%	0.0%	0	21.1%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%			
05	Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	52	-4.7%	0.0%	0	39.2%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.6%	0	0	0.0%	0.0%			
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	3	-12.6%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.5%	0	0	0.0%	0.0%			
10	Clerical Personnel	16	-37.0%	0.0%	0	10.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.7%	0	0	0.0%	0.0%			
11	Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.9%	0	0	0.0%	0.0%			
12	Semi-Skilled Manual	9	-12.6%	0.0%	0	53.3%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.7%	0	0	0.0%	0.0%			
13	Other Sales & Service	31	-15.1%	0.0%	0	48.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	1.1%	0	0	0.0%	0.0%			
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		575	-6.4%		0	21.2%		0	0	9	0.0%	0	30	0	6.8%	-30	-30	1.6%	1.6%				

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	1	0.0	
03	Professionals	3	0.0	24	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		4		25		

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Part 3: Goals

CÉGEP de Rimouski

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001779

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To						
	2019-03-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-03-05	Annually	Over 3 Years		2019	2022							
	#	%	%	#	%	%	#	#	%	#		#	%	%	#	#	%	%		
01 Senior Managers	3	-9.1%	1.0%	0	0.0%	1.0%	0	0	1	1.0%	0	0	0	0	27.6%	0	0	33.3%	33.3%	
02 Middle & Other Managers	17	-12.1%	2.0%	1	71.4%	3.0%	2	3	3	3.0%	0	4	1	39.4%	39.4%	-4	-3	17.6%	22.2%	
03 Professionals	350	-4.5%	0.2%	2	14.1%	0.0%	0	2	176	0.0%	0	16	0	54.6%	54.6%	-15	-16	50.3%	50.0%	
04 Semi-Professionals & Tech	25	-7.9%	2.0%	2	21.1%	0.6%	0	2	8	0.6%	0	1	0	31.8%	31.8%	0	-1	32.0%	29.6%	
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	45	-4.7%	2.0%	3	39.2%	2.0%	3	6	42	2.0%	3	3	0	87.4%	87.4%	3	-3	93.3%	81.3%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	2	-12.6%	0.0%	0	40.0%	0.0%	0	0	1	0.0%	0	-1	0	8.4%	8.4%	1	1	50.0%	50.0%	
10 Clerical Personnel	4	-37.0%	0.0%	0	10.0%	0.0%	0	0	0	0.0%	0	3	0	50.0%	64.6%	-3	-3	0.0%	0.0%	
11 Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	50.0%	71.7%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	6	-12.6%	1.0%	0	53.3%	6.5%	1	1	0	6.5%	0	1	0	16.1%	16.1%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	19	-15.1%	0.0%	0	48.0%	0.0%	0	0	4	0.0%	0	7	0	50.0%	56.2%	-7	-7	21.1%	21.1%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	472	-6.4%	0.0%	0	21.2%	0.0%	0	0	235	0.0%	0	26	0	55.3%	55.3%	-26	-26	49.8%	49.8%	

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		39.4		39.4	
03 Professionals		0.0			
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		50.0		50.0	
11 Intermediate Sales & Service		50.0		50.0	
12 Semi-Skilled Manual		16.1		16.1	
13 Other Sales & Service		50.0		50.0	
14 Other Manual Workers		0.0			
Total		0.0		0.0	

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-03-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	2019	2022	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	3	-9.1%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02 Middle & Other Managers	17	-12.1%	2.0%	1	71.4%	3.0%	2	3	3	3.0%	0	0	0	2.7%	0	0	0.0%	0.0%		
03 Professionals	350	-4.5%	0.2%	2	14.1%	0.0%	0	2	1	0.0%	0	10	0	3.0%	3.0%	-10	-10	0.3%	0.3%	
04 Semi-Professionals & Tech	25	-7.9%	2.0%	2	21.1%	0.6%	0	2	1	0.6%	0	-1	0	1.6%	1.6%	1	1	4.0%	3.7%	
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	45	-4.7%	2.0%	3	39.2%	2.0%	3	6	0	2.0%	0	2	0	3.7%	3.7%	-2	-2	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	2	-12.6%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	0	0	1.6%	0.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	4	-37.0%	0.0%	0	10.0%	0.0%	0	0	0	0.0%	0	0	0	4.4%	0	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	4.2%	0	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	6	-12.6%	1.0%	0	53.3%	6.5%	1	1	0	6.5%	0	0	0	4.1%	0	0	0	0.0%	0.0%	
13 Other Sales & Service	19	-15.1%	0.0%	0	48.0%	0.0%	0	0	0	0.0%	0	1	0	5.9%	5.9%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	472	-6.4%	0.0%	0	21.2%	0.0%	0	0	2	0.0%	0	13	0	3.1%	-13	-13	0.4%	0.4%		

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		0.0			
03 Professionals		3.0	3.0		
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		3.7	3.7		
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		5.9	5.9		
14 Other Manual Workers		0.0			
Total		0.0			

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Part 3: Goals

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 13: Persons with Disabilities  
Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-03-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2019-03-05	Annually	Over 3 Years	#	2019	2022	%	#	#	%	%
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%
01/02 Managers	20	-10.6%	1.0%	1	35.7%	1.0%	1	2	0	1.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%
03 Professionals	350	-4.5%	2.0%	21	14.1%	3.0%	32	53	2	3.0%	0	31	5	8.9%	8.9%	-29	-26	0.6%	1.9%
04 Semi-Professionals & Tech	25	-7.9%	0.2%	0	21.1%	0.0%	0	0	0	0.0%	0	2	0	7.6%	7.6%	-2	-2	0.0%	0.0%
05 Supervisors	0	0.0%	2.0%	0	0.0%	0.6%	0	0	0	0.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	45	-4.7%	0.0%	0	39.2%	0.0%	0	0	1	0.0%	0	4	0	10.0%	10.0%	-4	-4	2.2%	2.2%
08 Skilled Sales & Service	0	0.0%	2.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	-12.6%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	0	0	7.8%	7.8%	0	0	0.0%	0.0%
10 Clerical Personnel	4	-37.0%	0.0%	0	10.0%	0.0%	0	0	0	0.0%	0	0	0	9.3%	9.3%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	10.8%	10.8%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	6	-12.6%	0.0%	0	53.3%	0.0%	0	0	0	0.0%	0	1	0	10.3%	10.3%	-1	-1	0.0%	0.0%
13 Other Sales & Service	19	-15.1%	1.0%	1	48.0%	6.5%	4	5	0	6.5%	0	2	1	10.7%	10.7%	-2	-1	0.0%	5.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	472	-6.4%	0.0%	0	21.2%	0.0%	0	0	3	0.0%	0	39	0	8.9%	8.9%	-39	-39	0.6%	0.6%

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		5.0	
03 Professionals		8.9		8.9	
04 Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		10.0		10.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		10.3		10.3	
13 Other Sales & Service		10.7		10.7	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

Table 15: Members of Visible Minorities  
Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-03-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	2019	2022	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	3	-9.1%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%	
02 Middle & Other Managers	17	-12.1%	2.0%	1	71.4%	3.0%	2	3	0	3.0%	0	3	1	17.6%	17.6%	-3	-2	0.0%	5.6%	
03 Professionals	350	-4.5%	0.2%	2	14.1%	0.0%	0	2	9	0.0%	0	49	0	16.5%	16.5%	-49	-49	2.6%	2.6%	
04 Semi-Professionals & Tech	25	-7.9%	2.0%	2	21.1%	0.6%	0	2	0	0.6%	0	3	0	12.5%	12.5%	-3	-3	0.0%	0.0%	
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	45	-4.7%	2.0%	3	39.2%	2.0%	3	6	0	2.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	2	-12.6%	0.0%	0	40.0%	0.0%	0	0	0	0.0%	0	0	0	6.3%	0.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	4	-37.0%	0.0%	0	10.0%	0.0%	0	0	0	0.0%	0	0	0	1.0%	0.0%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	1.5%	0.0%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	6	-12.6%	1.0%	0	53.3%	6.5%	1	1	0	6.5%	0	0	0	1.2%	0.0%	0	0	0.0%	0.0%	
13 Other Sales & Service	19	-15.1%	0.0%	0	48.0%	0.0%	0	0	0	0.0%	0	0	0	1.9%	0.0%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	472	-6.4%	0.0%	0	21.2%	0.0%	0	0	9	0.0%	0	56	0	13.8%	-56	-56	1.9%	1.9%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		17.6		17.6	
03 Professionals		16.5		16.5	
04 Semi-Professionals & Tech		12.5		12.5	
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

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Part 4: Results - Women

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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
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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Women							Women				Women				Women							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	4	2	50.0	25.5	1	1	196.1																	
	2019	3	1	33.3	27.6	1	0	120.8	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
02 Middle & Other Managers	2016	25	9	36.0	38.9	10	-1	92.5																	
	2019	17	3	17.6	39.4	7	-4	44.8	5	1	20.0	2	-1	0	0	0.0	0	0	0	15	8	53.3	5	3	
03 Professionals	2016	402	203	50.5	53.2	214	-11	94.9																	
	2019	350	176	50.3	54.6	191	-15	92.1	1	0	0.0	1	-1	0	0	0.0	0	0	0	53	27	50.9	27	0	
04 Semi-Professionals & Technicians	2016	32	11	34.4	60.4	19	-8	56.9																	
	2019	25	8	32.0	31.8	8	0	100.6	0	0	0.0	0	0	0	0	0.0	0	0	0	6	2	33.3	2	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	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 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
		Flow Data				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			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	-10	1	-10.0	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-10	1	-10.0			39.4	-25.4			39.4	-25.4		
03 Professionals	2019	-52	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-52	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	-6	0	0.0	1	0.0	0.0	0.0	7	0.0	0.0	0.0		
	2022	-6	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 4: Results - Women

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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
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	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
		#	Representation	Availability	%	#	%	#	%	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
07	Administrative & Senior Clerical	2016	52	49	94.2	87.3	45	4	107.9															
	2019	45	42	93.3	87.4	39	3	106.8	0	0	0.0	0	0	0	0	0.0	0	0	0	19	19	100.0	18	1
08	Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0															
	2019	0	0	0.0	0.0	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	2016	3	1	33.3	3.4	0	1	980.4															
	2019	2	1	50.0	8.4	0	1	595.2	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
10	Clerical Personnel	2016	16	11	68.8	66.5	11	0	103.4															
	2019	4	0	0.0	64.6	3	-3	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	1	-1
11	Intermediate Sales & Service Personnel	2016	1	0	0.0	70.2	1	-1	0.0															
	2019	1	0	0.0	71.7	1	-1	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	2016	9	0	0.0	17.3	2	-2	0.0															
	2019	6	0	0.0	16.1	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	4	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		
		Flow Data				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	2019	-19	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2022	-19	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0			
08	Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0			
09	Skilled Crafts & Trades Workers	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2022	-1	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0			
10	Clerical Personnel	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2022	-1	0	0.0		50.0	0.0		50.0	0.0		50.0	0.0			
11	Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0		50.0	0.0		50.0	0.0		50.0	0.0			
12	Semi-Skilled Manual Workers	2019	-3	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0	0.0	0.0	
	2022	-3	0	0.0		16.1	0.0		16.1	0.0		16.1	0.0			



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Part 4: Results - Women

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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
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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis							Flow Data Analysis																
		All Employees	Workforce						Hires				Promotions				Terminations								
			Women						Women				Women				Women								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	31	8	25.8	58.8	18	-10	43.9																	
	2019	19	4	21.1	56.2	11	-7	37.5	0	0	0.0	0	0	0	0	0	0.0	0	0	0	12	4	33.3	3	1
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	575	294	51.1	55.7	320	-26	91.8																	
	2019	472	235	49.8	55.3	261	-26	90.0	8	1	12.5	4	-3	0	0	0.0	0	0	0	111	60	54.1	57	3	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		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		
#	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2019	-12	0	0.0	2	0.0	0.0	0.0	8	0.0	0.0	0.0		
	2022	-12	0	0.0		50.0	0.0			50.0	0.0			
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0			
Total	2019	-103	1	-1.0	4	25.0	0.0	0.0	18	5.6	0.0	0.0		
	2022	-103	1	-1.0		0.0	0.0			0.0	0.0			

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Part 5: Results - Aboriginal Peoples

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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
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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		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	2016	4	0	0.0	1.4	0	0	0.0																	
	2019	3	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
02 Middle & Other Managers	2016	25	0	0.0	1.2	0	0	0.0																	
	2019	17	0	0.0	2.7	0	0	0.0	5	0	0.0	0	0	0	0	0.0	0	0	0	15	0	0.0	0	0	0
03 Professionals	2016	402	1	0.2	1.2	5	-4	20.7																	
	2019	350	1	0.3	3.0	11	-10	9.5	1	0	0.0	0	0	0	0	0.0	0	0	0	53	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	32	1	3.1	4.2	1	0	74.4																	
	2019	25	1	4.0	1.6	0	1	250.0	0	0	0.0	0	0	0	0	0.0	0	0	0	6	0	0.0	0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	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 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
		Flow Data				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			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	-10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-10	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2019	-52	0	0.0	1	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2022	-52	0	0.0			3.0	0.0			3.0	0.0		
04 Semi-Professionals & Technicians	2019	-6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-6	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

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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
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	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		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								
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	52	0	0.0	2.8	1	-1	0.0																	
	2019	45	0	0.0	3.7	2	-2	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	19	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	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	2016	3	0	0.0	2.8	0	0	0.0																	
	2019	2	0	0.0	1.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016	16	0	0.0	3.1	0	0	0.0																	
	2019	4	0	0.0	4.4	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	3.1	0	0	0.0																	
	2019	1	0	0.0	4.2	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	2016	9	0	0.0	2.7	0	0	0.0																	
	2019	6	0	0.0	4.1	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	4	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
		Flow Data				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			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2019	-19	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	-19	0	0.0		3.7	0.0		3.7	0.0				
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0		0.0	0.0				
09 Skilled Crafts & Trades Workers	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-1	0	0.0		0.0	0.0		0.0	0.0				
10 Clerical Personnel	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-1	0	0.0		0.0	0.0		0.0	0.0				
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0		0.0	0.0				
12 Semi-Skilled Manual Workers	2019	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-3	0	0.0		0.0	0.0		0.0	0.0				

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Part 5: Results - Aboriginal Peoples

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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
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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		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							
#	#	%	%	#	%	%	#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	31	2	6.5	4.5	1	1	143.4																	
	2019	19	0	0.0	5.9	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	12	2	16.7	1	1	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2016	575	4	0.7	1.8	10	-6	38.6																	
	2019	472	2	0.4	3.1	15	-13	13.7	8	0	0.0	1	0	0	0	0.0	0	0	0	111	2	1.8	1	1	

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
		Flow Data				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				
#	#	%	#	%	#	%	#	%	#	%				
13 Other Sales & Service Personnel	2019	-12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	-12	0	0.0			5.9	0.0			5.9	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	-103	0	0.0	1	0.0	0.0	0.0	4	0.0	0.0	0.0	0.0	
	2022	-103	0	0.0			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

CÉGEP de Rimouski

2019-03-13

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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
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	

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					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
01&02 Managers	2016	29	0	0.0	4.3	1	-1	0.0																
	2019	20	0	0.0	5.0	1	-1	0.0	6	0	0.0	0	0	0	0	0.0	0	0	0	15	0	0.0	0	0
03 Professionals	2016	402	2	0.5	3.8	15	-13	13.1																
	2019	350	2	0.6	8.9	31	-29	6.4	1	0	0.0	0	0	0	0	0.0	0	0	0	53	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	32	0	0.0	4.6	1	-1	0.0																
	2019	25	0	0.0	7.6	2	-2	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	6	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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 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
		Flow Data		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				
#	#	%	#	%	%	#	%	%	#	%	%			
01&02 Managers	2019	-9	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	-9	0	0.0			5.0	0.0			5.0	0.0		
03 Professionals	2019	-52	0	0.0	2	0.0	0.0	0.0	11	0.0	0.0	0.0		
	2022	-52	0	0.0			8.9	0.0			8.9	0.0		
04 Semi-Professionals & Technicians	2019	-6	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	-6	0	0.0			7.6	0.0			7.6	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

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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
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

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							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	52	1	1.9	3.4	2	-1	56.6																		
	2019	45	1	2.2	10.0	5	-4	22.2	0	0	0.0	0	0	0	0	0	0.0	0	0	0	19	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	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	2016	3	0	0.0	3.8	0	0	0.0																		
	2019	2	0	0.0	7.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016	16	0	0.0	7.0	1	-1	0.0																		
	2019	4	0	0.0	9.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	5.6	0	0	0.0																		
	2019	1	0	0.0	10.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	9	0	0.0	4.8	0	0	0.0																		
	2019	6	0	0.0	10.3	1	-1	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	4	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
		Flow Data				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	2019	-19	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	-19	0	0.0			10.0	0.0			10.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	-1	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-3	0	0.0			10.3	0.0			10.3	0.0		

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Part 6: Results - Persons with Disabilities

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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
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

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							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	31	0	0.0	6.3	2	-2	0.0																		
	2019	19	0	0.0	10.7	2	-2	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	12	0	0.0	0	0	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2016	575	3	0.5	4.1	24	-21	12.7																		
	2019	472	3	0.6	8.9	42	-39	7.1	8	0	0.0	1	-1	0	0	0.0	0	0	0	111	0	0.0	1	-1		

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
		Flow Data				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	2019	-12	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2022	-12	0	0.0			10.7	0.0			10.7	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	-103	0	0.0	2	0.0	0.0	0.0	17	0.0	0.0	0.0		
	2022	-103	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

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2019-03-13

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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
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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Representation			Availability			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	#	%	%	#	#	%	#	%	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference
01 Senior Managers	2016	4	0	0.0	5.3	0	0	0.0																	
	2019	3	0	0.0	11.5	0	0	0.0		1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	25	0	0.0	8.0	2	-2	0.0																	
	2019	17	0	0.0	17.6	3	-3	0.0		5	0	0.0	0	1	-1	0	0	0.0	0	0	0	15	0	0.0	0
03 Professionals	2016	402	9	2.2	8.9	36	-27	25.2																	
	2019	350	9	2.6	16.5	58	-49	15.6		1	0	0.0	0	0	0	0	0.0	0	0	0	53	0	0.0	1	-1
04 Semi-Professionals & Technicians	2016	32	0	0.0	0.8	0	0	0.0																	
	2019	25	0	0.0	12.5	3	-3	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	6	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	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 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
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	#	%	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	-10	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	-10	0	0.0			17.6	0.0			17.6	0.0		
03 Professionals	2019	-52	0	0.0	3	0.0	0.0	0.0	24	0.0	0.0	0.0		
	2022	-52	0	0.0			16.5	0.0			16.5	0.0		
04 Semi-Professionals & Technicians	2019	-6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-6	0	0.0			12.5	0.0			12.5	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		



Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

CÉGEP de Rimouski

2019-03-13

001793

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
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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Representation			Availability			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	#	%	%	#	#	%	#	%	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference
07	Administrative & Senior Clerical	2016	52	0	0.0	0.6	0	0	0.0																
	2019	45	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	19	0	0.0	0	0	
08	Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	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	2016	3	0	0.0	0.5	0	0	0.0																
	2019	2	0	0.0	6.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	
10	Clerical Personnel	2016	16	0	0.0	0.7	0	0	0.0																
	2019	4	0	0.0	1.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	
11	Intermediate Sales & Service Personnel	2016	1	0	0.0	0.9	0	0	0.0																
	2019	1	0	0.0	1.5	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	2016	9	0	0.0	0.7	0	0	0.0																
	2019	6	0	0.0	1.2	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	4	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
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	#	%	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2019	-19	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	-19	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	
08	Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	
09	Skilled Crafts & Trades Workers	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	-1	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	
10	Clerical Personnel	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	-1	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	
11	Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	
12	Semi-Skilled Manual Workers	2019	-3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	-3	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**CÉGEP de Rimouski**

**2019-03-13**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
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	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Representation			Availability			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	#	%	%	#	#	%	#	%	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference
13 Other Sales & Service Personnel	2016	31	0	0.0	1.1	0	0	0.0																	
	2019	19	0	0.0	1.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	12	0	0.0	0	0	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
Total	2016	575	9	1.6	6.8	39	-30	23.0																	
	2019	472	9	1.9	13.8	65	-56	13.8	8	0	0.0	1	-1	0	0	0.0	0	0	111	0	0.0	2	-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
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	#	%	%	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	2019	-12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	-12	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2019	-103	0	0.0	4	0.0	0.0	0.0	25	0.0	0.0	0.0	0.0	
	2022	-103	0	0.0			0.0	0.0			0.0	0.0	0.0	

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>CÉGEP de Rimouski</b>
<b>2019-03-13</b>

## Efforts

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

### Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

### Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.
- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

## Operational Context

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization's activities during the period between the first/previous and subsequent/current compliance assessment.

- Impact of economic and industrial conditions on the organization.

Limited labour pool; lower student enrolment means that fewer workers are needed.

- Any reorganization or other corporate structural changes.

Budget cuts; Act respecting workforce management and control within government departments, public sector bodies and networks and state-owned enterprises.

- Acquisitions, mergers or transfers of employees.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

- Other.

### **Additional Details**

Please provide any additional information (optional):

Downsizing initiatives (attrition) combined with the requirement to staff some positions internally pose additional challenges that must be taken into account with respect to meeting objectives, particularly regarding the stipulated timeline for closing gaps. However, the current objectives could be increased, or specific steps could be taken.

## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Cégep de Rimouski

**Primary Location:** Rimouski (Québec)

**Number of Employees:** 472

**Organization Overview:**

NAICS 6112 – Community Colleges and C.E.G.E.P.s

The Cégep de Rimouski is a French post-secondary education institution located in Rimouski. It offers general and technical training programs in health, applied physics and administration.

**Key Dates – First Year Assessment**

Initiated: 2016-04-01

Received: 2016-06-22

Closed: 2016-06-27

Workforce Analysis: 2016-05-23

**Key Dates – Subsequent Assessment**

Initiated: 2019-04-27

Received: 2019-04-19

Workforce Analysis: 2019-03-05

**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

Comments: None

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

Yes  No

Comments: None

**ASSESSMENT OF REASONABLE PROGRESS**

- The organization established goals in numbers and not in percentages.
- Seven goals were set during the previous assessment.

**Women**

02	Middle & Other Managers	Goal met at 100%
03	Professionals	No goal set
04	Semi-Professionals & Technicians	Goal not met (0% achieved)
11	Intermediate Sales & Service Personnel	No goal set
12	Semi-Skilled Manual Workers	No goal set
13	Other Sales & Service Personnel	Goal not met (0% achieved)

## Assessment/Observations

- EEOG 04: There were no new entrants.
- EEOG 13: There were no new entrants.

**Aboriginal Peoples**

03	Professionals	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	No goal set

## Assessment/Observations

- EEOG 03: There were one new entrant and it was not an aboriginal.

**Persons with Disabilities**

01/02	Managers	No goal set
03	Professionals	Goal not met (0% achieved)
04	Semi-Professionals & Technicians	No goal set
07	Administrative & Senior Clerical Personnel	No goal set
10	Clerical Personnel	No goal set

## Assessment/Observations

- EEOG 03: There were one new entrant and it was not a person with disability.

**Members of Visible Minorities**

02	Middle & Other Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)

## Assessment/Observations

- EEOG 02: There were five new entrants and none were members of visible minorities. This is to be expected given the labour market availability (LMA) of 8.0%.
- EEOG 03: There were one new entrant and it was not a member for visible minorities.

**ASSESSMENT OF REASONABLE EFFORTS**

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

- The organization set seven goals and achieved one. This equals 14% of goals met, which does not meet the 80% threshold necessary to demonstrate reasonable efforts.
- In all six instances where goals were not met, there were insufficient hiring and promotion opportunities to expect reasonable progress.
- Since the review in 2016, the organization has downsized their workforce from 575 to 472 employees due to the decrease in student enrollment and budget cuts. There were eight hires in the organization against 109 terminations since the previous assessment.
- The Efforts Form was completed and the organization implemented all the required measures and other additional measures.

### ASSESSMENT OF GOALS

- A goal has been set for every gap in representation uncovered by the workforce analysis. All short-term and long-term goals were set in percentage format and are, at minimum, equal to LMA.

#### Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-4	39.4	39.4	17.6	39.4
03	Professionals	-15	-	-	50.3	54.6
10	Clerical Personnel	-3	50.0	50.0	0.0	64.6
11	Intermediate Sales & Service Personnel	-1	50.0	50.0	0.0	71.7
12	Semi-Skilled Manual Workers	-1	16.1	16.1	0.0	16.1
13	Other Sales & Service Personnel	-7	50.0	50.0	21.1	56.2

#### Observations:

- A goal is not required for EEOG 03 given that the current availability is above 50%

#### Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		



#	Description	#	(1 to 3 years)	(+3 years)	%	%
			%	%		
03	Professionals	-10	3.0	3.0	0.3	3.0
07	Admin & Senior Clerical Personnel	-2	3.7	3.7	0.0	3.7
13	Other Sales & Service Personnel	-1	5.9	5.9	0.0	5.9

Observations: None

### ***Persons with Disabilities***

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-1	5.0	5.0	0.0	5.0
03	Professionals	-29	8.9	8.9	0.6	8.9
04	Semi-Professionals & Technicians	-2	7.6	7.6	0.0	7.6
07	Admin & Senior Clerical Personnel	-4	10.0	10.0	2.0	10.0
12	Semi-Skilled Manual Workers	-1	10.3	10.3	0.0	10.3
13	Other Sales & Service Personnel	-2	10.7	10.7	0.0	10.7

Observations: None

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

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-3	17.6	17.6	0.0	17.6
03	Professionals	-49	16.5	16.5	2.6	16.5
04	Semi-Professionals & Technicians	-3	12.5	12.5	0.0	12.5

Observations: None

**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, considering their unique circumstances, I recommend the closing letter include the following:

- The workforce analysis reveals several gaps, the most significant of which are at the level of occupational category 03 - Professionals. Cégep de Rimouski could focus on the first steps of the recruitment process in this occupational category to ensure that there are no barriers in place that prevent the achievement of full representation of members of the four designated groups.
- It could also be advantageous to develop relationships with colleges, universities or professional associations in order to identify and recruit qualified students or professionals in this category. Fostering relationships with these organizations may enable your organization to fill gaps in the representation of designated group members through internships or permanent positions when vacancies arise.

**Name of Analyst: Maurice N. Yakibonge**

**Date: 2019-09-26**

**From:** Yakibonge, Ntambwe N [NC]  
**Sent:** September 27, 2019 2:12 PM  
**To:** 'francois.dornier@cegep-rimouski.qc.ca' <francois.dornier@cegep-rimouski.qc.ca>  
**Cc:** 'vicky.boucher@cegep-rimouski.qc.ca' <vicky.boucher@cegep-rimouski.qc.ca>;  
'marie.desrosiers.richard@cegep-rimouski.qc.ca' <marie.desrosiers.richard@cegep-rimouski.qc.ca>  
**Subject:** Government of Canada Agreement Number: 10000286– Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear François Dornier:

I am writing to inform you that the subsequent compliance assessment initiated on April 27, 2019 has been completed. As a result of the assessment, Cégep de Rimouski 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 Cégep de Rimouski's employment equity program.

- The workforce analysis reveals several gaps, the most significant of which are in occupational category 03 – Professionals. Cégep de Rimouski could focus on the early stages of the recruitment process in this occupational category to ensure that there are no barriers preventing the achievement of full representation of members of the four designated groups.
- It may also be advantageous to develop relationships with colleges, universities or professional associations to identify and recruit qualified students or professionals in this category. Fostering relationships with these organizations could enable Cégep de Rimouski to fill the gaps in the representation of members of the four designated groups through internships or permanent positions in the event of a vacancy.

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 **April 27, 2022**. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When Cégep de Rimouski is notified of the next assessment, the following information will be required by the due date:

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Cégep de Rimouski 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@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Cégep de Rimouski 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@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.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!

**From:** Marie Desrosiers Richard <marie.desrosiers.richard@cegep-rimouski.qc.ca>  
**Sent:** April 26, 2019 3:02 PM  
**To:** EE-EME  
**Cc:** Marie-Ève Bélanger-Lévesque; Vicky Boucher  
**Subject:** FCP compliance – Cégep de Rimouski  
**Attachments:** Summary Report.pdf; Detailed Report.pdf; Form 1.pdf; Form 2.pdf; Form 6.pdf; Form 4.pdf; Form 3.pdf; Cégep de Rimouski - Achievement Report.xlsx

**Categories:** Maurice Responding

Bonjour,

Please find enclosed the documents requested related to this subsequent compliance assessment for Cégep de Rimouski, as part of the Federal Contractors Program.

You will find the following documents attached:

- Workforce Analysis
  - Current summary report
  - Current detailed report
- Forms 1 to 6:
  - It should be noted that there is no form 5, because we do not have any data to report regarding advancement.
  - In addition, **we have granted** ESDC Labour Program officers **access** to the workforce analysis results.
- Achievement Report

I hope that everything is to your satisfaction.

Merci!

**Marie Desrosiers Richard**  
Technicienne en administration  
Direction des ressources humaines

Bureau D-242  
418 723-1880, poste 2346  
[marie.desrosiers.richard@cegep-rimouski.qc.ca](mailto:marie.desrosiers.richard@cegep-rimouski.qc.ca)



GÉNÉRATEUR  
D'AVENIRS

60, rue de l'Évêché Ouest  
Rimouski (Québec) G5L 4H6  
1 800 463-0617  
[cegep-rimouski.qc.ca](http://cegep-rimouski.qc.ca)  
[facebook.com/cegepderimouski](https://facebook.com/cegepderimouski)

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