Emploi et Développement soc

Labour Program Federal Contractors Program

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OFFICIAL USE ONLY Agreement N°:

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Agreen	All sections n	nust be complet	_	Lquity	
✓ New Agreement	(All Scotions II	nast be complet	.cu,		
Revised Agreement					
	ORGA	NIZATION			
Legal Name of Organization			Parent company	is located outside	Canada
Cégep de Rimouski				Yes [✓ No
Operating Name (if different from Legal Name	of Organization)		Business Num	ber	
				empioyees in ∪an -time and/or Part-ti	
Organization's North American Industry Classi Number. To find your organization's four-digit http://www23.statcan.gc.ca/imdb/p3VD.pl?Fun 6112	NAICS code please visit:	ada 2012 Code	Federally		,
	HEA	D OFFICE			
Address (building number, street, suite, etc.)		City		Province	Postal Code
60, rue de l'Eveche West		Rismouski Telephone Number		Québec	G5L 4H6
		418-724-2822			
	EMPI OYMENT	EQUITY CONT			
Name (print)	2 20 12	Title			
Claire Malenfant		Director, Hu	ıman Resour		
Telephone Number	E-mail Address			_	ge of Correspondence
418-723-1880	claire.malenfant@	cegep-rimous	ki.qc.ca	English	French
	CERT	IFICATION			
The above-named organization:					
having a combined workforce of 100 compared to the second se	or more permanent full-time	e and/or permanen	t part-time emp	loyees in Canada	a, AND
intending to bid on, or being in receip supply arrangement, valued at \$1,000			contract, standir	ng offer or contra	ct issued under a
hereby certifies its commitment to implem instrument, in keeping with the Federal C please contact the Labour Program at the	Contractors Program require	ements. For more i	nformation on h		
Important note: If an audit of the Agreen the procurement instrument(s) with the G			ers misrepresen	tation on the part	of the organization,
	SIG	NATORY			
NOTE: The signatory must be the Chief contract on behalf of the organize	Executive Officer OR an au		an executive p	osition with legal	authority to sign a
Name (print)		Title			
Francois Dornier	1	General Mana	ager	1	
Telephone Number	E-mail Address	_			age of Correspondence
418-723-1880	francois.dornier			Englis	h 🔽 French
Signature		Date (YYYY-MM-DI	O)		
		2015-08-17			
Privacy Nouce.					
The information you provide on this form is col Contractors Program (FCP).	•	•		-	
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	vernment goods or services co	ontracts of any value	and may also res	ult in the termination	on of the contract.
The information you provide may be used and/ disclosures of your personal information will ne				s. However, these a	additional uses and/or
	RETURN II	NSTRUCTIONS		<u> </u>	
IMPORTANT					
The signed Agreement to Implement on amo@hrede rhdee ge ca.	nt Employment Equity for	rm must be sent t	o the Labour P	rogram by e-ma	il at:

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 selfidentification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- Short-term and long-term numeric goals on closing gaps that have been identified where underrepresentation 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 underrepresentation 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 emloyed 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 layoff 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.

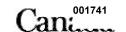
EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by E2XpApCorIII2U/ID3E0523to 2019-03-05

Geographic regions

(INDICATE THE NUMBER OF **EMPLOYEES IN EACH** REGION).

	F	Province			•	Census Metropoli	tan Area		
	Permanent full time	Permanent part- time	Temporary	Total number of employees					
Quebec	391	81	0	472	Montreal	1	0	0	1
Total number of e	employees •				Quebec	4	0	0	4
in Canada				472	Qc minus RMRs38	3681		0	467
					Total number of el Canada	mployees as of			472



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Occupational Category		All e	employees			Aboriginal			ons with disa	bilities	Members	s of Visible M	inorities
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	3	2	1									
	Total	3	2	1									
Middle management and other directors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	17	14	3									
	Total	17	14	3									
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	281	148	133	1	1		2	1	1	6	5	,
	Total	281	148	133	1	1		2	1	1	6	5	
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2				_								
	1	21	14	7	1	1							
	Total	21	14	7	1	1							

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Occupational Category			employees			Aboriginal			ns with disat	oilities		s of Visible M	
Salary Range Col. 1	Quarte r	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
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	39	3	36				1	1				
	Total	39	3	36				1	1				
Skilled workers and artisans	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	2	1	1									
	Total	2	1	1									
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	4	4										
	Total	4	4										
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1	1										
	Total	1	1										

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

Occupational Category		All	employees			Aboriginal		Perso	ons with disal	oilities	Members	of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Manual Workers	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	6	6										
	Total	6	6										
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	17	14	3									
	Total	17	14	3									
Total number of employees		391	207	184	2	2		3	2	1	6	5	1



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Members	of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	69	26	43							3	3	,
	Total	69	26	43							3	3	j
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	4	3	1									
	Total	4	3	1									
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	6		6									
	Total	6		6									
Other sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	2	1	1									
	Total	2	1	1									

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

Occupational Category		All	employees			Aboriginal		Perso	ons with disak	oilities	Members of Visible Minorities		
Salary Range Col. 1	Quarte r	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
Total number of employees		81	30	51							3	3	

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

	Al	II employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Min	orities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Less than \$15,000	391	207	184	2	2		3	2	1	6	5	1
Total number of employees	391	207	184	2	2		3	2	1	6	5	1

Form 3 B

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Part-time / National

			•	a ba								
	A	II employees			Aboriginal		Pers	sons with disab	oilities	Members of Visible Minorities		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Less than \$5,000	81	30	51							3	3	,
Total number of employees	81	30	51							3	3	

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Members of Visible Minorities		
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	5	4	1									
Professionals	1	1										
Skilled Manual Workers	1	1										
Total number of employees hired	8	7	1									

CONTRACT PROGRAMS: EMPLOYMENT TERMINATIONS

Full time / National

				P		10 20 10 00 00						
	А	ll employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	norities
Occupational Category	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
Middle management and other directors	15	7	8									
Professionals	51	26	25									
Semi-professional and technical staff	5	4	1									
Administrative and main office staff	19		19									
Skilled workers and artisans	1	1										
Skilled Manual Workers	4	4										
Other sales and service personnel	11	7	4	1	1							
Total number of employees whose employment was terminated	106	49	57	1	1							

CONTRACT PROGRAMS: EMPLOYMENT TERMINATIONS

Part-time / National

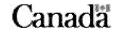
	Al	II employees			Aboriginal		Pers	ons with disab	ilities	Members of Visible Minorities		
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2		2									
Semi-professional and technical staff	1		1									
Clerical staff	1	1										
Other sales and service personnel	1	1		1	1							
Total number of employees whose employment was terminated	5	2	3	1	1							

Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Women

			Women					
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availa	bility	Differ	Place of recruitment
	location	#	#	%	%	#	ence _#	
01: Senior Management	National	3	1	33.3 %	27.6 %	1	0	National
02: Middle management and other directors	National	17	3	17.6 %	39.4 %	7	-4	National
03: Professionals		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
04: Semi-professional and technical staff		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
07: Administrative and Senior Clerical Staff		45	42	93.3 %	87.4 %	39	3	
Employment Equity Occupational Group	Qc minus CMAs	44	41	93.2 %	87.6 %	39	2	Qc minus CMAs
Employment Equity Occupational Group	Quebec	1	1	100.0 %	80.4 %	1	0	Quebec
09: Skilled workers and artisans		2	1	50.0 %	8.4 %	0	1	



Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Women

		Women							
Employment Equity Occupational Group	Internal	All employees		Repres	entation	Availa	ability	Differ	Place of recruitment
	location		#	#	%	%	#	ence#	
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
10 : Office staff			4	0	0.0 %	64.6 %	3	-3	
Employment Equity Occupational Group	Qc minus CMAs		4	0	0.0 %	64.6 %	3	-3	Qc minus CMAs
11: Intermediate sales and service personnel			1	0	0.0 %	71.7 %	1	-1	
Employment Equity Occupational Group	Qc minus CMAs		1	0	0.0 %	71.7 %	1	-1	Qc minus CMAs
12: Skilled Manual Workers			6	0	0.0 %	16.1 %	1	-1	
Employment Equity Occupational Group	Qc minus CMAs		6	0	0.0 %	16.1 %	1	-1	Qc minus CMAs
13: Other sales and service personnel			19	4	21.1 %	56.2 %	11	-7	
Employment Equity Occupational Group	Qc minus CMAs		19	4	21.1 %	56.2 %	11	-7	Qc minus CMAs
Total		4	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



Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Aboriginal

				Abo				
Employment Equity Occupational Group	Internal location	All employees	Represe		Availab	•	Differ	Place of recruitment
	location	#	#	%	%	#	ence _#	
01: Senior Management	National	3	0	0.0 %	3.2 %	0	0	National
02: Middle management and other directors	National	17	0	0.0 %	2.7 %	0	0	National
03: Professionals		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
04: Semi-professional and technical staff		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
07: Administrative and Senior Clerical Staff		45	0	0.0 %	3.7 %	2	-2	
Employment Equity Occupational Group	Qc minus CMAs	44	0	0.0 %	3.8 %	2	-2	Qc minus CMAs
Employment Equity Occupational Group	Quebec	1	0	0.0 %	1.4 %	0	0	Quebec
09: Skilled workers and artisans		2	0	0.0 %	1.6 %	0	0	



Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Aboriginal

Employment Equity Occupational Group	Internal	All employees		Represe	ntation	Availal	bility	Differ	Place of recruitment
	location		#	#	%	%	#	ence _#	
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
10 : Office staff			4	0	0.0 %	4.4 %	0	0	
Employment Equity Occupational Group	Qc minus CMAs		4	0	0.0 %	4.4 %	0	0	Qc minus CMAs
11: Intermediate sales and service personnel			1	0	0.0 %	4.2 %	0	0	
Employment Equity Occupational Group	Qc minus CMAs		1	0	0.0 %	4.2 %	0	0	Qc minus CMAs
12: Skilled Manual Workers			6	0	0.0 %	4.1 %	0	0	
Employment Equity Occupational Group	Qc minus CMAs		6	0	0.0 %	4.1 %	0	0	Qc minus CMAs
13: Other sales and service personnel			19	0	0.0 %	5.9 %	1	-1	
Employment Equity Occupational Group	Qc minus CMAs		19	0	0.0 %	5.9 %	1	-1	Qc minus CMAs
Total			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



Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Members of Visible Minorities

Employment Equity Occupational Group	Internal	All employees		embers of	Differ	Place of recruitment		
Employment Equity Occupational Group	location	#	#	%	%	#	ence _#	race of recramment
01: Senior Management	National	3	0	0.0 %	11.5 %	0	0	National
02: Middle management and other directors	National	17	0	0.0 %	17.6 %	3	-3	National
03: Professionals		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
04: Semi-professional and technical staff		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
07: Administrative and Senior Clerical Staff		45	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Qc minus CMAs	44	0	0.0 %	0.8 %	0	0	Qc minus CMAs
Employment Equity Occupational Group	Quebec	1	0	0.0 %	3.3 %	0	0	Quebec
09: Skilled workers and artisans		2	0	0.0 %	6.3 %	0	0	



Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Members of Visible Minorities

			Members of Visible Minorities						
Employment Equity Occupational Group	Internal	All employees	RepresentationAvailability					Differ	Place of recruitment
	location		#	#	%	%	#	ence _#	
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
10 : Office staff			4	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Qc minus CMAs		4	0	0.0 %	1.0 %	0	0	Qc minus CMAs
11: Intermediate sales and service personnel			1	0	0.0 %	1.5 %	0	0	
Employment Equity Occupational Group	Qc minus CMAs		1	0	0.0 %	1.5 %	0	0	Qc minus CMAs
12: Skilled Manual Workers			6	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Qc minus CMAs		6	0	0.0 %	1.2 %	0	0	Qc minus CMAs
13: Other sales and service personnel			19	0	0.0 %	1.9 %	0	0	
Employment Equity Occupational Group	Qc minus CMAs		19	0	0.0 %	1.9 %	0	0	Qc minus CMAs
Total			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



Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

Persons with disabilities

			Persons with disabilities						
Employment Equity Occupational Group	Internal	All employees	Represe	entationAva	ilability		Differ	Place of recruitment	
	location	#	#	%	%	#	ence#		
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	
Total		472	3	0.7 %	8.9 %	42	-39		

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

Sources: 2017 Canadian Disability Survey and internal employer data.



Default Workforce Analysis System - Detailed Report

Date: 2019-03-05

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

Date: 2019-03-05

Default Data for Workforce Analysis - Persons with Disabilities

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

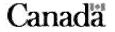


Default Workforce Analysis System - Summary Report

Date: 2019-03-05

Women

	Women							
Employment Equity Occupational Group	All employees	Repres	entation	Availa	ability	Differ		
	#	#	%	%	#	ence _#		
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		
Total	472	235	49.8 %	55.3 %	262	-27		



Default Workforce Analysis System - Summary Report

Date: 2019-03-05

Aboriginal

		Aboriginal					
Employment Equity Occupational Group	All employees	Repres	entation	Availal	oility	Differ	
	#	#	%	%	#	ence _#	
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	
Tabl	470		0.4.0/	0.4.0/	44 **		
Total	472	2	0.4 %	3.1 %	14	-12	



Default Workforce Analysis System - Summary Report

Date: 2019-03-05

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All employees	Represe	entationAva	ailability		Differ	
	#	#	%	%	#	ence _#	
01: Senior Management	3	0	0.0 %	11.5 %	0	0	
02: Middle management and other directors	17	0	0.0 %	17.6 %	3	-3	
03: Professionals	350	9	2.6 %	16.5 %	58	-49	
04: Semi-professional and technical staff	25	0	0.0 %	12.5 %	3	-3	
07: Administrative and Senior Clerical Staff	45	0	0.0 %	0.9 %	0	0	
09: Skilled workers and artisans	2	0	0.0 %	6.3 %	0	0	
10 : Office staff	4	0	0.0 %	1.0 %	0	0	
11: Intermediate sales and service personnel	1	0	0.0 %	1.5 %	0	0	
12: Skilled Manual Workers	6	0	0.0 %	1.2 %	0	0	
13: Other sales and service personnel	19	0	0.0 %	1.9 %	0	0	
Total	472	9	1.9 %	13.8 %	64	-55	



Default Workforce Analysis System - Summary Report

Date: 2019-03-05

Persons with disabilities

		Persons with disabilities						
Employment Equity Occupational Group	All employees #	Represe #	entationAva %	ilability %	#	Differ ence _#		
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		
Total	472	3	0.7 %	8.9 %	42	-39		



Default Workforce Analysis System - Summary Report

Date: 2019-03-05

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	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	
	СРЕМЕ	
	CPEME	



Part 1: Workforce Analysis

CÉGEP de Rimouski

2019-03-13

Data from First/Previous Workforce Analysis

Data from Sub	Sequent/Curro Analysis	ent worktorce
\	1	\

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2016	05	23

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	03	05

		Table 1: Women			
		First/Pr	evious Workforce A	Analysis	
Emal	overent Fauity Occupational Coope (FFOC)	All Employees	Won	nen	
ешри	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
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	
Total		575	294	55.7	

Table 5: Women Subsequent/Current Workforce Analysis					
	Representation	Availability*			
#	#	%			
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			
472	235	55.3			

* Source:			
2011 Nation	al Household S	urvey	

* Source:			
2016 Census	S		

Part 1: Workforce Analysis

CÉGEP de Rimouski

2019-03-13

Data from First/Previous Workforce Analysis

1 1

2016	05	23
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from Su	ıbsequent/Curr Analysis	ent Workforce
	1	1

2019	03	05
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

			2: Aboriginal P			
Employment Equity Occupational Group (EEOG)		First/Pr	First/Previous Workforce Analysis			
		All Employees	Aborigina	l 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	o	2.7		
13	Other Sales & Service Personnel	31	2	4.5		
14	Other Manual Workers	0	o	0.0		
Total	•	575	4	1.8		

Table 6: Aboriginal Peoples					
Subsequent	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	o	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			
472	2	3.1			

* So	urce:						
2011	1 Nation	nal Hou	seholo	d Surv	/ey		

* Source: 2016 Census

Part 1: Workforce Analysis

CÉGEP de Rimouski

2019-03-13

Data from First/Previous Workforce Analysis

Data from Su	ıbsequent/Curre Analysis	nt Workforce
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Data from Fi	rst/Previous Workf	force Analysis
YYYY	MM	DD
2016	05	23

2019	03	05
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 3: Me	mbers of Visible	Minorities		
Employment Equity Occupational Group (EEOG)		First/Pr	First/Previous Workforce Analysis			
		All Employees	Members of Vis	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	o	0.0		
Total		575	9	6.8		

Table 7: Members of Visible Minorities				
Subsequent/Current Workforce Analysis				
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	ol	1.5		
6	0	1.2		
19	0	1.9		
0	0	0.0		
472	9	13.8		

* Source:	
2011 National Household Survey	

* Source:	
2016 Census	

Part 1: Workforce Analysis

CÉGEP de Rimouski

2019-03-13

Data from First/Previous Workforce Analysis

1 1

2016	05	23
YYYY	MM	DD
Data from Fi	rst/Previous Workf	force Analysis

Data from S	ubsequent/Curro Analysis	ent Workforce
	—	

2019	03	05
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 4: Persons with Disabilities		sabilities
		First/Previous Workforce Analysis		Analysis
Emple	yment Equity Occupational Cycup (EEOC)	All Employees	Persons with	Disabilities
Empio	yment Equity Occupational Group (EEOG)		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
Total		575	3	4.1

Table 8: Persons with Disabilities		
Subsequent	/Current Workford	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
20	0	5.0
350	2	8.9
25	0	7.6
0	0	0.0
0	0	0.0
45	1	10.0
0	0	0.0
2	0	7.8
4	0	9.3
1	0	10.8
6	0	10.3
19	0	10.7
0	0	0.0
472	3	8.9

* Source:			
2012 Cana	dian Survey on	Disability	

* Source:			
2017 Canadi	an Survey on I	Disability	

Start	Date of Flow	/ Data
YYYY	MM	DD
2016	05	23

End I	Date of Flow	Data
YYYY	MM	DD
2019	03	05

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	Table 1: Women				
	Full-time / National Part		Part-time	t-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired	
	#	#	#	#	
01 Senior Managers	1	0	0	0	
02 Middle & Other Managers	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	
Total	8	1	0	0	

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	
0	0	0	0	

Table 9: Women				
Full-time / National		Part-time / National		
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
0	0	0	0	
15	8	0	0	
51	25	2	2	
5	1	1	1	
0	0	0	0	
0	0	0	0	
19	19	o	0	
0	0	o	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	
106	57	5	3	

Part 2: Flow Data Analysis

CÉGEP de Rimouski

2019-03-13

Start	Date of Flow	/ Data
YYYY	MM	DD
2016	05	23

2019	03	05
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Table 2: Aboriginal Peoples			ples
	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	5	0	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
Total	8	0	0	0

Full-time / National		Part-time / National		
All Employees Promoted Aboriginal Peoples Promoted		All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	(
0	0	0	(
0	0	0	C	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	C	
0	0	0	C	
0	0	0	C	
0	0	0	C	
0	0	0	C	
0	0	0	C	
0	0	0	0	

Table 10: Aboriginal Peoples				
Full-time / National		Part-time / National		
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
0	0	0	0	
15	0	0	0	
51	0	2	0	
5	0	1	0	
0	0	0	0	
0	0	0	0	
19	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	1	0	
0	0	0	0	
4	0	0	0	
11	1	1	1	
0	0	0	0	
106	1	5	1	

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
2019	03	טע 05

Data from Form 4 - Employees Hired

Data from Form 5 - Employees **Promoted**

Data from Form 6 - Employees Terminated

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

Total

Table 7: Persons with Disabilities Full-time / National Part-time / National Persons with Persons with All Employee All Employees Disabilities Disabilities Promoted Promoted Promoted Promoted # # # 0 0

Table 11: Persons with Disabilities Full-time / National Part-time / National Persons with Persons with All Employees All Employees Disabilities Disabilities Terminated Terminated Terminated Terminated # # # 15 51 0 106

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 I	Date of Flow	Data
YYYY	MM	DD
2019	03	05

Data from Form 4 - Employees Hired

Table 4: Members of Visible Minoritie

		8	Į	X	х	8	2	×	ŝ	×	2	3	8	£	ě	8	8	ž,	8	8	ĕ	8	8	8				8	ä	8	ä		2	8	8	8	8	g			8	с	á					8	ı	3	×	2	×	ä	8	2	2	8	8	8	2	8	ø	ĕ	8	2	8	×	8	×			
		8	н	8	к	3	4	×	ı	8	а	к	8	в	3	ĸ	8	ŧ	я	Ø	ľ	1	8	ľ				ø	K	ŧ	8	ľ	1	8	ø	ı		8	В		Ø		1		ø	×		×	ı	33	2	ı	81	Я	×	E	я	8	В	ľ	н	8.	L	8	ŧ	×	ä	×	Х	×			
		8	×	8		×	b		8	×	à	×	8	8	S	×		8	8	8	ŝ	ŝ	8	ä		8	a	×		8	8		ä		8	×	×	×	8		ь	8	×					8	×	×	×	×	×	2	×	Е	z	8	8	3	s	8	7		8	8	8	×	×	ø			
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			×												8			×								×										×			8								8				8														8	8				×		æ	

Table 8: Members of Visible Minorities

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	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 from Form 6 - Employees Terminated

Table 12: Members of Visible Minorities Full-time / National Part-time / National Members of Members of All Employees Visible All Employees Visible Terminated Minorities Terminated Minorities Terminated Terminated # # 15 51 106

	Table 4:	Members o	of Visible N	<u> Iinorities</u>
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	5	0	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
Total	8	0	0	0

									Data	for First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workfore Analysis		e Data Entry	y CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entr	/ СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		Ţ	Ţ	Ţ	1	1	Ţ	Ţ	Ţ	Ţ	J.	Ţ	1	Ţ	J	Ţ	Ţ	1	↓
										Table 1: Previous SI		oals							

									Eirot/	Lable 1: \ Previous Sh		nale							
				All En	ployees				FIISU	i revious 311	or t-term G	0415		W	omen				
					Turnover (Re	placement of	Terminated						3 Year			T	I		
Emplo	yment Equity Occupational	Number	Growth (f	New Positions)		Employees)		Anticipated	Number	Turnover (Re Terminated		11111.5	Fron	ı - To					Projected
	(EEOG)	YYYY-MM-DD	Actual	Projected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD			Required Over 3	YYYY	· YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
		2016-05-23	Annually Ar	over 3 Years	Annually	Annually	Over 3 Years	Years	2016-05-23	Annually	Over 3 Years	Years	2016	2019					Years
		#	%	% #	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	4	-9.1%	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%	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%	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%	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	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%	0.0% C	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%	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	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	3	-12.6%	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%	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%	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%	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%	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% C	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%	C	21.2%		0	0	294	0.0%	0	26	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)^{1/3} - 1) x 100.

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

					Table 2: Women
Empl	oyment Equity Occupational		Wome	n	
	(EEOG)	Short-ter	m Goals	Long-term Goals	Comments
			%	%	
	Senior Managers	0	0.0	0.0	
02	Middle & Other Managers	1	0.0	0.0	Maintain the closed gap.
03	Professionals	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	
06	Supervisors: Crafts & Trades	0	0.0	0,0	
07	Administrative & Sr Clerical	0	0.0	0.0	
08	Skilled Sales & Service	0	0.0	0.0	
09	Skilled Crafts & Trades	0	0.0	0.0	
10	Clerical Personnel	0	0.0	0.0	
11	Intermediate Sales & Service	0	0.0	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	
Total		4		18	

									Data f	or First/I	revious (Goals							
[A] B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓	1	1	1	1	↓	↓	↓	1	1	1	1	1	\	1	Ţ	1	<u>\</u>
										3: Abori									
									First/	Previous St	iort-term (loals			18. 1				
		·		All Er	nployees			ı				T	,,,	Aborigi r Goals	nal Peoples	1			·
	Number	Grov	vth (New Posit	ions)		placement of T Employees)	Ferminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	eted	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)			· ·	Over 3		Ť	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2016-05-23	Annually	Annually	Years	Annually	Annually	Years		2016-05-23	Annually	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	4	-9.1%	0.0%	(0.070	0.0%	0	0	0	0.0%	C	0	C	0.0%	1.4%	0	0	0.0%	0.0%
02 Middle & Other Managers	25	-12.1%	0.0%	(71.4%	0.0%	0	0	0	0.0%	C	0	C	0.0%	1.2%	0	0	0.0%	0.0%
03 Professionals	402	l	0.0%	(14.1%	4.0%	48	48	1	4.0%	C	4	1	1.2%	1.2%	-4	-3	0.2%	0.5%
04 Semi-Professionals & Tech	32	l	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	#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%	1 !	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	52		0.0%	(39.2%	5.0%	8	8	0	5.0%				2.8%	2.8%	-1	-1	0.0%	0.0%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0%	0.0%		0.0%	0.0%	0	"	"	0.0%				0.0%	0.0%	'	١	#DIV/0! 0.0%	#DIV/0!
	3 16	-12.6% -37.0%	0.0% 0.0%		40.0%	0.0% 0.0%	0	"	"	0.0%	1 6			0.0% 0.0%	2.8% 3.1%	1 ,	١	0.0%	0.0% 0.0%
10 Clerical Personnel 11 Intermediate Sales & Service	10	-37.0% 0.0%	0.0%		10.0%	0.0%	0	"	"	0.0%		,		0.0%	3.1%		١	0.0%	0.0%
12 Semi-Skilled Manual	1 0	-12.6%	0.0%	(53.3%	0.0%	0	"	"	0.0%		,		0.0%	2.7%	1 %	١	0.0%	0.0%
13 Other Sales & Service	31	-12.6% -15.1%	0.0%		48.0%	0.0%	0	١	"	0.0%] ,] 1		0.0%	4.5%] ,	"	6.5%	6.5%
14 Other Manual Workers	31	0.0%	0.0%		0.0%	0.0%	0	"		0.0%			"	0.0%	0.0%]		#DIV/0!	#DIV/0!
Total	575		0.076	(21.2%	0.076	0	0	4	0.0%		6		0.076	1.8%	-6	-6	#DI V/0:	#D1 V/0!
10	3/3	J. 770	l .		21.2/0		- 0	·	1 7	1 0.070		<u> </u>		L	1.070	1 -0	-0	3.770	U.770

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

			Table 4: Aboriginal Peoples	
Employment Equity Occupational	Aboriginal	Peoples		
Group (EEOG)	Short-term Goals	Long-term Go	Comments	
	%	9/		
01 Senior Managers	0.0			
02 Middle & Other Managers	0.0	0		
03 Professionals	1 0.0			
04 Semi-Professionals & Tech	0.0	0		
05 Supervisors	0.0	0		
06 Supervisors: Crafts & Trades	0.0	0		
07 Administrative & Sr Clerical	0.0	1		
08 Skilled Sales & Service	0,0	0		
09 Skilled Crafts & Trades	0.0			
10 Clerical Personnel	0.0			
11 Intermediate Sales & Service				
12 Semi-Skilled Manual	0.0	0		
13 Other Sales & Service	0,0	0		
14 Other Manual Workers	0.0	0		
Total	1	4		

										Data 1	for First/I	Previous (Goals							
A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data so	urces:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
***************************************		1	Ţ	Ţ	1	J	1	1	1	. ↓	1	1	1	1	1	↓	Ţ	Ţ	1	1
											Persons									
										First/	Previous St	10rt-term G	Foals							
					All En	nployees										th Disabilities			ı	
		Number	Grev	vth (New Positi	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (R	enlacement of	Hires		Goals					
Emplo:	ment Equity Occupational						,		Anticipated Hires Over 3		Terminated	l Employees)	Required		n - To	Present		Projected	Present	Projected Representation in 3
Group	(EEOG)	YYYY-MM-DD	Actual	Proje		Actual	Proje		Years	VYVY-MM-DD		1	Over 3	****	- YYYY	Availability	Present Gap	Gap	Representation	Years
		2016-05-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-05-23	Annually	Over 3 Years	Years	2016	2019					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 1	Managers	29	-10.6%	0.0%	C	35.7%	9.0%	8	8	0	9.0%	0) 1	0	4.3%	4.3%	-1	-1	0.0%	0.0%
	rofessionals	402	-4.5%	0.0%	C	14.1%	4.0%	48	48	2	4.0%	0	13	2	3.8%	3.8%	-13	-11	0.5%	1.0%
	emi-Professionals & Tech	32	-7.9%	0.0%	C	21.1%		5	5	0	5.0%	0	1	0	4.6%	4.6%	-1	-1	0.0%	0.0%
	upervisors	0	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0
	upervisors: Crafts & Trades	0	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0
	Administrative & Sr Clerical	52	-4.7%	0.0%	0	39.2%		8	8	1	5.0%	0		0	3.4%	3.4%	-1	-1	1.9%	1.9%
	killed Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	1 0		0	0.0%	0.0%	1 0		#DIV/0!	#DIV/0
	killed Crafts & Trades	3 16	-12.6%	0.0%	0	40.0%		0	0	0	0.0%			0	0.0%	3.8%	"] !	0.0%	0.0%
	Clerical Personnel ntermediate Sales & Service	16	-37.0% 0.0%	0.0%	١	10.0%		2	2	"	5.0% 0.0%	1 %		0	7.0% 0.0%	7.0% 5.6%	1 -1	-1	0.0% 0.0%	0.0%
	lemi-Skilled Manual	1	-12.6%	0.0%		53.3%		0	"	"	0.0%	1 %	("	0.0%	3.6% 4.8%		1 %	0.0%	0.0%
	Other Sales & Service	31	-12.6% -15.1%	0.0%	"	48.0%		5		"	5.0%] ,	1 3		6.3%	4.8% 6.3%] 3] _3	0.0%	0.0%
		31	-13.1/0	0.070		/I 40.0/0	7.070	,)	1	1	η	Ί -	l v		1	1 -2	1 -2		
	Other Manual Workers	ام	0.0%	0.0%		0.0%	0.0%	n	n	0	0.0%	d n) (0	0.0%	0.0%		ol n	#DIV/0!	#DIV/0

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

workforce Analysis) - 2) x 10	JO.		
			Table 6: Persons with Disabilities
F 1 F 1 O 1 1	Persons with	Disabilities	
Employment Equity Occupational	Short-term Goals	Long-term Goals	Comments
Group (EEOG)	%	%	
01/02 Managers	0 0.0	1 0.0	
03 Professionals	2 0.0	11 0.0	
04 Semi-Professionals & Tech	0.0	1 0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0,0	0.0	
07 Administrative & Sr Clerical	0.0	1 0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	1 0.0	
11 Intermediate Sales & Service	0,0	0.0	
12 Semi-Skilled Manual	0,0	0,0	
13 Other Sales & Service	0,0	2 0.0	
14 Other Manual Workers	0 0.0	0.0	
Total	2	17	

									Data	or First/P	revious (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	1	↓	1	↓	↓	↓	↓	↓	<u> </u>		<u> </u>	<u> </u>	↓	1	↓	↓	↓	1	↓
	Table 7: Members of Visible Minorities First/Previous Short-term Goals																		
				AHEm	ployees				First	Previous Sn	ort-term G	oais	N/	ambara of 1	isible Minori	tion			
				AHER		eplacement of	an			1				r Goals	isibie ambiti	ues			
	Number	Grev	rth (New Positi	ions)		Employees)	rerminated	Anticipated	Number	Turnover (Re		Hires		n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proje	ected	Actual	Proic	ected	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2016-05-23	Annually	Annually	Years	Annually	Annually	Years		2016-05-23	Annually	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	4	-9.1%	0.0%	0	0.0%	0.0%	0	C	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%		7	7	7 C	9.0%	0	2]	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%	0.8%	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% 0.0%	0	١	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	52	-4.7%	0.0%	0	39.2%	0.0%	١			0.0%	0	"		0.0%	0.0%		١	#DI V/0!	#DIV/0! 0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	ان			0.0%	0	١		0.0%	0.0%	١		#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	3	-12.6%	0.0%	0	40.0%	0.0%	اه	(ة اد	0.0%	0	ن ا		0.0%	0.5%	ه ا	اه	0.0%	0.0%
10 Clerical Personnel	16	-37.0%	0.0%	0	10.0%	0.0%	o	C	ه اه	0.0%	0	0		0.0%	0.7%	0	o o	0.0%	0.0%
11 Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	ol	C	ة أ	0.0%	0	o		0.0%	0.9%	٥	o o	0.0%	0.0%
12 Semi-Skilled Manual	9	-12.6%	0.0%	0	53.3%	0.0%	0	C		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	C	o c	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		o c	0.0%	0	0	(0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	575	-6.4%		0	21.2%		0	() 9	0.0%	0	30	(6.8%	-30	-30	1.6%	1.6%

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

				Table 8: Members of Visible Minorities
Employment Equity Occupational	Members of V	sible Minorit	ies	
Group (EEOG)	Short-term Goals	Long-ter	m Goals	Comments
	%		%	
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.	이	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	
10 Clerical Personnel	0 0.	0 0	0.0	
11 Intermediate Sales & Service	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		

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓		↓	↓	↓	↓	<u> </u>	↓						↓	↓	↓	1	<u>\</u>
										Table 9:		~ .							
				AUC					Subsequ	ent/Current	Short-terr	n Goals		***					
				AHEM	ployees		- 1			1					omen				ı
	Number	Grev	rth (New Posit	ions)		eplacement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proj		Actual	Proj		Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-999-00	Actuai	rioj		Actual	riuj		Years	1111-300-00			Over 3 Years	- '''	- 1 1 1 1	Availability	rresent Gap	Gap	Representation	Years
	2019-03-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-03-05	Annually	Over 3 Years	rears	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	-9.1%	1.0%	0	0.0%	1.0%	0	0	1	1.0%	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	(54.6%	-15	-16	50.3%	50.0%
04 Semi-Professionals & Tech	25	-7.9%	2.0%	2	21.1%	0.6%	0	2	2 8	0.6%	0	1	. (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	#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	#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	(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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	-12.6%	0.0%	0	40.0%		0	0) 1	0.0%	0	-1	. (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	3	(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	1		50,0%	71.7%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual	6	-12.6%	1.0%	0	53.3%		1	1	0	6.5%	0	1		16.1%	16.1%	-1	-1	0.0%	0.0%
13 Other Sales & Service	19	-15.1%	0.0%	0	48.0%		0	0	4	0.0%	0	7	(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	#DIV/0!	#DIV/0!
Total	472	-6.4%	0.0%	0	21.2%		0	0	235	0.0%	0	26			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)¹³ 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

	• / /				Table 10: Women
Empl	oyment Equity Occupational		Women		
	o (EEOG)	Short-teri	m Goals Long-	term Goals	Comments
			%	%	
	Senior Managers		0.0		
02	Middle & Other Managers		39.4	39.4	
	Professionals		0.0		
04	Semi-Professionals & Tech		0.0		
	Supervisors		0.0		
	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	

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓			↓	↓		1				<u></u>		↓		↓	<u> </u>	<u>↓</u>
										11: Abor									
									Subsequ	ent/Current	t Short-tern	n Goals							
				All Er	nployees					1		1			nal Peoples	1			
	Number	Grev	vth (New Posit	ions)		eplacement of	Terminated		Number	Turnover (Ri	eplacement of	Hires		r Goals					
Employment Equity Occupational						Employees)		Anticipated			Employees)	Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Ğap	Representation	Representation in 3 Years
	2019-03-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	· Car	2019-03-05	Annually	Over 3 Years	Years	2019	2022					
	H	%	%	#	%	%	#	#	#	%	# #	H	н	%	%	H	4	%	%
01 Senior Managers	3	-9.1%	1.0%	11	0.0%	1.0%	# 0	· · · · · ·) 7	1.0%		0		76	3.2%		0	0.0%	0.0%
02 Middle & Other Managers	17	-12.1%	2.0%		71.4%	3.0%	2	3	ا ا	3.0%] 0	ا آ			2.7%	ه ا	ا ا	0.0%	0.0%
03 Professionals	350	-4.5%	0.2%		14.1%	0.0%	0	2	1	0.0%	. 0	10		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			1.6%	1	1	4.0%	3.7%
05 Supervisors	0	0.0%	0.0%	(0.0%		0	l c	o c	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	(0.0%		0	C	o c	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	$ $ ϵ	5 C	2.0%	0	2	(3.7%	3.7%	-2	-2	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	(0.0%		0	C) c	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	-12.6%	0.0%	(40.0%		0	(0.0%	0	0			1.6%	0	0	0.0%	0.0%
10 Clerical Personnel	4	-37.0%	0.0%	(10.0%		0	(0.0%	0	0			4.4%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1	0.0%	0.0%	(0.0%		0	C		0.0%	0	0	(4.2%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	6	-12.6%	1.0%	(53.3%	6.5%	1	1		6.5%	0	0	(4.1%	0	0	0.0%	0.0%
13 Other Sales & Service	19	-15.1%	0.0%	(48.0%		0	(0.0%	0	1	(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	#DIV/0!	#DIV/0!
Total	472	-6.4%		(21.2%		0	[() <u> </u>	0.0%	1 0	13	(3.1%	-13	-13	0.4%	0.4%

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

				Table 12: Aboriginal Peoples
Employment Equity Occupational	Abori	ginal Pe	eoples	
Group (EEOG)	Short-term Goal	s	Long-term Goals	Comments
	%		%	
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		

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
5	1	1	V	J	1	Ţ	1	<u> </u>	1	J	<u> </u>	1	<u> </u>	1	\	Ţ	1	Ţ	Ţ
										: Persons									
									Subsequ	ent/Current	Short-tern	n Goals							
				All Er	nployees									Persons wi	th Disabilitie	S			
	Number	Gree	wth (New Posi	ionel	Turnover (Re		Terminated		Number	· · · · · · · · · · · · · · · · · · ·	eplacement of			r Goals					
Employment Equity Occupational	.,,,,,,,,	0.0				Employees)		Anticipated		Terminated		Hires Required	Fro	m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro.	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
'`	2019-03-05	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-03-05	Annually	Over 3 Years	Years	2019	2022					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	20	-10.6%	1.0%]	35.7%	1.0%	1	2	0	1.0%	0	1	(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%	(21.1%	0.0%	C	0	0	0.0%	0	2		7.6%	7.6%	-2	-2	0.0%	0.0%
05 Supervisors	0	0.0%	2.0%	(0.0%	0.6%	C	0	0	0.6%	0	0)	0.0%	6 0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	(0.0%		C	0	0	0.0%	0	0)	0.0%	6 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	45	-4.7%	0.0%	(39.2%		C	0	1	0.0%	0	4	. (10.0%	10.0%	5 -4	-4	2.2%	2.2%
08 Skilled Sales & Service	0	0.0%	2.0%	(0.0%	2.0%	C	0	0	2.0%	0	0)	0.0%	6 0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	-12.6%	0.0%	(40.0%		C	0	0	0.0%	0	0)	7.8%	6 0	0	0.0%	0.0%
10 Clerical Personnel	4	-37.0%	0.0%	(10.0%		C	0	0	0.0%	0	0)	9.3%	6 0	0	0.0%	0.0%
11 Intermediate Sales & Service	1	0.0%	0.0%	(0.0%		C	0	0	0.0%	0	0)	10.8%	6 0	0	0.0%	0.0%
12 Semi-Skilled Manual	6	-12.6%		(53.3%		C	0	0	0.0%	0	1		10.3%	10.3%	5 -1	-1	0.0%	0.0%
13 Other Sales & Service	19	-15.1%]	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	l 0	0.0%	0.0%	1 (0.0%			ol o	ol 0	0.0%	1 0	1 0	ol d		0.0%	sl 0	1 0	#DIV/0!	#DIV/0!

21.2%

472

-6.4%

0.0%

Total

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

0.0%

8.9%

Workforce Analysis) · 2) x 10	70.		
			Table 14: Persons with Disabilities
Facility and Facility Occupational	Persons with	Disabilities	
Employment Equity Occupational	Short-term Goals	Long-term Goals	Comments
Group (EEOG)	%	%	
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		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	10.0	10.0	
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	10.3	10.3	
13 Other Sales & Service	10.7	10.7	
14 Other Manual Workers	0.0		
Total	0.0		

0.6%

0.6%

										D 4 6		.16								
										Data for	Subseque	nt/Curre	nt Goals							
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data s	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KXLX3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		<u> </u>	↓	↓			↓	↓	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	↓					↓	
										Fable 15: N	ent/Current			S						
					AHE	nployees				Subsequ	ent/Current	i Short-teri	ii Goais	M	ombore of V	/isible Minori	itiae			
					An En	' '			1	+	1				r Goals	isible (villor)	T T			
		Number	Grev	wth (New Positi	ions)	Turnover (K	eplacement of Employees)	rerminated	Anticipated	Number		eplacement of	Hires		n - To					
	yment Equity Occupational	YYYY-MM-DD	Actual	Proje	ected	Actual	Proi	ected	Hires Over 3	YYYY-MM-DD		l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group	(EEOG)				Over 3		-	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
		2019-03-05	Annually	Annually	Years	Annually	Annually	Years		2019-03-05	Annually	Years		2019	2022					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
	Senior Managers	3	-9.1%	1.0%	(0.0%	1.0%	0	0	C	1.0%	C	0	(11.5%	0	0	0.0%	0.0%
02	Middle & Other Managers	17	-12.1%	2.0%]	71.4%	3.0%	2	3		3.0%	0	3	1	17.6%	17.6%	-3	-2	0.0%	5.6%
03	Professionals	350	l	0.2%	2	14.1%	0.0%	0	2	9	0.0%	1 0	49	(16.5%	16.5%	-49	-49	2.6%	2.6%
04	Semi-Professionals & Tech	25	l	2.0%	2	21.1%	0.6%	0	1 2		0.6%	1 0	3	(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	#DIV/0!	#DIV/0! #DIV/0!
06	Supervisors: Crafts & Trades Administrative & Sr Clerical	45	0.0% -4.7%	2.0%		0.0%	2.0%	0	1 6		2.0%	1 6]			0.0%		١	#DIV/0! 0.0%	#DIV/0!
08	Skilled Sales & Service	43	0.0%	0.0%	3	0.0%	2.070	3			0.0%	1 6				0.9%		الم	#DIV/0!	
09	Skilled Crafts & Trades	2	-12.6%	0.0%		40.0%		"		31 6	0.0%		() ()			6.3%		١	0.0%	#DI V/0:
10	Clerical Personnel	4	-37.0%			10.0%		"] "	31 6	0.0%		íl ő			1.0%		١	0.0%	0.0%
11	Intermediate Sales & Service	1	0.0%	0.0%	~	0.0%		١ ٥	ا ا	il č	0.0%]	ان ا			1.5%]	امّا	0.0%	0.0%
12	Semi-Skilled Manual	6	-12.6%	1.0%		53.3%	6.5%	1	l ,	1 6	6.5%	J č	ا ا			1.2%] 0	ا م	0.0%	0.0%
13	Other Sales & Service	19	-15.1%	0.0%		48.0%	3.570	0	0		0.0%		ol ől			1.9%	, ,	ان ا	0.0%	0.0%
14	Other Manual Workers	0	0.0%	0.0%		0.0%		0	0	ol d	0.0%		0 0			0.0%	0	اه	#DIV/0!	#DIV/0!

21.2%

472

-6.4%

Total

+ 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.

0.0%

13.8%

-56

			Table 16: Members of Visible Minorities
Employment Equity Occupational	Members of Vis	ible Minorities	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	%	%	
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		

1.9%

								Fede	ral Conti	ractors	Progra	m Achie	vement	Report									001783
]	Part 4: I	Results	- Wome	en										8
										CÉGE	P de R	imouski											
										20	019-03-	-13											
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	<u> </u>	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	Е-Н	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F ÷ 100	V - X
	1	<u> </u>	↓	\	1	↓	\	↓	<u> </u>	↓	↓	↓	↓	↓	↓	1	↓	↓	↓	↓	↓	↓	↓
				Workfo		•									Flow I	Data A	nalysis						
Employment Equity Occupational Group	Year			W	orkforce						Hires				Pi	omotio				Te	rminati		
(EEOG)		All Employees	Repres	entation	Wo Avail		Gap	EE Result	All Employee	Aci	tual	omen Expected	Difference	All Employee	Act		Expected	Difference	All Employees	Act		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 Senior Managers	2016	4	2		25.5	1	1	196.1															
	2019		1		27.6	1	0	120.8	1	0	0.0	0	(0	0.0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016 2019	25 17	9	36.0 17.6	38.9 39.4	10	-1 -4	92.5 44.8		1	20.0	2	-1	1 (0 0	0.0	0	0	15	8	53.3	- 5	3
	2016		203	50.5	53.2	214	-11	94.9	-	1	20.0		-,			0.0	<u> </u>		13	0	33.3		, ,
03 Professionals	2019	350	176	50.3	54.6	191	-15	92.1	1	0	0.0	1	-1	1 (0	0.0	0	0	53	27	50.9	27	0
04 Semi-Professionals &			11	34.4	60.4	19	-8	56.9															
Technicians	2019 2016	25	8	32.0	31.8 0.0		0	100.6	(0	0.0	0	(0	0.0	0	0	6	2	33.3	2	2 0
05 Supervisors	2016		0	0.0	0.0		0	0.0	(0	0.0	0			0 0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts &			0	0.0	0.0		0	0.0															
Trades	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
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals		Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
			↓	1	↓	↓	↓	↓	↓	↓	↓												
			Entra	ıts					oals														
Employment Equity	Year	F	ow Data	men			rm Goals ^{men}	5		Long-teri Won							,	~	4				
Occupational Group (EEOG)		All Employees				Percent of		Percent of	6.1	Percent of		Percent of					•	Comment	ES				
(2200)			Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	2019	# 1	# 0	% 0.0	# 0	%	0.0	%	#	0.0	% 0.0	0.0											
01 Senior Managers	2019	1	0	0.0	U	0.0	0.0	0.0	,	0.0	0.0	0.0	-										
02 Middle & Other	2019		1		1	100.0	0.0	0.0	(0.0	0.0	0.0											
Managers	2022		1	-10.0			39.4	-25.4			39.4		***************************************										
03 Professionals	2019		0		0	0.0	0.0	0.0	(0.0	0.0	0.0											
Semi-Professionals &			0		1	0.0	0.0	0.0		0.0	0.0												
04 Technicians	2022	-6	0				0.0	0.0			0.0	0.0	1										
05 Supervisors	2019		0		0	0.0	0.0	0.0	(0.0	0.0												
	2022		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		-										
Trades	2022	1 0	L 0	0.0			0.0	0.0			0.0	0.0											

									Fede	ral Conti	ractors	Prograi	n Achie	vement	Report									001784
										I	Part 4: I	Results	- Wome	en										8
											CÉGE	P de R	imouski											
											20	019-03-	13											
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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					Workfo	orce An	alysis									Flow I	Data A	nalysis						
Employme		Year			W	orkforce						Hires				P	romotio				Te	rminati		
(EEOG)	onal Group		All Employees	Repres		We	men ability	6	lees .	All Employee	. 		omen	L some	All Employee	Act		/omen	Love	All Employees			Vomen	- State
(3.500)		#	#	##	entation %	Avan	aomty #	Gap #	EE Result	#	#	tual %	Expected #	Difference #	#	# #	uai %	Expected #	Difference #	#	Act	uai %	Expected #	Difference #
Admini	istrative &	2016	52	49		87.3		4	107.9															
O/ Senior	Clerical	2019	45	42	93.3	87.4	39	3	106.8	C	0	0.0	0	C) (0	0.0	0	0	19	19	100.0	18	3 1
	Sales & Service	2016	0	0		0.0		0	0.0															
Person	nel l Crafts &	2019 2016	0	0	0.0 33.3	0.0 3.4		0	980.4	С	0	0.0	0	C		0	0.0	0	0	0	0	0.0	(0
1 00 1	Workers	2019	2	1	50.0	8.4	0	1	595.2	0		0.0	0	0		0	0.0	0	0	1	0	0.0		0
10 Clerica	1 D 1	2016	16	11		66.5	11	0	103.4															
10 Cierica	al Personnel	2019	4	0		64.6	3	-3	0.0	C	0	0.0	0	C) (0	0.0	0	0	1	0	0.0	1	-1
	ediate Sales & e Personnel	2016	1	0		70.2	1	-1	0.0															
\vdash	Skilled Manual	2019 2016	9	0		71.7 17.3	2	-1 -2	0.0	C	0	0.0	0	0		0	0.0	0	0	0	0	0.0	() 0
12 Worker	H	2019	6	0		16.1	1	-1	0.0	1	0	0.0	0	C		0	0.0	0	0	4	0	0.0	(0
-			•													•		•			•		•	
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
	ı		<u> </u>	<u> </u>	↓	→	↓	↓	↓	↓	↓	↓	↓	I										
				Entra	nts					oals														
Employme		Year	F	ow Data				rm Goals ^{men}	5		Long-teri Won							,						
(EEOG)	onal Group		All Employees				Percent of		Percent of		Percent of		Percent of					(Commen	ES				
(LLOG)				Ac		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
A dississi	istrativa fr	# 2019	# -19	# 0	% 0.0	#	% 0.0	0.0	%	#	0.0	0.0	0.0											
1.07.1	istrative & Clerical	2019	-19	0		U	0.0	0.0	0.0		0.0	0.0	0.0											
\vdash	Sales & Service	2019	0	0		0	0.0	0.0	0.0	C	0.0	0.0	0.0											
Person	mel	2022	0	0				0.0	0.0			0.0	0.0											
1 09 1	Crafts & Workers	2019	-1	0		0	0.0	0.0	0.0	C	0.0	0.0	0.0											
		2022	-1 -1	0			0.0	0.0	0.0	r	0.0	0.0	0.0											
10 Clerica		2022	-1	0		V	0.0	50.0	0.0		0.0	50.0	0.0											
	ediate Sales &	2019	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0											
Service	e Personnel	2022	0	0				50.0	0.0			50.0	0.0											
12 Semi-S Worker	L.	2019 2022	-3	0		0	0.0	0.0 16.1	0.0	2	0.0	0.0	0.0											
Worker	15	2022	-3	0	0.0			16.1	0.0			16.1	0.0											

									Fede	ral Conti	actors l	Prograi	n Achie	vement l	Report									001785			
											Part 4: I																
											CÉGE	P de R	imouski														
												019-03-															
A	В	C	D	E	F	G	H	I	J	K	L	M	N	0	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			
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	46. 4					rce An										Flow I		· · · · · · · · · · · · · · · · · · ·		T							
Employme Occupation		Year			W	orkforce Wor					1	Hires	omen			Pi	omotio	omen (Te	rminatio	omen				
(EEOG)			All Employees	Represo	entation	Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference			
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
1 13 1	sales & Service	2016	31	8		58.8	18	-10	43.9			0.0	0	0	0					12							
Personn		2019 2016	19 0	4	21.1	56.2 0.0	11	-/	37.5 0.0	0	0	0.0	0	0	0	0	0.0	0	(12	4:	33.3	3	1			
14 Other M	Manual Workers	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			
Total		2016	575 472	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	1 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÷Kx 100	Part 3: Goals	F ÷ M x 100														
<u></u>									↓			1															
			New	Entrai	ıts				G	oals																	
Employme	ent Equity	Year	Fl	ow Data		9		rm Goals			Long-teri																
Occupation (EEOG)	nal Group		All Employees	Woi Act		Goal	Wo Percent of Goal Met	men Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met														
		#	Ħ	#	%	#	%	%	%	#	%	%	%														
13 Other Sa Personn	sales & Service	2019	-12	0		2	0.0	0.0	0.0	8	0.0	0.0	0.0														
		2022	-12 0	0		0	0.0	50.0	0.0	0	0.0	50.0	0.0														
14 Other M	Manual Workers	2022	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															

									Fede	ral Contr	actors l	Prograi	n Achie	vement	Report									001786		
										Part 5	: Result	s - Abo	riginal	Peoples	-											
											CÉGE	P de R	imouski													
											20	019-03-	13													
	В	С	D	Е	F	G	Н	I	J	K	L	М	N	О	P	0	R	S	Т	U	V	W	X	Y		
1			Part 1:	Part 1:		Part 1:					Part 2:			i		Part 2:				I	Part 2:					
Data	ources:		Workforce Analysis	Workforce Analysis	E÷D x 100	Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L÷K x 100	K x G ÷ 100		Part 2: Flow Data Analysis	Flow Data Analysis		PxF÷100	Q-S	Part 2: Flow Data Analysis	Flow Data Analysis	V÷Ux 100	U x F ÷ 100			
			↓		<u> </u>	<u> </u>	<u>, , , </u>			1						<u>↓</u>	<u> </u>	<u>, ,</u>		↓						
Fm	ployment Equity			·		orce An	•					Hires			Т		Data A				Tor	minatio	ne.			
	upational Group	Year			**	Aborigina							nal Peoples		+			nal Peoples			161		nal Peoples			
(EE	OG)		All Employees	Representa	ition	Availa	ıbility	Gap	EE Result	All Employees	Act	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Acti	ıal	Expected	Difference		
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01	Senior Managers	2016 2019	4	0	0.0	1.4 3.2	0	0	0.0	1	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0	0		
02	Middle & Other	2016	25	0	0.0	1.2	0	0	0.0		Ť	0.0	·	· ·	<u> </u>		0.0			·	V	0.0				
02	Managers	2019	17	0	0.0	2.7		0	0.0	5	0	0.0	0	(0 0	0	0.0	0	0	15	0	0.0	0	0		
03	Professionals	2016 2019	402 350	1	0.2	1.2 3.0	5 11	-4 -10	20.7 9.5	1	0	0.0	0		0 0	0	0.0	0	0	53	0	0.0	0	0		
04	Semi-Professionals &	2016	32	1	3.1	4.2	1	0	74.4			0.0		Ì	9	0 0 0.0 0 0 6 0 0.0 0										
04	Technicians	2019	25	1	4.0	1.6	0	1	250.0	0	0	0.0	0	(0 0											
05	Supervisors	2016 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										
06	Supervisors: Crafts &	2016	0	0	0.0	0.0	0	0	0.0							0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0										
	Trades	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		
Data	ources:		Part 2: Flow Data Analysis		E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100													
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				Entrants	S		C1			oals																
	ployment Equity upational Group	Year	FI	ow Data Aboriginal P	coples		Short-ter Aborigina				Long-terr Aboriginal							c	Commen	fe						
	OG)		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of					•	, o							
		#	#	#	%	#	%	%	%	#	Goar Met	%	Goal Met													
01	Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0													
	Middle & Other	2022 2019	-10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0													
02	Managers	2022	-10	0	0.0	U	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		1												
	Semi-Professionals &	2022 2019	-52 -6	0	0.0	0	0.0	3.0 0.0	0.0	0	0.0	3.0 0.0	0.0													
04	Technicians	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													
-	Supervisors: Crafts &	2022 2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0													
06	Trades	2022	0	0	0.0			0.0	0.0			0.0		-												

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Administrative & 2016 52 0 0.0 2.8 1 -1 0.0 0 0 0.0 0 0 0 0 0	0.0 0 0
O Senior Clerical 2019 445 0 0.0 3.7 2 -2 2.0 0 0 0 0 0 0 0 0 0	
Semicon Clerical 2019 4.5 0 0.0 3.7 2 2 2 0.0 0 0.0 0.0 0 0 0 0	
New Entrants Short-term Goals Short-term Goal	0.0 0
Op Skilled Crafts & 2016 3 0 0.0 2.8 0 0 0.0	0.0
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Clerical Personnel 2019	0.0 0
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Service Personnel 2019	0.0 0
Very Norther Very	0.0 0
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Administrative & 2019 -19 0 0.0 0 0.0 0.0 0.0 1 0.0 0.0	
07 Senior Clerical 2022 -19 0 0.0 3.7 0.0 3.7 0.0	
8 Skilled Sales & Service 2019 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	
Personnel 2022 0 0 0.0 0	
09 Trades Workers 2022 -1 0 0.0 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 <	
11 Intermediate Sales & 2019 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	
Service Personnel 2022 0 0 0.0	
12 Semi-Skilled Manual 2019 -3 0 0.0 0 0.0	

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	loyment Equity pational Group	Year			W	orkforce Aborigina					1	Hires	nal Peoples			P	romotio	ns inal Peoples			Te	rminatio	nal Peoples		
(EEC			All Employees	Represo	entation	Aborigina Availa	•	Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act	.,	Expected	Difference	
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	
1 13 1	Other Sales & Service	2016	31	2	6.5	4.5		1	143.4																
P	Personnel	2019	19	0		5.9		-1	0.0	0	0	0.0	0	0	0	0	0.0	0	(12	2	16.7	1	1	
14 0	Other Manual Workers	2016 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	
T . 1		2016	575	4	0.7	1.8	10	-6	38.6		Ĭ ,	0.0					0.0		`		Ť	0.0			
Total		2019	472	2	0.4	3.1	15	-13	13.7	8	0	0.0	0	0	0	0	0.0	0	(111	2	1.8	1	1	
Data so	urces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100												
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				Entrai	ıts					oals															
	loyment Equity	Year	FI	ow Data		-		rm Goals	S		Long-terr														
Occu (EEC	pational Group)G)		All Employees	Aborigin: Act		Goal	Percent of Goal Met	al Peoples Goal	Percent of Goal Met	Goal	Aboriginal Percent of Goal Met	Goal	Percent of Goal Met												
		#	#	#	%	#	%	0%	%	#	%	%	%												
1 13 1	Other Sales & Service	2019	-12	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0												
P	Personnel	2022 2019	-12 0	0		0	0,0	5.9	0.0	0	0.0	5.9 0.0	0.0												
14 0	Other Manual Workers	2019	0	0		V V	0.0	0.0	0.0	U	0.0	0.0	0.0												
Total		2019	-103	0	0.0	1	0.0	0.0	0.0	4	0.0	0.0													
L		2022	-103	0	0.0			0.0	0.0			0.0													

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										Part 6: R	esults -	Person	s with	Disabilit	ies									8
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											20	019-03-	-13											
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	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 ÷ 10) L-N	Part 2: Flow Data Analysi		Q ÷ P x 100	PxF÷100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Employment		Year				orkforce/						Hires				J	Promotio				Te	rminatio		
Occupational (EEOG)	a Group		All Employees	Represe		Persons with Availa			EE Result	All Employees		Persons w	ith Disabiliti Expected	es Difference	All Employe	es .	Persons w	ith Disabilitie Expected	Difference	All Employees	Act		th Disabilitie Expected	S Difference
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01& Managers		2016	29	0	0.0	4.3	1	-1	0.0															
02 Managers	<u>'</u>	2019	20	0	0.0			-1	0.0	6	0	0.0) (0	0 (0.0	0) 15	0	0.0	0	
03 Profession	nals	2016 2019	402 350	2	0.5 0.6			-13 -29	13.1	1	0	0.0			0	0 (0.0			53	0	0.0	0	
04 Semi-Profe	fessionals &	2016	32	0	0.0			-1	0.0		Ů	0.0	`	1	1		0.0		1	, 33		0.0	0	
Technician	ıns	2019	25	0	0.0			-2	0.0	0	0	0.0)	0	0 (0.0	() (6	0	0.0	0	
05 Supervisor	rs	2016 2019	0	0	0.0			0	0.0	0	0	0.0			0	0 (0.0			0 0	0	0.0	0	
06 Supervisor	rs: Crafts &	2016	0	0	0.0			0	0.0	0	0	0.0	<u>'</u>	,			0.0		1	1 0		0.0	0	
Trades		2019	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÷Kx 100	Part 3: Goals	F÷M x 10)										
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			New	Entran	its				G	loals														
Employment	t Equity		FI	ow Data			Short-te	rm Goals			Long-ter	m Goals]										
Occupational (EEOG)	ıl Group	Year	All Employees	Person Disabi	lities		Persons wit	h Disabilities	Percent of		Persons with		Percent of	-					Commen	its				
				Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	_										
01& ,,		# 2019	# -9	# 0	0.0	# 0	0.0	0.0	0.0	#	0.0	%	0.0)										
02 Managers	·	2022	-9	0	0.0		···	5.0	0.0	1		5.0		-										
03 Profession	nals	2019	-52	0	0.0	2	0.0	0.0	0.0	11	0.0	0.0		⊣										
Semi-Profe	fessionals &	2022 2019	-52 -6	0	0.0	0	0.0	8.9 0.0	0.0	1	0,0	8.9 0.0												
04 Technician		2022	-6	0	0.0		J.0	7.6	0.0	1	5.0	7.6		-										
05 Supervisor	rs	2019 2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	-										
Supervisor	rs: Crafts &	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0		_										
06 Trades		2022	0	0	0.0			0.0	0.0			0.0	0.0)										

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]	Part 6: R	lesults -	Person	s with E	isabiliti	es									8
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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				Workfo	orce An	alysis									Flow I	ata Ar	alysis						
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Occupational Group (EEOG)		All Employees	ъ.		Persons with	n Disabilities ability	1		All Employee	·		th Disabilitie		All Employees	s		h Disabilities		All Employees			ith Disabilitie	
(2200)	#	#	##	entation %	Avan	aomty #	Gap #	EE Result	#	Act	uai %	Expected #	Difference #	#	Acti	18I %	Expected #	Difference #	#	Act	1ai %	Expected #	Difference #
Administrative &	2016	52	1	:	3.4	2	-1	56.6															
Senior Clerical	2019	45	1		10.0	,	-4	22.2	C	0	0.0	0	C	0	0	0.0	0	0) 19	0	0.0	0	
08 Skilled Sales & Service Personnel		0	0		0.0		0	0.0		0	0.0	0									0.0		
Skilled Crafts &	2019 2016	3	0		0.0 3.8	:	0	0.0	C	0	0.0	0	0		0	0.0	0		1 0	0	0.0	0	
09 Trades Workers	2019	2	0		7.8		0	0.0	C	0	0.0	0	C	0	0	0.0	0	0	1	0	0.0	0	
10 Clerical Personnel	2016	16	0	0.0	7.0	<u> </u>	-1	0.0															
	2019	4	0		9.3		0	0.0	C	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	
Intermediate Sales & Service Personnel	2016	1 1	0		5.6 10.8		0	0.0		0	0.0	0			0	0.0	0	0		0	0.0	0	
12 Semi-Skilled Manual	2016	9	0		4.8		0	0.0		1	0.0			1	1	0.0			'		0.0		
Workers Workers	2019	6	0	0.0	10.3	1	-1	0.0	1	. 0	0.0	0	C	0	0	0.0	0	0	4	0	0.0	0	1
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals			E÷Kx 100	Part 3: Goals	F÷M x 100											
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Occupational Group (EEOG)		All Employees	Disal	bilities		Percent of	ii Disabiiities	Percent of		Percent of		Percent of					C	Commen	ts				
(ZZGG)			Ac	tual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
T	#	#	#	%	#	%	%	%	#	%	%	%											
07 Administrative & Senior Clerical	2019	-19 -19	0		0	0.0	0.0 10.0	0.0	1	0.0	0.0	0.0											
Skilled Sales & Service	2019	0	0		0	0.0		0.0	C	0.0	0.0	0.0											
08 Personnel	2022	0	0	0.0			0.0	0.0			0.0	0.0											
09 Skilled Crafts &	2019	-1	0		0	0.0	0.0	0.0	C	0.0	0.0	0.0											
Trades Workers	2022 2019	-1 -1	0		n	0.0	0.0	0.0	1	0.0	0.0	0.0											
10 Clerical Personnel	2019	-1	0		l '	0.0	0.0	0.0	1	0.0	0.0	0.0											
Intermediate Sales &	2019	0	0		0	0.0	0.0	0.0	C	0.0	0.0	0.0											
Service Personnel	2022	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	C	0.0	0.0	0.0											
Workers	2022	-3	0	0.0			10.3	0.0			10.3	0.0											

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Companies Part of the comp	141												
13 Other Sales & Service 2016 31 0 0.0 6.3 2 -2 0.0 0 0 0.0 0.0 0 0 0	1												
Personnel 2019 19 0 0.0 10.7 2 2 2 0.0 0 0 0.0 0 0 0 0 0	#												
14 Other Manual Workers 2016 0 0 0 0 0 0 0 0 0													
Other Manual Workers 2019 0 0 0 0 0 0 0 0 0	0 0												
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New Entrants Goals													
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Occupational Group Disabilities Persons with Disabilities Persons with Disabilities Comments	Comments												
Actual Goal Met													
# # # % # % % % # % % % # % % # % 1. Other Sales & Service 2019 -12 0 0.0 0.0 0.0 0.0 2 0.0 0.0 0.0 0.0													
13 Other Sales & Service 2019 -12 0 0.0 0.0 0.0 0.0 2 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.													
2022 0 0 0 0 0.0 0.0 0.0 0.0 0.0													
Total 2019 -103 0 0.0 2 0.0 0.0 17 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.													

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								Par	t 7: Resi	ults - Me	embers	of Visib	le Mino	rities									8
										CÉGE	P de R	imouski											
										20	019-03-	-13											
A B	C	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	V	W	X	Y
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(EEOG)		All Employees	Renres	entation	Visible M Availa		Gap	EE Result	All Employees	Act		Minorities Expected	Difference	All Employee	s Act		Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 Senior Managers	2016	4	0		5.3		0	0.0								-					-		
Middle & Other	2019 2016	25	0	:	11.5 8.0		-2	0.0	1	0	0.0	0	(0	0.0	0	(0	0	0.0	0	0
02 Managers	2019	17	0				-3	0.0	5	5 0	0.0	1	-1	1 (0 0	0.0	0	() 15	0	0.0	0	0
03 Professionals	2016	402	9	:			-27	25.2															
	2019	350	9				-49	15.6	1	0	0.0	0	() (0	0.0	0	(53	0	0.0	1	-1
04 Semi-Professionals & Technicians	2016	32 25	0	-			-3	0.0	C	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												-			
	2019	0	0				0	0.0	C	0	0.0	0	() (0	0.0	0	(0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016 2019	0	0		0.0		0	0.0		0	0.0	0	(0 0	0.0	0			0	0.0	0	0
	2015		<u> </u>	1 0.0		·		0.0		<u>′1 </u>	0.0			1	<u>Yl</u>	0.0	·	`	<u>*1</u>	i	0.0		<u>`</u>
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals		Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
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Employment Equity Occupational Group	Year	F	low Data	l Minorities			rm Goals Ainorities	3		Long-teri Visible Mi								Commen	u t a				
(EEOG)		All Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					•	Commen	its				
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01 Conica M	2019	1	0	•	0	0.0	0.0	0.0	, C	0.0	0.0	0.0											
01 Senior Managers	2022	1	0				0.0	0.0			0.0	0.0											
02 Middle & Other Managers	2019	-10 -10	0	i		0.0	0.0 17.6	0.0	1	0.0	0.0 17.6	0.0											
	2022	-10	0			0.0	0.0	0.0	24	0.0	0.0	0.0											
03 Professionals	2022	-52	0		onnament on the second		16.5	0.0			16.5	0.0											
04 Semi-Professionals &	2019	-6	0			0.0	0.0	0.0	C	0.0	0.0	0.0											
Technicians	2022	-6	0			0.0	12.5 0.0	0.0	(0.0	12.5 0.0												
05 Supervisors	2019	0	0			0.0	0.0	0.0		0.0	0.0	0.0											
06 Supervisors: Crafts &	2019	0	0	1		0.0	0.0	0.0	C	0.0	0.0												
Trades	2022	0	0	0.0			0.0	0.0			0.0	0.0											

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									Par	t 7: Resi	ults - Mo	embers	of Visib	le Mino	rities									8
											CÉGE	P de R	imouski											
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	loyment Equity	Year			W	orkforce						Hires				Pi	omotio				Te	rminati		
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	Administrative &	2016	52	0	-	0.6		0	0.0	Б	н	/*	.r	п	37			· ·	,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		/0		π
07	Senior Clerical	2019	45	0		0.9	.	0	0.0	C	0	0.0	0	() (0	0.0	0	0	19	0	0.0	0	0
08	Skilled Sales & Service	2016	0	0	0.0	0.0	0	0	0.0															
	Personnel	2019	0	0		0.0		0	0.0	C	0	0.0	0	(0	0.0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2016	3	0		0.5 6.3	.	0	0.0		0	0.0	0			0	0.0		0	1	0	0.0	-	
\vdash		2019	16	0		0.7		0	0.0		, 0	0.0	0		1		0.0	-	0	,	0	0,0	- ·	
10	Clerical Personnel	2019	4	0		1.0		0	0.0	C	0	0.0	0	(0	0.0	0	0	1	0	0.0	0	0
11	Intermediate Sales &	2016	1	0	0.0	0.9	1	0	0.0															
	Service Personnel	2019	1	0		1.5		0	0.0	C	0	0.0	0	(0	0.0	0	0	0	0	0.0	0	0
-1-12-1	Semi-Skilled Manual Workers	2016 2019	9	0		0.7 1.2		0	0.0	1	0	0.0	0			0	0.0	0	0		0	0.0		
ш	Workers	2019			0.0	1.2			0.0	1	. 0	0.0			71 (7 0	0.0			4		0.0		<u>'</u>
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07	Administrative & Senior Clerical	2019	-19 -19	0		U	0.0	0.0	0.0		0.0	0.0	0.0											
	Skilled Sales & Service		0	0	:	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
	Personnel	2022	0	0				0.0	0.0			0.0	0.0											
09	Skilled Crafts &	2019	-1	0		0	0.0	0.0	0.0	C	0.0	0.0	0.0											
\vdash	Trades Workers	2022 2019	-1 -1	0	1		0.0	0.0	0.0		0.0	0.0	0.0											
10	Clerical Personnel	2019	-1	0	:	U	0.0	0.0	0.0		0.0	0.0	0.0											
	Intermediate Sales &	2019	0	0		0	0.0	0.0	0.0	C	0.0	0.0	0.0											
	Service Personnel	2022	0	0	-			0.0	0.0			0.0	0.0											
	Semi-Skilled Manual	2019	-3	0	1	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
	Workers	2022	-3	0	0.0			0.0	0.0			0.0	0.0											

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(EEOG)	Group		All Employees	Represe	ntotion	Visible M Availa		Gap	EE Result	All Employees	A au	Visible tual	Minorities Expected	Difference	All Employees	Ac		Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference			
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Other Sales	& Service	2016	31	0	0.0	1.1	0	0	0.0					0 0 0 0 0 0.0 0 0 12 0 0.0 0 0 0 0 0 0.0 0 0 0 0 0 0 0 1 -1 0 0 0.0 0 0 111 0 0.0 2													
Personnel		2019	19	-		1.9		0	0.0	0	0	0.0	0														
14 Other Manu	ual Workers	2016	0	- 1		0.0		0	0.0																		
		2019 2016	575	0 9		0.0 6.8		-30	23.0	0	0	0.0	0														
Total		2019	472			13.8	65		13.8	8	0	0.0	1														
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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÷Kx 100	Part 3: Goals	F ÷ M x 100														
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			New	Entrar	its				G	oals																	
Employment l	Equity		FI	ow Data		;	Short-te	rm Goals	i	1	Long-ter	m Goals															
Occupational		Year		Visible M	linorities			dinorities			Visible M	inorities						(Commen	ts							
(EEOG)			All Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Percent of													
		#	#	#	%	#	%	%	%	#	%	%	Goal Met %														
Other Sales	& Service	2019	-12		0.0	0	0.0	0.0	0.0	0	0.0	0.0	0 0.0 0 0.0 0 0.0														
Personnel		2022	-12	0		0	0.0	0.0	0.0		0,0	0.0															
14 Other Manu	ual Workers	2019	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		0.0	0.0	0.0 0.0														
Total		2022	-103	0	0.0			0.0	0.0			0.0 0.0															

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

Efforts

1

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

Requi	red measures:
√	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	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.
V	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.
7	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).
V	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
V	Ensured that any new gaps identified are addressed accordingly.
✓	Maintained appropriate records in all required areas.
Other	measures:
V	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.
1	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
V	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
V	Communicated the goals to relevant managers as well as monitored and recorded the results.

Consulted employee/union representatives on communication and implementation of employment 1 equity.

Devoted adequate resources (financial and human) to ensure that the short-term goals would be

Kept all staff, including new employees and managers, informed of the purpose of employment V 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):
Oper	rational Context
Please	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance
	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).

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 2016-06-27 Closed: 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:

 \boxtimes Yes \square 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			Go	als		
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
p.o,	Employment Equity Occupational Gloup (EEOG)		(1 to 3	(+3		
			years)	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	Representation	LIVIA

			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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			
Employment Equity Occupational Group (EEOG)		Gap	Short-	Long-	Representation	LMA
			term	term		
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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 Dormer:

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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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@hrsdc-rhdcc.gc.ca



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

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
 - o Current summary report
 - o Current detailed report
- Forms 1 to 6:
 - o It should be noted that there is no form 5, because we do not have any data to report regarding advancement.
 - o 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.gc.ca



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