



s.19(1)

s.24(1)

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Camosun College	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 611210	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 919 To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjecta-sujets/standard-norme/naics-sclan/2003/naics-sclan03-eng.htm">http://www.statcan.gc.ca/subjecta-sujets/standard-norme/naics-sclan/2003/naics-sclan03-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 3100 Foul Bay Road	City Victoria	Province B. C.	Postal Code V8P 5J2
	Telephone Number (250) 370-3004	Fax Number 250 370-3664	

EMPLOYMENT EQUITY CONTACT	
Name (print) Jacquie Stephens	Title Human Resources Generalist
Telephone Number (250) 370-3009	E-mail Address stephenj@camosun.bc.ca

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Barbara J. Severyn	Title Executive Director Human Resources
Telephone Number [REDACTED]	E-mail Address severynb@camosun.bc.ca
	Date 09/06/2013

INSTRUCTIONS
<ul style="list-style-type: none"> <li>* The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (619) 953-8768 or by e-mail at: <a href="mailto:ae-eme@hrddc-rhddc.gc.ca">ae-eme@hrddc-rhddc.gc.ca</a></li> </ul>

**From:** Yakibonge, Maurice [NC]  
**Sent:** December 20, 2017 8:40 AM  
**To:** 'Sarah Campbell' <campbells1@camosun.bc.ca>  
**Cc:** Jacquie Stephens <StephenJ@camosun.bc.ca>  
**Subject:** Extension to Submit Federal Contractors Program Compliance Assessment Information

Good morning,

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

As requested, we hereby grant you an extension **until February 28, 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca).

Maurice Yakibonge

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



Rejoignez-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:** Sarah Campbell [<mailto:campbells1@camosun.bc.ca>]  
**Sent:** December-15-17 4:53 PM  
**To:** Yakibonge, Maurice [NC]  
**Cc:** Jacquie Stephens  
**Subject:** RE: Response date December 18, 2017 FW: Government of Canada Agreement 100143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Good afternoon Maurice,

Attached is our application for an extension.

Thank you so much for your consideration.

Sarah Campbell

Team Lead, Human Resources

250-370-3010 | 3100 Foul Bay Road | Victoria BC V8P 5J2 | [www.camosun.ca](http://www.camosun.ca)



**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) [<mailto:maurice.yakibonge@labour-travail.gc.ca>]  
**Sent:** November 20, 2017 1:23 PM  
**To:** Sarah Campbell <[campbells1@camosun.bc.ca](mailto:campbells1@camosun.bc.ca)>

**Subject:** RE: Response date December 18, 2017 FW: Government of Canada Agreement 100143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Good afternoon,

Thank you for your email. Please find attached an application for requesting an extension. Please complete it and return it to my attention. We will analyse the request as soon as possible.

Kind regards,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099

**From:** Sarah Campbell [<mailto:campbells1@camosun.bc.ca>]

**Sent:** 2017-11-20 1:45 PM

**To:** Normandin, Ward W [NC]

**Subject:** FW: Response date December 18, 2017 FW: Government of Canada Agreement 100143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Good morning Ward,

We received your request below and will provide the information requested to the best of our abilities. However due to various workload issues and absences, we are requesting an extension to February 28, 2018.

Thank you for your consideration.

Sarah Campbell

Team Lead, Human Resources

250-370-3010 | 3100 Foul Bay Road | Victoria BC V8P 5J2 | [www.camosun.ca](http://www.camosun.ca)



**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) [<mailto:maurice.yakibonge@labour-travail.gc.ca>] **On**

**Behalf Of** [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)

**Sent:** November-16-17 10:44 AM

**To:** Sarah Campbell <[campbells1@camosun.bc.ca](mailto:campbells1@camosun.bc.ca)>; Sonja Kennedy <[KennedyS@camosun.bc.ca](mailto:KennedyS@camosun.bc.ca)>

**Subject:** RE: Government of Canada Agreement 100143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

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

Good afternoon,

Further to your initial compliance assessment which was concluded on February 9th, 2016, Camosun College is now subject to a subsequent compliance assessment under the [Federal Contractors Program](#) (FCP). The goal of this subsequent assessment is to evaluate your organization's progress and/or effort to achieve full representation of the four designated groups – women, Aboriginal peoples, persons with disabilities and members of visible minorities – within your workforce.

For this subsequent assessment, your organization is required to submit the following information to the Labour Program by **December 18<sup>th</sup>, 2017** :

- a current workforce analysis including the Summary Report and Detailed Report;
- Forms 1 to 6 covering your workforce data at the national level;
- revised goals for any remaining gaps in representation (a completed Short-term Goal Setting Tool file in Excel format);
- a completed Achievement Table in Excel format that includes any new short-term and long-term goals; and
- a completed Reasonable Efforts for the Subsequent Compliance Assessment form signed by a senior officer of your organization.

### Tools and Resources

In order to assist your organization in meeting its obligations, we encourage you to continue using the [Workplace Equity Information Management System](#) (WEIMS). Through this application you can:

- store and maintain your organization's employment equity data;
- create backup files of your data;
- generate and submit your Forms 1 to 6 and workforce analysis using the latest available Census data (you may also grant Labour Program officers access to view this information in WEIMS); and
- access various tools and resources under the [Help page](#) including the *Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program* and the Achievement Table.

Should you have any questions, please contact your program officer, Ward Normandin, at [ward.normandin@labour-travail.gc.ca](mailto:ward.normandin@labour-travail.gc.ca).

Workplace Equity Team

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

**From:** Barb Severyn [<mailto:SeverynB@camosun.bc.ca>]

**Sent:** November-16-17 1:33 PM

**To:** Yakibonge, Maurice [NC]

**Subject:** Automatic reply: Government of Canada Agreement 100143 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

I'll be away from the office [REDACTED] from Wednesday afternoon, November 15th, through Tuesday, November 28th, 2017, returning to the office on Wednesday, November 29th, 2017. If you require assistance during my absence, for operational HR matters, please feel free to get in touch with Sarah

Campbell, HR Team Leader, at (250) 370-3010 or by email at [CampbellS1@camosun.bc.ca](mailto:CampbellS1@camosun.bc.ca) or, for labour relations/human rights matters, please contact Sonja Kennedy, Labour Relations Specialist, at 250-370-3013 or by email at [KennedyS@camosun.bc.ca](mailto:KennedyS@camosun.bc.ca).

If you're unable to reach Sarah or Sonja, you're welcome to contact Cindy Kwok, our Executive Assistant, at (250) 370-3106 or by email at [KwokC@camosun.bc.ca](mailto:KwokC@camosun.bc.ca) (after she returns  on July 26th) and she will be happy to help you.

Warm regards,  
Barb Severyn  
Executive Director of Human Resources  
Camosun College


**APPLICATION FOR EXTENSION – COMPLIANCE ASSESSMENT**
*Federal Contractors Program*

Contractors may apply for an extension where unforeseen circumstances interfere with the original due date for submitting documentation to complete a Compliance Assessment under the Federal Contractors Program.

**PROCEDURE FOR THE EXTENSION**

1. Contractors may apply for an extension in situations that are unforeseen and interfere with their submission deadline.
2. The Application for Extension must be signed by a senior manager of the corporation (i.e. CEO, owner, authorized manager).

Once completed, the form can be submitted by e-mail to: [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

I, the undersigned, on behalf of \_\_\_\_\_ Camosun College \_\_\_\_\_

(NAME OF COMPANY and AGREEMENT TO IMPLEMENT  
 EMPLOYMENT EQUITY (AIEE) NUMBER)

Agree to the following statements:

1. I have the authority to sign on behalf of this company. My signature has the value of legally binding this company to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.

**I am making the claim that *Camosun College* is unable to submit the documentation for the Compliance Assessment within the deadline as required by the Federal Contractors Program. I am therefore requesting an extension until February 28, 2018 because of:**

Thank you for consideration of our request for an extension. We are working to provide the requested information however face a number of barriers to meeting the initial deadline provided to us.

There have been, and unfortunately continue to be, resourcing issues within the HR department. I have recently joined the department as the Human Resources Team Leader following the position being vacant for several months. This position provides leadership and support for all operational HR work however the vacancy resulted in a number of priorities not being able to be addressed. In 2014, Marie Glover did much of the work needed for the 2014 compliance assessment to assist the HR department's HR Generalist in completing this work. Marie [REDACTED] and regrettably took her knowledge of the employment equity assessment with her. This is a large knowledge gap that we need to close. If there are training materials or supports that can be provided to us, that would be most appreciated.

The department has also been undergoing a number of technical upgrades due to IT requirements. The College's internal HR Information System (HRIS) was migrated to Sequel over the last two years which has significantly delayed a number of process updates and prevented testing of data and reports in the new version of the HRIS. The information needed for the employment equity reporting has not yet been tested. We have requested the internal reports be run and delivered to us, as another department is responsible for generating those reports. However, even when we receive the data, a high manual data entry component required by our HR Assistants in order to translate the report generated by the HRIS system to transfer it to WEIMS. Further review of NOC codes and updating to current standards appears to be needed for this assessment; however, that work has been delayed due to the Sequel migration.

Without Ms. Glover's support, our HR assistants and the HR Generalist will now be responsible for the data entry and reviewing the analytics. This team is working on processing a high volume amount of faculty contracts as we prepare for Winter semester and bring on employee's who need to be set up for pay and employment start dates. This team is also tasked with participation in a College wide technical project as the Colleague system is being renewed and individuals on our team must commit to a minimum of one day a week for the project. Our resourcing is very stretched and the intensive manual requirement of providing the necessary information for the assessment is not able to be met by the initial timeline.



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An extension until the end of February will allow us to gather the information and learn what format the information needs to be provided to your area. We are committed to complying with the request and look forward to receiving any help or support you may be able to offer.

Thank you  
Sarah Campbell

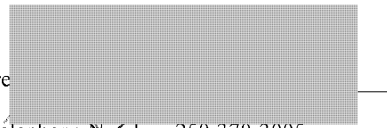
Sarah Campbell  
Team Lead, Human Resources  
250-370-3010 | 3100 Foul Bay Road | Victoria BC V8P 5J2 | [www.camosun.ca](http://www.camosun.ca)

As a senior manager of the corporation, I hereby state that all these statements are correct to the best of my knowledge, and I am requesting an extension.

Date: \_\_\_\_\_

Name: Barbara Severyn

Signature



Title: Executive Director, Human Resources Telephone Number: 250-370-3005

Email address: [SeverynB@camosun.bc.ca](mailto:SeverynB@camosun.bc.ca)

Address: Lansdowne Campus, 3100 Foul Bay Road, Victoria BC, V8P 5J2, Canada



## APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

### *Federal Contractors Program*

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

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I, the undersigned, on behalf of (legal name of organization) **Camosun College** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) \_\_\_\_\_, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) May 15, 2018 for the following reason(s):

(Please describe) **Unfortunately, we experienced technical issues in receiving the supporting documents from the Federal Government in the time frame originally expected. Technical assistance was required from the IT department to address the issue and this delay prevented us from working on this for the month of January. While they were sent in December 2017, we didn't receive them until February 7, 2018. During January and February, work on other projects in the College increased. We are under significant pressure with competing priorities and limited resources.**

**The HR department is heavily involved in a major College project. This is a high priority for Camosun's database upgrades to the HRIS and business process changes. This is requiring far more resources than expected, which relies on the HR Generalist, Team Leader, HR and our HR Assistants. There is a**

**Our team has hired a part time temporary resource to assist with this employment equity work. Work is underway on this process however we don't expect to be able to meet our business needs and the requirements for this project until mid May.**

**Thank you,  
Sarah Campbell  
HR Team Leader**





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

Name: **Barbara J. Severyn**

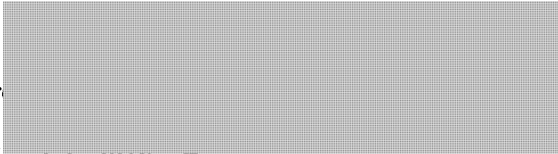
Position Title: **Executive Director, Human Resources**

Email address: **severynb@camosun.bc.ca**

Telephone number: **250-370-3005**

Business address: **3100 Foul Bay Road, Victoria BC, V8P 5J2**

Signature



Date: **March 6, 2018**

**From:** Yakibonge, Maurice [NC] **On Behalf Of** EE-EME  
**Sent:** March 12, 2018 8:12 AM  
**To:** 'severynb@camosun.bc.ca' <severynb@camosun.bc.ca>  
**Cc:** 'Sarah Campbell' <campbells1@camosun.bc.ca>  
**Subject:** Extension to Submit Federal Contractors Program Compliance Assessment Information - 100143

Good morning,

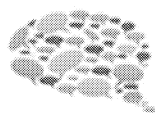
You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until **May 15, 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

Maurice Yakibonge

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



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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

**From:** Sarah Campbell [<mailto:campbells1@camosun.bc.ca>]  
**Sent:** March-06-18 4:53 PM  
**To:** Yakibonge, Maurice [NC]  
**Subject:** RE: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Hi Maurice,

The Executive Director of HR who sits on the College Executive Team reviewed and signed off on our extension request for consideration.

Jacquie and I are scheduled in a number of full days for the project that we're on over the next two weeks and we don't have any time free in our calendars. Could you confirm what timing you foresee needing for the conference call and we can schedule it for the week of March 19<sup>th</sup>?

Thank you,

Sarah Campbell

Team Lead, Human Resources

250-370-3010 | 3100 Foul Bay Road | Victoria BC V8P 5J2 | [www.camosun.ca](http://www.camosun.ca)



**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) [<mailto:maurice.yakibonge@labour-travail.gc.ca>]  
**Sent:** March 6, 2018 6:16 AM  
**To:** Sarah Campbell <[campbells1@camosun.bc.ca](mailto:campbells1@camosun.bc.ca)>  
**Subject:** RE: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Good morning Sarah,

Thank you for your prompt reply. If in the meantime you need assistance, please feel free to contact me.

Thank you,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099



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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

**From:** Sarah Campbell [<mailto:campbells1@camosun.bc.ca>]  
**Sent:** March-05-18 4:04 PM  
**To:** Yakibonge, Maurice [NC]  
**Subject:** RE: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Hi Maurice,

I misunderstood your previous email that you had agreed to the extension to the end of March given the technical issues during the month of January that the College experienced in receiving your information and supporting documents for the work that we need to undertake, and if a further extension were needed, that the form would need to be filled out.

I will endeavour to have the extension form filled it as soon as possible and to you.

Thanks,

Sarah Campbell

Team Lead, Human Resources

250-370-3010 | 3100 Foul Bay Road | Victoria BC V8P 5J2 | [www.camosun.ca](http://www.camosun.ca)



**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) [mailto:[maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca)]

**Sent:** March 5, 2018 12:53 PM

**To:** Sarah Campbell <[campbells1@camosun.bc.ca](mailto:campbells1@camosun.bc.ca)>

**Subject:** RE: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Good afternoon Sarah,

This is to remind you that the deadline to submit the information for the second assessment is now over. I have not received the signed form for another extension. Please let me know if you need assistance.

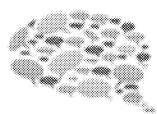
Could you please let me know when you are available for a conference call?

Thank you,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099



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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

**From:** Yakibonge, Maurice [NC]

**Sent:** February-13-18 5:23 PM

**To:** 'Sarah Campbell'

**Subject:** RE: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Good afternoon Sarah,

Thank you for your email. It is possible to grant you a month's extension. It is nevertheless important that you fill out the form I have sent you. Once the signed document is received, I will ensure that a response is sent to you as soon as possible.

Please feel free to call me if you have any questions.

Thank you,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099



Rejoignez-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:** Sarah Campbell [<mailto:campbells1@camosun.bc.ca>]

**Sent:** February-13-18 12:07 PM

**To:** Yakibonge, Maurice [NC]

**Subject:** RE: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Good morning Maurice,

Would there be any initial consideration for a month's extension given the technical difficulties we experienced receiving the information from the federal government's office to assist us? We were expecting that information several weeks ago but due to the challenges in receiving it from you, we were not able to use our time in January to work on this.

If there is another person that I should speak to in your office about this, please provide their contact information.

Thank you for your assistance,

Sarah Campbell

Team Lead, Human Resources

250-370-3010 | 3100 Foul Bay Road | Victoria BC V8P 5J2 | [www.camosun.ca](http://www.camosun.ca)



**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) [<mailto:maurice.yakibonge@labour-travail.gc.ca>]

**Sent:** February 13, 2018 8:05 AM

**To:** Sarah Campbell <[campbells1@camosun.bc.ca](mailto:campbells1@camosun.bc.ca)>

**Subject:** RE: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Good morning Sarah,

Thank you for your email. It is possible to request another extension for the submission of the subsequent compliance assessment if you have valid reasons. Please find attached an application for requesting an extension. The application must be signed by a senior official of your organisation (CEO, President or vice-president, authorized manager). Please complete it and return it to us at [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca) before the deadline (Feb 28<sup>th</sup>, 2018).

If you have any questions, please do not hesitate to contact me.

Kind regards,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099



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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

**From:** Sarah Campbell [<mailto:campbells1@camosun.bc.ca>]

**Sent:** February-07-18 12:32 PM

**To:** Yakibonge, Maurice [NC]

**Subject:** RE: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Hi Maurice,

Thank you for this information. As this is my first viewing of it, I'll get in touch with you when we have questions.

I appreciate that you sent this information on your end in January however due to the technical issues, we have only received it today which will not provide us much time to work on this for the February 28<sup>th</sup> date. As you'll be aware from our initial submission, we have limited resources in the department to dedicate to this work which will need to be manually done. The IT project that is occurring requires the same resources and expertise needed for this work and there are several days already dedicated to that project this month which I am unable to change.

We will of course get started however I want to be transparent about my concerns about meeting this timeline. What is the process to request a further extension?

Thank you,

Sarah Campbell

Team Lead, Human Resources

250-370-3010 | 3100 Foul Bay Road | Victoria BC V8P 5J2 | [www.camosun.ca](http://www.camosun.ca)



**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) [mailto:[maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca)]

**Sent:** February 7, 2018 9:14 AM

**To:** Sarah Campbell <[campbells1@camosun.bc.ca](mailto:campbells1@camosun.bc.ca)>

**Subject:** FW: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Good morning Sarah,

Thank you for the confirmation you sent me yesterday. Please find below the email that was sent to you in January.

Should you have any question, please feel free to contact me.

Thank you,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099



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**From:** Yakibonge, Maurice [NC]

**Sent:** January-05-18 7:41 AM

**To:** 'Sarah Campbell'

**Subject:** FW: Government of Canada Agreement 100143 – Subsequent Compliance Assessment under the Federal Contractors Program - New Reporting Tool

Good morning Sarah,

We are writing to provide your organization with a new reporting tool – the FCP Achievement Report – that is designed to support you in completing the subsequent compliance assessment that is scheduled for February 28, 2018. The FCP Achievement Report gathers the data that was submitted by your organization for the first/previous compliance assessment and compares it to the data being submitted for the subsequent/current compliance assessment to determine whether reasonable progress was made towards decreasing areas of under-representation.

Accordingly, attached you will find the following three documents:

- Achievement Report – prepopulated with the information your organization submitted for the previous compliance assessment (please verify)
- Federal Contractors Program Achievement Report Instructions – detailed instructions on how to use the tool
- Quick Reference Guide for Contractors – explains all the steps required in order to complete your compliance assessment.

Should you have any questions, please do not hesitate to contact us.

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[ee-eme@hrsdcc-rhdcc.gc.ca](mailto:ee-eme@hrsdcc-rhdcc.gc.ca)

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdcc-rhdcc.gc.ca](mailto:ee-eme@hrsdcc-rhdcc.gc.ca)



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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!





**FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA**

Reporting Period 2015-08-21 to 2017-08-31

**GEOGRAPHICAL AREAS**

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
British Columbia	814	170	0	984	Vancouver	814	170	0	984
<b>Total Employees in Canada</b>				<b>984</b>	<b>Total Employees in Canada</b>				<b>984</b>



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	4	2	2							1		1
	3	3	1	2									
	2												
	1	1		1									
	<b>Total</b>	8	3	5							1		1
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4	12	8	4									
	3	5	2	3	1		1	1	1				
	2	11	5	6							1		1
	1	8	4	4							1		1
	<b>Total</b>	36	19	17	1		1	1	1		2		2
<b>Professionals</b>  Top Range: \$ 95,000 - \$99,999 Bottom Range: Under \$5,000	4	326	142	184	2		2	10	6	4	31	21	10
	3	107	44	63	4	1	3	1		1	5	1	4
	2	68	20	48	3	2	1	4	1	3	8	3	5
	1	30	19	11	2	1	1	1	1				
	<b>Total</b>	531	225	306	11	4	7	16	8	8	44	25	19
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1									
	3	5	4	1									
	2	28	19	9	1	1		2	1	1	1		1
	1	1	1										
	<b>Total</b>	35	24	11	1	1		2	1	1	1		1

Camosun College (certificate # 100143)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 35,000 - \$39,999	4	2		2									
	3												
	2												
	1	1		1									
	<b>Total</b>	3		3									
<b>Supervisors: Crafts and Trades</b>  Top Range: \$ 65,000 - \$69,999  Bottom Range: \$ 45,000 - \$49,999	4	2	2										
	3	1	1										
	2	2	2										
	1	2	1	1									
	<b>Total</b>	7	6	1									
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 65,000 - \$69,999  Bottom Range: \$ 5,000 - \$ 9,999	4	37	4	33				1		1	2		2
	3	61	6	55	4	1	3	2	1	1	5	1	4
	2	2		2									
	1	2		2									
	<b>Total</b>	102	10	92	4	1	3	3	1	2	7	1	6
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3												
	2												
	1	1		1									
	<b>Total</b>	2		2									



Camosun College (certificate # 100143)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Skilled Crafts and Trades Workers</b>  Top Range: \$ 55,000 - \$59,999  Bottom Range: \$ 40,000 - \$44,999	4	3	3										
	3	4	4										
	2												
	1	4	4								1	1	
	<b>Total</b>	11	11								1	1	
<b>Clerical Personnel</b>  Top Range: \$ 55,000 - \$59,999  Bottom Range: \$ 30,000 - \$34,999	4	2	1	1									
	3	31	12	19							2	1	1
	2	3	1	2									
	1	1		1									
	<b>Total</b>	37	14	23							2	1	1
<b>Intermediate Sales and Service Personnel</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 20,000 - \$24,999	4	3		3									
	3												
	2	1		1									
	1	1	1										
	<b>Total</b>	5	1	4									
<b>Semi-Skilled Manual Workers</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 35,000 - \$39,999	4	1		1									
	3												
	2	1		1									
	1	1	1										
	<b>Total</b>	3	1	2									

Camosun College (certificate # 100143)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Other Sales and Service Personnel</b>	<b>4</b>	<b>1</b>	<b>1</b>										
<b>Top Range: \$ 55,000 - \$59,999</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>									
<b>Bottom Range: \$ 35,000 - \$39,999</b>	<b>2</b>	<b>24</b>	<b>20</b>	<b>4</b>							<b>1</b>	<b>1</b>	
	<b>1</b>	<b>1</b>	<b>1</b>										
<b>Total</b>		<b>28</b>	<b>23</b>	<b>5</b>							<b>1</b>	<b>1</b>	
<b>Other Manual Workers</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>									
<b>Top Range: \$ 45,000 - \$49,999</b>	<b>3</b>	<b>2</b>	<b>2</b>										
<b>Bottom Range: \$ 35,000 - \$39,999</b>	<b>2</b>	<b>1</b>	<b>1</b>										
	<b>1</b>	<b>1</b>		<b>1</b>									
<b>Total</b>		<b>6</b>	<b>4</b>	<b>2</b>									
<b>Total Number of Employees</b>		<b>814</b>	<b>341</b>	<b>473</b>	<b>17</b>	<b>6</b>	<b>11</b>	<b>22</b>	<b>11</b>	<b>11</b>	<b>59</b>	<b>29</b>	<b>30</b>



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**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
Part-Time / National  
Reporting Period 2015-08-21 to 2017-08-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Professionals</b>	<b>4</b>	<b>6</b>		<b>6</b>									
<b>Top Range: \$ 90,000 - \$94,999</b>	<b>3</b>	<b>16</b>	<b>7</b>	<b>9</b>	<b>1</b>		<b>1</b>						
<b>Bottom Range: \$ 5,000 - \$ 9,999</b>	<b>2</b>	<b>47</b>	<b>13</b>	<b>34</b>	<b>3</b>		<b>3</b>				<b>3</b>	<b>1</b>	<b>2</b>
	<b>1</b>	<b>33</b>	<b>8</b>	<b>25</b>	<b>3</b>		<b>3</b>				<b>3</b>	<b>1</b>	<b>2</b>
	<b>Total</b>	<b>102</b>	<b>28</b>	<b>74</b>	<b>7</b>		<b>7</b>				<b>6</b>	<b>2</b>	<b>4</b>
<b>Semi-Professionals and Technicians</b>	<b>4</b>	<b>13</b>	<b>2</b>	<b>11</b>							<b>1</b>		<b>1</b>
<b>Top Range: \$ 55,000 - \$59,999</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>							<b>1</b>		<b>1</b>
<b>Bottom Range: \$ 5,000 - \$ 9,999</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>4</b>									
	<b>1</b>	<b>8</b>	<b>4</b>	<b>4</b>							<b>1</b>	<b>1</b>	
	<b>Total</b>	<b>31</b>	<b>9</b>	<b>22</b>							<b>3</b>	<b>1</b>	<b>2</b>
<b>Administrative and Senior Clerical Personnel</b>	<b>4</b>	<b>1</b>		<b>1</b>									
<b>Top Range: \$ 40,000 - \$44,999</b>	<b>3</b>	<b>4</b>		<b>4</b>							<b>1</b>		<b>1</b>
<b>Bottom Range: \$ 15,000 - \$19,999</b>	<b>2</b>	<b>5</b>		<b>5</b>									
	<b>1</b>	<b>2</b>		<b>2</b>									
	<b>Total</b>	<b>12</b>		<b>12</b>							<b>1</b>		<b>1</b>
<b>Clerical Personnel</b>	<b>4</b>	<b>2</b>		<b>2</b>									
<b>Top Range: \$ 45,000 - \$49,999</b>	<b>3</b>	<b>1</b>		<b>1</b>									
<b>Bottom Range: \$ 5,000 - \$ 9,999</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>1</b>									
	<b>1</b>	<b>4</b>	<b>1</b>	<b>3</b>							<b>1</b>		<b>1</b>
	<b>Total</b>	<b>10</b>	<b>3</b>	<b>7</b>							<b>1</b>		<b>1</b>



Camosun College (certificate # 100143)

Form 2 B

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
Part-Time / National  
Reporting Period 2015-08-21 to 2017-08-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Intermediate Sales and Service Personnel</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 5,000 - \$ 9,999	4	1		1									
	3												
	2	1		1									
	1	2		2									
	<b>Total</b>	<b>4</b>		<b>4</b>									
<b>Semi-Skilled Manual Workers</b>  Top Range: \$ 20,000 - \$24,999  Bottom Range: \$ 15,000 - \$19,999	4	1		1									
	3												
	2												
	1	1		1									
	<b>Total</b>	<b>2</b>		<b>2</b>									
<b>Other Sales and Service Personnel</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 10,000 - \$14,999	4	2		2									
	3												
	2	2		2									
	1	3	2	1									
	<b>Total</b>	<b>7</b>	<b>2</b>	<b>5</b>									
<b>Other Manual Workers</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 40,000 - \$44,999	4												
	3												
	2												
	1	2	2										
	<b>Total</b>	<b>2</b>	<b>2</b>										

Camosun College (certificate # 100143)

Form 2 B

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>170</b>	<b>44</b>	<b>126</b>	<b>7</b>		<b>7</b>				<b>11</b>	<b>3</b>	<b>8</b>



Camosun College (certificate # 100143)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	4	2	2							1		1
	3	3	1	2									
	2												
	1	1		1									
	<b>Total</b>	8	3	5							1		1
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4	12	8	4									
	3	5	2	3	1		1	1	1				
	2	11	5	6							1		1
	1	8	4	4							1		1
	<b>Total</b>	36	19	17	1		1	1	1	1	2		2
<b>Professionals</b>  Top Range: \$ 95,000 - \$99,999 Bottom Range: Under \$5,000	4	326	142	184	2		2	10	6	4	31	21	10
	3	107	44	63	4	1	3	1		1	5	1	4
	2	68	20	48	3	2	1	4	1	3	8	3	5
	1	30	19	11	2	1	1	1	1				
	<b>Total</b>	531	225	306	11	4	7	16	8	8	44	25	19
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1									
	3	5	4	1									
	2	28	19	9	1	1		2	1	1	1		1
	1	1	1										
	<b>Total</b>	35	24	11	1	1		2	1	1	1		1



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 35,000 - \$39,999	4	2		2									
	3												
	2												
	1	1		1									
	<b>Total</b>		3		3								
<b>Supervisors: Crafts and Trades</b>  Top Range: \$ 65,000 - \$69,999  Bottom Range: \$ 45,000 - \$49,999	4	2	2										
	3	1	1										
	2	2	2										
	1	2	1	1									
	<b>Total</b>		7	6	1								
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 65,000 - \$69,999  Bottom Range: \$ 5,000 - \$ 9,999	4	37	4	33				1		1	2		2
	3	61	6	55	4	1	3	2	1	1	5	1	4
	2	2		2									
	1	2		2									
	<b>Total</b>		102	10	92	4	1	3	3	1	2	7	1
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3												
	2												
	1	1		1									
	<b>Total</b>		2		2								



Camosun College (certificate # 100143)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Skilled Crafts and Trades Workers</b>  Top Range: \$ 55,000 - \$59,999  Bottom Range: \$ 40,000 - \$44,999	4	3	3										
	3	4	4										
	2												
	1	4	4								1	1	
	<b>Total</b>	11	11								1	1	
<b>Clerical Personnel</b>  Top Range: \$ 55,000 - \$59,999  Bottom Range: \$ 30,000 - \$34,999	4	2	1	1									
	3	31	12	19							2	1	1
	2	3	1	2									
	1	1		1									
	<b>Total</b>	37	14	23							2	1	1
<b>Intermediate Sales and Service Personnel</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 20,000 - \$24,999	4	3		3									
	3												
	2	1		1									
	1	1	1										
	<b>Total</b>	5	1	4									
<b>Semi-Skilled Manual Workers</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 35,000 - \$39,999	4	1		1									
	3												
	2	1		1									
	1	1	1										
	<b>Total</b>	3	1	2									

Camosun College (certificate # 100143)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Other Sales and Service Personnel</b>	<b>4</b>	<b>1</b>	<b>1</b>										
<b>Top Range: \$ 55,000 - \$59,999</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>									
<b>Bottom Range: \$ 35,000 - \$39,999</b>	<b>2</b>	<b>24</b>	<b>20</b>	<b>4</b>							<b>1</b>	<b>1</b>	
	<b>1</b>	<b>1</b>	<b>1</b>										
<b>Total</b>		<b>28</b>	<b>23</b>	<b>5</b>							<b>1</b>	<b>1</b>	
<b>Other Manual Workers</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>									
<b>Top Range: \$ 45,000 - \$49,999</b>	<b>3</b>	<b>2</b>	<b>2</b>										
<b>Bottom Range: \$ 35,000 - \$39,999</b>	<b>2</b>	<b>1</b>	<b>1</b>										
	<b>1</b>	<b>1</b>		<b>1</b>									
<b>Total</b>		<b>6</b>	<b>4</b>	<b>2</b>									
<b>Total Number of Employees</b>		<b>814</b>	<b>341</b>	<b>473</b>	<b>17</b>	<b>6</b>	<b>11</b>	<b>22</b>	<b>11</b>	<b>11</b>	<b>59</b>	<b>29</b>	<b>30</b>



Camosun College (certificate # 100143)

Form 2 B

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Professionals</b>  Top Range: \$ 90,000 - \$94,999  Bottom Range: \$ 5,000 - \$ 9,999	4	6		6									
	3	16	7	9	1		1						
	2	47	13	34	3		3			3	1	2	
	1	33	8	25	3		3			3	1	2	
	<b>Total</b>	102	28	74	7		7			6	2	4	
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 55,000 - \$59,999  Bottom Range: \$ 5,000 - \$ 9,999	4	13	2	11							1		1
	3	5	2	3							1		1
	2	5	1	4									
	1	8	4	4						1	1		
	<b>Total</b>	31	9	22						3	1	2	
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 15,000 - \$19,999	4	1		1									
	3	4		4							1		1
	2	5		5									
	1	2		2									
	<b>Total</b>	12		12							1		1
<b>Clerical Personnel</b>  Top Range: \$ 45,000 - \$49,999  Bottom Range: \$ 5,000 - \$ 9,999	4	2		2									
	3	1		1									
	2	3	2	1									
	1	4	1	3							1		1
	<b>Total</b>	10	3	7							1		1



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Form 2 B

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Intermediate Sales and Service Personnel</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 5,000 - \$ 9,999	4	1		1									
	3												
	2	1		1									
	1	2		2									
	<b>Total</b>	<b>4</b>		<b>4</b>									
<b>Semi-Skilled Manual Workers</b>  Top Range: \$ 20,000 - \$24,999  Bottom Range: \$ 15,000 - \$19,999	4	1		1									
	3												
	2												
	1	1		1									
	<b>Total</b>	<b>2</b>		<b>2</b>									
<b>Other Sales and Service Personnel</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 10,000 - \$14,999	4	2		2									
	3												
	2	2		2									
	1	3	2	1									
	<b>Total</b>	<b>7</b>	<b>2</b>	<b>5</b>									
<b>Other Manual Workers</b>  Top Range: \$ 40,000 - \$44,999  Bottom Range: \$ 40,000 - \$44,999	4												
	3												
	2												
	1	2	2										
	<b>Total</b>	<b>2</b>	<b>2</b>										



Camosun College (certificate # 100143)

Form 2 B

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>170</b>	<b>44</b>	<b>126</b>	<b>7</b>		<b>7</b>				<b>11</b>	<b>3</b>	<b>8</b>



**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	16	7	9	1		1	1	1				
\$ 15,000 - \$19,999	10	7	3									
\$ 20,000 - \$24,999	7	6	1	1	1							
\$ 25,000 - \$29,999	12	7	5	1	1		2	1	1	1	1	
\$ 30,000 - \$34,999	9	3	6	1	1					1	1	
\$ 35,000 - \$37,499	3	1	2									
\$ 37,500 - \$39,999	10	4	6				1		1			
\$ 40,000 - \$44,999	47	15	32	1		1				4	2	2
\$ 45,000 - \$49,999	157	51	106	6	2	4	5	2	3	12	3	9
\$ 50,000 - \$59,999	126	53	73	3	1	2	2		2	6	1	5
\$ 60,000 - \$69,999	37	21	16							2		2
\$ 70,000 - \$84,999	89	35	54	1		1				5	4	1
\$ 85,000 - \$99,999	271	120	151	1		1	11	7	4	27	17	10
\$100,000 and over	20	11	9	1		1				1		1
<b>Total Number of Employees</b>	<b>814</b>	<b>341</b>	<b>473</b>	<b>17</b>	<b>6</b>	<b>11</b>	<b>22</b>	<b>11</b>	<b>11</b>	<b>59</b>	<b>29</b>	<b>30</b>



Camosun College (certificate # 100143)

Form 3 B

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 5,000 - \$ 7,499	3	1	2									
\$ 7,500 - \$ 9,999	5	3	2									
\$ 10,000 - \$12,499	3	1	2							1	1	
\$ 12,500 - \$14,999	7	3	4							1		1
\$ 15,000 - \$17,499	2	1	1									
\$ 17,500 - \$19,999	9	3	6									
\$ 20,000 - \$22,499	12	4	8							1	1	
\$ 22,500 - \$24,999	16	1	15	1		1				1		1
\$ 25,000 - \$29,999	16	2	14	2		2				3	1	2
\$ 30,000 - \$34,999	15	2	13	1		1				3		3
\$ 35,000 - \$39,999	21	5	16	1		1						
\$ 40,000 - \$49,999	37	11	26	1		1						
\$ 50,000 and over	24	7	17	1		1				1		1
<b>Total Number of Employees</b>	<b>170</b>	<b>44</b>	<b>126</b>	<b>7</b>		<b>7</b>				<b>11</b>	<b>3</b>	<b>8</b>

Camosun College (certificate # 100143)

Form 3 A

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
 Full-Time / British Columbia  
 Reporting Period 2015-08-21 to 2017-08-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	16	7	9	1		1	1	1				
\$ 15,000 - \$19,999	10	7	3									
\$ 20,000 - \$24,999	7	6	1	1	1							
\$ 25,000 - \$29,999	12	7	5	1	1		2	1	1	1	1	
\$ 30,000 - \$34,999	9	3	6	1	1					1	1	
\$ 35,000 - \$37,499	3	1	2									
\$ 37,500 - \$39,999	10	4	6				1		1			
\$ 40,000 - \$44,999	47	15	32	1		1				4	2	2
\$ 45,000 - \$49,999	157	51	106	6	2	4	5	2	3	12	3	9
\$ 50,000 - \$59,999	126	53	73	3	1	2	2		2	6	1	5
\$ 60,000 - \$69,999	37	21	16							2		2
\$ 70,000 - \$84,999	89	35	54	1		1				5	4	1
\$ 85,000 - \$99,999	271	120	151	1		1	11	7	4	27	17	10
\$100,000 and over	20	11	9	1		1				1		1
<b>Total Number of Employees</b>	<b>814</b>	<b>341</b>	<b>473</b>	<b>17</b>	<b>6</b>	<b>11</b>	<b>22</b>	<b>11</b>	<b>11</b>	<b>59</b>	<b>29</b>	<b>30</b>



**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 5,000 - \$ 7,499	3	1	2									
\$ 7,500 - \$ 9,999	5	3	2									
\$ 10,000 - \$12,499	3	1	2							1	1	
\$ 12,500 - \$14,999	7	3	4							1		1
\$ 15,000 - \$17,499	2	1	1									
\$ 17,500 - \$19,999	9	3	6									
\$ 20,000 - \$22,499	12	4	8							1	1	
\$ 22,500 - \$24,999	16	1	15	1		1				1		1
\$ 25,000 - \$29,999	16	2	14	2		2				3	1	2
\$ 30,000 - \$34,999	15	2	13	1		1				3		3
\$ 35,000 - \$39,999	21	5	16	1		1						
\$ 40,000 - \$49,999	37	11	26	1		1						
\$ 50,000 and over	24	7	17	1		1				1		1
<b>Total Number of Employees</b>	<b>170</b>	<b>44</b>	<b>126</b>	<b>7</b>		<b>7</b>				<b>11</b>	<b>3</b>	<b>8</b>

**Camosun College (certificate # 100143)**

Form 4 A

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

**Full-Time / National**

**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	1	1									
Middle and Other Managers	10	6	4									
Professionals	41	18	23							2	2	
Semi-Professionals and Technicians	6	5	1									
Administrative and Senior Clerical Personnel	19	4	15	3		3				2		2
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	7	3	4									
Other Sales and Service Personnel	4	4										
Other Manual Workers	2	2										
<b>Total Number of Employees Hired</b>	<b>92</b>	<b>44</b>	<b>48</b>	<b>3</b>		<b>3</b>				<b>4</b>	<b>2</b>	<b>2</b>

**Camosun College (certificate # 100143)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	14	2	12									
<b>Semi-Professionals and Technicians</b>	3	2	1									
<b>Administrative and Senior Clerical Personnel</b>	2	1	1									
<b>Clerical Personnel</b>	3	2	1									
<b>Semi-Skilled Manual Workers</b>	1		1									
<b>Other Sales and Service Personnel</b>	1		1									
<b>Total Number of Employees Hired</b>	24	7	17									

**Camosun College (certificate # 100143)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	1	1									
Middle and Other Managers	10	6	4									
Professionals	41	18	23							2	2	
Semi-Professionals and Technicians	6	5	1									
Administrative and Senior Clerical Personnel	19	4	15	3		3				2		2
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	7	3	4									
Other Sales and Service Personnel	4	4										
Other Manual Workers	2	2										
<b>Total Number of Employees Hired</b>	<b>92</b>	<b>44</b>	<b>48</b>	<b>3</b>		<b>3</b>				<b>4</b>	<b>2</b>	<b>2</b>

**Camosun College (certificate # 100143)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Part-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	14	2	12									
<b>Semi-Professionals and Technicians</b>	3	2	1									
<b>Administrative and Senior Clerical Personnel</b>	2	1	1									
<b>Clerical Personnel</b>	3	2	1									
<b>Semi-Skilled Manual Workers</b>	1		1									
<b>Other Sales and Service Personnel</b>	1		1									
<b>Total Number of Employees Hired</b>	24	7	17									

**Camosun College (certificate # 100143)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	4	1	3	1		1				1		1
<b>Professionals</b>	5	2	3									
<b>Semi-Professionals and Technicians</b>	1	1										
<b>Supervisors: Crafts and Trades</b>	1	1										
<b>Administrative and Senior Clerical Personnel</b>	9	1	8	2		2						
<b>Skilled Crafts and Trades Workers</b>	1	1								1	1	
<b>Other Sales and Service Personnel</b>	1		1									
<b>Total Number of Employees Promoted</b>	<b>22</b>	<b>7</b>	<b>15</b>	<b>3</b>		<b>3</b>				<b>2</b>	<b>1</b>	<b>1</b>
<b>Total Number of Promotions</b>	<b>22</b>	<b>7</b>	<b>15</b>	<b>3</b>		<b>3</b>				<b>2</b>	<b>1</b>	<b>1</b>



**Camosun College (certificate # 100143)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Part-Time / National**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	1		1	1		1						
<b>Total Number of Employees Promoted</b>	1		1	1		1						
<b>Total Number of Promotions</b>	1		1	1		1						

**Camosun College (certificate # 100143)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	4	1	3	1		1				1		1
<b>Professionals</b>	5	2	3									
<b>Semi-Professionals and Technicians</b>	1	1										
<b>Supervisors: Crafts and Trades</b>	1	1										
<b>Administrative and Senior Clerical Personnel</b>	9	1	8	2		2						
<b>Skilled Crafts and Trades Workers</b>	1	1								1	1	
<b>Other Sales and Service Personnel</b>	1		1									
<b>Total Number of Employees Promoted</b>	<b>22</b>	<b>7</b>	<b>15</b>	<b>3</b>		<b>3</b>				<b>2</b>	<b>1</b>	<b>1</b>
<b>Total Number of Promotions</b>	<b>22</b>	<b>7</b>	<b>15</b>	<b>3</b>		<b>3</b>				<b>2</b>	<b>1</b>	<b>1</b>



**Camosun College (certificate # 100143)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Part-Time / British Columbia**  
**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	1		1	1		1						
<b>Total Number of Employees Promoted</b>	1		1	1		1						
<b>Total Number of Promotions</b>	1		1	1		1						

**Camosun College (certificate # 100143)**

Form 6 A

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Full-Time / National**

**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	7	3	4									
<b>Professionals</b>	8	5	3				1		1			
<b>Supervisors</b>	1	1										
<b>Administrative and Senior Clerical Personnel</b>	10	2	8	1		1						
<b>Skilled Crafts and Trades Workers</b>	1	1					1	1		1	1	
<b>Other Sales and Service Personnel</b>	2	2										
<b>Total Number of Employees Terminated</b>	<b>29</b>	<b>14</b>	<b>15</b>	<b>1</b>		<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	

**Camosun College (certificate # 100143)**

Form 6 B

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Part-Time / National**

**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	2		2									
<b>Administrative and Senior Clerical Personnel</b>	2	1	1									
<b>Total Number of Employees Terminated</b>	4	1	3									

Camosun College (certificate # 100143)

Form 6 A

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / British Columbia

Reporting Period 2015-08-21 to 2017-08-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	7	3	4									
<b>Professionals</b>	8	5	3				1		1			
<b>Supervisors</b>	1	1										
<b>Administrative and Senior Clerical Personnel</b>	10	2	8	1		1						
<b>Skilled Crafts and Trades Workers</b>	1	1					1	1		1	1	
<b>Other Sales and Service Personnel</b>	2	2										
<b>Total Number of Employees Terminated</b>	<b>29</b>	<b>14</b>	<b>15</b>	<b>1</b>		<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	

**Camosun College (certificate # 100143)**

Form 6 B

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Part-Time / British Columbia**

**Reporting Period 2015-08-21 to 2017-08-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	2		2									
<b>Administrative and Senior Clerical Personnel</b>	2	1	1									
<b>Total Number of Employees Terminated</b>	4	1	3									



Workplace Equity Information Management System - Camosun College

**Workforce Analysis - Summary Report**

Date: 2017-08-31

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	8	5	62.5 %	27.4 %	2	3
02 : Middle and Other Managers	36	17	47.2 %	38.9 %	14	3
03 : Professionals	633	380	60.0 %	54.4 %	344	36
04 : Semi-Professionals and Technicians	66	33	50.0 %	55.0 %	36	-3
05 : Supervisors	3	3	100.0 %	51.4 %	2	1
06 : Supervisors: Crafts and Trades	7	1	14.3 %	10.3 %	1	0
07 : Administrative and Senior Clerical Personnel	114	104	91.2 %	79.0 %	90	14
08 : Skilled Sales and Service Personnel	2	2	100.0 %	59.3 %	1	1
09 : Skilled Crafts and Trades Workers	11	0	0.0 %	1.6 %	0	0
10 : Clerical Personnel	47	30	63.8 %	70.0 %	33	-3
11 : Intermediate Sales and Service Personnel	9	8	88.9 %	64.2 %	6	2
12 : Semi-Skilled Manual Workers	5	4	80.0 %	17.1 %	1	3
13 : Other Sales and Service Personnel	35	10	28.6 %	57.8 %	20	-10
14 : Other Manual Workers	8	2	25.0 %	30.1 %	2	0
<b>Total</b>	<b>984</b>	<b>599</b>	<b>60.8 %</b>	<b>56.2 %</b>	<b>552</b>	<b>47</b>

Total may not equal sum of components due to rounding.





Workplace Equity Information Management System - Camosun College

**Workforce Analysis - Summary Report**

Date: 2017-08-31

001312

**Aboriginal Peoples**

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	8	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	36	1	2.8 %	2.2 %	1	0
03 : Professionals	633	18	2.8 %	2.4 %	15	3
04 : Semi-Professionals and Technicians	66	1	1.5 %	4.0 %	3	-2
05 : Supervisors	3	0	0.0 %	2.6 %	0	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	2.7 %	0	0
07 : Administrative and Senior Clerical Personnel	114	4	3.5 %	2.1 %	2	2
08 : Skilled Sales and Service Personnel	2	0	0.0 %	3.6 %	0	0
09 : Skilled Crafts and Trades Workers	11	0	0.0 %	6.1 %	1	-1
10 : Clerical Personnel	47	0	0.0 %	2.4 %	1	-1
11 : Intermediate Sales and Service Personnel	9	0	0.0 %	2.3 %	0	0
12 : Semi-Skilled Manual Workers	5	0	0.0 %	2.2 %	0	0
13 : Other Sales and Service Personnel	35	0	0.0 %	2.7 %	1	-1
14 : Other Manual Workers	8	0	0.0 %	3.2 %	0	0
<b>Total</b>	<b>984</b>	<b>24</b>	<b>2.4 %</b>	<b>2.5 %</b>	<b>24</b>	<b>0</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Camosun College

Workforce Analysis - Summary Report

Date: 2017-08-31

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	8	1	12.5 %	10.1 %	1	0
02 : Middle and Other Managers	36	2	5.6 %	15.0 %	5	-3
03 : Professionals	633	50	7.9 %	16.7 %	106	-56
04 : Semi-Professionals and Technicians	66	4	6.1 %	25.5 %	17	-13
05 : Supervisors	3	0	0.0 %	43.4 %	1	-1
06 : Supervisors: Crafts and Trades	7	0	0.0 %	17.9 %	1	-1
07 : Administrative and Senior Clerical Personnel	114	8	7.0 %	35.3 %	40	-32
08 : Skilled Sales and Service Personnel	2	0	0.0 %	28.3 %	1	-1
09 : Skilled Crafts and Trades Workers	11	1	9.1 %	10.5 %	1	0
10 : Clerical Personnel	47	3	6.4 %	42.3 %	20	-17
11 : Intermediate Sales and Service Personnel	9	0	0.0 %	47.5 %	4	-4
12 : Semi-Skilled Manual Workers	5	0	0.0 %	48.9 %	2	-2
13 : Other Sales and Service Personnel	35	1	2.9 %	55.9 %	20	-19
14 : Other Manual Workers	8	0	0.0 %	47.6 %	4	-4
<b>Total</b>	<b>984</b>	<b>70</b>	<b>7.1 %</b>	<b>22.7 %</b>	<b>223</b>	<b>-153</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Camosun College

**Workforce Analysis - Summary Report**

Date: 2017-08-31

001314

**Persons with Disabilities**

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01/02 : Managers	44	1	2.3 %	4.3 %	2	-1
03 : Professionals	633	16	2.5 %	3.8 %	24	-8
04 : Semi-Professionals and Technicians	66	2	3.0 %	4.6 %	3	-1
05 : Supervisors	3	0	0.0 %	13.9 %	0	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	7.8 %	1	-1
07 : Administrative and Senior Clerical Personnel	114	3	2.6 %	3.4 %	4	-1
08 : Skilled Sales and Service Personnel	2	0	0.0 %	3.5 %	0	0
09 : Skilled Crafts and Trades Workers	11	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	47	0	0.0 %	7.0 %	3	-3
11 : Intermediate Sales and Service Personnel	9	0	0.0 %	5.6 %	1	-1
12 : Semi-Skilled Manual Workers	5	0	0.0 %	4.8 %	0	0
13 : Other Sales and Service Personnel	35	0	0.0 %	6.3 %	2	-2
14 : Other Manual Workers	8	0	0.0 %	5.3 %	0	0
<b>Total</b>	<b>984</b>	<b>22</b>	<b>2.2 %</b>	<b>4.2 %</b>	<b>40</b>	<b>-18</b>

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2017-08-31

**WFA Defaults - Women, Aboriginal Peoples and Visible Minorities**

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



## Workforce Analysis - Summary Report

Date: 2017-08-31

### WFA Defaults - Persons with Disabilities

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

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**Camosun College**  
**2017-08-31**

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	06	30

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	08	31

Employment Equity Occupational Group (EEOG)		<b>Table 1: Women</b>		
		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	6	4	27.40
02	Middle & Other Managers	32	16	38.90
03	Professionals	573	328	54.50
04	Semi-Professionals & Technicians	55	34	59.20
05	Supervisors	5	4	51.40
06	Supervisors: Crafts & Trades	6	1	10.70
07	Administrative & Senior Clerical Personnel	104	97	79.00
08	Skilled Sales & Service Personnel	2	1	59.30
09	Skilled Crafts & Trades Workers	9	0	1.60
10	Clerical Personnel	33	21	70.00
11	Intermediate Sales & Service Personnel	7	6	64.20
12	Semi-Skilled Manual Workers	2	2	17.10
13	Other Sales & Service Personnel	32	8	57.80
14	Other Manual Workers	6	1	30.10
<b>Total</b>		<b>872</b>	<b>523</b>	<b>56.6</b>

		<b>Table 5: Women</b>		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	8	5	27.4	
	36	17	38.9	
	633	380	54.4	
	66	33	55.0	
	3	3	51.4	
	7	1	10.3	
	114	104	79.0	
	2	2	59.3	
	11	0	1.6	
	47	30	70.0	
	9	8	64.2	
	5	4	17.1	
	35	10	57.8	
	8	2	30.1	
	<b>984</b>	<b>599</b>	<b>56.2</b>	

**\* Source:**  
2006 Census of Canada

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

<b>Federal Contractors Program Achievement Report</b>
<b>Part 1: Workforce Analysis</b>
<b>Camosun College</b>
<b>2017-08-31</b>

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	06	30

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	08	31

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 2: Aboriginal Peoples</b>		
		<b>First/Previous Workforce Analysis</b>		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
01	Senior Managers	6	0	2.90
02	Middle & Other Managers	32	0	2.20
03	Professionals	573	17	2.40
04	Semi-Professionals & Technicians	55	2	4.30
05	Supervisors	5	0	2.60
06	Supervisors: Crafts & Trades	6	0	2.40
07	Administrative & Senior Clerical Personnel	104	1	2.10
08	Skilled Sales & Service Personnel	2	0	3.60
09	Skilled Crafts & Trades Workers	9	0	6.10
10	Clerical Personnel	33	0	2.40
11	Intermediate Sales & Service Personnel	7	0	2.30
12	Semi-Skilled Manual Workers	2	0	2.20
13	Other Sales & Service Personnel	32	0	2.70
14	Other Manual Workers	6	0	3.20
<b>Total</b>		<b>872</b>	<b>20</b>	<b>2.5</b>

**\* Source:**  
2006 Census of Canada

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 6: Aboriginal Peoples</b>		
		<b>Subsequent/Current Workforce Analysis</b>		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		8	0	2.9
		36	1	2.2
		633	18	2.4
		66	1	4.0
		3	0	2.6
		7	0	2.7
		114	4	2.1
		2	0	3.6
		11	0	6.1
		47	0	2.4
		9	0	2.3
		5	0	2.2
		35	0	2.7
		8	0	3.2
<b>Total</b>		<b>984</b>	<b>24</b>	<b>2.5</b>

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

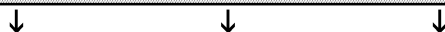
## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

Camosun College

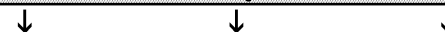
2017-08-31

#### Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	06	30

#### Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	08	31

**Table 3: Members of Visible Minorities**

#### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		
		#	Representation	Availability*
#	#		%	
01	Senior Managers	6	1	10.10
02	Middle & Other Managers	32	1	15.00
03	Professionals	573	46	16.90
04	Semi-Professionals & Technicians	55	5	23.80
05	Supervisors	5	0	43.40
06	Supervisors: Crafts & Trades	6	0	17.70
07	Administrative & Senior Clerical Personnel	104	6	35.30
08	Skilled Sales & Service Personnel	2	0	28.30
09	Skilled Crafts & Trades Workers	9	1	10.50
10	Clerical Personnel	33	3	42.30
11	Intermediate Sales & Service Personnel	7	0	47.50
12	Semi-Skilled Manual Workers	2	0	48.90
13	Other Sales & Service Personnel	32	2	55.90
14	Other Manual Workers	6	1	47.60
<b>Total</b>		<b>872</b>	<b>66</b>	<b>22.5</b>

**\* Source:**

2006 Census of Canada

**Table 7: Members of Visible Minorities**

#### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		
		#	Representation	Availability*
#	#		%	
		8	1	10.1
		36	2	15.0
		633	50	16.7
		66	4	25.5
		3	0	43.4
		7	0	17.9
		114	8	35.3
		2	0	28.3
		11	1	10.5
		47	3	42.3
		9	0	47.5
		5	0	48.9
		35	1	55.9
		8	0	47.6
<b>Total</b>		<b>984</b>	<b>70</b>	<b>22.7</b>

**\* Source:**

2011 National Household Survey



<b>Federal Contractors Program Achievement Report</b>
<b>Part 1: Workforce Analysis</b>
<b>Camosun College</b>
<b>2017-08-31</b>

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	06	30

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	08	31

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 4: Persons with Disabilities</b>		
		<b>First/Previous Workforce Analysis</b>		
		<b>All Employees</b>	<b>Persons with Disabilities</b>	
			<b>Representation</b>	<b>Availability*</b>
#	#	%		
01/02	Managers	38	1	4.30
03	Professionals	573	17	3.80
04	Semi-Professionals & Technicians	55	1	4.60
05	Supervisors	5	0	13.90
06	Supervisors: Crafts & Trades	6	0	7.80
07	Administrative & Senior Clerical Personnel	104	3	3.40
08	Skilled Sales & Service Personnel	2	0	3.50
09	Skilled Crafts & Trades Workers	9	2	3.80
10	Clerical Personnel	33	0	7.00
11	Intermediate Sales & Service Personnel	7	0	5.60
12	Semi-Skilled Manual Workers	2	0	4.80
13	Other Sales & Service Personnel	32	0	6.30
14	Other Manual Workers	6	0	5.30
<b>Total</b>		<b>872</b>	<b>24</b>	<b>4.1</b>

**\* Source:**  
2006 Census of Canada

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 8: Persons with Disabilities</b>		
		<b>Subsequent/Current Workforce Analysis</b>		
		<b>All Employees</b>	<b>Persons with Disabilities</b>	
			<b>Representation</b>	<b>Availability*</b>
#	#	%		
	Managers	44	1	4.3
	Professionals	633	16	3.8
	Semi-Professionals & Technicians	66	2	4.6
	Supervisors	3	0	13.9
	Supervisors: Crafts & Trades	7	0	7.8
	Administrative & Senior Clerical Personnel	114	3	3.4
	Skilled Sales & Service Personnel	2	0	3.5
	Skilled Crafts & Trades Workers	11	0	3.8
	Clerical Personnel	47	0	7.0
	Intermediate Sales & Service Personnel	9	0	5.6
	Semi-Skilled Manual Workers	5	0	4.8
	Other Sales & Service Personnel	35	0	6.3
	Other Manual Workers	8	0	5.3
<b>Total</b>		<b>984</b>	<b>22</b>	<b>4.2</b>

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Camosun College

42978

Start Date of Flow Data		
YYYY	MM	DD
2015	08	21

End Date of Flow Data		
YYYY	MM	DD
2017	08	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	2	1	0	12
02 Middle & Other Managers	10	4	0	0
03 Professionals	41	23	14	0
04 Semi-Professionals & Technicians	6	1	3	1
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	19	15	2	1
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	7	4	3	1
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	1	1
13 Other Sales & Service Personnel	4	0	1	1
14 Other Manual Workers	2	0	0	0
<b>Total</b>	<b>92</b>	<b>48</b>	<b>24</b>	<b>17</b>

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	0	0	0	0
	4	3	0	0
	5	3	1	1
	1	0	0	0
	0	0	0	0
	1	0	0	0
	9	8	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	1	1	0	0
	0	0	0	0
<b>Total</b>	<b>22</b>	<b>15</b>	<b>1</b>	<b>1</b>

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	0	0	0	0
	7	4	0	0
	8	3	2	2
	0	0	0	0
	1	0	0	0
	0	0	0	0
	10	8	2	1
	0	0	0	0
	1	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	2	0	0	0
	0	0	0	0
<b>Total</b>	<b>29</b>	<b>15</b>	<b>4</b>	<b>3</b>

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Camosun College

42978

Start Date of Flow Data		
YYYY	MM	DD
2015	08	21

End Date of Flow Data		
YYYY	MM	DD
2017	08	31

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	2	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	10	0	0	0	4	1	0	0	7	0	0	0
03 Professionals	41	0	14	0	5	0	1	1	8	0	2	0
04 Semi-Professionals & Technicians	6	0	3	0	1	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	19	3	2	0	9	2	0	0	10	1	2	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	1	0	0	0	1	0	0	0
10 Clerical Personnel	7	0	3	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	1	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	4	0	1	0	1	0	0	0	2	0	0	0
14 Other Manual Workers	2	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>92</b>	<b>3</b>	<b>24</b>	<b>0</b>	<b>22</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>29</b>	<b>1</b>	<b>4</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Camosun College**

**42978**

Start Date of Flow Data		
YYYY	MM	DD
2015	08	21

End Date of Flow Data		
YYYY	MM	DD
2017	08	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	2	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	10	0	0	0	4	0	0	0	7	0	0	0
03 Professionals	41	0	14	0	5	0	1	0	8	1	2	0
04 Semi-Professionals & Technicians	6	0	3	0	1	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	19	0	2	0	9	0	0	0	10	0	2	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	1	0	0	0	1	1	0	0
10 Clerical Personnel	7	0	3	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	1	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	4	0	1	0	1	0	0	0	2	0	0	0
14 Other Manual Workers	2	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>92</b>	<b>0</b>	<b>24</b>	<b>0</b>	<b>22</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>29</b>	<b>2</b>	<b>4</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Camosun College**

**42978**

Start Date of Flow Data		
YYYY	MM	DD
2015	08	21

End Date of Flow Data		
YYYY	MM	DD
2017	08	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	2	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	10	0	0	0	4	1	0	0	7	0	0	0
03 Professionals	41	2	14	0	5	0	1	0	8	0	2	0
04 Semi-Professionals & Technicians	6	0	3	0	1	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	19	2	2	0	9	0	0	0	10	0	2	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	1	1	0	0	1	0	0	0
10 Clerical Personnel	7	0	3	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	1	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	4	0	1	0	1	0	0	0	2	1	0	0
14 Other Manual Workers	2	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>92</b>	<b>4</b>	<b>24</b>	<b>0</b>	<b>22</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>29</b>	<b>1</b>	<b>4</b>	<b>0</b>

Federal Contractors Program Achievement Report

Part 3: Goals

Camosun College

42978

001325

Data for First/Previous Goals

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

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2015-06-30	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	Annually		Over 3 Years	2015					
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%	
	01 Senior Managers	6	10.1%		0	0.0%		0	0	4	0.0%	0	-2	0	27.4%	2	2	66.7%	66.7%
02 Middle & Other Managers	32	4.0%		0	20.6%		0	0	16	0.0%	0	-4	0	38.9%	4	4	50.0%	50.0%	
03 Professionals	573	3.4%		0	1.7%		0	0	328	0.0%	0	-16	0	54.5%	16	16	57.2%	57.2%	
04 Semi-Professionals & Tech	55	6.3%		0	0.0%		0	0	34	0.0%	0	-1	0	59.2%	1	1	61.8%	61.8%	
05 Supervisors	5	-15.7%		0	25.0%		0	0	4	0.0%	0	-1	0	51.4%	1	1	80.0%	80.0%	
06 Supervisors: Crafts & Trades	6	5.3%		0	0.0%		0	0	1	0.0%	0	0	0	10.7%	0	0	16.7%	16.7%	
07 Administrative & Sr Clerical	104	3.1%		0	11.0%		0	0	97	0.0%	0	-15	0	79.0%	15	15	93.3%	93.3%	
08 Skilled Sales & Service	2	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	59.3%	0	0	50.0%	50.0%	
09 Skilled Crafts & Trades	9	6.9%		0	10.0%		0	0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%	
10 Clerical Personnel	33	12.5%		0	0.0%		0	0	21	0.0%	0	2	0	70.0%	-2	-2	63.6%	63.6%	
11 Intermediate Sales & Service	7	8.7%		0	0.0%		0	0	6	0.0%	0	-2	0	64.2%	2	2	85.7%	85.7%	
12 Semi-Skilled Manual	2	35.7%		0	0.0%		0	0	2	0.0%	0	-2	0	17.1%	2	2	100.0%	100.0%	
13 Other Sales & Service	32	3.0%		0	6.0%		0	0	8	0.0%	0	10	0	57.8%	-10	-10	25.0%	25.0%	
14 Other Manual Workers	6	10.1%		0	0.0%		0	0	1	0.0%	0	1	0	30.1%	-1	-1	16.7%	16.7%	
Total	872	4.1%		0	3.6%		0	0	523	0.0%	0	-29	0	56.6%	29	29	60.0%	60.0%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	5	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	3	0.0	7	0.0	
14 Other Manual Workers	1	0.0	0	0.0	
Total	9		7		

Federal Contractors Program Achievement Report

Part 3: Goals

Camosun College

42978

001326

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2015-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-06-30	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	#	%	#	%	%	#	#	%
01 Senior Managers	6	10.1%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	32	4.0%		0	20.6%		0	0	0	0.0%	0	1	0	2.2%	-1	-1	0.0%	0.0%	
03 Professionals	573	3.4%		0	1.7%		0	0	17	0.0%	0	-3	0	2.4%	3	3	3.0%	3.0%	
04 Semi-Professionals & Tech	55	6.3%		0	0.0%		0	0	2	0.0%	0	0	0	4.3%	0	0	3.6%	3.6%	
05 Supervisors	5	-15.7%		0	25.0%		0	0	0	0.0%	0	0	0	2.6%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	6	5.3%		0	0.0%		0	0	0	0.0%	0	0	0	2.4%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	104	3.1%		0	11.0%		0	0	1	0.0%	0	1	0	2.1%	-1	-1	1.0%	1.0%	
08 Skilled Sales & Service	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.6%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	9	6.9%		0	10.0%		0	0	0	0.0%	0	1	0	6.1%	-1	-1	0.0%	0.0%	
10 Clerical Personnel	33	12.5%		0	0.0%		0	0	0	0.0%	0	1	0	2.4%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	7	8.7%		0	0.0%		0	0	0	0.0%	0	0	0	2.3%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	2	35.7%		0	0.0%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%	
13 Other Sales & Service	32	3.0%		0	6.0%		0	0	0	0.0%	0	1	0	2.7%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	6	10.1%		0	0.0%		0	0	0	0.0%	0	0	0	3.2%	0	0	0.0%	0.0%	
Total	872	4.1%		0	3.6%		0	0	20	0.0%	0	2	0	2.5%	-2	-2	2.3%	2.3%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	1	0.0	0	0.0	
10 Clerical Personnel	1	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	1	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	5		0		

Federal Contractors Program Achievement Report

001327

Part 3: Goals

Camosun College

42978

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Over 3 Years	Over 3 Years	From - To		YYYY - YYYY						
	2015-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-06-30	Annually	Over 3 Years	2015	2018									
	#	%	%	#	%	%	#	#	%	#	#	%	%								
01/02 Managers	38	7.0%		0	10.3%		0	0	1	0.0%	0	0	0	0	3.8%	0	0	2.6%	2.6%		
03 Professionals	573	3.4%		0	1.7%		0	0	17	0.0%	0	9	0	4.6%	-9	-9	3.0%	3.0%			
04 Semi-Professionals & Tech	55	6.3%		0	0.0%		0	0	1	0.0%	0	7	0	13.9%	-7	-7	1.8%	1.8%			
05 Supervisors	5	-15.7%		0	25.0%		0	0	0	0.0%	0	0	0	7.8%	0	0	0.0%	0.0%			
06 Supervisors: Crafts & Trades	6	5.3%		0	0.0%		0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%			
07 Administrative & Sr Clerical	104	3.1%		0	11.0%		0	0	3	0.0%	0	1	0	3.5%	-1	-1	2.9%	2.9%			
08 Skilled Sales & Service	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.8%	0	0	0.0%	0.0%			
09 Skilled Crafts & Trades	9	6.9%		0	10.0%		0	0	2	0.0%	0	-1	0	7.0%	1	1	22.2%	22.2%			
10 Clerical Personnel	33	12.5%		0	0.0%		0	0	0	0.0%	0	2	0	5.6%	-2	-2	0.0%	0.0%			
11 Intermediate Sales & Service	7	8.7%		0	0.0%		0	0	0	0.0%	0	0	0	4.8%	0	0	0.0%	0.0%			
12 Semi-Skilled Manual	2	35.7%		0	0.0%		0	0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%			
13 Other Sales & Service	32	3.0%		0	6.0%		0	0	0	0.0%	0	2	0	5.3%	-2	-2	0.0%	0.0%			
14 Other Manual Workers	6	10.1%		0	0.0%		0	0	0	0.0%	0	0	0	4.1%	0	0	0.0%	0.0%			
Total	872	4.1%		0	3.6%		0	0	24	0.0%	0	#REF!	0	#REF!	#REF!	#REF!	2.8%	2.8%			

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01/02 Managers	1	0.0	0	0.0		
03 Professionals	5	0.0	0	0.0		
04 Semi-Professionals & Tech	2	0.0	0	0.0		
05 Supervisors	0	0.0	1	0.0		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	1	0.0	0	0.0		
08 Skilled Sales & Service	0	0.0	0	0.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	3	0.0	0	0.0		
11 Intermediate Sales & Service	0	0.0	0	0.0		
12 Semi-Skilled Manual	0	0.0	0	0.0		
13 Other Sales & Service	2	0.0	0	0.0		
14 Other Manual Workers	0	0.0	0	0.0		
Total	14		1			



Federal Contractors Program Achievement Report

001328

Part 3: Goals

Camosun College

42978

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	From - To	YYYY - YYYY								
		2015-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-06-30	Annually	Over 3 Years	2015	2018									
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	#	%			
01	Senior Managers	6	10.1%		0	0.0%		0	0	1	0.0%	0	0	0	10.1%	0	0	16.7%	16.7%			
02	Middle & Other Managers	32	4.0%		0	20.6%		0	0	1	0.0%	0	4	15.0%	-4	-4	3.1%	3.1%				
03	Professionals	573	3.4%		0	1.7%		0	0	46	0.0%	0	51	16.9%	-51	-51	8.0%	8.0%				
04	Semi-Professionals & Tech	55	6.3%		0	0.0%		0	0	5	0.0%	0	8	23.8%	-8	-8	9.1%	9.1%				
05	Supervisors	5	-15.7%		0	25.0%		0	0	0	0.0%	0	2	43.4%	-2	-2	0.0%	0.0%				
06	Supervisors: Crafts & Trades	6	5.3%		0	0.0%		0	0	0	0.0%	0	1	17.7%	-1	-1	0.0%	0.0%				
07	Administrative & Sr Clerical	104	3.1%		0	11.0%		0	0	6	0.0%	0	31	35.3%	-31	-31	5.8%	5.8%				
08	Skilled Sales & Service	2	0.0%		0	0.0%		0	0	0	0.0%	0	1	28.3%	-1	-1	0.0%	0.0%				
09	Skilled Crafts & Trades	9	6.9%		0	10.0%		0	0	1	0.0%	0	0	10.5%	0	0	11.1%	11.1%				
10	Clerical Personnel	33	12.5%		0	0.0%		0	0	3	0.0%	0	11	42.3%	-11	-11	9.1%	9.1%				
11	Intermediate Sales & Service	7	8.7%		0	0.0%		0	0	0	0.0%	0	3	47.5%	-3	-3	0.0%	0.0%				
12	Semi-Skilled Manual	2	35.7%		0	0.0%		0	0	0	0.0%	0	1	48.9%	-1	-1	0.0%	0.0%				
13	Other Sales & Service	32	3.0%		0	6.0%		0	0	2	0.0%	0	16	55.9%	-16	-16	6.3%	6.3%				
14	Other Manual Workers	6	10.1%		0	0.0%		0	0	1	0.0%	0	2	47.6%	-2	-2	16.7%	16.7%				
Total		872	4.1%		0	3.6%		0	0	66	0.0%	0	130	22.5%	-130	-130	7.6%	7.6%				

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	3	0.0	0	0.0	
03	Professionals	18	0.0	35	0.0	
04	Semi-Professionals & Tech	2	0.0	6	0.0	
05	Supervisors	0	0.0	2	0.0	
06	Supervisors: Crafts & Trades	0	0.0	1	0.0	
07	Administrative & Sr Clerical	3	0.0	28	0.0	
08	Skilled Sales & Service	0	0.0	1	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	6	0.0	6	0.0	
11	Intermediate Sales & Service	0	0.0	3	0.0	
12	Semi-Skilled Manual	0	0.0	1	0.0	
13	Other Sales & Service	3	0.0	13	0.0	
14	Other Manual Workers	0	0.0	3	0.0	
Total		35		99		

Federal Contractors Program Achievement Report

001329

Part 3: Goals

Camosun College

42978

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees										Women											
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Projected		From - To									
		2017-08-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-08-31	Annually	Over 3 Years	2017	2020										
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%					
01	Senior Managers	8	10.1%		0	0.0%		0	0	5	0.0%	0	-3	0		27.4%	3	3	62.5%	62.5%			
02	Middle & Other Managers	36	4.0%		0	20.6%		0	0	17	0.0%	0	-3	0		38.9%	3	3	47.2%	47.2%			
03	Professionals	633	3.4%		0	1.7%		0	0	380	0.0%	0	-36	0		54.4%	36	36	60.0%	60.0%			
04	Semi-Professionals & Tech	66	6.3%		0	0.0%		0	0	33	0.0%	0	3	0		55.0%	-3	-3	50.0%	50.0%			
05	Supervisors	3	-15.7%		0	25.0%		0	0	3	0.0%	0	-1	0		51.4%	1	1	100.0%	100.0%			
06	Supervisors: Crafts & Trades	7	5.3%		0	0.0%		0	0	1	0.0%	0	0	0		10.3%	0	0	14.3%	14.3%			
07	Administrative & Sr Clerical	114	3.1%		0	11.0%		0	0	104	0.0%	0	-14	0		79.0%	14	14	91.2%	91.2%			
08	Skilled Sales & Service	2	0.0%		0	0.0%		0	0	2	0.0%	0	-1	0		59.3%	1	1	100.0%	100.0%			
09	Skilled Crafts & Trades	11	6.9%		0	10.0%		0	0	0	0.0%	0	0	0		1.6%	0	0	0.0%	0.0%			
10	Clerical Personnel	47	12.5%		0	0.0%		0	0	30	0.0%	0	3	0		70.0%	-3	-3	63.8%	63.8%			
11	Intermediate Sales & Service	9	8.7%		0	0.0%		0	0	8	0.0%	0	-2	0		64.2%	2	2	88.9%	88.9%			
12	Semi-Skilled Manual	5	35.7%		0	0.0%		0	0	4	0.0%	0	-3	0		17.1%	3	3	80.0%	80.0%			
13	Other Sales & Service	35	3.0%	0.5%	1	6.0%	7.5%	8	9	10	7.5%	2	13	5	50.0%	57.8%	-10	-8	28.6%	36.1%			
14	Other Manual Workers	8	10.1%		0	0.0%		0	0	2	0.0%	0	0	0		30.1%	0	0	25.0%	25.0%			
Total		984	4.1%		0	3.6%		0	0	599	0.0%	0	-46	0		56.2%	46	46	60.9%	60.9%			

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women			Comments
		Short-term Goals		Long-term Goals	
			%	%	
01	Senior Managers		0.0	0.0	
02	Middle & Other Managers		0.0	0.0	
03	Professionals		0.0	0.0	
04	Semi-Professionals & Tech		0.0	0.0	
05	Supervisors		0.0	0.0	
06	Supervisors: Crafts & Trades		0.0	0.0	
07	Administrative & Sr Clerical		0.0	0.0	
08	Skilled Sales & Service		0.0	0.0	
09	Skilled Crafts & Trades		0.0	0.0	
10	Clerical Personnel		0.0	2.0	
11	Intermediate Sales & Service		0.0	0.0	
12	Semi-Skilled Manual		0.0	0.0	
13	Other Sales & Service		50.0	50.0	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
14	Other Manual Workers		0.0	0.0	
Total			0.0	0.0	

Federal Contractors Program Achievement Report

001330

Part 3: Goals

Camosun College

42978

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2017-08-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-08-31	Annually	Over 3 Years	Annually	Over 3 Years	2017	2020	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	%	%	#	%	%
01 Senior Managers	8	10.1%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	36	4.0%		0	20.6%		0	0	1	0.0%	0	0	0	2.2%	0	0	2.8%	2.8%	
03 Professionals	633	3.4%		0	1.7%		0	0	18	0.0%	0	-3	0	2.4%	3	3	2.8%	2.8%	
04 Semi-Professionals & Tech	66	6.3%	1.0%	2	0.0%	0.5%	1	3	1	0.5%	0	2	0	4.0%	-2	-2	1.5%	1.5%	
05 Supervisors	3	-15.7%		0	25.0%		0	0	0	0.0%	0	0	0	2.6%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	7	5.3%		0	0.0%		0	0	0	0.0%	0	0	0	2.7%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	114	3.1%		0	11.0%		0	0	4	0.0%	0	-2	0	2.1%	2	2	3.5%	3.5%	
08 Skilled Sales & Service	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.6%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	11	6.9%	2.0%	1	10.0%	0.5%	0	1	0	0.5%	0	1	0	6.1%	-1	-1	0.0%	0.0%	
10 Clerical Personnel	47	12.5%	1.0%	1	0.0%	0.5%	1	2	0	0.5%	0	1	0	2.4%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	9	8.7%		0	0.0%		0	0	0	0.0%	0	0	0	2.3%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	5	35.7%		0	0.0%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%	
13 Other Sales & Service	35	3.0%	1.0%	1	6.0%	0.5%	1	2	0	0.5%	0	1	0	2.7%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	8	10.1%		0	0.0%		0	0	0	0.0%	0	0	0	3.2%	0	0	0.0%	0.0%	
Total	984	4.1%		0	3.6%		0	0	24	0.0%	0	1	0	50.0%	2.5%	-1	-1	2.4%	2.4%

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples			Comments
	Short-term Goals	Long-term Goals		
	%	%	%	
01 Senior Managers	0.0	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	0.0	
03 Professionals	0.0	0.0	0.0	
04 Semi-Professionals & Tech	4.0	4.0		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
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	6.1	6.1		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
10 Clerical Personnel	2.4	2.4		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
11 Intermediate Sales & Service	0.0	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	0.0	
13 Other Sales & Service	2.7	2.7		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
14 Other Manual Workers	0.0	0.0	0.0	
Total	50.0			

Federal Contractors Program Achievement Report

Part 3: Goals

Camosun College

42978

001331

Data for Subsequent/Current Goals

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

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

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2017-08-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	2017	2020	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	44	7.0%	1.0%	1	10.3%	0.0%	0	1	1	0.0%	0	1	0	4.3%	4.3%	-1	-1	2.3%	2.2%	
03 Professionals	633	3.4%	0.2%	4	1.7%	0.0%	0	4	16	0.0%	0	8	0	3.8%	3.8%	-8	-8	2.5%	2.5%	
04 Semi-Professionals & Tech	66	6.3%	0.5%	1	0.0%	0.0%	0	1	2	0.0%	0	1	0	4.6%	4.6%	-1	-1	3.0%	3.0%	
05 Supervisors	3	-15.7%		0	25.0%		0	0	0	0.0%	0	0	0		13.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	7	5.3%	3.0%	1	0.0%	0.0%	0	1	0	0.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	114	3.1%	0.5%	2	11.0%	0.0%	0	2	3	0.0%	0	1	0	3.4%	3.4%	-1	-1	2.6%	2.6%	
08 Skilled Sales & Service	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.5%	3.5%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	11	6.9%		0	10.0%		0	0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	47	12.5%	2.0%	3	0.0%	1.0%	1	4	0	1.0%	0	4	0	7.0%	7.0%	-3	-4	0.0%	0.0%	
11 Intermediate Sales & Service	9	8.7%	2.0%	1	0.0%	0.0%	0	1	0	0.0%	0	1	0	5.6%	5.6%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	5	35.7%		0	0.0%		0	0	0	0.0%	0	0	0		4.8%	0	0	0.0%	0.0%	
13 Other Sales & Service	35	3.0%	2.0%	2	6.0%	0.0%	0	2	0	0.0%	0	2	0	6.3%	6.3%	-2	-2	0.0%	0.0%	
14 Other Manual Workers	8	10.1%		0	0.0%		0	0	0	0.0%	0	0	0		5.3%	0	0	0.0%	0.0%	
Total	984	4.1%		0	3.6%		0	0	22	0.0%	0	19	0		4.2%	-19	-19	2.2%	2.2%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
01/02 Managers	4.3	4.3		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
03 Professionals	3.8	3.8		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
04 Semi-Professionals & Tech	4.6	4.6		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
05 Supervisors	0.0	0.0		
06 Supervisors: Crafts & Trades	7.8	7.8		
07 Administrative & Sr Clerical	3.4	3.4		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
08 Skilled Sales & Service	3.5	3.5		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
09 Skilled Crafts & Trades	0.0	0.0		
10 Clerical Personnel	7.0	7.0		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
11 Intermediate Sales & Service	5.6	5.6		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
12 Semi-Skilled Manual	0.0	0.0		
13 Other Sales & Service	6.3	6.3		We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
14 Other Manual Workers	0.0	0.0		
Total	0.0	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Camusun College

42978

001332

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2017-08-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-08-31	Annually	Over 3 Years	#	2017	2020	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	8	10.1%		0	0.0%		0	0	1	0.0%	0	0	0	10.1%	0	0	12.5%	12.5%		
02 Middle & Other Managers	36	4.0%	2.0%	2	20.6%	1.0%	1	3	2	1.0%	0	4	15.0%	15.0%	-3	-4	5.6%	5.3%		
03 Professionals	633	3.4%	0.1%	2	1.7%	0.0%	0	2	50	0.0%	0	56	16.7%	16.7%	-56	-56	7.9%	7.9%		
04 Semi-Professionals & Tech	66	6.3%	1.0%	2	0.0%	0.0%	0	2	4	0.0%	0	13	25.5%	25.5%	-13	-12	6.1%	7.4%		
43.4 Supervisors	3	-15.7%	20.0%	2	25.0%	10.0%	1	3	0	10.0%	0	2	43.4%	43.4%	-1	-1	0.0%	20.0%		
06 Supervisors: Crafts & Trades	7	5.3%	5.0%	1	0.0%	0.0%	0	1	0	0.0%	0	1	17.9%	17.9%	-1	-1	0.0%	0.0%		
07 Administrative & Sr Clerical	114	3.1%	1.0%	3	11.0%	0.0%	0	3	8	0.0%	0	33	35.3%	35.3%	-32	-32	7.0%	7.7%		
08 Skilled Sales & Service	2	0.0%	9.0%	1	0.0%	0.0%	0	1	0	0.0%	0	1	28.3%	28.3%	-1	-1	0.0%	0.0%		
09 Skilled Crafts & Trades	11	6.9%		0	10.0%		0	0	1	0.0%	0	0	10.5%	10.5%	0	0	9.1%	9.1%		
10 Clerical Personnel	47	12.5%	2.0%	3	0.0%	2.0%	3	6	3	2.0%	0	18	42.3%	42.3%	-17	-15	6.4%	12.0%		
11 Intermediate Sales & Service	9	8.7%	10.0%	3	0.0%	0.0%	0	3	0	0.0%	0	6	47.5%	47.5%	-4	-5	0.0%	8.3%		
12 Semi-Skilled Manual	5	35.7%	5.0%	1	0.0%	0.0%	0	1	0	0.0%	0	3	48.9%	48.9%	-2	-3	0.0%	0.0%		
13 Other Sales & Service	35	3.0%	1.0%	1	6.0%	0.0%	0	1	1	0.0%	0	19	55.9%	55.9%	-19	-18	2.9%	5.6%		
14 Other Manual Workers	8	10.1%	2.5%	1	0.0%	0.0%	0	1	0	0.0%	0	4	47.6%	47.6%	-4	-4	0.0%	0.0%		
Total	984	4.1%		0	3.6%		0	0	70	0.0%	0	153	0	22.7%	-153	-153	7.1%	7.1%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities			Comments
	Short-term Goals	Long-term Goals		
	%		%	
01 Senior Managers	0.0		0.0	
02 Middle & Other Managers	15.0		15.0	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
03 Professionals	16.7		16.7	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
04 Semi-Professionals & Tech	25.5		25.5	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
05 Supervisors	43.4		43.4	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
06 Supervisors: Crafts & Trades	17.9		17.9	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
07 Administrative & Sr Clerical	35.3		35.3	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
08 Skilled Sales & Service	28.3		28.3	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
09 Skilled Crafts & Trades	0.0		0.0	
10 Clerical Personnel	42.3		42.3	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
11 Intermediate Sales & Service	47.5		47.5	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
12 Semi-Skilled Manual	48.9		48.9	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
13 Other Sales & Service	55.9		55.9	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
14 Other Manual Workers	47.6		47.6	We will work towards the goal of recruiting employees from this designated group as opportunity & funding allows to work towards meeting the labour availability level
Total	0.0			

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Camusun College

42978

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P ÷ F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	#	%	#	%	#	#	#	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2015	6	4	66.7	27.4	2	2	243.3																	
	2017	8	5	62.5	27.4	2	3	228.1	2	13	650.0	1	12	0	0	0.0	0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2015	32	16	50.0	38.9	12	4	128.5																	
	2017	36	17	47.2	38.9	14	3	121.4	10	4	40.0	4	0	4	3	75.0	2	1	7	4	57.1	4	1		
03 Professionals	2015	573	328	57.2	54.5	312	16	105.0																	
	2017	633	380	60.0	54.4	344	36	110.4	55	23	41.8	30	-7	6	4	66.7	3	1	10	5	50.0	6	-1		
04 Semi-Professionals & Technicians	2015	55	34	61.8	59.2	33	1	104.4																	
	2017	66	33	50.0	55.0	36	-3	90.9	9	2	22.2	5	-3	1	0	0.0	1	-1	0	0	0.0	0	0	0	
05 Supervisors	2015	5	4	80.0	51.4	3	1	155.6																	
	2017	3	3	100.0	51.4	2	1	194.6	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	1	-1		
06 Supervisors: Crafts & Trades	2015	6	1	16.7	10.7	1	0	155.8																	
	2017	7	1	14.3	10.3	1	0	138.7	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	2017	2	13	650.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	2	13	650.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2017	7	3	42.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	7	3	42.9			0.0	0.0			0.0	0.0	
03 Professionals	2017	51	22	43.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	51	22	43.1			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2017	10	2	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	10	2	20.0			0.0	0.0			0.0	0.0	
05 Supervisors	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	-1	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	1	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Camusun College

42978

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P ÷ F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	%	#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2015	104	97	93.3	79.0	82	15	118.1																
	2017	114	104	91.2	79.0	90	14	115.5	21	16	76.2	17	-1	9	8	88.9	8	0	12	9	75.0	11	-2	
08 Skilled Sales & Service Personnel	2015	2	1	50.0	59.3	1	0	84.3																
	2017	2	2	100.0	59.3	1	1	168.6	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2015	9	0	0.0	1.6	0	0	0.0																
	2017	11	0	0.0	1.6	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2015	33	21	63.6	70.0	23	-2	90.9																
	2017	47	30	63.8	70.0	33	-3	91.2	10	5	50.0	7	-2	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2015	7	6	85.7	64.2	4	2	133.5																
	2017	9	8	88.9	64.2	6	2	138.5	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	2	2	100.0	17.1	0	2	584.8																
	2017	5	4	80.0	17.1	1	3	467.8	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	18	15	83.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	18	15	83.3										
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0										
09 Skilled Crafts & Trades Workers	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0										
10 Clerical Personnel	2017	10	5	50.0	5	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	10	5	50.0						2.0	2500.0			
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0										
12 Semi-Skilled Manual Workers	2017	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	1	100.0										

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Camosun College

42978

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	32	8	25.0	57.8	18	-10	43.3																
	2017	35	10	28.6	57.8	20	-10	49.4	5	1	20.0	3	-2	1	1	100.0	0	1	2	0	0.0	1	-1	
14 Other Manual Workers	2015	6	1	16.7	30.1	2	-1	55.4																
	2017	8	2	25.0	30.1	2	0	83.1	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0.0	0	0	
Total	2015	872	523	60.0	56.6	494	29	106.0																
	2017	984	599	60.9	56.2	553	46	108.3	116	65	56.0	65	0	23	16	69.6	14	2	33	18	54.5	20	-2	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	4	2	50.0	3	66.7	0.0	0.0	7	28.6	0.0	0.0		
	2020	4	2	50.0			50.0	100.0			50.0	100.0		
14 Other Manual Workers	2017	2	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	0	0.0			0.0	0.0			0.0	0.0		
Total	2017	106	63	59.4	9	700.0	0.0	0.0	7	900.0	0.0	0.0		
	2020	106	63	59.4			0.0	0.0			0.0	0.0		



Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Camusun College

42978

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		Aboriginal Peoples										Aboriginal Peoples					Aboriginal Peoples					Aboriginal Peoples				
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference		
#	#	%	%	#	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#				
01 Senior Managers	2015	6	0	0.0	2.9	0	0	0.0																		
	2017	8	0	0.0	2.9	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
02 Middle & Other Managers	2015	32	0	0.0	2.2	1	-1	0.0																		
	2017	36	1	2.8	2.2	1	0	126.3	10	0	0.0	0	0	0	4	1	25.0	0	1	7	0	0.0	0	0		
03 Professionals	2015	573	17	3.0	2.4	14	3	123.6																		
	2017	633	18	2.8	2.4	15	3	118.5	55	0	0.0	1	-1	6	1	16.7	0	1	10	0	0.0	0	0			
04 Semi-Professionals & Technicians	2015	55	2	3.6	4.3	2	0	84.6																		
	2017	66	1	1.5	4.0	3	-2	37.9	9	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0			
05 Supervisors	2015	5	0	0.0	2.6	0	0	0.0																		
	2017	3	0	0.0	2.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2015	6	0	0.0	2.4	0	0	0.0																		
	2017	7	0	0.0	2.7	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2017	7	1	14.3	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	7	1	14.3			0.0	0.0			0.0	0.0		
03 Professionals	2017	51	1	2.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	51	1	2.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2017	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	10	0	0.0			4.0	0.0			4.0	0.0		
05 Supervisors	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

Camusun College

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis											
		Workforce										Hires				Promotions				Terminations			
		Aboriginal Peoples										Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples			
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual		Expected	Difference	All Employees	Actual		Expected	Difference	All Employees	Actual		Expected	Difference
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2015	104	1	1.0	2.1	2	-1	45.8															
	2017	114	4	3.5	2.1	2	2	167.1	21	3	14.3	0	3	9	2	22.2	0	2	12	1	8.3	0	1
08 Skilled Sales & Service Personnel	2015	2	0	0.0	3.6	0	0	0.0															
	2017	2	0	0.0	3.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
09 Skilled Crafts & Trades Workers	2015	9	0	0.0	6.1	1	-1	0.0															
	2017	11	0	0.0	6.1	1	-1	0.0	1	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2015	33	0	0.0	2.4	1	-1	0.0															
	2017	47	0	0.0	2.4	1	-1	0.0	10	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
11 Intermediate Sales & Service Personnel	2015	7	0	0.0	2.3	0	0	0.0															
	2017	9	0	0.0	2.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
12 Semi-Skilled Manual Workers	2015	2	0	0.0	2.2	0	0	0.0															
	2017	5	0	0.0	2.2	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%				
07 Administrative & Senior Clerical	2017	18	4	22.2	1	400.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	18	4	22.2			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0			6.1	0.0			6.1	0.0		
10 Clerical Personnel	2017	10	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	10	0	0.0			2.4	0.0			2.4	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Camusun College

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Aboriginal Peoples							Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	#	%	%	#	%	#	%						
13 Other Sales & Service Personnel	2015	32	0	0.0	2.7	1	-1	0.0																	
	2017	35	0	0.0	2.7	1	-1	0.0	5	0	0.0	0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2015	6	0	0.0	3.2	0	0	0.0																	
	2017	8	0	0.0	3.2	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	872	20	2.3	2.5	22	-2	91.7																	
	2017	984	24	2.4	2.5	25	-1	97.6	116	3	2.6	3	0	0	23	4	17.4	1	3	33	1	3.0	1	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	%	%	%	%	%	%			
13 Other Sales & Service Personnel	2017	4	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0			2.7	0.0				2.7	0.0	
14 Other Manual Workers	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	0	0.0			0.0	0.0				0.0	0.0	
Total	2017	106	6	5.7	5	120.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	106	6	5.7			50.0	11.3				0.0	0.0	

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Part 6: Results - Persons with Disabilities

Camosun College

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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#		
01 & 02 Managers	2015	38	1	2.6	3.8	1	0	69.3																
	2017	44	1	2.3	4.3	2	-1	52.9	12	0	0.0	1	-1	4	0	0.0	0	0	0	7	0	0.0	0	0
03 Professionals	2015	573	17	3.0	4.6	26	-9	64.5																
	2017	633	16	2.5	3.8	24	-8	66.5	55	0	0.0	2	-2	6	0	0.0	0	0	10	1	10.0	0	1	
04 Semi-Professionals & Technicians	2015	55	1	1.8	13.9	8	-7	13.1																
	2017	66	2	3.0	4.6	3	-1	65.9	9	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2015	5	0	0.0	7.8	0	0	0.0																
	2017	3	0	0.0	13.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	6	0	0.0	3.4	0	0	0.0																
	2017	7	0	0.0	7.8	1	-1	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%			
01 & 02 Managers	2017	9	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	9	0	0.0			4.3	0.0			4.3	0.0	
03 Professionals	2017	51	-1	-2.0	5	-20.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	51	-1	-2.0			3.8	-51.6			3.8	-51.6	
04 Semi-Professionals & Technicians	2017	10	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	10	0	0.0			4.6	0.0			4.6	0.0	
05 Supervisors	2017	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2020	-1	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	1	0	0.0			7.8	0.0			7.8	0.0	

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Part 6: Results - Persons with Disabilities

Camosun College

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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P ÷ F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		Persons with Disabilities										Persons with Disabilities				Persons with Disabilities				Persons with Disabilities					
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference					
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	%	#	%						
07 Administrative & Senior Clerical	2015	104	3	2.9	3.5	4	-1	82.4																	
	2017	114	3	2.6	3.4	4	-1	77.4	21	0	0.0	1	-1	9	0	0.0	0	0	12	0	0.0	0	0	0	
08 Skilled Sales & Service Personnel	2015	2	0	0.0	3.8	0	0	0.0																	
	2017	2	0	0.0	3.5	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2015	9	2	22.2	7.0	1	1	317.5																	
	2017	11	0	0.0	3.8	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	1	1	100.0	0	0	1	
10 Clerical Personnel	2015	33	0	0.0	5.6	2	-2	0.0																	
	2017	47	0	0.0	7.0	3	-3	0.0	10	0	0.0	1	-1	0	0	0.0	0	0	0	0	0.0	0	0	0	
11 Intermediate Sales & Service Personnel	2015	7	0	0.0	4.8	0	0	0.0																	
	2017	9	0	0.0	5.6	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
12 Semi-Skilled Manual Workers	2015	2	0	0.0	6.3	0	0	0.0																	
	2017	5	0	0.0	4.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	18	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	18	0	0.0			3.4	0.0			3.4	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			3.5	0.0			3.5	0.0		
09 Skilled Crafts & Trades Workers	2017	1	-1	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	-1	-100.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	10	0	0.0	3	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	10	0	0.0			7.0	0.0			7.0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			5.6	0.0			5.6	0.0		
12 Semi-Skilled Manual Workers	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	0	0.0			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

Camosun College

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		All Employees	Workforce								Hires				Promotions				Terminations					
			Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%					
13 Other Sales & Service Personnel	2015	32	0	0.0	5.3	2	-2	0.0																
	2017	35	0	0.0	6.3	2	-2	0.0	5	0	0.0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2015	6	0	0.0	4.1	0	0	0.0																
	2017	8	0	0.0	5.3	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	872	24	2.8	#REF!	#REF!	#REF!	0.0																
	2017	984	22	2.2	4.2	41	-19	53.2	116	0	0.0	5	-5	23	0	0.0	1	-1	33	2	6.1	1	1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	4	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0			6.3	0.0			6.3	0.0		
14 Other Manual Workers	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	0	0.0			0.0	0.0			0.0	0.0		
Total	2017	106	-2	-1.9	14	-14.3	0.0	0.0	1	-200.0	0.0	0.0		
	2020	106	-2	-1.9			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

001342

Part 7: Results - Members of Visible Minorities

Camusun College

42978

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P ÷ F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	%	%	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2015	6	1	16.7	10.1	1	0	165.0																	
	2017	8	1	12.5	10.1	1	0	123.8	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
02 Middle & Other Managers	2015	32	1	3.1	15.0	5	-4	20.8																	
	2017	36	2	5.6	15.0	5	-3	37.0	10	0	0.0	2	-2	4	1	25.0	0	1	7	0	0.0	0	0	0	0
03 Professionals	2015	573	46	8.0	16.9	97	-51	47.5																	
	2017	633	50	7.9	16.7	106	-56	47.3	55	2	3.6	9	-7	6	0	0.0	0	0	10	0	0.0	1	-1		
04 Semi-Professionals & Technicians	2015	55	5	9.1	23.8	13	-8	38.2																	
	2017	66	4	6.1	25.5	17	-13	23.8	9	0	0.0	2	-2	1	0	0.0	0	0	0	0	0.0	0	0	0	
05 Supervisors	2015	5	0	0.0	43.4	2	-2	0.0																	
	2017	3	0	0.0	43.4	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2015	6	0	0.0	17.7	1	-1	0.0																	
	2017	7	0	0.0	17.9	1	-1	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2017	7	1	14.3	3	33.3	0.0	0.0	0	0.0	0.0	0.0		
	2020	7	1	14.3			15.0	95.2			15.0	95.2		
03 Professionals	2017	51	2	3.9	18	11.1	0.0	0.0	35	5.7	0.0	0.0		
	2020	51	2	3.9			16.7	23.5			16.7	23.5		
04 Semi-Professionals & Technicians	2017	10	0	0.0	2	0.0	0.0	0.0	6	0.0	0.0	0.0		
	2020	10	0	0.0			25.5	0.0			25.5	0.0		
05 Supervisors	2017	-1	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2020	-1	0	0.0			43.4	0.0			43.4	0.0		
06 Supervisors: Crafts & Trades	2017	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	1	0	0.0			17.9	0.0			17.9	0.0		

Federal Contractors Program Achievement Report

001343

Part 7: Results - Members of Visible Minorities

Camosun College

42978

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P ÷ F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	#	%	#	%	#	%	#	%	#	%	#	
07 Administrative & Senior Clerical	2015	104	6	5.8	35.3	37	-31	16.3																
	2017	114	8	7.0	35.3	40	-32	19.9	21	2	9.5	7	-5	9	0	0.0	1	-1	12	0	0.0	1	-1	
08 Skilled Sales & Service Personnel	2015	2	0	0.0	28.3	1	-1	0.0																
	2017	2	0	0.0	28.3	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2015	9	1	11.1	10.5	1	0	105.8																
	2017	11	1	9.1	10.5	1	0	86.6	1	0	0.0	0	0	1	1	100.0	0	1	1	0	0.0	0	0	
10 Clerical Personnel	2015	33	3	9.1	42.3	14	-11	21.5																
	2017	47	3	6.4	42.3	20	-17	15.1	10	0	0.0	4	-4	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2015	7	0	0.0	47.5	3	-3	0.0																
	2017	9	0	0.0	47.5	4	-4	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	2	0	0.0	48.9	1	-1	0.0																
	2017	5	0	0.0	48.9	2	-2	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	18	2	11.1	3	66.7	0.0	0.0	28	7.1	0.0	0.0		
	2020	18	2	11.1			35.3	31.5			35.3	31.5		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	0	0	0.0			28.3	0.0			28.3	0.0		
09 Skilled Crafts & Trades Workers	2017	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	1	1	100.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	10	0	0.0	6	0.0	0.0	0.0	6	0.0	0.0	0.0		
	2020	10	0	0.0			42.3	0.0			42.3	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2020	0	0	0.0			47.5	0.0			47.5	0.0		
12 Semi-Skilled Manual Workers	2017	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	1	0	0.0			48.9	0.0			48.9	0.0		



Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Camosun College

42978

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		All Employees	Workforce								Hires				Promotions				Terminations					
			Visible Minorities								Visible Minorities				Visible Minorities				Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	%	#	%	#	%	#	#	#	%	#	%	#	#	%	#	#	%	#	%	#	%	#	%	
13 Other Sales & Service Personnel	2015	32	2	6.3	55.9	18	-16	11.2																
	2017	35	1	2.9	55.9	20	-19	5.1	5	0	0.0	3	-3	1	0	0.0	0	0	0	2	1	50.0	0	1
14 Other Manual Workers	2015	6	1	16.7	47.6	3	-2	35.0																
	2017	8	0	0.0	47.6	4	-4	0.0	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	872	66	7.6	22.5	196	-130	33.6																
	2017	984	70	7.1	22.7	223	-153	31.3	116	4	3.4	26	-22	23	2	8.7	2	0	33	1	3.0	2	-1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	%	#	%	%	%	#	%	%	%					
13 Other Sales & Service Personnel	2017	4	-1	-25.0	3	-33.3	0.0	0.0	13	-7.7	0.0	0.0		
	2020	4	-1	-25.0			55.9	-44.7			55.9	-44.7		
14 Other Manual Workers	2017	2	0	0.0	0	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2020	2	0	0.0			47.6	0.0			47.6	0.0		
Total	2017	106	5	4.7	35	14.3	0.0	0.0	99	5.1	0.0	0.0		
	2020	106	5	4.7			0.0	0.0			0.0	0.0		

DATE		
YYYY	MM	DD
2013	01	01
2014	02	02
2015	03	03
2016	04	04
2017	05	05
2018	06	06
2019	07	07
2020	08	08
2021	09	09
2022	10	10
2023	11	11
2024	12	12
2025		13
2026		14
2027		15
2028		16
2029		17
2030		18
		19
		20
		21
		22
		23
		24
		25
		26
		27
		28
		29
		30
		31

SOURCE
2006 Census of Canada
2006 Participation and Activity Limitation Survey
2011 National Household Survey
2012 Canadian Survey on Disability

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Camosun College</b>
<b>42978</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

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

Please see attached

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

Please see attached

- Any reorganization or other corporate structural changes.

Please see attached

- Acquisitions, mergers or transfers of employees.

N/A

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

Please see attached

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

N/A

- Other.

Please see attached

### **Additional Details**

Please provide any additional information (optional):

Please see attached

## Employment Equity Report – August 31, 2017

### Efforts

Camosun strives to ensure a learning and work environment that is respectful and inclusive for all students and employees. As a learning institution, we recognize that people work and learn in different ways and require different supports to be successful.

For example, the college created a Diversity Committee in 2015 and has held and continues to hold workshops on interculturalization to support a culturally diverse employee population, as well as provides the opportunity and support for an annual cultural showcase with both employee and student participation.

### *Equity, Diversity and Inclusion*

Currently, the college is now embarking on the first phase - the engagement phase - of creating a college-wide Equity, Diversity and Inclusion policy to support all employees and students. Information about this policy and areas it relates to can be found on the college website.

Camosun's values as articulated in our strategic plan reflect the need for an Equity, Diversity & Inclusion policy that can create a framework for those values to be articulated, understood, and enacted.

Camosun values will be reflected in our Equity, Diversity & Inclusion (EDI) policy:

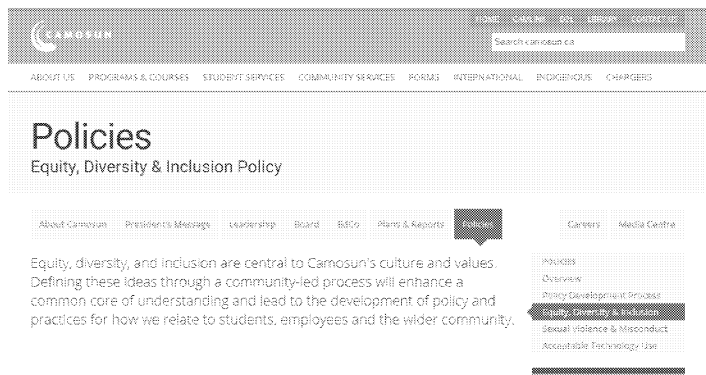
- Positive and supportive student experiences
- Indigenization
- Lifelong learning
- An inclusive community
- An environment of respect and safety for all
- Our relationships with one another

The foundations of this policy are equity, diversity, and inclusion. In order to develop a model that reflects our community, it is critical for collective dialogue to occur. This policy will be created by our community to serve our community. This process will provide a clear vision, both for the policy and the college directives that it will inform. Policy statements will reflect and embody the values and commitments of the college toward building an equitable, diverse, and inclusive environment that is respectful and welcoming to all.

Since November 2017, this work is being guided by staff, faculty, administration and students, through their participation on the Student Policy Advisory and Equity, Diversity and Inclusion Working and Steering committees. All members of the college community will be invited to provide input as part of the policy development process. This policy work is being jointly led under the portfolios of the Student Experience and Education divisions and the Human Resources department. Moving forward with this work was supported and endorsed by the College Executive team in February 2018.

Both the student and employee surveys are now complete.

We recognize the importance of training and learning opportunities around Equity, Diversity, and Inclusion for employees. As such, we are currently working as a community to assess what those opportunities may look like in the coming months.

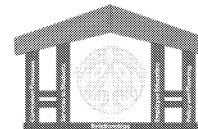


## *Capabilities Framework*

We have also completed a comprehensive “Capabilities Framework” that identifies six unique core and leadership capabilities central to the Camosun employee journey. Employee capabilities are inclusive, practical and adaptable to the various roles and responsibilities found within the college. They help support both consistency in decision-making, resource allocation and in developing new strategic initiatives.

The core capabilities – student focus, cultural alignment and foster & nurture relationships - are required for all positions at the college. Additionally, all employees in positions with leadership responsibilities are required to demonstrate the three leadership capabilities – address college needs, enable self & others, and create time & space.

These value-based capabilities will be included with the qualifications for each position and considered during the hiring process.



## *Indigenization*

As the College continues its work towards Indigenization, the capabilities framework promotes a means to explore different ways of knowing, being, doing, and relating to foster an environment of inclusion and respect, for all members of the Camosun community.

Indigenization is an ongoing phase of consultation, collaboration, action, and reflection that is conducted with respect to the four corner-post model - initiatives will be in the areas of curriculum processes, services to students, employee education, and policy & planning. For over 20 years, the college has continued to reach out to the local Indigenous Nations, the Métis Nation and urban Aboriginal organizations by their participation on the college’s Indigenous Advisory Council.

## *Information for Employees*

We have also created pages on our internal intranet that shares information and provides updates to employees about Equity, Diversity and Inclusion on a regular basis.

### EQUITY, DIVERSITY & INCLUSION



Camosun values the diversity of our learning and the communities we serve. Read more on Camosun's web pages. Diversity refers to different people, backgrounds, approaches, ideas, and abilities. Camosun strives to ensure a learning and work environment that is respectful and inclusive for all students and employees. As a learning institution we recognize that people learn and work in different ways and require different supports to be successful.



Employment Equity in the Workplace



Discussions on Diversity



All Gender Washrooms on Campus

This page shares information about employment equity as well as a link to the survey – all newly hired employees are individually emailed a link to the survey, and employees can go this page at any time to update or re-complete the survey.

Camosun College has designated a number of single-stall washrooms on each campus as gender inclusive, which appropriately meet the needs of all employees, students, and the general public regardless of ability or gender identity. As a public institution, we are committed to providing safe and accessible campus washroom facilities for all employees and students. This commitment reflects our core values of recognizing and celebrating an inclusive, supportive, respectful and diverse college community. An all-gender washroom allows anyone to use the facility. Signage is not gender specific. The space is beneficial for transgender persons and those who identify as gender non-conforming, gender fluid and anyone who requires a multi-gender washroom, such as an adult and child or an individual and their support worker.



## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Camosun College

**Primary Location:** Victoria, British Columbia

**Number of Employees:** 984

All of them located in Vancouver, British Columbia

**Organization Overview:**

NAICS # 6112 (Educational Services / Junior Colleges)

Camosun College is located in Victoria, British Columbia. They serve approximately 18,500 students a year. They offer services to students with university transfer and applied degree programs; career and trades training; upgrading and preparatory programs; and continuing education.

**Key Dates – First Year Assessment**

Initiated: 2014-10-19 extension granted # 2015-06-30

Received: 2016-02-03

Closed: 2016-02-09

Workforce 2015-08-20

Analysis:

**Key Dates – Subsequent Assessment**

Initiated: 2017-12-16 extension granted # 2018-05-15

Received: 2018-10-19

Workforce 2017-08-31

Analysis:

**DATA VERIFICATION**

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

Yes  No

Comments:

- The period reported on the Achievement report is 2015-06-30 to 2017-08-31. The data from the current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.

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

Yes  No

Comments:

- In the previous assessment many gaps were found in different EEOG's in each designated group. The period for which the data was submitted and analyzed was from 2015-06-30 to 2017-08-31.

### ASSESSMENT OF REASONABLE PROGRESS

- In the previous assessment all goals are set in numbers only. Some of the goals were not set.

#### *Women*

10.	Clerical Personnel	Goal met (100 % achieved)
13	Other Sales & Service Personnel	Goal not met (66.7 % achieved)
14.	Other Manual Workers	Goal not met (0.0 % achieved)

#### Assessment/Observations

- EEOG 10 - There were 10 new entrants and five were women. The market availability is 70.0 %. The company had set the goal of hiring/promoting five individuals and thus, by hiring/promoting five new persons in this EEOG the company achieved its goal.
- EEOG 13 - There were six new entrants and two were women. The market availability is 57.8 %. The company had set the goal of hiring/promoting three individuals and thus, by hiring/promoting two new persons in this EEOG the company did not achieve its goal.
- EEOG 14 - There were two new entrants and none were women. The market availability is 30.1 %. The company had set the goal of hiring/promoting one individual and thus by hiring/promoting none women in this EEOG the company did not achieve its goal.

#### *Aboriginal Peoples*

2.	Middle & Other Managers	Goal not set
7.	Administrative & Senior Clerical Personnel	Goal met (achieved 500.0 %)
9.	Skilled Crafts & Trades Workers	Goal not met (achieved 0.0 %)
10.	Clerical Personnel	Goal not met (achieved 0.0 %)
13	Other Sales & Service Personnel	Goal not met (achieved 0.0 %)

### Assessment/Observations

- EEOG 02 - There were two new entrants and none were from this designated group. The market availability is 2.9 %. Reasonable effort cannot be assessed since no goal was set in the previous assessment.
- EEOG 07 - There were 30 new entrants and five were from this designated group. The market availability is 2.1 %. The company had set the goal of hiring/promoting one individual and thus by hiring/promoting five new persons in this EEOG the company achieved its goal.
- EEOG 09 - There were two new entrants and none were from this designated group. The market availability is 6.1 %. The company had set the goal of hiring/promoting one individual and thus by hiring/promoting none from this designated group, the company did not achieve its goal.
- EEOG 10 - There were 10 new entrants and none were from this designated group. The market availability is 2.4 %. The company had set the goal of hiring/promoting one individual and thus by hiring/promoting none from this designated group, the company did not achieve its goal.
- EEOG 13 - There were six new entrants and none were from this designated group. The market availability is 2.7 %. The company had set the goal of hiring/promoting one individual and thus by hiring/promoting none from this designated group, the company did not achieve its goal.

### *Person with Disabilities*

3.	Professionals	Goal not met (achieved 0.0 %)
4.	Semi-Professionals & Technicians	Goal not met (achieved 0.0 %)
7.	Administrative & Senior Clerical Personnel	Goal not met (achieved 0.0 %)
10.	Clerical Personnel	Goal not met (achieved 0.0 %)
13	Other Sales & Service Personnel	Goal not met (achieved 0.0 %)

### Assessment/Observations

- EEOG 03 - There were 61 new entrants and none were from this designated group. The market availability is 4.6 %. The company had set the goal of hiring/promoting five individual and thus by hiring/promoting none from this designated group, the company did not achieve its goal.

- EEOG 04 - There were 10 new entrants and none were from this designated group. The market availability is 13.9 %. The company had set the goal of hiring/promoting two individual and thus by hiring/promoting none from this designated group, the company did not achieve its goal.
- EEOG 07 - There were 30 new entrants and none were from this designated group. The market availability is 3.5 %. The company had set the goal of hiring/promoting one individual and thus by hiring/promoting none from this designated group, the company did not achieve its goal.
- EEOG 10 - There were 10 new entrants and none were from this designated group. The market availability is 5.6 %. The company had set the goal of hiring/promoting three individual and thus by hiring/promoting none from this designated group, the company did not achieve its goal.
- EEOG 13 - There were six new entrants and none were from this designated group. The market availability is 5.3 %. The company had set the goal of hiring/promoting two individual and thus by hiring/promoting none from this designated group, the company did not achieve its goal.

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

2.	Middle & Other Managers	Goal not met (achieved 33.3 %)
3.	Professionals	Goal not met (achieved 11.1 %)
4.	Semi-Professionals & Technicians	Goal not met (achieved 0.0 %)
5.	Supervisors	Goal not set
6.	Supervisors: Crafts & Trades	Goal not set
7.	Administrative & Senior Clerical Personnel	Goal not met (achieved 66.7 %)
8.	Skilled Sales & Service Personnel	Goal not set
10.	Clerical Personnel	Goal not met (achieved 0.0 %)
11.	Intermediate Sales & Service Personnel	Goal not set
12.	Semi-Skilled Manual Workers	Goal not set
13.	Other Sales & Service Personnel	Goal not met (achieved 0.0 %)
14.	Other Manual Workers	Goal not set

### Assessment/Observations:

The company had set six goals and none were met at 80.0 % as required while six were not set in the previous assessment.

- EEOG 02 - There were 14 new entrants and one was from this designated group. The market availability is 15.0 %. The company had set the goal of hiring/promoting three individual and hired /promoted one from this designated group.

- EEOG 03 - There were 61 new entrants and two were from this designated group. The market availability is 16.9 %. The company had set the goal of hiring/promoting 18 individual and hired /promoted two from this designated group.
- EEOG 04 - There were 10 new entrants and none were from this designated group. The market availability is 23.8 %. The company had set the goal of hiring/promoting two individual and hired /promoted none from this designated group.
- EEOG 05 - No new entrants were hired / promoted in this EEOG from this designated group. The market availability is 43.4 %. Reasonable effort cannot be assessed since no goal was set in the previous assessment.
- EEOG 06 - There was one new entrant but was not from this designated group. The market availability is 17.7 %. Reasonable effort cannot be assessed since no goal was set in the previous assessment.
- EEOG 07 - There were 30 new entrants and two were from this designated group. The market availability is 35.3 %. The company had set the goal of hiring/promoting three individual and hired /promoted two from this designated group.
- EEOG 08 - No new entrants were hired / promoted in this EEOG from this designated group. The market availability is 28.3 %. Reasonable effort cannot be assessed since no goal was set in the previous assessment.
- EEOG 10 - There were 10 new entrants and none were from this designated group. The market availability is 42.3 %. The company had set the goal of hiring/promoting 6 individual and hired /promoted none from this designated group.
- EEOG 11 - No new entrants were hired / promoted in this EEOG from this designated group. The market availability is 47.5 %. Reasonable effort cannot be assessed since no goal was set in the previous assessment.
- EEOG 12 - There was one new entrant but was not from this designated group. The market availability is 48.9 %. Reasonable effort cannot be assessed since no goal was set in the previous assessment.
- EEOG 13 - There were six new entrants and none were from this designated group. The market availability is 55.9 %. The company had set the goal of hiring/promoting three individual and hired /promoted none from this designated group.
- EEOG 14 - There were two new entrants but none were from this designated group. The market availability is 47.6 %. Reasonable effort cannot be assessed since no goal was set in the previous assessment.

**ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- In the previous assessment the company had set 18 goals. They achieved two goals over 80.0 % while did not achieve 16 goals. No goals were set for 8 EEOG's in the previous assessment.
  - The college created a Diversity Committee in 2015 and has held and continues to hold workshops on interculturalization to support a culturally diverse employee population, as well as provides the opportunity and support for an annual cultural showcase with both employee and student participation

**ASSESSMENT OF GOALS**

- All short and long-term goals are set as per the market availability.
- All short and long-term goals are in percentage format only.

**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
04	Semi-Professionals & Technicians	-3	NR	NR	50.0	55.0
10	Clerical Personnel	-3	NR	NR	63.8	70.0
13	Other Sales & Service Personnel	-10	50.0	50.0	28.6	57.8

**Observations:**

The Employer does not require to set any short and long-term goals since the present representations for EEOG 04 & 10 are 50.0% and 63.8% respectively. This is acceptable in order to avoid segregation of women in these 2 EEOG's.

Although availability is higher in EEOG 13, the goal is appropriately set at 50% to ensure they are inclusive of all genders and to prevent the clustering of women in this occupation.

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3 years or more) # or %	%
04	Semi-Professionals & Technicians	-2	4.0	4.0	1.5	4.0
09	Skilled Crafts & Trades Workers	-1	6.1	6.1	0.0	6.1
10	Clerical Personnel	-1	2.4	2.4	0.0	2.4
13	Other Sales & Service Personnel	-1	2.7	2.7	0.0	2.7

Observations:

All long and short-terms are set appropriately as per the market availability.

**Persons with Disabilities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3 years or more) # or %	%
01/ 02	Managers	-1	4.3	4.3	2.3	4.3
03	Professionals	-8	3.8	3.8	2.5	3.8
04	Semi-Professionals & Technicians	-1	4.6	4.6	3.0	4.6
06	Supervisors: Crafts & Trades	-1	7.8	7.8	0.0	7.8
07	Administrative & Senior Clerical Personnel	-1	3.4	3.4	2.6	3.4
10	Clerical Personnel	-3	7.0	7.0	0.0	7.0
11	Intermediate Sales & Service Personnel	-1	5.6	5.6	0.0	5.6

13	Other Sales & Service Personnel	-2	6.3	6.3	0.0	6.3
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Observations:

All long and short-terms are set appropriately as per the market availability.

### **Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-3	15.0	15.0	5.6	15.0
03	Professionals	-56	16.7	16.7	7.9	16.7
04	Semi-Professionals & Technicians	-13	25.5	25.5	6.1	25.5
05	Supervisors	-1	43.4	43.4	0.0	43.4
06	Supervisors: Crafts & Trades	-1	17.9	17.9	0.0	17.9
07	Administrative & Senior Clerical Personnel	-32	35.3	35.3	7.0	35.3
08	Skilled Sales & Service Personnel	-1	28.3	28.3	9.1	28.3
10	Clerical Personnel	-17	42.3	42.3	6.4	42.3
11	Intermediate Sales & Service Personnel	-4	47.5	47.5	0.0	47.5
12	Semi-Skilled Manual Workers	-2	48.9	48.9	0.0	48.9
13	Other Sales & Service Personnel	-19	55.9	55.9	2.9	55.9
14	Other Manual Workers	-4	47.6	47.6	0.0	47.6

Observations:

All long and short-terms are set appropriately as per the market availability.

### **RECOMMENDATION**

I recommend that the employer be found:

in compliance     in non-compliance



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

- Camosun College is encouraged to adopt measures best suited to the organization in order to ensure that reasonable progress is made towards achieving its goals.
- Camosun College has demonstrated through their second compliance assessment submission that they were unable to meet most of the goals set during their first compliance assessment. Camosun College may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals with focus on Members of Visible Minorities in EEOG's 03, 04, 07, 10 and 13.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): [https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070).

**Name of Analyst: Neena Sharan**

**Date: October 22, 2018**

**From:** Sharan, Neena N [NC] **On Behalf Of** EE-EME

**Sent:** December 18, 2018 3:00 PM

**To:** 'Jacquie Stephens' <StephenJ@camosun.bc.ca>; 'severynb@camosun.bc.ca' <severynb@camosun.bc.ca>

**Subject:** Government of Canada Agreement Number: 100143 – Notification of Compliance with the Federal Contractors Program

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

Dear Barbara J. Severyn:

I am writing to inform you that the subsequent compliance assessment initiated on August 16, 2017 has been completed. As a result of the assessment, Camosun College has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Camosun College is encouraged to adopt measures best suited to the organization in order to ensure that reasonable progress is made towards achieving its goals.
- Camosun College has demonstrated through their second compliance assessment submission that they were unable to meet most of the goals set during their first compliance assessment. Camosun College may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals with focus on Members of Visible Minorities in EEOG's 03, 04, 07, 10 and 13.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): [https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070).

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 August 16, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Camosun College will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

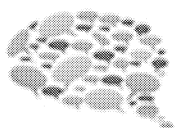
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Camosun College continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)



Rejoignez-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!