



OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Victoria Shipyards Co. Ltd.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED] PG0001 Total number of employees in Canada (Permanent Full-Time and Part-Time) 828
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 336611	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 825 Admirals Rd.	City Victoria	Province BC	Postal Code V9A 2P1
Telephone Number 250-380-1602			

EMPLOYMENT EQUITY CONTACT			
Name (print) Shelley Seysener	Title Manager, Human Resources		
Telephone Number 250-995-6515	E-mail Address sseysener@seaspan.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY	
<p>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.</p>	
Name (print) Joseph O'Rourke	Title Vice President & General Manager
Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

Equity Act to determine your eligibility for the Federal

Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca.



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

Reporting Period 2016-04-30 to 2018-11-10

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	1264	1	0	1265	Victoria	1264	1	0	1265
Total Employees in Canada				1265	Total Employees in Canada				1265



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2016-04-30 to 2018-11-10

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2												
	1	2	2										
	Total	3	3										
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	3	3										
	3	3	2	1									
	2	14	11	3									
	1	20	20		1	1					1	1	
	Total	40	36	4	1	1					1	1	
Professionals Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4	1	1										
	3	2		2							1		1
	2	2		2									
	1	2	1	1									
	Total	7	2	5							1		1
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	4	4										
	3	27	25	2			1	1					
	2	22	20	2	1		1			1	1		
	1	3	1	2									
	Total	56	50	6	1		1	1	1		1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2016-04-30 to 2018-11-10

008341

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors: Crafts and Trades Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1								1	1	
	3	1	1										
	2	2	2										
	1	4	4										
	Total	8	8								1	1	
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3	3	2	1									
	2	9	3	6									
	1	17	1	16	1	1					2		2
	Total	30	7	23	1	1					2		2
Skilled Crafts and Trades Workers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 45,000 - \$49,999	4	216	207	9	2	2		2	1	1	11	11	
	3	589	571	18	23	22	1	5	4	1	31	31	
	2	50	43	7	6	4	2						
	1	27	20	7	2	2					1	1	
	Total	882	841	41	33	30	3	7	5	2	43	43	
Clerical Personnel Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 55,000 - \$59,999	4	1	1										
	3	2	2										
	2												
	1	3		3							1		1
	Total	6	3	3							1		1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Reporting Period 2016-04-30 to 2018-11-10

008342

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 55,000 - \$59,999	4	1	1										
	3												
	2												
	1	2		2									
	Total	3	1	2									
Other Sales and Service Personnel Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3												
	2												
	1	1	1							1	1		
	Total	2	2								1	1	
Other Manual Workers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 55,000 - \$59,999	4	28	26	2	1	1							
	3	4	3	1				1	1				
	2	183	164	19	14	10	4	4	4		11	10	1
	1	12	11	1							3	3	
	Total	227	204	23	15	11	4	5	5		14	13	1
Total Number of Employees		1264	1157	107	51	43	8	13	11	2	65	60	5



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / British Columbia

Reporting Period 2016-04-30 to 2018-11-10

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
Professionals Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Total Number of Employees		1		1									



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / British Columbia

Reporting Period 2016-04-30 to 2018-11-10

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
\$ 45,000 - \$49,999	7	5	2									
\$ 50,000 - \$59,999	65	39	26	4	3	1				7	4	3
\$ 60,000 - \$69,999	229	196	33	19	14	5	4	4		11	10	1
\$ 70,000 - \$84,999	609	584	25	24	22	2	6	5	1	33	33	
\$ 85,000 - \$99,999	276	260	16	3	3		2	1	1	12	11	1
\$100,000 and over	78	73	5	1	1		1	1		2	2	
Total Number of Employees	1264	1157	107	51	43	8	13	11	2	65	60	5



VICTORIA SHIPYARDS CO LTD (certificate # V100122)
 FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / British Columbia
 Reporting Period 2016-04-30 to 2018-11-10

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
\$ 50,000 and over	1		1									
Total Number of Employees	1		1									



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / British Columbia

Reporting Period 2016-04-30 to 2018-11-10

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
Middle and Other Managers	4	3	1							1	1	
Professionals	2	1	1									
Semi-Professionals and Technicians	10	8	2							1	1	
Supervisors: Crafts and Trades	3	3								1	1	
Administrative and Senior Clerical Personnel	12	1	11							2		2
Skilled Crafts and Trades Workers	1121	1063	58	45	41	4	9	8	1	45	45	
Clerical Personnel	3	3										
Intermediate Sales and Service Personnel	3	1	2									
Other Sales and Service Personnel	1	1								1	1	
Other Manual Workers	292	258	34	27	19	8	4	4		24	22	2
Total Number of Employees Hired	1451	1342	109	72	60	12	13	12	1	75	71	4



VICTORIA SHIPYARDS CO LTD (certificate # V100122)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Temporary / British Columbia
Reporting Period 2016-04-30 to 2018-11-10

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
Professionals	1	1										
Administrative and Senior Clerical Personnel	2	1	1									
Total Number of Employees Hired	3	2	1									



VICTORIA SHIPYARDS CO LTD (certificate # V100122)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2016-04-30 to 2018-11-10

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
Middle and Other Managers	12	12								1	1	
Professionals	1		1									
Semi-Professionals and Technicians	10	9	1									
Supervisors: Crafts and Trades	3	3										
Administrative and Senior Clerical Personnel	6	1	5									
Total Number of Employees Promoted	32	25	7							1	1	
Total Number of Promotions	32	25	7							1	1	



VICTORIA SHIPYARDS CO LTD (certificate # V100122)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / British Columbia
Reporting Period 2016-04-30 to 2018-11-10

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
Middle and Other Managers	3	3										
Professionals	1		1									
Semi-Professionals and Technicians	5	3	2									
Supervisors: Crafts and Trades	2	2								1	1	
Administrative and Senior Clerical Personnel	8	3	5							1		1
Skilled Crafts and Trades Workers	525	505	20	20	19	1	4	4		12	12	
Clerical Personnel	3		3				1		1	1		1
Intermediate Sales and Service Personnel	1		1									
Other Manual Workers	114	99	15	14	10	4	1	1		10	9	1
Total Number of Employees Terminated	662	615	47	34	29	5	6	5	1	25	22	3



VICTORIA SHIPYARDS CO LTD (certificate # V100122)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Temporary / British Columbia
Reporting Period 2016-04-30 to 2018-11-10

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
Professionals	2	1	1							1		1
Administrative and Senior Clerical Personnel	2	1	1									
Total Number of Employees Terminated	4	2	2							1		1



Workplace Equity Information Management System - VICTORIA SHIPYARDS CO LTD

Workforce Analysis - Detailed Report

Date: 2018-11-10

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	27.4 %	1	-1	National
02 : Middle and Other Managers	National	40	4	10.0 %	38.9 %	16	-12	National
03 : Professionals		8	6	75.0 %	63.3 %	5	1	
1112 : Financial and investment analysts	National	4	3	75.0 %	50.1 %	2	1	National
1121 : Human resources professionals	National	3	2	66.7 %	71.1 %	2	0	National
3143 : Occupational therapists	National	1	1	100.0 %	92.3 %	1	0	National
04 : Semi-Professionals and Technicians		56	6	10.7 %	16.2 %	9	-3	
2232 : Mechanical engineering technologists and technicians	British Columbia	3	1	33.3 %	9.3 %	0	1	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	4	1	25.0 %	22.5 %	1	0	British Columbia
2234 : Construction estimators	British Columbia	24	1	4.2 %	10.5 %	3	-2	British Columbia
2253 : Drafting technologists and technicians	British Columbia	7	1	14.3 %	21.8 %	2	-1	British Columbia
2262 : Engineering inspectors and regulatory officers	British Columbia	15	2	13.3 %	17.9 %	3	-1	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	3	0	0.0 %	37.8 %	1	-1	British Columbia
06 : Supervisors: Crafts and Trades		8	0	0.0 %	6.5 %	1	-1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	British Columbia	2	0	0.0 %	3.2 %	0	0	British Columbia
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	British Columbia	1	0	0.0 %	9.0 %	0	0	British Columbia
7203 : Contractors and supervisors, pipefitting trades	British Columbia	1	0	0.0 %	5.8 %	0	0	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	4	0	0.0 %	7.7 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		30	23	76.7 %	81.2 %	24	-1	
Employment Equity Occupational Group	Victoria	30	23	76.7 %	81.2 %	24	-1	Victoria
09 : Skilled Crafts and Trades Workers		882	41	4.6 %	2.6 %	23	18	
7231 : Machinists and machining and tooling inspectors	British Columbia	123	8	6.5 %	1.4 %	2	6	British Columbia
7233 : Sheet metal workers	British Columbia	35	1	2.9 %	1.9 %	1	0	British Columbia
7234 : Boilermakers	British Columbia	264	14	5.3 %	0.0 %	0	14	British Columbia



Workforce Analysis - Detailed Report

Date: 2018-11-10

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
7235 : Structural metal and platework fabricators and fitters	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia
7236 : Ironworkers	British Columbia	23	0	0.0 %	3.4 %	1	-1	British Columbia
7237 : Welders and related machine operators	British Columbia	2	0	0.0 %	3.9 %	0	0	British Columbia
7242 : Industrial electricians	British Columbia	247	13	5.3 %	3.7 %	9	4	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	119	1	0.8 %	1.1 %	1	0	British Columbia
7262 : NOC 2006 - Boilermakers	British Columbia	3	0	0.0 %	3.8 %	0	0	British Columbia
7271 : Carpenters	British Columbia	4	0	0.0 %	2.2 %	0	0	British Columbia
7294 : Painters and decorators (except interior decorators)	British Columbia	61	4	6.6 %	14.2 %	9	-5	British Columbia
10 : Clerical Personnel		6	3	50.0 %	74.1 %	4	-1	
Employment Equity Occupational Group	Victoria	6	3	50.0 %	74.1 %	4	-1	Victoria
11 : Intermediate Sales and Service Personnel		3	2	66.7 %	66.7 %	2	0	
Employment Equity Occupational Group	Victoria	3	2	66.7 %	66.7 %	2	0	Victoria
13 : Other Sales and Service Personnel		2	0	0.0 %	54.8 %	1	-1	
Employment Equity Occupational Group	Victoria	2	0	0.0 %	54.8 %	1	-1	Victoria
14 : Other Manual Workers		227	23	10.1 %	18.6 %	42	-19	
Employment Equity Occupational Group	Victoria	227	23	10.1 %	18.6 %	42	-19	Victoria
Total		1265	108	8.5 %	10.1 %	128	-20	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workforce Analysis - Detailed Report

Date: 2018-11-10

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	40	1	2.5 %	2.2 %	1	0	National
03 : Professionals		8	0	0.0 %	1.6 %	0	0	
1112 : Financial and investment analysts	National	4	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	3	0	0.0 %	2.7 %	0	0	National
3143 : Occupational therapists	National	1	0	0.0 %	1.0 %	0	0	National
04 : Semi-Professionals and Technicians		56	1	1.8 %	2.0 %	1	0	
2232 : Mechanical engineering technologists and technicians	British Columbia	3	0	0.0 %	4.7 %	0	0	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	4	0	0.0 %	3.0 %	0	0	British Columbia
2234 : Construction estimators	British Columbia	24	0	0.0 %	2.5 %	1	-1	British Columbia
2253 : Drafting technologists and technicians	British Columbia	7	0	0.0 %	2.3 %	0	0	British Columbia
2262 : Engineering inspectors and regulatory officers	British Columbia	15	1	6.7 %	0.0 %	0	1	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	3	0	0.0 %	4.4 %	0	0	British Columbia
06 : Supervisors: Crafts and Trades		8	0	0.0 %	5.2 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	British Columbia	2	0	0.0 %	6.7 %	0	0	British Columbia
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia
7203 : Contractors and supervisors, pipefitting trades	British Columbia	1	0	0.0 %	7.9 %	0	0	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	4	0	0.0 %	4.4 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		30	1	3.3 %	3.0 %	1	0	
Employment Equity Occupational Group	Victoria	30	1	3.3 %	3.0 %	1	0	Victoria
09 : Skilled Crafts and Trades Workers		882	33	3.7 %	6.3 %	56	-23	
7231 : Machinists and machining and tooling inspectors	British Columbia	123	1	0.8 %	1.4 %	2	-1	British Columbia
7233 : Sheet metal workers	British Columbia	35	2	5.7 %	6.4 %	2	0	British Columbia
7234 : Boilermakers	British Columbia	264	11	4.2 %	13.0 %	34	-23	British Columbia



Workplace Equity Information Management System - VICTORIA SHIPYARDS CO LTD

Workforce Analysis - Detailed Report

Date: 2018-11-10

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
7235 : Structural metal and platework fabricators and fitters	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia
7236 : Ironworkers	British Columbia	23	1	4.3 %	8.5 %	2	-1	British Columbia
7237 : Welders and related machine operators	British Columbia	2	0	0.0 %	6.8 %	0	0	British Columbia
7242 : Industrial electricians	British Columbia	247	7	2.8 %	2.9 %	7	0	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	119	3	2.5 %	4.2 %	5	-2	British Columbia
7262 : NOC 2006 - Boilermakers	British Columbia	3	0	0.0 %	5.8 %	0	0	British Columbia
7271 : Carpenters	British Columbia	4	0	0.0 %	7.3 %	0	0	British Columbia
7294 : Painters and decorators (except interior decorators)	British Columbia	61	8	13.1 %	4.6 %	3	5	British Columbia
10 : Clerical Personnel		6	0	0.0 %	4.3 %	0	0	
Employment Equity Occupational Group	Victoria	6	0	0.0 %	4.3 %	0	0	Victoria
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	4.2 %	0	0	
Employment Equity Occupational Group	Victoria	3	0	0.0 %	4.2 %	0	0	Victoria
13 : Other Sales and Service Personnel		2	0	0.0 %	5.4 %	0	0	
Employment Equity Occupational Group	Victoria	2	0	0.0 %	5.4 %	0	0	Victoria
14 : Other Manual Workers		227	15	6.6 %	5.9 %	13	2	
Employment Equity Occupational Group	Victoria	227	15	6.6 %	5.9 %	13	2	Victoria
Total		1265	51	4.0 %	5.8 %	72	-21	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workforce Analysis - Detailed Report

Date: 2018-11-10

008355

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	40	1	2.5 %	15.0 %	6	-5	National
03 : Professionals		8	1	12.5 %	24.7 %	2	-1	
1112 : Financial and investment analysts	National	4	1	25.0 %	35.4 %	1	0	National
1121 : Human resources professionals	National	3	0	0.0 %	14.1 %	0	0	National
3143 : Occupational therapists	National	1	0	0.0 %	13.6 %	0	0	National
04 : Semi-Professionals and Technicians		56	1	1.8 %	24.4 %	14	-13	
2232 : Mechanical engineering technologists and technicians	British Columbia	3	0	0.0 %	20.1 %	1	-1	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	4	1	25.0 %	40.7 %	2	-1	British Columbia
2234 : Construction estimators	British Columbia	24	0	0.0 %	16.6 %	4	-4	British Columbia
2253 : Drafting technologists and technicians	British Columbia	7	0	0.0 %	33.4 %	2	-2	British Columbia
2262 : Engineering inspectors and regulatory officers	British Columbia	15	0	0.0 %	31.0 %	5	-5	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	3	0	0.0 %	15.9 %	0	0	British Columbia
06 : Supervisors: Crafts and Trades		8	1	12.5 %	12.9 %	1	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	British Columbia	2	1	50.0 %	4.5 %	0	1	British Columbia
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	British Columbia	1	0	0.0 %	12.6 %	0	0	British Columbia
7203 : Contractors and supervisors, pipefitting trades	British Columbia	1	0	0.0 %	7.9 %	0	0	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	4	0	0.0 %	18.5 %	1	-1	British Columbia
07 : Administrative and Senior Clerical Personnel		30	2	6.7 %	8.2 %	2	0	
Employment Equity Occupational Group	Victoria	30	2	6.7 %	8.2 %	2	0	Victoria
09 : Skilled Crafts and Trades Workers		882	43	4.9 %	11.3 %	100	-57	
7231 : Machinists and machining and tooling inspectors	British Columbia	123	5	4.1 %	22.0 %	27	-22	British Columbia
7233 : Sheet metal workers	British Columbia	35	1	2.9 %	12.4 %	4	-3	British Columbia
7234 : Boilermakers	British Columbia	264	6	2.3 %	6.5 %	17	-11	British Columbia



Workforce Analysis - Detailed Report

Date: 2018-11-10

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
7235 : Structural metal and platework fabricators and fitters	British Columbia	1	0	0.0 %	9.2 %	0	0	British Columbia
7236 : Ironworkers	British Columbia	23	1	4.3 %	12.7 %	3	-2	British Columbia
7237 : Welders and related machine operators	British Columbia	2	0	0.0 %	14.6 %	0	0	British Columbia
7242 : Industrial electricians	British Columbia	247	18	7.3 %	10.3 %	25	-7	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	119	10	8.4 %	7.3 %	9	1	British Columbia
7262 : NOC 2006 - Boilermakers	British Columbia	3	0	0.0 %	15.3 %	0	0	British Columbia
7271 : Carpenters	British Columbia	4	0	0.0 %	11.3 %	0	0	British Columbia
7294 : Painters and decorators (except interior decorators)	British Columbia	61	2	3.3 %	21.6 %	13	-11	British Columbia
10 : Clerical Personnel		6	1	16.7 %	8.6 %	1	0	
Employment Equity Occupational Group	Victoria	6	1	16.7 %	8.6 %	1	0	Victoria
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	12.9 %	0	0	
Employment Equity Occupational Group	Victoria	3	0	0.0 %	12.9 %	0	0	Victoria
13 : Other Sales and Service Personnel		2	1	50.0 %	16.1 %	0	1	
Employment Equity Occupational Group	Victoria	2	1	50.0 %	16.1 %	0	1	Victoria
14 : Other Manual Workers		227	14	6.2 %	8.2 %	19	-5	
Employment Equity Occupational Group	Victoria	227	14	6.2 %	8.2 %	19	-5	Victoria
Total		1265	65	5.2 %	11.5 %	145	-80	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workplace Equity Information Management System - VICTORIA SHIPYARDS CO LTD

Workforce Analysis - Detailed Report

Date: 2018-11-10

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	43	0	0.0 %	4.3 %	2	-2	National
03 : Professionals	National	8	0	0.0 %	3.8 %	0	0	National
04 : Semi-Professionals and Technicians	National	56	1	1.8 %	4.6 %	3	-2	National
06 : Supervisors: Crafts and Trades	National	8	0	0.0 %	7.8 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	30	0	0.0 %	3.4 %	1	-1	National
09 : Skilled Crafts and Trades Workers	National	882	7	0.8 %	3.8 %	34	-27	National
10 : Clerical Personnel	National	6	0	0.0 %	7.0 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	3	0	0.0 %	5.6 %	0	0	National
13 : Other Sales and Service Personnel	National	2	0	0.0 %	6.3 %	0	0	National
14 : Other Manual Workers	National	227	5	2.2 %	5.3 %	12	-7	National
Total		1265	13	1.0 %	4.2 %	53	-40	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2018-11-10

008358

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-11-10

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - VICTORIA SHIPYARDS CO LTD

Workforce Analysis - Summary Report

Date: 2018-11-10

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	3	0	0.0 %	27.4 %	1	-1
02 : Middle and Other Managers	40	4	10.0 %	38.9 %	16	-12
03 : Professionals	8	6	75.0 %	63.3 %	5	1
04 : Semi-Professionals and Technicians	56	6	10.7 %	16.2 %	9	-3
06 : Supervisors: Crafts and Trades	8	0	0.0 %	6.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	30	23	76.7 %	81.2 %	24	-1
09 : Skilled Crafts and Trades Workers	882	41	4.6 %	2.6 %	23	18
10 : Clerical Personnel	6	3	50.0 %	74.1 %	4	-1
11 : Intermediate Sales and Service Personnel	3	2	66.7 %	66.7 %	2	0
13 : Other Sales and Service Personnel	2	0	0.0 %	54.8 %	1	-1
14 : Other Manual Workers	227	23	10.1 %	18.6 %	42	-19
Total	1265	108	8.5 %	10.1 %	128	-20

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-10

Aboriginal Peoples

003361

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	3	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	40	1	2.5 %	2.2 %	1	0
03 : Professionals	8	0	0.0 %	1.6 %	0	0
04 : Semi-Professionals and Technicians	56	1	1.8 %	2.0 %	1	0
06 : Supervisors: Crafts and Trades	8	0	0.0 %	5.2 %	0	0
07 : Administrative and Senior Clerical Personnel	30	1	3.3 %	3.0 %	1	0
09 : Skilled Crafts and Trades Workers	882	33	3.7 %	6.3 %	56	-23
10 : Clerical Personnel	6	0	0.0 %	4.3 %	0	0
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	4.2 %	0	0
13 : Other Sales and Service Personnel	2	0	0.0 %	5.4 %	0	0
14 : Other Manual Workers	227	15	6.6 %	5.9 %	13	2
Total	1265	51	4.0 %	5.8 %	72	-21

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - VICTORIA SHIPYARDS CO LTD

Workforce Analysis - Summary Report

Date: 2018-11-10

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	3	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	40	1	2.5 %	15.0 %	6	-5
03 : Professionals	8	1	12.5 %	24.7 %	2	-1
04 : Semi-Professionals and Technicians	56	1	1.8 %	24.4 %	14	-13
06 : Supervisors: Crafts and Trades	8	1	12.5 %	12.9 %	1	0
07 : Administrative and Senior Clerical Personnel	30	2	6.7 %	8.2 %	2	0
09 : Skilled Crafts and Trades Workers	882	43	4.9 %	11.3 %	100	-57
10 : Clerical Personnel	6	1	16.7 %	8.6 %	1	0
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	12.9 %	0	0
13 : Other Sales and Service Personnel	2	1	50.0 %	16.1 %	0	1
14 : Other Manual Workers	227	14	6.2 %	8.2 %	19	-5
Total	1265	65	5.2 %	11.5 %	145	-80

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-10

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	43	0	0.0 %	4.3 %	2	-2
03 : Professionals	8	0	0.0 %	3.8 %	0	0
04 : Semi-Professionals and Technicians	56	1	1.8 %	4.6 %	3	-2
06 : Supervisors: Crafts and Trades	8	0	0.0 %	7.8 %	1	-1
07 : Administrative and Senior Clerical Personnel	30	0	0.0 %	3.4 %	1	-1
09 : Skilled Crafts and Trades Workers	882	7	0.8 %	3.8 %	34	-27
10 : Clerical Personnel	6	0	0.0 %	7.0 %	0	0
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	5.6 %	0	0
13 : Other Sales and Service Personnel	2	0	0.0 %	6.3 %	0	0
14 : Other Manual Workers	227	5	2.2 %	5.3 %	12	-7
Total	1265	13	1.0 %	4.2 %	53	-40

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-10

008364

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-11-10

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Victoria Shipyards Co. Ltd.
20019-01-20

Data from First/Previous Workforce Analysis
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Data from Subsequent/Current Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	29

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
		#	Representation #	Availability* %
01	Senior Managers	3	0	27.4
02	Middle & Other Managers	30	4	38.9
03	Professionals	9	7	64.1
04	Semi-Professionals & Technicians	56	5	15.9
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	9	0	4.9
07	Administrative & Senior Clerical Personnel	22	14	81.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	415	6	2.0
10	Clerical Personnel	7	5	73.5
11	Intermediate Sales & Service Personnel	2	1	66.7
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	22	1	54.8
14	Other Manual Workers	115	14	18.6
Total		690	57	0.0

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
		#	Representation #	Availability* %
	Senior Managers	3	0	27.4
	Middle & Other Managers	40	4	38.9
	Professionals	8	6	63.3
	Semi-Professionals & Technicians	56	6	16.2
	Supervisors	0	0	0.0
	Supervisors: Crafts & Trades	8	0	6.5
	Administrative & Senior Clerical Personnel	30	23	81.2
	Skilled Sales & Service Personnel	0	0	0.0
	Skilled Crafts & Trades Workers	882	41	2.6
	Clerical Personnel	6	3	74.1
	Intermediate Sales & Service Personnel	3	2	66.7
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	2	0	54.8
	Other Manual Workers	227	23	18.6
Total		1,265	108	0.0

* Source:

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Victoria Shipyards Co. Ltd.
20019-01-20

Data from First/Previous Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	29

Data from Subsequent/Current Workforce Analysis
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Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	3	0	2.9
02	Middle & Other Managers	30	0	2.2
03	Professionals	9	0	1.7
04	Semi-Professionals & Technicians	56	1	1.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	9	1	6.2
07	Administrative & Senior Clerical Personnel	22	1	3.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	415	10	6.3
10	Clerical Personnel	7	0	4.0
11	Intermediate Sales & Service Personnel	2	0	4.2
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	22	1	5.4
14	Other Manual Workers	115	7	5.9
Total		690	21	0.0

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
		3	0	2.9
		40	1	2.2
		8	0	1.6
		56	1	2.0
		0	0	0.0
		8	0	5.2
		30	1	3.0
		0	0	0.0
		882	33	6.3
		6	0	4.3
		3	0	4.2
		0	0	0.0
		2	0	5.4
		227	15	5.9
Total		1,265	51	0.0

* Source:
0

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Victoria Shipyards Co. Ltd.
20019-01-20

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	31

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
		#	%	
01/02	Managers	33	0	4.3
03	Professionals	9	0	3.8
04	Semi-Professionals & Technicians	56	1	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	9	0	7.8
07	Administrative & Senior Clerical Personnel	22	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	415	4	3.8
10	Clerical Personnel	7	0	7.0
11	Intermediate Sales & Service Personnel	2	0	5.6
12	Semi-Skilled Manual Workers	0	0	
13	Other Sales & Service Personnel	22	0	6.3
14	Other Manual Workers	115	4	5.3
Total		690	9	0.0

* Source:

Employment Equity Occupational Group (EEOG)		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
		#	%	
		43	0	4.3
		8	0	3.8
		56	1	4.6
		0	0	0.0
		8	0	7.8
		30	0	3.4
		0	0	0.0
		882	7	3.8
		6	0	7.0
		3	0	5.6
		0	0	0.0
		2	0	6.3
		227	5	5.3
		1,265	13	0.0

* Source:
 2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Victoria Shipyards Co. Ltd.

20019-01-20

Start Date of Flow Data		
YYYY	MM	DD
2016	04	29

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

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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	0	0	0	0
02 Middle & Other Managers	4	1	0	0
03 Professionals	2	1	0	0
04 Semi-Professionals & Technicians	10	2	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	12	11	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1,121	58	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	3	2	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	292	34	0	0
Total	1,451	109	0	0

Table 5: Women			
Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
12	0	0	0
1	1	0	0
10	1	0	0
0	0	0	0
3	0	0	0
6	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	0	0
0	0	0	0
32	7	0	0

Table 9: Women			
Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
3	0	0	0
1	1	0	0
5	2	0	0
0	0	0	0
2	0	0	0
8	5	0	0
0	0	0	0
522	20	0	0
3	3	0	0
1	1	0	0
0	0	0	0
0	0	0	0
114	15	0	0
659	47	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Victoria Shipyards Co. Ltd.

20019-01-20

Start Date of Flow Data		
YYYY	MM	DD
2016	04	29

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired

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Table 2: Aboriginal Peoples

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

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	2	0	0	0
04 Semi-Professionals & Technicians	10	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	12	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1,121	45	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	3	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	292	27	0	0
Total	1,451	72	0	0

Data from Form 5 - Employees Promoted

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Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	12	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	10	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	32	0	0	0

Data from Form 6 - Employees Terminated

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Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	5	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	522	20	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	114	14	0	0
Total	659	34	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Victoria Shipyards Co. Ltd.

20019-01-20

Start Date of Flow Data		
YYYY	MM	DD
2016	04	29

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired

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Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	2	0	0	0
04 Semi-Professionals & Technicians	10	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	12	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1,121	9	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	3	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	292	4	0	0
Total	1,451	13	0	0

Data from Form 5 - Employees Promoted

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Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	12	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	10	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	32	0	0	0

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	5	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	522	4	0	0
10 Clerical Personnel	3	1	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	114	1	0	0
Total	659	6	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Victoria Shipyards Co. Ltd.

20019-01-20

Start Date of Flow Data		
YYYY	MM	DD
2016	04	29

End Date of Flow Data		
YYYY	MM	DD
2018	10	31

Data from Form 4 - Employees Hired

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Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	4	1	0	0
03 Professionals	2	0	0	0
04 Semi-Professionals & Technicians	10	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	3	1	0	0
07 Administrative & Senior Clerical Personnel	12	2	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1,121	45	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	3	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	1	1	0	0
14 Other Manual Workers	292	24	0	0
Total	1,451	75	0	0

Data from Form 5 - Employees Promoted

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Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	12	1	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	10	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	32	1	0	0

Data from Form 6 - Employees Terminated

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Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	5	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	2	1	0	0
07 Administrative & Senior Clerical Personnel	8	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	522	12	0	0
10 Clerical Personnel	3	1	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	114	10	0	0
Total	659	25	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Victoria Shipyards Co. Ltd.

2009-01-20

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees																		First/Previous Short-term Goals				Women			
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years							
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY						
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-29	Annually	Over 3 Years	2016	2019														
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%								
01	Senior Managers	3	0.0%	6.0%	1	0.0%	4.0%	0	1	0	4.0%	0	1	0	27.4%	27.4%	-1	-1	0.0%	0.0%						
02	Middle & Other Managers	30	10.1%	9.0%	8	8.6%	4.0%	4	12	4	4.0%	0	11	5	38.9%	38.9%	-8	-6	13.3%	23.7%						
03	Professionals	9	-3.9%	0.0%	0	11.8%	0.0%	0	0	7	0.0%	0	-1	0	50.0%	64.1%	1	1	77.8%	77.8%						
04	Semi-Professionals & Tech	56	0.0%	3.0%	5	8.9%	3.0%	5	10	5	3.0%	0	5	2	15.9%	15.9%	-4	-3	8.9%	11.5%						
05	Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
06	Supervisors: Crafts & Trades	9	-3.9%	0.0%	0	23.5%	5.0%	1	1	0	5.0%	0	0	0	4.9%	4.9%	0	0	0.0%	0.0%						
07	Administrative & Sr Clerical	22	10.9%	6.0%	4	30.8%	2.0%	1	5	14	2.0%	1	8	3	50.0%	81.2%	-4	-5	63.6%	61.5%						
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
09	Skilled Crafts & Trades	415	28.6%	10.0%	125	80.5%	10.0%	125	250	6	10.0%	2	7	5	2.0%	2.0%	-2	-2	1.4%	1.7%						
10	Clerical Personnel	7	-5.0%	2.0%	0	46.2%	2.0%	0	0	5	2.0%	0	0	0	50.0%	73.5%	0	0	71.4%	71.4%						
11	Intermediate Sales & Service	2	14.5%	5.0%	0	40.0%	5.0%	0	0	1	5.0%	0	0	0	50.0%	66.7%	0	0	50.0%	50.0%						
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
13	Other Sales & Service	22	-55.0%	10.0%	7	0.0%	5.0%	3	10	1	5.0%	0	15	5	50.0%	54.8%	-11	-10	4.5%	20.7%						
14	Other Manual Workers	115	25.4%	15.0%	52	66.7%	10.0%	35	87	14	10.0%	4	21	16	18.6%	18.6%	-7	-5	12.2%	15.6%						
Total		690	22.4%		0	67.4%		0	0	57	0.0%	0	-57	0		0.0%	57	57	8.3%	8.3%						

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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	1	27.4	0	0.0
02	Middle & Other Managers	5	38.9	0	0.0
03	Professionals	0	50.0	0	0.0
04	Semi-Professionals & Tech	2	15.9	0	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	4.9	0	0.0
07	Administrative & Sr Clerical	3	50.0	0	0.0
08	Skilled Sales & Service	0	0.0	0	0.0
09	Skilled Crafts & Trades	5	2.0	0	0.0
10	Clerical Personnel	0	50.0	0	0.0
11	Intermediate Sales & Service	0	50.0	0	0.0
12	Semi-Skilled Manual	0	0.0	0	0.0
13	Other Sales & Service	5	50.0	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Victoria Shipyards Co. Ltd.

2009-01-20

14	Other Manual Workers	16	18.6	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Victoria Shipyards Co. Ltd.

2009-01-20

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	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					
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-29	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	3	0.0%	6.0%	1	0.0%	4.0%	0	1	0	4.0%	0	0	0	2.9%	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	30	10.1%	9.0%	8	8.6%	4.0%	4	12	0	4.0%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%
03 Professionals	9	-3.9%	0.0%	0	11.8%	0.0%	0	0	0	0.0%	0	0	0	1.7%	1.7%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	56	0.0%	3.0%	5	8.9%	3.0%	5	10	1	3.0%	0	0	0	1.6%	1.6%	0	0	1.8%	1.6%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	9	-3.9%	0.0%	0	23.5%	5.0%	1	1	1	5.0%	0	0	0	6.2%	6.2%	0	0	11.1%	11.1%
07 Administrative & Sr Clerical	22	10.9%	6.0%	4	30.8%	2.0%	1	5	1	2.0%	0	0	0	3.0%	3.0%	0	0	4.5%	3.8%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	415	28.6%	10.0%	125	80.5%	10.0%	125	250	10	10.0%	3	27	16	6.3%	6.3%	-16	-11	2.4%	4.3%
10 Clerical Personnel	7	-5.0%	2.0%	0	46.2%	2.0%	0	0	0	2.0%	0	0	0	4.0%	4.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	2	14.5%	5.0%	0	40.0%	5.0%	0	0	0	5.0%	0	0	0	4.2%	4.2%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	22	-55.0%	10.0%	7	0.0%	5.0%	3	10	1	5.0%	0	1	1	5.4%	5.4%	0	0	4.5%	6.9%
14 Other Manual Workers	115	25.4%	15.0%	52	66.7%	10.0%	35	87	7	10.0%	2	5	5	5.9%	5.9%	0	0	6.1%	6.0%
Total	690	22.4%		0	67.4%		0	0	21	0.0%	0	-21	0		0.0%	21	21	3.0%	3.0%

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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	2.9	0	0.0	
02 Middle & Other Managers	0	2.2	0	0.0	
03 Professionals	0	1.7	0	0.0	
04 Semi-Professionals & Tech	0	1.6	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	6.2	0	0.0	
07 Administrative & Sr Clerical	0	3.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	16	6.3	0	0.0	
10 Clerical Personnel	0	4.0	0	0.0	
11 Intermediate Sales & Service	0	4.2	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	1	5.4	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Victoria Shipyards Co. Ltd.

20019-01-20

14	Other Manual Workers	5	5.9	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Victoria Shipyards Co. Ltd.

2009-01-20

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 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		Turnover (Replacement of Terminated Employees)	From - To											
		2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-29	Annually	Over 3 Years	2016	2019										
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%				
01/02	Managers	33	5.0%	5.0%	5	4.3%	8.0%	8	13	0	8.0%	0	2	1	4.3%	4.3%	-1	-1	0.0%	2.6%			
03	Professionals	9	-3.9%	2.0%	1	11.8%	0.0%	0	1	0	0.0%	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%			
04	Semi-Professionals & Tech	56	0.0%	0.0%	0	8.9%	3.0%	5	5	1	3.0%	0	2	0	4.6%	4.6%	-2	-2	1.8%	1.8%			
05	Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
06	Supervisors: Crafts & Trades	9	-3.9%	2.0%	1	23.5%	5.0%	1	2	0	5.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%			
07	Administrative & Sr Clerical	22	10.9%	5.0%	3	30.8%	2.0%	1	4	0	2.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0.0%			
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	415	28.6%	10.0%	125	80.5%	10.0%	125	250	4	10.0%	1	18	10	3.8%	3.8%	-12	-8	1.0%	2.4%			
10	Clerical Personnel	7	-5.0%	0.0%	0	46.2%	2.0%	0	0	0	2.0%	0	0	0	7.0%	7.0%	0	0	0.0%	0.0%			
11	Intermediate Sales & Service	2	14.5%	5.0%	0	40.0%	5.0%	0	0	0	5.0%	0	0	0	5.6%	5.6%	0	0	0.0%	0.0%			
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	22	-55.0%	5.0%	3	0.0%	5.0%	3	6	0	5.0%	0	2	0	6.3%	6.3%	-1	-2	0.0%	0.0%			
14	Other Manual Workers	115	25.4%	10.0%	35	66.7%	10.0%	35	70	4	10.0%	1	5	4	5.3%	5.3%	-2	-1	3.5%	4.7%			
Total		690	22.4%		0	67.4%		0	0	9	0.0%	0	-9	0		0.0%	9	9	1.3%	1.3%			

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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	4.3	0	0.0	
03	Professionals	0	3.8	0	0.0	
04	Semi-Professionals & Tech	0	4.6	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	7.8	0	0.0	
07	Administrative & Sr Clerical	0	3.4	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	10	3.8	0	0.0	
10	Clerical Personnel	0	7.0	0	0.0	
11	Intermediate Sales & Service	0	5.6	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	6.3	0	0.0	
14	Other Manual Workers	4	5.3	0	0.0	
Total		0	0.0	0	0.0	

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				From - To	Present Availability		Present Gap	Projected Gap					
	YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	Years	2016	2019	%	#	#	%	%	
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-29	Annually	Over 3 Years	Years	2016	2019	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	3	0.0%	6.0%	1	0.0%	4.0%	0	1	0	4.0%	0	0	0	10.1%	10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	30	10.1%	9.0%	8	8.6%	4.0%	4	12	0	4.0%	0	6	2	15.0%	15.0%	-5	-4	0.0%	5.3%
03 Professionals	9	-3.9%	0.0%	0	11.8%	0.0%	0	0	2	0.0%	0	0	0	23.5%	23.5%	0	0	22.2%	22.2%
04 Semi-Professionals & Tech	56	0.0%	3.0%	5	8.9%	3.0%	5	10	0	3.0%	0	14	2	23.7%	23.7%	-13	-12	0.0%	3.3%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	9	-3.9%	0.0%	0	23.5%	5.0%	1	1	1	5.0%	0	0	0	6.8%	6.8%	0	0	11.1%	11.1%
07 Administrative & Sr Clerical	22	10.9%	6.0%	4	30.8%	2.0%	1	5	2	2.0%	0	0	0	8.2%	8.2%	0	0	9.1%	7.7%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	415	28.6%	10.0%	125	80.5%	10.0%	125	250	25	10.0%	8	48	30	12.0%	12.0%	-25	-18	6.0%	8.7%
10 Clerical Personnel	7	-5.0%	2.0%	0	46.2%	2.0%	0	0	2	2.0%	0	-1	0	13.4%	13.4%	1	1	28.6%	28.6%
11 Intermediate Sales & Service	2	14.5%	5.0%	0	40.0%	5.0%	0	0	0	5.0%	0	0	0	12.9%	12.9%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	22	-55.0%	10.0%	7	0.0%	5.0%	3	10	0	5.0%	0	5	2	16.1%	16.1%	-4	-3	0.0%	6.9%
14 Other Manual Workers	115	25.4%	15.0%	52	66.7%	10.0%	35	87	3	10.0%	1	12	7	8.2%	8.2%	-6	-5	2.6%	5.4%
Total	690	22.4%		0	67.4%		0	0	35	0.0%	0	-35	0		0.0%	35	35	5.1%	5.1%

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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	10.1	0	0.0	
02 Middle & Other Managers	2	15.0	0	0.0	
03 Professionals	0	23.5	0	0.0	
04 Semi-Professionals & Tech	2	23.7	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	6.8	0	0.0	
07 Administrative & Sr Clerical	0	8.2	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	30	12.0	0	0.0	
10 Clerical Personnel	0	13.4	0	0.0	
11 Intermediate Sales & Service	0	12.9	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	2	16.1	0	0.0	

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14	Other Manual Workers	7	8.2	0	0.0
Total		0	0.0	0	0.0

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2009-01-20

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)	Subsequent/Current Short-term Goals																			
	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To	YYYY - YYYY					
	2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-10-31	Annually	Over 3 Years	#	2018	2021	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	3	0.0%	6.0%	1	0.0%	4.0%	0	1	0	4.0%	0	1	0	27.4%	27.4%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	40	10.1%	9.0%	11	8.6%	4.0%	5	16	4	4.0%	0	16	6	38.9%	38.9%	-12	-10	10.0%	19.6%	
03 Professionals	8	-3.9%	0.0%	0	11.8%	0.0%	0	0	6	0.0%	0	-1	0	63.3%	63.3%	1	1	75.0%	75.0%	
04 Semi-Professionals & Tech	56	0.0%	3.0%	5	8.9%	3.0%	5	10	6	3.0%	1	5	2	16.2%	16.2%	-3	-3	10.7%	11.5%	
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	8	-3.9%	0.0%	0	23.5%	5.0%	1	1	0	5.0%	0	1	0	6.5%	6.5%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	30	10.9%	6.0%	5	30.8%	2.0%	2	7	23	2.0%	1	6	0	81.2%	81.2%	-1	-6	76.7%	62.9%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	882	28.6%	10.0%	265	80.5%	10.0%	265	530	41	10.0%	12	1	14	2.6%	2.6%	18	13	4.6%	3.7%	
10 Clerical Personnel	6	-5.0%	2.0%	0	46.2%	2.0%	0	0	3	2.0%	0	1	0	74.1%	74.1%	-1	-1	50.0%	50.0%	
11 Intermediate Sales & Service	3	14.5%	5.0%	0	40.0%	5.0%	0	0	2	5.0%	0	0	0	66.7%	66.7%	0	0	66.7%	66.7%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	2	-55.0%	10.0%	1	0.0%	5.0%	0	1	0	5.0%	0	2	1	50.0%	54.8%	-1	-1	0.0%	33.3%	
14 Other Manual Workers	227	25.4%	15.0%	102	66.7%	10.0%	68	170	23	10.0%	7	45	32	18.6%	18.6%	-19	-13	10.1%	14.6%	
Total	1,265	22.4%		0	67.4%		0	0	108	0.0%	0	-108	0	0.0%	0.0%	108	108	8.5%	8.5%	

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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	27.4	27.4%	• We work closely with union representatives and will be updating them on our recent workforce analysis to assist them in understanding the need to develop diverse hiring practices. Even though a gap exists, goal is not required since the presentation is over 50.0%. No goal is required since no gap exists.
02 Middle & Other Managers	38.9	38.9%	
03 Professionals			
04 Semi-Professionals & Tech	16.2	16.2%	
05 Supervisors			
06 Supervisors: Crafts & Trades	6.5	6.5%	
07 Administrative & Sr Clerical			
08 Skilled Sales & Service			
09 Skilled Crafts & Trades	2.6	2.6%	
10 Clerical Personnel			
11 Intermediate Sales & Service			
12 Semi-Skilled Manual			
13 Other Sales & Service	50.0	50.0%	
14 Other Manual Workers	18.6	18.6%	

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Total		0.0	0.0
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Part 3: Goals

Victoria Shipyards Co. Ltd.

2009-01-20

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)			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	From - To		YYYY - YYYY						
	2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-10-31	Annually	Over 3 Years	#	2018	2021	#	#	#	#	#
	#	%	%	#	%	%	#		#	%	%		#	%					
01 Senior Managers	3	0.0%	6.0%	1	0.0%	4.0%	0	1	0	4.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	40	10.1%	9.0%	11	8.6%	4.0%	5	16	1	4.0%	0	0	0	2.2%	0	0	2.5%	2.0%	
03 Professionals	8	-3.9%	0.0%	0	11.8%	0.0%	0	0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	56	0.0%	3.0%	5	8.9%	3.0%	5	10	1	3.0%	0	0	0	2.0%	0	0	1.8%	1.6%	
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	8	-3.9%	0.0%	0	23.5%	5.0%	1	1	0	5.0%	0	0	0	5.2%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	30	10.9%	6.0%	5	30.8%	2.0%	2	7	1	2.0%	0	0	0	3.0%	0	0	3.3%	2.9%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	882	28.6%	10.0%	265	80.5%	10.0%	265	530	33	10.0%	10	49	33	6.3%	6.3%	-23	-16	3.7%	4.9%
10 Clerical Personnel	6	-5.0%	2.0%	0	46.2%	2.0%	0	0	0	2.0%	0	0	0	4.3%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	3	14.5%	5.0%	0	40.0%	5.0%	0	0	0	5.0%	0	0	0	4.2%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	2	-55.0%	10.0%	1	0.0%	5.0%	0	1	0	5.0%	0	0	0	5.4%	0	0	0.0%	0.0%	
14 Other Manual Workers	227	25.4%	15.0%	102	66.7%	10.0%	68	170	15	10.0%	5	9	0	5.9%	2	-9	6.6%	3.0%	
Total	1,265	22.4%		0	67.4%		0	0	51	0.0%	0	-51	0	0.0%	51	51	4.0%	4.0%	

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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				• We will also continue our relationship and commitments to Coastal Aboriginal Shipbuilding Alliance's Aboriginal Marine Training Employment Partnership with the hiring of Aboriginal apprentices within the next 3 years. No goal required since no gap exists.	
02 Middle & Other Managers					
03 Professionals					
04 Semi-Professionals & Tech					
05 Supervisors					
06 Supervisors: Crafts & Trades					
07 Administrative & Sr Clerical					
08 Skilled Sales & Service					
09 Skilled Crafts & Trades		6.3	6.3%		
10 Clerical Personnel					
11 Intermediate Sales & Service					
12 Semi-Skilled Manual					
13 Other Sales & Service					
14 Other Manual Workers					

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Total		0.0	0.0
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2019-01-20

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 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		2018	2021					
		2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	%	%	%	%	%	
		#	%	%	#	%	%	#	#	#	%	%	#	%	%	%	#	#	%	%	
01/02	Managers	43	5.0%	6.0%	8	4.3%	4.0%	5	13	0	4.0%	0	2	1	4.3%	4.3%	-2	-1	0.0%	2.0%	
03	Professionals	8	-3.9%	9.0%	2	11.8%	4.0%	1	3	0	4.0%	0	0	0	3.8%	0	0	0.0%	0.0%		
04	Semi-Professionals & Tech	56	0.0%	0.0%	0	8.9%	0.0%	0	0	1	0.0%	0	2	0	4.6%	4.6%	-2	-2	1.8%	1.8%	
05	Supervisors	0	0.0%	3.0%	0	0.0%	3.0%	0	0	0	3.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	8	-3.9%	0.0%	0	23.5%	0.0%	0	0	0	0.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
07	Administrative & Sr Clerical	30	10.9%	0.0%	0	30.8%	5.0%	5	5	0	5.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0.0%	
08	Skilled Sales & Service	0	0.0%	6.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	882	28.6%	0.0%	0	80.5%	0.0%	0	0	7	0.0%	0	27	0	3.8%	3.8%	-27	-27	0.8%	0.8%	
10	Clerical Personnel	6	-5.0%	10.0%	2	46.2%	10.0%	2	4	0	10.0%	0	1	0	7.0%	7.0%	0	-1	0.0%	0.0%	
11	Intermediate Sales & Service	3	14.5%	2.0%	0	40.0%	2.0%	0	0	0	2.0%	0	0	0	5.6%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	0	0.0%	5.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	2	-55.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%		
14	Other Manual Workers	227	25.4%	10.0%	68	66.7%	5.0%	34	102	5	5.0%	1	12	5	5.3%	5.3%	-7	-7	2.2%	3.1%	
Total		1,265	22.4%	15.0%	569	67.4%	10.0%	380	949	13	10.0%	4	-9	0	0.0%	0.0%	13	9	1.0%	0.5%	

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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%	Diversity Committee at VSL has been meeting since 2013 and is continuing to achievement employment equity aims.
03	Professionals			• Seaspan has engaged with BC Centre for Ability (www.bc-cfa.org) to facilitate in reducing the barriers for employment opportunities for persons with disabilities.
04	Semi-Professionals & Tech	4.6	4.6%	
05	Supervisors			
06	Supervisors: Crafts & Trades	7.8	7.8%	
07	Administrative & Sr Clerical	3.4	3.4%	
08	Skilled Sales & Service			
09	Skilled Crafts & Trades	3.8	3.8%	
10	Clerical Personnel		7.0%	
11	Intermediate Sales & Service			
12	Semi-Skilled Manual			
13	Other Sales & Service			
14	Other Manual Workers	5.3	5.3%	
Total		0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Victoria Shipyards Co. Ltd.

2009-01-20

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	From - To			2018	2021					
	2018-10-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-10-31	Annually	Over 3 Years	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	3	0.0%	6.0%	1	0.0%	4.0%	0	1	0	4.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%	
02 Middle & Other Managers	40	10.1%	9.0%	11	8.6%	4.0%	5	16	1	4.0%	0	7	2	15.0%	15.0%	-5	-5	2.5%	5.9%	
03 Professionals	8	-3.9%	0.0%	0	11.8%	0.0%	0	0	1	0.0%	0	1	0	24.7%	24.7%	-1	-1	12.5%	12.5%	
04 Semi-Professionals & Tech	56	0.0%	3.0%	5	8.9%	3.0%	5	10	1	3.0%	0	14	2	24.4%	24.4%	-13	-12	1.8%	4.9%	
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	8	-3.9%	0.0%	0	23.5%	5.0%	1	1	1	5.0%	0	0	0	12.9%	0	0	0	12.5%	12.5%	
07 Administrative & Sr Clerical	30	10.9%	6.0%	5	30.8%	2.0%	2	7	2	2.0%	0	1	0	8.2%	0	-1	0	6.7%	5.7%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	882	28.6%	10.0%	265	80.5%	10.0%	265	530	43	10.0%	13	100	60	11.3%	11.3%	-57	-40	4.9%	7.8%	
10 Clerical Personnel	6	-5.0%	2.0%	0	46.2%	2.0%	0	0	1	2.0%	0	0	0	8.6%	0	0	0	16.7%	16.7%	
11 Intermediate Sales & Service	3	14.5%	5.0%	0	40.0%	5.0%	0	0	0	5.0%	0	0	0	12.9%	0	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	2	-55.0%	10.0%	1	0.0%	5.0%	0	1	1	5.0%	0	-1	0	16.1%	1	1	0	50.0%	33.3%	
14 Other Manual Workers	227	25.4%	15.0%	102	66.7%	10.0%	68	170	14	10.0%	4	17	14	8.2%	8.2%	-5	-3	6.2%	7.3%	
Total	1,265	22.4%		0	67.4%		0	0	65	0.0%	0	-65	0	0.0%	0.0%	65	65	5.1%	5.1%	

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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				• We work closely with the union representatives and will be updating them on our recent workforce analysis results to assist them in understanding the need to develop diverse hiring practices	
02 Middle & Other Managers		15.0	15.0%	• We will continue our relationship with the InterCultural Association of Victoria, BC (www.icavictoria.org) to increase awareness and diversity within the workforce.	
03 Professionals		24.7	24.7%		
04 Semi-Professionals & Tech		24.4	24.4%		
05 Supervisors					
06 Supervisors: Crafts & Trades					
07 Administrative & Sr Clerical			8.2%		
08 Skilled Sales & Service					
09 Skilled Crafts & Trades		11.3	11.3%		
10 Clerical Personnel					
11 Intermediate Sales & Service					
12 Semi-Skilled Manual					
13 Other Sales & Service					
14 Other Manual Workers		8.2	8.2%		

Federal Contractors Program Achievement Report

Part 3: Goals

Victoria Shipyards Co. Ltd.

20019-01-20

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Victoria Shipyards Co. Ltd.

2009-01-20

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						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2016	3	0	0.0	27.4	1	-1	0.0																
	2018	3	0	0.0	27.4	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	30	4	13.3	38.9	12	-8	34.3																
	2018	40	4	10.0	38.9	16	-12	25.7	4	1	25.0	2	-1	12	0	0.0	2	-2	3	0	0.0	0	0	0
03 Professionals	2016	9	7	77.8	64.1	6	1	121.3																
	2018	8	6	75.0	63.3	5	1	118.5	2	1	50.0	1	0	1	1	100.0	1	0	1	1	100.0	1	0	0
04 Semi-Professionals & Technicians	2016	56	5	8.9	15.9	9	-4	56.2																
	2018	56	6	10.7	16.2	9	-3	66.1	10	2	20.0	2	0	10	1	10.0	1	0	5	2	40.0	0	2	2
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	9	0	0.0	4.9	0	0	0.0																
	2018	8	0	0.0	6.5	1	-1	0.0	3	0	0.0	0	0	3	0	0.0	0	0	2	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	2018	0	0	0.0	1	0.0	27.4	0.0		0.0	0.0	0.0	0.0	
	2021	0	0	0.0			27.4	0.0			0.3	0.0	0.0	
02 Middle & Other Managers	2018	13	1	7.7	5	20.0	38.9	19.8	0	0.0	0.0	0.0	0.0	
	2021	13	1	7.7			38.9	19.8			0.4	1977.5		
03 Professionals	2018	2	1	50.0	0	0.0	50.0	100.0	0	0.0	0.0	0.0	0.0	
	2021	2	1	50.0			0.0	0.0			0.0	0.0	0.0	
04 Semi-Professionals & Technicians	2018	15	1	6.7	2	50.0	15.9	41.9	0	0.0	0.0	0.0	0.0	
	2021	15	1	6.7			16.2	41.2			0.2	4115.2		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2018	4	0	0.0	0	0.0	4.9	0.0	0	0.0	0.0	0.0	0.0	
	2021	4	0	0.0			6.5	0.0			0.1	0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Victoria Shipyards Co. Ltd.

2009-01-20

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						
#	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#		
07 Administrative & Senior Clerical	2016	22	14	63.6	81.2	18	-4	78.4																
	2018	30	23	76.7	81.2	24	-1	94.4	12	11	91.7	10	1	6	5	83.3	4	1	8	5	62.5	5	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	415	6	1.4	2.0	8	-2	72.3																
	2018	882	41	4.6	2.6	23	18	178.8	1,121	58	5.2	29	29	0	0	0.0	0	0	522	20	3.8	8	12	
10 Clerical Personnel	2016	7	5	71.4	73.5	5	0	97.2																
	2018	6	3	50.0	74.1	4	-1	67.5	3	0	0.0	2	-2	0	0	0.0	0	0	3	3	100.0	2	1	
11 Intermediate Sales & Service Personnel	2016	2	1	50.0	66.7	1	0	75.0																
	2018	3	2	66.7	66.7	2	0	100.0	3	2	66.7	2	0	0	0	0.0	0	0	1	1	100.0	1	1	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

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	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	10	11	110.0	3	366.7	50.0	220.0	0	0.0	0.0	0.0		
	2021	10	11	110.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	599	38	6.3	5	760.0	2.0	317.2	0	0.0	0.0	0.0		
	2021	599	38	6.3			2.6	244.0			0.0	24399.6		
10 Clerical Personnel	2018	0	-3	0.0	0	0.0	50.0	0.0	0	0.0	0.0	0.0		
	2021	0	-3	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	2	1	50.0	0	0.0	50.0	100.0	0	0.0	0.0	0.0		
	2021	2	1	50.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Victoria Shipyards Co. Ltd.

2009-01-20

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	2016	22	1	4.5	54.8	12	-11	8.3																
	2018	2	0	0.0	54.8	1	-1	0.0	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	115	14	12.2	18.6	21	-7	65.5																
	2018	227	23	10.1	18.6	42	-19	54.5	292	34	11.6	54	-20	0	0	0.0	0	0	0	114	15	13.2	14	1
Total	2016	690	57	8.3	0.0	0	57	0.0																
	2018	1,265	108	8.5	0.0	0	108	0.0	1,451	109	7.5	0	109	32	7	21.9	3	4	659	47	7.1	54	-7	

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	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%			
13 Other Sales & Service Personnel	2018	1	0	0.0	5	0.0	50.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			50.0	0.0			0.5	0.0		
14 Other Manual Workers	2018	178	19	10.7	16	118.8	18.6	57.4	0	0.0	0.0	0.0		
	2021	178	19	10.7			18.6	57.4			0.2	5738.8		
Total	2018	824	69	8.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	824	69	8.4			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Victoria Shipyards Co. Ltd.

2009-01-20

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	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2016	3	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	3	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	30	0	0.0	2.2	1	-1	0.0	4	0	0.0	0	0	0	12	0	0.0	0	0	3	0	0.0	0	0
	2018	40	1	2.5	2.2	1	0	113.6	4	0	0.0	0	0	0	12	0	0.0	0	0	3	0	0.0	0	0
03 Professionals	2016	9	0	0.0	1.7	0	0	0.0	2	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0
	2018	8	0	0.0	1.6	0	0	0.0	2	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	56	1	1.8	1.6	1	0	111.6	10	0	0.0	0	0	0	10	0	0.0	0	0	5	0	0.0	0	0
	2018	56	1	1.8	2.0	1	0	89.3	10	0	0.0	0	0	0	10	0	0.0	0	0	5	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	9	1	11.1	6.2	1	0	179.2	3	0	0.0	0	0	0	3	0	0.0	0	0	2	0	0.0	0	0
	2018	8	0	0.0	5.2	0	0	0.0	3	0	0.0	0	0	0	3	0	0.0	0	0	2	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	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	0	0	0.0	0	0.0	2.9	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	13	0	0.0	0	0.0	2.2	0.0	0	0.0	0.0	0.0		
	2021	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2018	2	0	0.0	0	0.0	1.7	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	15	0	0.0	0	0.0	1.6	0.0	0	0.0	0.0	0.0		
	2021	15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	4	0	0.0	0	0.0	6.2	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Victoria Shipyards Co. Ltd.

2009-01-20

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	Aboriginal Peoples						All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples									
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	%	#	#	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	22	1	4.5	3.0	1	0	151.5																	
	2018	30	1	3.3	3.0	1	0	111.1	12	0	0.0	0	0	6	0	0.0	0	0	8	0	0.0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	415	10	2.4	6.3	26	-16	38.2																	
	2018	882	33	3.7	6.3	56	-23	59.4	1,121	45	4.0	71	-26	0	0	0.0	0	0	522	20	3.8	13	7	7	
10 Clerical Personnel	2016	7	0	0.0	4.0	0	0	0.0																	
	2018	6	0	0.0	4.3	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	3	0	0.0	0	0	0	
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	4.2	0	0	0.0																	
	2018	3	0	0.0	4.2	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2018	10	0	0.0	0	0.0	3.0	0.0		0.0	0.0	0.0	0.0	
	2021	10	0	0.0			0.0	0.0		0.0	0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0		0.0	0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	599	25	4.2	16	156.3	6.3	66.2		0.0	0.0	0.0	0.0	
	2021	599	25	4.2			6.3	66.2		0.1	6624.8			
10 Clerical Personnel	2018	0	0	0.0	0	0.0	4.0	0.0		0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0		0.0	0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	2	0	0.0	0	0.0	4.2	0.0		0	0.0	0.0	0.0	
	2021	2	0	0.0			0.0	0.0		0.0	0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0		0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0		0.0	0.0	0.0	0.0	

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Part 5: Results - Aboriginal Peoples

Victoria Shipyards Co. Ltd.

2009-01-20

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	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	22	1	4.5	5.4	1	0	84.2																
	2018	2	0	0.0	5.4	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	115	7	6.1	5.9	7	0	103.2																
	2018	227	15	6.6	5.9	13	2	112.0	292	27	9.2	17	10	0	0	0.0	0	0	0	114	14	12.3	7	7
Total	2016	690	21	3.0	0.0	0	21	0.0																
	2018	1,265	51	4.0	0.0	0	51	0.0	1,451	72	5.0	0	72	32	0	0.0	1	-1	659	34	5.2	20	14	

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	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	1	0	0.0	1	0.0	5.4	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	178	13	7.3	5	260.0	5.9	123.8	0	0.0	0.0	0.0	0.0	
	2021	178	13	7.3			0.0	0.0			0.0	0.0	0.0	
Total	2018	824	38	4.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	824	38	4.6			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Victoria Shipyards Co. Ltd.

20019-01-20

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	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	2016	33	0	0.0	4.3	1	-1	0.0							12	0	0.0	0	0						
	2018	43	0	0.0	4.3	2	-2	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	3	0	0.0	0	0	
03 Professionals	2016	9	0	0.0	3.8	0	0	0.0																	
	2018	8	0	0.0	3.8	0	0	0.0	2	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	56	1	1.8	4.6	3	-2	38.8																	
	2018	56	1	1.8	4.6	3	-2	38.8	10	0	0.0	0	0	0	10	0	0.0	0	0	5	0	0.0	0	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	9	0	0.0	7.8	1	-1	0.0																	
	2018	8	0	0.0	7.8	1	-1	0.0	3	0	0.0	0	0	0	3	0	0.0	0	0	2	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	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	2018	13	0	0.0	1	0.0	4.3	0.0	0	0.0	0.0	0.0		
	2021	13	0	0.0			4.3	0.0			0.0	0.0		
03 Professionals	2018	2	0	0.0	0	0.0	3.8	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	15	0	0.0	0	0.0	4.6	0.0	0	0.0	0.0	0.0		
	2021	15	0	0.0			4.6	0.0			0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	4	0	0.0	0	0.0	7.8	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0			7.8	0.0			0.1	0.0		

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Part 6: Results - Persons with Disabilities

Victoria Shipyards Co. Ltd.

2009-01-20

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
07 Administrative & Senior Clerical	2016	22	0	0.0	3.4	1	-1	0.0																	
	2018	30	0	0.0	3.4	1	-1	0.0	12	0	0.0	0	0	6	0	0.0	0	0	8	0	0.0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	415	4	1.0	3.8	16	-12	25.4																	
	2018	882	7	0.8	3.8	34	-27	20.9	1,121	9	0.8	43	-34	0	0	0.0	0	0	522	4	0.8	5	-1		
10 Clerical Personnel	2016	7	0	0.0	7.0	0	0	0.0																	
	2018	6	0	0.0	7.0	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	3	1	33.3	0	1		
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	5.6	0	0	0.0																	
	2018	3	0	0.0	5.6	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	10	0	0.0	0	0.0	3.4	0.0	0	0.0	0.0	0.0		
	2021	10	0	0.0			3.4	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	599	5	0.8	10	50.0	3.8	22.0	0	0.0	0.0	0.0		
	2021	599	5	0.8			3.8	22.0			0.0	2196.6		
10 Clerical Personnel	2018	0	-1	0.0	0	0.0	7.0	0.0	0	0.0	0.0	0.0		
	2021	0	-1	0.0			0.0	0.0			0.1	0.0		
11 Intermediate Sales & Service Personnel	2018	2	0	0.0	0	0.0	5.6	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Victoria Shipyards Co. Ltd.

2009-01-20

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires			Promotions			Terminations								
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities									
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference							
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	22	0	0.0	6.3	1	-1	0.0																	
	2018	2	0	0.0	6.3	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	115	4	3.5	5.3	6	-2	65.6																	
	2018	227	5	2.2	5.3	12	-7	41.6	292	4	1.4	15	-11	0	0	0.0	0	0	0	114	1	0.9	4	-3	
Total	2016	690	9	1.3	0.0	0	9	0.0																	
	2018	1,265	13	1.0	0.0	0	13	0.0	1,451	13	0.9	0	13	32	0	0.0	0	0	0	659	6	0.9	9	-3	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	6.3	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	178	3	1.7	4	75.0	5.3	31.8	0	0.0	0.0	0.0		
	2021	178	3	1.7			5.3	31.8			0.1	3180.0		
Total	2018	824	7	0.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	824	7	0.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Victoria Shipyards Co. Ltd.

2009-01-20

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	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						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2016	3	0	0.0	10.1	0	0	0.0																
	2018	3	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	30	0	0.0	15.0	5	-5	0.0																
	2018	40	1	2.5	15.0	6	-5	16.7	4	1	25.0	1	0	12	1	8.3	0	1	3	0	0.0	0	0	0
03 Professionals	2016	9	2	22.2	23.5	2	0	94.6																
	2018	8	1	12.5	24.7	2	-1	50.6	2	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	56	0	0.0	23.7	13	-13	0.0																
	2018	56	1	1.8	24.4	14	-13	7.3	10	1	10.0	2	-1	10	0	0.0	0	0	5	0	0.0	0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	9	1	11.1	6.8	1	0	163.4																
	2018	8	1	12.5	12.9	1	0	96.9	3	1	33.3	0	1	3	0	0.0	0	0	2	1	50.0	0	1	1

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

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			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	0	0	0.0	0	0.0	10.1	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	13	2	15.4	2	100.0	15.0	102.6	0	0.0	0.0	0.0		
	2021	13	2	15.4			15.0	102.6			0.2	10256.4		
03 Professionals	2018	2	0	0.0	0	0.0	23.5	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			24.7	0.0			0.2	0.0		
04 Semi-Professionals & Technicians	2018	15	1	6.7	2	50.0	23.7	28.1	0	0.0	0.0	0.0		
	2021	15	1	6.7			24.4	27.3			0.2	2732.2		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	4	0	0.0	0	0.0	6.8	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Victoria Shipyards Co. Ltd.

2009-01-20

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	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	2016	22	2	9.1	8.2	2	0	110.9																
	2018	30	2	6.7	8.2	2	0	81.3	12	2	16.7	1	1	6	0	0.0	1	-1	8	1	12.5	1	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	415	25	6.0	12.0	50	-25	50.2																
	2018	882	43	4.9	11.3	100	-57	43.1	1,121	45	4.0	127	-82	0	0	0.0	0	0	522	12	2.3	31	-19	
10 Clerical Personnel	2016	7	2	28.6	13.4	1	1	213.2																
	2018	6	1	16.7	8.6	1	0	193.8	3	0	0.0	0	0	0	0	0.0	0	0	3	1	33.3	1	0	
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	12.9	0	0	0.0																
	2018	3	0	0.0	12.9	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

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	2018	10	1	10.0	0	0.0	8.2	122.0	0	0.0	0.0	0.0		
	2021	10	1	10.0			0.0	0.0			0.1	12195.1		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	599	33	5.5	30	110.0	12.0	45.9	0	0.0	0.0	0.0		
	2021	599	33	5.5			11.3	48.8			0.1	4875.4		
10 Clerical Personnel	2018	0	-1	0.0	0	0.0	13.4	0.0	0	0.0	0.0	0.0		
	2021	0	-1	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	2	0	0.0	0	0.0	12.9	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Victoria Shipyards Co. Ltd.

2009-01-20

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	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						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	22	0	0.0	16.1	4	-4	0.0																
	2018	2	1	50.0	16.1	0	1	310.6	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	115	3	2.6	8.2	9	-6	31.8																
	2018	227	14	6.2	8.2	19	-5	75.2	292	24	8.2	24	0	0	0	0.0	0	0	0	114	10	8.8	3	7
Total	2016	690	35	5.1	0.0	0	35	0.0																
	2018	1,265	65	5.1	0.0	0	65	0.0	1,451	75	5.2	0	75	32	1	3.1	2	-1	659	25	3.8	33	-8	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	%					
13 Other Sales & Service Personnel	2018	1	1	100.0	2	50.0	16.1	621.1	0	0.0	0.0	0.0		
	2021	1	1	100.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	178	14	7.9	7	200.0	8.2	95.9	0	0.0	0.0	0.0		
	2021	178	14	7.9			8.2	95.9			0.1	9591.7		
Total	2018	824	51	6.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	824	51	6.2			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Victoria Shipyards Co. Ltd.
20019-01-20

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):

Victoria Shipyards implemented a diversity committee two years ago which is now going into its third year. The volunteer committee, focuses and recommends to the Company ways to reduce barriers, creates diversity awareness campaigns and presentations to share with senior leadership and employees, and reviews pertinent policies. 4) Seaspan, an association of Canadian companies, of which Victoria Shipyards is one, has entered into revised memorandum of understanding (MOU) with the Coastal Aboriginal Shipbuilding Alliance Aboriginal Marine Training Employment

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.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

[Redacted]

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

[Redacted]

- Other.

[Redacted]

Additional Details

Please provide any additional information (optional):

Victoria Shipyards remains passionately committed to removing employment barriers for not only the four designated groups but for all people. Our commitment entails education and training for not only our employees but the unions we work with for our trades personnel requirements. With the upcoming reductions in the workforce and our dependency on the unions for labour, our efforts and commitments become more pertinent when the requirements for labour increases.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Victoria Shipyard Co. Ltd

Primary Location: Victoria, British Columbia

Number of Employees: 1291

British Columbia 1292

Organization Overview:

NAICS # 3366 (Ship and Boat Building)

Victoria Shipyards Co., Ltd. offers vessel repair and maintenance, cruise ship, and dry docking services. Its services include engineering, tailshaft repairs and fabrication, steel fabrication and repairs, diesel engine servicing, hull cleaning and painting, and outfitting. The company's services also include glasswork, water, and firetight doors; stainless steel galley equipment; weight testing of davits; cranes and gangways; woodwork and joinery; and tiles and deck covering, life boat davit repairs, and wire exchanges. It also manufactures and installs Corian products.

Key Dates – First Year Assessment

Initiated: 2016-05-01
 Received: 2016-05-24
 Closed: 2016-05-19
 Workforce Analysis: 2015-12-31

Key Dates – Subsequent Assessment

Initiated: 2018-11-10 ext granted 2019-01-20
 Received: 2019-01-21
 Workforce Analysis: 2018-11-10

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:

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

Yes No

Comments:

The period reported on the Achievement report is 2016-04-30 to 2018-11-10. The data from the current workforce analysis included in the Achievement report is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment many gaps were found in different EEOG's in each designated group. In the previous assessment short-term goals were set in numbers and percentage format. For the purpose of this assessment only percentage format is used. Long-terms goals were not set.

Women

01	Senior Managers	Goal not met (achieved 0.0%)
02	Middle & Other Managers	Goal not met (achieved 16.1%)
04	Semi-Professionals & Technicians	Goal met (achieved 94.3%)
07	Admin. & Senior Clerical Personnel	Goal met (achieved 177.8%)
09	Skilled Crafts & Trades Workers	Goal met (achieved 258.7%)
13	Other Sales & Service Personnel	Goal not met (achieved 0.0%)
14	Other Manual Workers	Goal not met (achieved 62.6%)

Assessment/Observations

- EEOG 01 - There were no new entrants in this EEOG. The market availability is 27.4%. The company had set a goal of hiring / promoting 27.4%. By hiring / promoting none new entrants in this designated group, they achieved 0.0% of the goal set.
- EEOG 02 - Out of 16 new entrants in this EEOG, one was from this designated group. The market availability is 38.9%. The company had set a goal of hiring / promoting 38.9%. By hiring / promoting only one new entrant from this designated group, they achieved 16.1% of the goal set.
- EEOG 04 - Out of 20 new entrants in this EEOG, three were from this designated group. The market availability is 15.9%. The company had set a goal of hiring / promoting 15.9%. By hiring / promoting only three entrants from this designated group, they achieved 94.3% of the goal set.
- EEOG 07 - Out of 18 new entrants in this EEOG, 16 were from this designated group. The market availability is 81.2%. The company had set a goal of hiring / promoting

50.0%. By hiring / promoting 16 new entrants from this designated group, they achieved 177.8% of the goal set.

- EEOG 09 - Out of 1121 new entrants in this EEOG, 58 were from this designated group. The market availability is 2.0%. The company had set a goal of hiring / promoting 2.0%. By hiring / promoting 58 new entrants from this designated group, they achieved 258.7% of the goal set.
- EEOG 13 – There was only one new entrant in this EEOG and that was not from this designated group. The market availability is 54.8%. The company had set a goal of hiring / promoting 50.0%. By hiring / promoting none new entrants in this designated group, they achieved 0.0% of the goal set.
- EEOG 14 - Out of 292 new entrants in this EEOG, 34 were from this designated group. The market availability is 18.6%. The company had set a goal of hiring / promoting 18.6%. By hiring / promoting 34 new entrants from this designated group, they achieved 62.6% of the goal set.

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (achieved 0.0%)
09	Skilled Crafts & Trades Workers	Goal not met (achieved 63.7%)

Assessment/Observations

- EEOG 02 - Out of 16 new entrants in this EEOG, none were from this designated group. The market availability is 2.2%. The company had set a goal of hiring / promoting 2.2%. By hiring / promoting none new entrants in this designated group, they achieved 0.0% of the goal set.
- EEOG 09 - Out of 1121 new entrants in this EEOG, 45 were from this designated group. The market availability is 6.3%. The company had set a goal of hiring / promoting 6.3%. By hiring / promoting 45 new entrants in this designated group, they achieved 63.7% of the goal set.

Persons with Disabilities

01/02	Managers	Goal not met (achieved 0.0%)
04	Semi-Professionals & Technicians	Goal not met (achieved 0.0%)
06	Supervisors: Crafts & Trades	Goal not met (achieved 0.0%)
07	Admin. & Senior Clerical Personnel	Goal not met (achieved 0.0%)
09	Skilled Crafts & Trades Workers	Goal not met (achieved 21.1%)
13	Other Sales & Service Personnel	Goal not met (achieved 0.0%)
14	Other Manual Workers	Goal not met (achieved 25.8%)

Assessment/Observations

- EEOG 01/02 - Out of 16 new entrants in this EEOG, none were from this designated group. The market availability is 4.3%. The company had set a goal of hiring / promoting 4.3%. By hiring / promoting none new entrants in this designated group, they achieved 0.0% of the goal set.
- EEOG 04 - Out of 20 new entrants in this EEOG, none were from this designated group. The market availability is 4.6%. The company had set a goal of hiring / promoting 4.6%. By hiring / promoting none new entrants in this designated group, they achieved 0.0% of the goal set.
- EEOG 06 - Out of 6 new entrants in this EEOG, none were from this designated group. The market availability is 7.8%. The company had set a goal of hiring / promoting 7.8%. By hiring / promoting none new entrants in this designated group, they achieved 0.0% of the goal set.
- EEOG 07 - Out of 18 new entrants in this EEOG, none were from this designated group. The market availability is 3.4%. The company had set a goal of hiring / promoting 3.4%. By hiring / promoting none new entrants in this designated group, they achieved 0.0% of the goal set.
- EEOG 09 - Out of 1121 new entrants in this EEOG, nine were from this designated group. The market availability is 3.8%. The company had set a goal of hiring / promoting 3.8%. By hiring / promoting none new entrants in this designated group, they achieved 21.1% of the goal set.
- EEOG 13 – There was only one new entrant in this EEOG and that was not from this designated group. The market availability is 6.3%. The company had set a goal of hiring / promoting 6.3%. By hiring / promoting none new entrants in this designated group, they achieved 0.0% of the goal set.
- EEOG 14 - Out of 292 new entrants in this EEOG, four were from this designated group. The market availability is 5.3%. The company had set a goal of hiring / promoting 5.3%. By hiring / promoting 13 new entrants in this designated group, they achieved 25.8% of the goal set.

Members of Visible Minorities

02	Middle & Other Managers	Goal met (achieved 83.3%)
04	Semi-Professionals & Technicians	Goal not met (achieved 21.1%)
09	Skilled Crafts & Trades Workers	Goal not met (achieved 33.5%)
13	Other Sales & Service Personnel	Goal met (achieved 621.1%)
14	Other Manual Workers	Goal met (achieved 100.2%)

Assessment/Observations

- EEOG 02 - Out of 16 new entrants in this EEOG, two were from this designated group. The market availability is 15.0%. The company had set a goal of hiring / promoting 15.0%. By hiring / promoting two new entrants in this designated group, they achieved 83.3% of the goal set.

- EEOG 04 - Out of 20 new entrants in this EEOG, one was from this designated group. The market availability is 23.7%. The company had set a goal of hiring / promoting 23.7%. By hiring / promoting one new entrant in this designated group, they achieved 21.1% of the goal set.
- EEOG 09 - Out of 1121 new entrants in this EEOG, 45 were from this designated group. The market availability is 12.0%. The company had set a goal of hiring / promoting 12.0%. By hiring / promoting 45 new entrants in this designated group, they achieved 33.5% of the goal set.
- EEOG 13 – There was one new entrant in this EEOG and that was from this designated group. The market availability is 16.1%. The company had set a goal of hiring / promoting 16.1%. By hiring / promoting one new entrant in this designated group, they achieved 621.1% of the goal set.
- EEOG 14 - Out of 292 new entrants in this EEOG, 24 were from this designated group. The market availability is 8.2%. The company had set a goal of hiring / promoting 8.2%. By hiring / promoting 24 new entrants in this designated group, they achieved 100.2% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2016-04-30 to 2018-11-10.
- During their initial assessment, the organization set 21 short-term goals and only 5 goals were achieved above 80% of the goal set while 16 goals did not reach the 80.0% mark.
- Based on the results it looks like the organization did not put much effort in closing the gaps in the Indigenous group and Persons with Disabilities.

ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format.
- All short and long-term goals are set at labour market availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	27.4	27.4	0.0	27.4

02	Middle & Other Managers	-12	38.9	38.9	10.0	38.9
04	Semi-Professionals & Technicians	-3	16.2	16.2	10.7	16.2
06	Supervisors: Crafts & Trades	-1	6.5	6.5	0.0	6.5
07	Admin. & Senior Clerical Personnel	-1	NR	NR	76.7	81.2
10	Clerical Personnel	-1	NR	NR	50.0	74.1
13	Other Sales & Service Personnel	-1	50.0	50.0	0.0	54.8
14	Other Manual Workers	-19	18.6	18.6	10.1	18.6

Observations:

- No goals were required to be set in EEOG's 07 and 10, since the present representation is 76.7% and 50.0% respectively. Also although availability is higher in EEOG 13, short and long term goals were appropriately set at 50% so as not to encourage the occupational clustering of women in this occupation, and to ensure that they are inclusive of all genders.
- All other goals are set as per the market availability.

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 %	%
09	Skilled Crafts & Trades Workers	-23	6.3	6.3	3.7	6.3

Observations:

- Short and long-term goal is set 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 %	%

#	Description	#	# or %	# or %	%	%
01/ 02	Managers	-2	4.3	4.3	0.0	4.3
04	Semi-Professionals & Technicians	-2	4.6	4.6	1.8	4.6
06	Supervisors: Crafts & Trades	-1	7.8	7.8	0.0	7.8
07	Admin. & Senior Clerical Personnel	-1	3.4	3.4	0.0	3.4
09	Skilled Crafts & Trades Workers	-27	3.8	3.8	0.8	3.8
14	Other Manual Workers	-7	5.3	5.3	2.2	5.3

Observations:

- All short and long-term goals are set 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)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-5	15.0	15.0	2.5	15.0
03	Professionals	-1	24.7	24.7	12.5	24.7
04	Semi-Professionals & Technicians	-13	24.4	24.4	1.8	24.4
09	Skilled Crafts & Trades Workers	-57	11.3	11.3	4.9	11.3
14	Other Manual Workers	-5	8.2	8.2	6.2	8.2

Observations:

- All short and long term goals are set 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:

- Victoria Shipyards Co. Ltd. has a number of gaps in all four designated groups. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group through the use of permanent full-time and permanent part-time employment when vacancies arise.
- Given that Victoria Shipyards Co. Ltd. has large gap in EEOG 09 – Indigenous Peoples, persons with disabilities and members of visible minorities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals in these EEOG's for the mentioned designated groups.
- 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.

Name of Analyst: Neena Sharan

Date: January 23, 2019

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

Sent: February 13, 2019 1:59 PM

To: 'Jari.Anttila@Seaspan.com' <Jari.Anttila@Seaspan.com>; 'ktilley@seaspan.com' <ktilley@seaspan.com>; 'Sean Langan' <Sean.Langan@Seaspan.com>; 'dee.rakhra@seaspan.com' <dee.rakhra@seaspan.com>

Subject: Government of Canada Agreement Number: V100122 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Jari Anttila:

I am writing to inform you that the subsequent compliance assessment initiated on November 10, 2018 has been completed. As a result of the assessment, Victoria Shipyards Co. Ltd. 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 Victoria Shipyards Co. Ltd. employment equity program.

- Victoria Shipyards Co. Ltd. has a number of gaps in all four designated groups. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group through the use of permanent full-time and permanent part-time employment when vacancies arise.
- Given that Victoria Shipyards Co. Ltd. has large gap in EEOG 09 – Indigenous Peoples, persons with disabilities and members of visible minorities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals in these EEOG's for the mentioned designated groups.
- 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.1intlInf.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 November 10, 2021. 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, Victoria Shipyards Co. Ltd. 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.

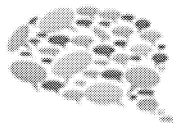
Should you require any further information regarding your organization's obligations under the FCP, please contact Neena Sharan at neena.sharan@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Victoria Shipyards Co. Ltd. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.gc.ca



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