

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization WSP Canada Inc	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 5413	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 6083 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 1600 Blvd. René-Levesque West, 16th Floor	City Montreal	Province Quebec	Postal Code H3H 1P5
Telephone Number 514 340-0046		Fax Number 514 340-9586	

EMPLOYMENT EQUITY CONTACT	
Name (print) Ghislaine Beaucage	Title Human Resources Advisor
Telephone Number 514 343-0773 ext. 5285	E-mail Address ghislaine.beaucage@wspgroup.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) David Ackert	Title Chief Executive Officer, Canada
E-mail Address david.ackert@wspgroup.com	
Date July 7th / 2014	

RETURN INSTRUCTIONS
• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 963-8768 or by e-mail at: ee-eme@hradc-rhdcc.gc.ca



Workplace Equity Information Management System - WSP Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-12-19

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	36	8	22.2 %	27.6 %	10	-2	National
02 : Middle and Other Managers	National	1764	405	23.0 %	39.4 %	695	-290	National
03 : Professionals		2801	926	33.1 %	22.8 %	639	287	
1111 : Financial auditors and accountants	National	77	65	84.4 %	56.0 %	43	22	National
1112 : Financial and investment analysts	National	21	14	66.7 %	44.9 %	9	5	National
1121 : Human resources professionals	National	45	33	73.3 %	73.2 %	33	0	National
1122 : Professional occupations in business management consulting	National	27	14	51.9 %	42.7 %	12	2	National
1123 : Professional occupations in advertising, marketing and public relations	National	17	10	58.8 %	66.6 %	11	-1	National
2112 : Chemists	National	1	1	100.0 %	41.9 %	0	1	National
2113 : Geoscientists and oceanographers	National	42	12	28.6 %	24.0 %	10	2	National
2114 : Meteorologists and climatologists	National	13	5	38.5 %	27.4 %	4	1	National
2115 : Other professional occupations in physical sciences	National	131	68	51.9 %	23.5 %	31	37	National
2121 : Biologists and related scientists	National	84	52	61.9 %	52.8 %	44	8	National
2122 : Forestry professionals	National	2	1	50.0 %	18.2 %	0	1	National
2131 : Civil engineers	National	1366	377	27.6 %	17.7 %	242	135	National
2132 : Mechanical engineers	National	299	59	19.7 %	9.5 %	28	31	National
2133 : Electrical and electronics engineers	National	226	35	15.5 %	10.7 %	24	11	National
2134 : Chemical engineers	National	24	6	25.0 %	26.8 %	6	0	National
2141 : Industrial and manufacturing engineers	National	13	0	0.0 %	20.4 %	3	-3	National
2142 : Metallurgical and materials engineers	National	2	0	0.0 %	15.9 %	0	0	National
2143 : Mining engineers	National	9	3	33.3 %	13.1 %	1	2	National
2144 : Geological engineers	National	2	0	0.0 %	18.1 %	0	0	National
2145 : Petroleum engineers	National	1	0	0.0 %	16.8 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	5	2	40.0 %	11.1 %	1	1	National



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2148 : Other professional engineers, n.e.c.	National	4	0	0.0 %	19.9 %	1	-1	National
2151 : Architects	National	1	0	0.0 %	32.4 %	0	0	National
2152 : Landscape architects	National	27	13	48.1 %	45.5 %	12	1	National
2153 : Urban and land use planners	National	111	55	49.5 %	44.0 %	49	6	National
2154 : Land surveyors	National	101	11	10.9 %	8.2 %	8	3	National
2171 : Information systems analysts and consultants	National	57	17	29.8 %	27.7 %	16	1	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	33.0 %	1	-1	National
2173 : Software engineers and designers	National	1	0	0.0 %	16.0 %	0	0	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	16.6 %	0	0	National
2175 : Web designers and developers	National	1	1	100.0 %	30.8 %	0	1	National
4112 : Lawyers and Quebec notaries	National	22	14	63.6 %	43.9 %	10	4	National
4162 : Economists and economic policy researchers and analysts	National	1	0	0.0 %	43.8 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	1	100.0 %	51.3 %	1	0	National
4165 : Health policy researchers, consultants and program officers	National	1	0	0.0 %	74.1 %	1	-1	National
5121 : Authors and writers	National	58	54	93.1 %	56.1 %	33	21	National
5125 : Translators, terminologists and interpreters	National	3	3	100.0 %	69.7 %	2	1	National
04 : Semi-Professionals and Technicians		2260	529	23.4 %	19.5 %	441	88	
2212 : Geological and mineral technologists and technicians	Alberta	1	0	0.0 %	29.9 %	0	0	Alberta
2212 : Geological and mineral technologists and technicians	British Columbia	6	2	33.3 %	24.2 %	1	1	British Columbia
2212 : Geological and mineral technologists and technicians	Ontario	9	1	11.1 %	20.7 %	2	-1	Ontario
2212 : Geological and mineral technologists and technicians	Québec	9	1	11.1 %	21.4 %	2	-1	Québec
2221 : Biological technologists and technicians	Alberta	3	0	0.0 %	49.8 %	1	-1	Alberta
2221 : Biological technologists and technicians	British Columbia	1	1	100.0 %	49.9 %	0	1	British Columbia
2221 : Biological technologists and technicians	Ontario	3	0	0.0 %	53.8 %	2	-2	Ontario



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			#	%	%	#		
2221 : Biological technologists and technicians	Québec	12	2	16.7 %	51.2 %	6	-4	Québec
2223 : Forestry technologists and technicians	Québec	11	2	18.2 %	19.8 %	2	0	Québec
2225 : Landscape and horticulture technicians and specialists	Alberta	7	6	85.7 %	34.1 %	2	4	Alberta
2225 : Landscape and horticulture technicians and specialists	British Columbia	2	2	100.0 %	34.8 %	1	1	British Columbia
2225 : Landscape and horticulture technicians and specialists	Ontario	7	0	0.0 %	26.9 %	2	-2	Ontario
2231 : Civil engineering technologists and technicians	Alberta	105	29	27.6 %	18.1 %	19	10	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	66	15	22.7 %	21.8 %	14	1	British Columbia
2231 : Civil engineering technologists and technicians	Manitoba	31	5	16.1 %	14.1 %	4	1	Manitoba
2231 : Civil engineering technologists and technicians	New Brunswick	7	1	14.3 %	12.0 %	1	0	New Brunswick
2231 : Civil engineering technologists and technicians	Nova Scotia	9	1	11.1 %	12.3 %	1	0	Nova Scotia
2231 : Civil engineering technologists and technicians	Ontario	264	70	26.5 %	14.9 %	39	31	Ontario
2231 : Civil engineering technologists and technicians	Prince Edward Island	3	0	0.0 %	36.4 %	1	-1	Prince Edward Island
2231 : Civil engineering technologists and technicians	Québec	295	58	19.7 %	16.9 %	50	8	Québec
2231 : Civil engineering technologists and technicians	Saskatchewan	14	2	14.3 %	18.5 %	3	-1	Saskatchewan
2232 : Mechanical engineering technologists and technicians	Alberta	59	15	25.4 %	9.0 %	5	10	Alberta
2232 : Mechanical engineering technologists and technicians	British Columbia	18	4	22.2 %	7.1 %	1	3	British Columbia
2232 : Mechanical engineering technologists and technicians	New Brunswick	1	0	0.0 %	7.1 %	0	0	New Brunswick
2232 : Mechanical engineering technologists and technicians	Ontario	38	7	18.4 %	9.1 %	3	4	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	58	7	12.1 %	8.6 %	5	2	Québec
2232 : Mechanical engineering technologists and technicians	Saskatchewan	5	1	20.0 %	8.2 %	0	1	Saskatchewan
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	3	1	33.3 %	18.6 %	1	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	9	0	0.0 %	24.6 %	2	-2	Québec
2234 : Construction estimators	Alberta	6	3	50.0 %	16.6 %	1	2	Alberta
2234 : Construction estimators	Québec	5	3	60.0 %	19.8 %	1	2	Québec



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			#	%	%	#		
2241 : Electrical and electronics engineering technologists and technicians	Alberta	42	11	26.2 %	12.3 %	5	6	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	10	2	20.0 %	13.8 %	1	1	British Columbia
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	2	0	0.0 %	7.0 %	0	0	Manitoba
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	1	0	0.0 %	7.6 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	45	15	33.3 %	11.0 %	5	10	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Prince Edward Island	1	0	0.0 %	10.0 %	0	0	Prince Edward Island
2241 : Electrical and electronics engineering technologists and technicians	Québec	53	9	17.0 %	8.4 %	4	5	Québec
2241 : Electrical and electronics engineering technologists and technicians	Saskatchewan	3	1	33.3 %	10.7 %	0	1	Saskatchewan
2243 : Industrial instrument technicians and mechanics	Alberta	10	0	0.0 %	4.5 %	0	0	Alberta
2243 : Industrial instrument technicians and mechanics	British Columbia	3	1	33.3 %	5.3 %	0	1	British Columbia
2243 : Industrial instrument technicians and mechanics	Ontario	4	2	50.0 %	8.4 %	0	2	Ontario
2243 : Industrial instrument technicians and mechanics	Québec	22	4	18.2 %	3.9 %	1	3	Québec
2243 : Industrial instrument technicians and mechanics	Saskatchewan	1	0	0.0 %	2.5 %	0	0	Saskatchewan
2251 : Architectural technologists and technicians	Alberta	1	0	0.0 %	42.9 %	0	0	Alberta
2251 : Architectural technologists and technicians	British Columbia	2	1	50.0 %	29.3 %	1	0	British Columbia
2251 : Architectural technologists and technicians	Manitoba	3	1	33.3 %	39.4 %	1	0	Manitoba
2251 : Architectural technologists and technicians	Nova Scotia	1	1	100.0 %	41.2 %	0	1	Nova Scotia
2251 : Architectural technologists and technicians	Ontario	11	1	9.1 %	29.8 %	3	-2	Ontario
2251 : Architectural technologists and technicians	Québec	5	2	40.0 %	43.0 %	2	0	Québec
2251 : Architectural technologists and technicians	Saskatchewan	1	0	0.0 %	37.3 %	0	0	Saskatchewan
2253 : Drafting technologists and technicians	Alberta	36	11	30.6 %	28.5 %	10	1	Alberta
2253 : Drafting technologists and technicians	British Columbia	28	10	35.7 %	25.3 %	7	3	British Columbia
2253 : Drafting technologists and technicians	Manitoba	7	4	57.1 %	17.0 %	1	3	Manitoba
2253 : Drafting technologists and technicians	Nova Scotia	1	0	0.0 %	22.3 %	0	0	Nova Scotia



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			#	%	%	#		
2253 : Drafting technologists and technicians	Ontario	122	51	41.8 %	29.2 %	36	15	Ontario
2253 : Drafting technologists and technicians	Québec	79	42	53.2 %	34.5 %	27	15	Québec
2253 : Drafting technologists and technicians	Saskatchewan	8	3	37.5 %	30.2 %	2	1	Saskatchewan
2254 : Land survey technologists and technicians	Alberta	126	15	11.9 %	15.4 %	19	-4	Alberta
2254 : Land survey technologists and technicians	British Columbia	57	4	7.0 %	11.7 %	7	-3	British Columbia
2254 : Land survey technologists and technicians	Manitoba	2	0	0.0 %	19.4 %	0	0	Manitoba
2254 : Land survey technologists and technicians	New Brunswick	7	0	0.0 %	15.8 %	1	-1	New Brunswick
2254 : Land survey technologists and technicians	Nova Scotia	4	0	0.0 %	13.3 %	1	-1	Nova Scotia
2254 : Land survey technologists and technicians	Ontario	22	2	9.1 %	11.2 %	2	0	Ontario
2254 : Land survey technologists and technicians	Québec	38	6	15.8 %	23.2 %	9	-3	Québec
2254 : Land survey technologists and technicians	Saskatchewan	12	1	8.3 %	17.2 %	2	-1	Saskatchewan
2255 : Technical occupations in geomatics and meteorology	Alberta	43	15	34.9 %	32.9 %	14	1	Alberta
2255 : Technical occupations in geomatics and meteorology	British Columbia	18	8	44.4 %	35.9 %	6	2	British Columbia
2255 : Technical occupations in geomatics and meteorology	Manitoba	1	1	100.0 %	33.9 %	0	1	Manitoba
2255 : Technical occupations in geomatics and meteorology	New Brunswick	2	0	0.0 %	34.7 %	1	-1	New Brunswick
2255 : Technical occupations in geomatics and meteorology	Nova Scotia	4	1	25.0 %	30.2 %	1	0	Nova Scotia
2255 : Technical occupations in geomatics and meteorology	Ontario	18	7	38.9 %	35.8 %	6	1	Ontario
2255 : Technical occupations in geomatics and meteorology	Québec	17	8	47.1 %	38.4 %	7	1	Québec
2255 : Technical occupations in geomatics and meteorology	Saskatchewan	3	0	0.0 %	20.4 %	1	-1	Saskatchewan
2262 : Engineering inspectors and regulatory officers	Alberta	30	8	26.7 %	22.6 %	7	1	Alberta
2262 : Engineering inspectors and regulatory officers	British Columbia	18	3	16.7 %	11.8 %	2	1	British Columbia
2262 : Engineering inspectors and regulatory officers	Manitoba	6	1	16.7 %	16.2 %	1	0	Manitoba
2262 : Engineering inspectors and regulatory officers	New Brunswick	1	0	0.0 %	36.0 %	0	0	New Brunswick
2262 : Engineering inspectors and regulatory officers	Nova Scotia	4	0	0.0 %	14.3 %	1	-1	Nova Scotia



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			#	%	%	#		
2262 : Engineering inspectors and regulatory officers	Ontario	207	17	8.2 %	23.5 %	49	-32	Ontario
2262 : Engineering inspectors and regulatory officers	Québec	13	4	30.8 %	24.1 %	3	1	Québec
2262 : Engineering inspectors and regulatory officers	Saskatchewan	2	0	0.0 %	8.3 %	0	0	Saskatchewan
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	6	2	33.3 %	38.6 %	2	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	1	0	0.0 %	36.3 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	1	1	100.0 %	39.4 %	0	1	New Brunswick
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	5	2	40.0 %	42.6 %	2	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	6	2	33.3 %	44.8 %	3	-1	Québec
2264 : Construction inspectors	British Columbia	2	0	0.0 %	13.0 %	0	0	British Columbia
2264 : Construction inspectors	Ontario	1	0	0.0 %	12.5 %	0	0	Ontario
2281 : Computer network technicians	Ontario	2	0	0.0 %	21.4 %	0	0	Ontario
2281 : Computer network technicians	Québec	1	1	100.0 %	14.0 %	0	1	Québec
5241 : Graphic designers and illustrators	Manitoba	2	2	100.0 %	51.4 %	1	1	Manitoba
5241 : Graphic designers and illustrators	Ontario	3	2	66.7 %	50.0 %	2	0	Ontario
5241 : Graphic designers and illustrators	Québec	4	3	75.0 %	48.7 %	2	1	Québec
5242 : Interior designers and interior decorators	Ontario	2	2	100.0 %	78.7 %	2	0	Ontario
05 : Supervisors		1	1	100.0 %	53.8 %	1	0	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	53.8 %	1	0	Calgary
07 : Administrative and Senior Clerical Personnel		449	399	88.9 %	81.2 %	365	34	
Employment Equity Occupational Group	Alta. less CMAs	12	11	91.7 %	89.6 %	11	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	9	9	100.0 %	87.1 %	8	1	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	1	100.0 %	84.8 %	1	0	Barrie
Employment Equity Occupational Group	Calgary	69	50	72.5 %	81.2 %	56	-6	Calgary
Employment Equity Occupational Group	Edmonton	14	11	78.6 %	84.2 %	12	-1	Edmonton



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Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	85.7 %	1	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	4	4	100.0 %	80.9 %	3	1	Halifax
Employment Equity Occupational Group	Hamilton	2	2	100.0 %	82.6 %	2	0	Hamilton
Employment Equity Occupational Group	Kelowna	2	2	100.0 %	85.1 %	2	0	Kelowna
Employment Equity Occupational Group	Kingston	1	1	100.0 %	83.4 %	1	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	5	5	100.0 %	82.1 %	4	1	Kitchener - Cambridge
Employment Equity Occupational Group	Lethbridge	1	1	100.0 %	86.0 %	1	0	Lethbridge
Employment Equity Occupational Group	Moncton	1	1	100.0 %	81.6 %	1	0	Moncton
Employment Equity Occupational Group	Montréal	78	67	85.9 %	80.9 %	63	4	Montréal
Employment Equity Occupational Group	N.B. less CMA	2	1	50.0 %	85.7 %	2	-1	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	7	7	100.0 %	86.8 %	6	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	35	33	94.3 %	76.8 %	27	6	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	1	100.0 %	84.9 %	1	0	P.E.I.
Employment Equity Occupational Group	Peterborough	1	1	100.0 %	86.3 %	1	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	21	20	95.2 %	87.6 %	18	2	Que. less CMAs
Employment Equity Occupational Group	Québec	28	26	92.9 %	80.4 %	23	3	Québec
Employment Equity Occupational Group	Regina	3	3	100.0 %	80.4 %	2	1	Regina
Employment Equity Occupational Group	Saguenay	5	5	100.0 %	84.4 %	4	1	Saguenay
Employment Equity Occupational Group	Saskatoon	1	1	100.0 %	84.4 %	1	0	Saskatoon
Employment Equity Occupational Group	Sherbrooke	1	1	100.0 %	82.3 %	1	0	Sherbrooke
Employment Equity Occupational Group	St. Catharines - Niagara	2	2	100.0 %	82.4 %	2	0	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	3	3	100.0 %	84.7 %	3	0	Thunder Bay
Employment Equity Occupational Group	Toronto	108	98	90.7 %	79.1 %	85	13	Toronto
Employment Equity Occupational Group	Trois-Rivières	2	2	100.0 %	82.2 %	2	0	Trois-Rivières



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Employment Equity Occupational Group	Vancouver	16	16	100.0 %	78.9 %	13	3	Vancouver
Employment Equity Occupational Group	Victoria	6	6	100.0 %	82.5 %	5	1	Victoria
Employment Equity Occupational Group	Windsor	1	1	100.0 %	80.5 %	1	0	Windsor
Employment Equity Occupational Group	Winnipeg	6	6	100.0 %	82.0 %	5	1	Winnipeg
09 : Skilled Crafts and Trades Workers		7	0	0.0 %	13.5 %	1	-1	
9243 : Water and waste treatment plant operators	Ontario	2	0	0.0 %	13.5 %	0	0	Ontario
9243 : Water and waste treatment plant operators	Québec	5	0	0.0 %	13.6 %	1	-1	Québec
10 : Clerical Personnel		175	136	77.7 %	65.1 %	114	22	
Employment Equity Occupational Group	Alta. less CMAs	6	6	100.0 %	78.8 %	5	1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	2	2	100.0 %	78.0 %	2	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	2	2	100.0 %	71.8 %	1	1	Barrie
Employment Equity Occupational Group	Calgary	19	13	68.4 %	70.7 %	13	0	Calgary
Employment Equity Occupational Group	Edmonton	9	9	100.0 %	71.9 %	6	3	Edmonton
Employment Equity Occupational Group	Halifax	2	2	100.0 %	69.7 %	1	1	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	69.6 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	48	33	68.8 %	61.6 %	30	3	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	3	3	100.0 %	65.7 %	2	1	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	2	1	50.0 %	64.6 %	1	0	Que. less CMAs
Employment Equity Occupational Group	Québec	28	24	85.7 %	58.6 %	16	8	Québec
Employment Equity Occupational Group	Saguenay	4	2	50.0 %	62.4 %	2	0	Saguenay
Employment Equity Occupational Group	Saskatoon	1	1	100.0 %	69.0 %	1	0	Saskatoon
Employment Equity Occupational Group	Toronto	40	31	77.5 %	65.5 %	26	5	Toronto
Employment Equity Occupational Group	Trois-Rivières	1	1	100.0 %	63.1 %	1	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	6	4	66.7 %	70.6 %	4	0	Vancouver



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	68.3 %	1	0	Winnipeg
12 : Semi-Skilled Manual Workers		3	1	33.3 %	20.1 %	1	0	
Employment Equity Occupational Group	Toronto	3	1	33.3 %	20.1 %	1	0	Toronto
13 : Other Sales and Service Personnel		1	0	0.0 %	54.0 %	1	-1	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	54.0 %	1	-1	Winnipeg
14 : Other Manual Workers		2	2	100.0 %	17.6 %	0	2	
Employment Equity Occupational Group	Calgary	2	2	100.0 %	17.6 %	0	2	Calgary
Total		7499	2407	32.1 %	30.2 %	2268	139	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	%	Availability %	Gap #		
01 : Senior Managers	National	36	0	0.0 %	3.2 %	1	-1	National
02 : Middle and Other Managers	National	1764	7	0.4 %	2.7 %	48	-41	National
03 : Professionals		2801	25	0.9 %	1.5 %	42	-17	
1111 : Financial auditors and accountants	National	77	0	0.0 %	1.4 %	1	-1	National
1112 : Financial and investment analysts	National	21	0	0.0 %	0.8 %	0	0	National
1121 : Human resources professionals	National	45	1	2.2 %	3.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	27	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	17	0	0.0 %	2.1 %	0	0	National
2112 : Chemists	National	1	0	0.0 %	0.7 %	0	0	National
2113 : Geoscientists and oceanographers	National	42	0	0.0 %	2.0 %	1	-1	National
2114 : Meteorologists and climatologists	National	13	0	0.0 %	0.8 %	0	0	National
2115 : Other professional occupations in physical sciences	National	131	2	1.5 %	1.4 %	2	0	National
2121 : Biologists and related scientists	National	84	1	1.2 %	1.8 %	2	-1	National
2122 : Forestry professionals	National	2	0	0.0 %	2.9 %	0	0	National
2131 : Civil engineers	National	1366	13	1.0 %	1.4 %	19	-6	National
2132 : Mechanical engineers	National	299	3	1.0 %	1.0 %	3	0	National
2133 : Electrical and electronics engineers	National	226	2	0.9 %	1.0 %	2	0	National
2134 : Chemical engineers	National	24	0	0.0 %	0.8 %	0	0	National
2141 : Industrial and manufacturing engineers	National	13	0	0.0 %	0.9 %	0	0	National
2142 : Metallurgical and materials engineers	National	2	0	0.0 %	0.3 %	0	0	National
2143 : Mining engineers	National	9	0	0.0 %	2.2 %	0	0	National
2144 : Geological engineers	National	2	0	0.0 %	0.9 %	0	0	National
2145 : Petroleum engineers	National	1	0	0.0 %	1.4 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	5	0	0.0 %	0.8 %	0	0	National



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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2148 : Other professional engineers, n.e.c.	National	4	0	0.0 %	2.1 %	0	0	National
2151 : Architects	National	1	0	0.0 %	0.7 %	0	0	National
2152 : Landscape architects	National	27	0	0.0 %	1.1 %	0	0	National
2153 : Urban and land use planners	National	111	1	0.9 %	2.8 %	3	-2	National
2154 : Land surveyors	National	101	0	0.0 %	3.8 %	4	-4	National
2171 : Information systems analysts and consultants	National	57	0	0.0 %	1.3 %	1	-1	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	1.5 %	0	0	National
2173 : Software engineers and designers	National	1	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	1.1 %	0	0	National
2175 : Web designers and developers	National	1	0	0.0 %	1.6 %	0	0	National
4112 : Lawyers and Quebec notaries	National	22	0	0.0 %	1.9 %	0	0	National
4162 : Economists and economic policy researchers and analysts	National	1	0	0.0 %	1.8 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	2.0 %	0	0	National
4165 : Health policy researchers, consultants and program officers	National	1	0	0.0 %	3.9 %	0	0	National
5121 : Authors and writers	National	58	2	3.4 %	2.3 %	1	1	National
5125 : Translators, terminologists and interpreters	National	3	0	0.0 %	3.5 %	0	0	National
04 : Semi-Professionals and Technicians		2260	24	1.1 %	2.7 %	61	-37	
2212 : Geological and mineral technologists and technicians	Alberta	1	0	0.0 %	2.9 %	0	0	Alberta
2212 : Geological and mineral technologists and technicians	British Columbia	6	0	0.0 %	4.0 %	0	0	British Columbia
2212 : Geological and mineral technologists and technicians	Ontario	9	0	0.0 %	6.1 %	1	-1	Ontario
2212 : Geological and mineral technologists and technicians	Québec	9	0	0.0 %	2.8 %	0	0	Québec
2221 : Biological technologists and technicians	Alberta	3	0	0.0 %	4.2 %	0	0	Alberta
2221 : Biological technologists and technicians	British Columbia	1	0	0.0 %	9.4 %	0	0	British Columbia
2221 : Biological technologists and technicians	Ontario	3	0	0.0 %	2.0 %	0	0	Ontario



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			#	%	%	#		
2221 : Biological technologists and technicians	Québec	12	1	8.3 %	1.7 %	0	1	Québec
2223 : Forestry technologists and technicians	Québec	11	0	0.0 %	4.3 %	0	0	Québec
2225 : Landscape and horticulture technicians and specialists	Alberta	7	0	0.0 %	4.5 %	0	0	Alberta
2225 : Landscape and horticulture technicians and specialists	British Columbia	2	0	0.0 %	6.8 %	0	0	British Columbia
2225 : Landscape and horticulture technicians and specialists	Ontario	7	0	0.0 %	3.1 %	0	0	Ontario
2231 : Civil engineering technologists and technicians	Alberta	105	1	1.0 %	2.8 %	3	-2	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	66	0	0.0 %	3.9 %	3	-3	British Columbia
2231 : Civil engineering technologists and technicians	Manitoba	31	0	0.0 %	10.3 %	3	-3	Manitoba
2231 : Civil engineering technologists and technicians	New Brunswick	7	0	0.0 %	2.3 %	0	0	New Brunswick
2231 : Civil engineering technologists and technicians	Nova Scotia	9	0	0.0 %	4.9 %	0	0	Nova Scotia
2231 : Civil engineering technologists and technicians	Ontario	264	1	0.4 %	1.9 %	5	-4	Ontario
2231 : Civil engineering technologists and technicians	Prince Edward Island	3	0	0.0 %	0.0 %	0	0	Prince Edward Island
2231 : Civil engineering technologists and technicians	Québec	295	2	0.7 %	1.8 %	5	-3	Québec
2231 : Civil engineering technologists and technicians	Saskatchewan	14	0	0.0 %	4.6 %	1	-1	Saskatchewan
2232 : Mechanical engineering technologists and technicians	Alberta	59	0	0.0 %	1.3 %	1	-1	Alberta
2232 : Mechanical engineering technologists and technicians	British Columbia	18	0	0.0 %	2.2 %	0	0	British Columbia
2232 : Mechanical engineering technologists and technicians	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
2232 : Mechanical engineering technologists and technicians	Ontario	38	2	5.3 %	1.7 %	1	1	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	58	0	0.0 %	1.0 %	1	-1	Québec
2232 : Mechanical engineering technologists and technicians	Saskatchewan	5	0	0.0 %	2.4 %	0	0	Saskatchewan
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	3	0	0.0 %	1.4 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	9	1	11.1 %	1.1 %	0	1	Québec
2234 : Construction estimators	Alberta	6	0	0.0 %	3.2 %	0	0	Alberta
2234 : Construction estimators	Québec	5	0	0.0 %	1.0 %	0	0	Québec



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			#	%	%	#		
2241 : Electrical and electronics engineering technologists and technicians	Alberta	42	1	2.4 %	2.6 %	1	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	10	0	0.0 %	2.8 %	0	0	British Columbia
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	2	0	0.0 %	10.0 %	0	0	Manitoba
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	1	0	0.0 %	4.2 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	45	1	2.2 %	1.7 %	1	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Prince Edward Island	1	0	0.0 %	10.0 %	0	0	Prince Edward Island
2241 : Electrical and electronics engineering technologists and technicians	Québec	53	0	0.0 %	1.6 %	1	-1	Québec
2241 : Electrical and electronics engineering technologists and technicians	Saskatchewan	3	0	0.0 %	5.3 %	0	0	Saskatchewan
2243 : Industrial instrument technicians and mechanics	Alberta	10	0	0.0 %	4.7 %	0	0	Alberta
2243 : Industrial instrument technicians and mechanics	British Columbia	3	0	0.0 %	4.2 %	0	0	British Columbia
2243 : Industrial instrument technicians and mechanics	Ontario	4	1	25.0 %	3.5 %	0	1	Ontario
2243 : Industrial instrument technicians and mechanics	Québec	22	0	0.0 %	2.4 %	1	-1	Québec
2243 : Industrial instrument technicians and mechanics	Saskatchewan	1	0	0.0 %	5.1 %	0	0	Saskatchewan
2251 : Architectural technologists and technicians	Alberta	1	0	0.0 %	1.0 %	0	0	Alberta
2251 : Architectural technologists and technicians	British Columbia	2	0	0.0 %	0.8 %	0	0	British Columbia
2251 : Architectural technologists and technicians	Manitoba	3	0	0.0 %	6.1 %	0	0	Manitoba
2251 : Architectural technologists and technicians	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
2251 : Architectural technologists and technicians	Ontario	11	0	0.0 %	1.0 %	0	0	Ontario
2251 : Architectural technologists and technicians	Québec	5	0	0.0 %	1.0 %	0	0	Québec
2251 : Architectural technologists and technicians	Saskatchewan	1	0	0.0 %	3.4 %	0	0	Saskatchewan
2253 : Drafting technologists and technicians	Alberta	36	2	5.6 %	3.1 %	1	1	Alberta
2253 : Drafting technologists and technicians	British Columbia	28	0	0.0 %	2.0 %	1	-1	British Columbia
2253 : Drafting technologists and technicians	Manitoba	7	0	0.0 %	4.1 %	0	0	Manitoba
2253 : Drafting technologists and technicians	Nova Scotia	1	0	0.0 %	2.5 %	0	0	Nova Scotia



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			#	%	%	#		
2253 : Drafting technologists and technicians	Ontario	122	1	0.8 %	1.8 %	2	-1	Ontario
2253 : Drafting technologists and technicians	Québec	79	0	0.0 %	1.0 %	1	-1	Québec
2253 : Drafting technologists and technicians	Saskatchewan	8	0	0.0 %	2.2 %	0	0	Saskatchewan
2254 : Land survey technologists and technicians	Alberta	126	4	3.2 %	5.5 %	7	-3	Alberta
2254 : Land survey technologists and technicians	British Columbia	57	3	5.3 %	6.4 %	4	-1	British Columbia
2254 : Land survey technologists and technicians	Manitoba	2	0	0.0 %	13.9 %	0	0	Manitoba
2254 : Land survey technologists and technicians	New Brunswick	7	0	0.0 %	0.0 %	0	0	New Brunswick
2254 : Land survey technologists and technicians	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
2254 : Land survey technologists and technicians	Ontario	22	0	0.0 %	2.2 %	0	0	Ontario
2254 : Land survey technologists and technicians	Québec	38	0	0.0 %	1.8 %	1	-1	Québec
2254 : Land survey technologists and technicians	Saskatchewan	12	1	8.3 %	10.3 %	1	0	Saskatchewan
2255 : Technical occupations in geomatics and meteorology	Alberta	43	1	2.3 %	3.0 %	1	0	Alberta
2255 : Technical occupations in geomatics and meteorology	British Columbia	18	0	0.0 %	3.1 %	1	-1	British Columbia
2255 : Technical occupations in geomatics and meteorology	Manitoba	1	0	0.0 %	10.2 %	0	0	Manitoba
2255 : Technical occupations in geomatics and meteorology	New Brunswick	2	0	0.0 %	4.1 %	0	0	New Brunswick
2255 : Technical occupations in geomatics and meteorology	Nova Scotia	4	0	0.0 %	6.3 %	0	0	Nova Scotia
2255 : Technical occupations in geomatics and meteorology	Ontario	18	0	0.0 %	2.3 %	0	0	Ontario
2255 : Technical occupations in geomatics and meteorology	Québec	17	0	0.0 %	3.5 %	1	-1	Québec
2255 : Technical occupations in geomatics and meteorology	Saskatchewan	3	0	0.0 %	5.6 %	0	0	Saskatchewan
2262 : Engineering inspectors and regulatory officers	Alberta	30	0	0.0 %	3.6 %	1	-1	Alberta
2262 : Engineering inspectors and regulatory officers	British Columbia	18	0	0.0 %	3.1 %	1	-1	British Columbia
2262 : Engineering inspectors and regulatory officers	Manitoba	6	0	0.0 %	10.8 %	1	-1	Manitoba
2262 : Engineering inspectors and regulatory officers	New Brunswick	1	0	0.0 %	8.0 %	0	0	New Brunswick
2262 : Engineering inspectors and regulatory officers	Nova Scotia	4	0	0.0 %	11.4 %	0	0	Nova Scotia



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			Representation #	Representation %	Availability %			
2262 : Engineering inspectors and regulatory officers	Ontario	207	1	0.5 %	1.6 %	3	-2	Ontario
2262 : Engineering inspectors and regulatory officers	Québec	13	0	0.0 %	1.4 %	0	0	Québec
2262 : Engineering inspectors and regulatory officers	Saskatchewan	2	0	0.0 %	8.3 %	0	0	Saskatchewan
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	6	0	0.0 %	5.9 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	1	0	0.0 %	6.8 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	1	0	0.0 %	2.8 %	0	0	New Brunswick
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	5	0	0.0 %	3.0 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	6	0	0.0 %	2.1 %	0	0	Québec
2264 : Construction inspectors	British Columbia	2	0	0.0 %	6.0 %	0	0	British Columbia
2264 : Construction inspectors	Ontario	1	0	0.0 %	2.4 %	0	0	Ontario
2281 : Computer network technicians	Ontario	2	0	0.0 %	1.7 %	0	0	Ontario
2281 : Computer network technicians	Québec	1	0	0.0 %	1.1 %	0	0	Québec
5241 : Graphic designers and illustrators	Manitoba	2	0	0.0 %	6.1 %	0	0	Manitoba
5241 : Graphic designers and illustrators	Ontario	3	0	0.0 %	1.4 %	0	0	Ontario
5241 : Graphic designers and illustrators	Québec	4	0	0.0 %	2.0 %	0	0	Québec
5242 : Interior designers and interior decorators	Ontario	2	0	0.0 %	1.3 %	0	0	Ontario
05 : Supervisors		1	0	0.0 %	3.1 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.1 %	0	0	Calgary
07 : Administrative and Senior Clerical Personnel		449	6	1.3 %	2.5 %	11	-5	
Employment Equity Occupational Group	Alta. less CMAs	12	0	0.0 %	7.2 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	9	1	11.1 %	8.5 %	1	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	3.0 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	69	2	2.9 %	2.9 %	2	0	Calgary
Employment Equity Occupational Group	Edmonton	14	0	0.0 %	4.7 %	1	-1	Edmonton



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			#	%	%	#		
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	8.8 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	4	0	0.0 %	4.0 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	2	0	0.0 %	1.3 %	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	2	0	0.0 %	4.9 %	0	0	Kelowna
Employment Equity Occupational Group	Kingston	1	0	0.0 %	3.2 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	5	0	0.0 %	1.2 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Lethbridge	1	0	0.0 %	2.5 %	0	0	Lethbridge
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.8 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	78	0	0.0 %	0.8 %	1	-1	Montréal
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	3.3 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	7	0	0.0 %	5.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	35	1	2.9 %	3.4 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	1.1 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	2.6 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	21	1	4.8 %	3.8 %	1	0	Que. less CMAs
Employment Equity Occupational Group	Québec	28	1	3.6 %	1.4 %	0	1	Québec
Employment Equity Occupational Group	Regina	3	0	0.0 %	6.6 %	0	0	Regina
Employment Equity Occupational Group	Saguenay	5	0	0.0 %	4.1 %	0	0	Saguenay
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	7.1 %	0	0	Saskatoon
Employment Equity Occupational Group	Sherbrooke	1	0	0.0 %	0.7 %	0	0	Sherbrooke
Employment Equity Occupational Group	St. Catharines - Niagara	2	0	0.0 %	1.9 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	3	0	0.0 %	9.5 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	108	0	0.0 %	0.8 %	1	-1	Toronto
Employment Equity Occupational Group	Trois-Rivières	2	0	0.0 %	1.2 %	0	0	Trois-Rivières



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			#	%	%	#		
Employment Equity Occupational Group	Vancouver	16	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	6	0	0.0 %	3.5 %	0	0	Victoria
Employment Equity Occupational Group	Windsor	1	0	0.0 %	2.6 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	6	0	0.0 %	9.2 %	1	-1	Winnipeg
09 : Skilled Crafts and Trades Workers		7	0	0.0 %	7.0 %	0	0	
9243 : Water and waste treatment plant operators	Ontario	2	0	0.0 %	8.0 %	0	0	Ontario
9243 : Water and waste treatment plant operators	Québec	5	0	0.0 %	6.7 %	0	0	Québec
10 : Clerical Personnel		175	0	0.0 %	2.3 %	4	-4	
Employment Equity Occupational Group	Alta. less CMAs	6	0	0.0 %	9.6 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	2	0	0.0 %	10.7 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	2	0	0.0 %	2.8 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	19	0	0.0 %	3.1 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	9	0	0.0 %	5.3 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	3.9 %	0	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	2.1 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	48	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	4.4 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	28	0	0.0 %	1.6 %	0	0	Québec
Employment Equity Occupational Group	Saguenay	4	0	0.0 %	3.6 %	0	0	Saguenay
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	8.5 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	40	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	1.5 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	6	0	0.0 %	2.7 %	0	0	Vancouver



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	11.4 %	0	0	Winnipeg
12 : Semi-Skilled Manual Workers		3	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.8 %	0	0	Toronto
13 : Other Sales and Service Personnel		1	0	0.0 %	12.1 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	12.1 %	0	0	Winnipeg
14 : Other Manual Workers		2	0	0.0 %	5.0 %	0	0	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	5.0 %	0	0	Calgary
Total		7499	62	0.8 %	2.2 %	167	-105	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



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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	36	6	16.7 %	11.5 %	4	2	National
02 : Middle and Other Managers	National	1764	263	14.9 %	17.6 %	310	-47	National
03 : Professionals		2801	788	28.1 %	28.3 %	793	-5	
1111 : Financial auditors and accountants	National	77	21	27.3 %	32.3 %	25	-4	National
1112 : Financial and investment analysts	National	21	6	28.6 %	37.8 %	8	-2	National
1121 : Human resources professionals	National	45	13	28.9 %	16.7 %	8	5	National
1122 : Professional occupations in business management consulting	National	27	11	40.7 %	26.4 %	7	4	National
1123 : Professional occupations in advertising, marketing and public relations	National	17	4	23.5 %	18.8 %	3	1	National
2112 : Chemists	National	1	0	0.0 %	44.1 %	0	0	National
2113 : Geoscientists and oceanographers	National	42	4	9.5 %	13.3 %	6	-2	National
2114 : Meteorologists and climatologists	National	13	3	23.1 %	13.9 %	2	1	National
2115 : Other professional occupations in physical sciences	National	131	20	15.3 %	31.3 %	41	-21	National
2121 : Biologists and related scientists	National	84	1	1.2 %	20.7 %	17	-16	National
2122 : Forestry professionals	National	2	0	0.0 %	2.7 %	0	0	National
2131 : Civil engineers	National	1366	431	31.6 %	30.0 %	410	21	National
2132 : Mechanical engineers	National	299	90	30.1 %	30.7 %	92	-2	National
2133 : Electrical and electronics engineers	National	226	94	41.6 %	39.6 %	89	5	National
2134 : Chemical engineers	National	24	7	29.2 %	39.0 %	9	-2	National
2141 : Industrial and manufacturing engineers	National	13	3	23.1 %	33.9 %	4	-1	National
2142 : Metallurgical and materials engineers	National	2	0	0.0 %	26.6 %	1	-1	National
2143 : Mining engineers	National	9	1	11.1 %	22.0 %	2	-1	National
2144 : Geological engineers	National	2	0	0.0 %	21.7 %	0	0	National
2145 : Petroleum engineers	National	1	0	0.0 %	33.7 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	5	2	40.0 %	42.7 %	2	0	National



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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
2148 : Other professional engineers, n.e.c.	National	4	1	25.0 %	27.2 %	1	0	National
2151 : Architects	National	1	1	100.0 %	26.4 %	0	1	National
2152 : Landscape architects	National	27	7	25.9 %	10.1 %	3	4	National
2153 : Urban and land use planners	National	111	26	23.4 %	14.1 %	16	10	National
2154 : Land surveyors	National	101	7	6.9 %	9.1 %	9	-2	National
2171 : Information systems analysts and consultants	National	57	22	38.6 %	38.6 %	22	0	National
2172 : Database analysts and data administrators	National	2	1	50.0 %	35.5 %	1	0	National
2173 : Software engineers and designers	National	1	1	100.0 %	46.7 %	0	1	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	34.2 %	1	-1	National
2175 : Web designers and developers	National	1	1	100.0 %	27.5 %	0	1	National
4112 : Lawyers and Quebec notaries	National	22	2	9.1 %	14.2 %	3	-1	National
4162 : Economists and economic policy researchers and analysts	National	1	1	100.0 %	30.4 %	0	1	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	25.7 %	0	0	National
4165 : Health policy researchers, consultants and program officers	National	1	0	0.0 %	24.5 %	0	0	National
5121 : Authors and writers	National	58	7	12.1 %	12.8 %	7	0	National
5125 : Translators, terminologists and interpreters	National	3	0	0.0 %	25.8 %	1	-1	National
04 : Semi-Professionals and Technicians		2260	458	20.3 %	18.6 %	420	38	
2212 : Geological and mineral technologists and technicians	Alberta	1	0	0.0 %	25.2 %	0	0	Alberta
2212 : Geological and mineral technologists and technicians	British Columbia	6	3	50.0 %	22.9 %	1	2	British Columbia
2212 : Geological and mineral technologists and technicians	Ontario	9	2	22.2 %	11.3 %	1	1	Ontario
2212 : Geological and mineral technologists and technicians	Québec	9	4	44.4 %	3.4 %	0	4	Québec
2221 : Biological technologists and technicians	Alberta	3	0	0.0 %	17.4 %	1	-1	Alberta
2221 : Biological technologists and technicians	British Columbia	1	0	0.0 %	24.0 %	0	0	British Columbia
2221 : Biological technologists and technicians	Ontario	3	0	0.0 %	26.7 %	1	-1	Ontario



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			Representation		Availability		Gap #	
			#	%	%	#		
2221 : Biological technologists and technicians	Québec	12	0	0.0 %	8.4 %	1	-1	Québec
2223 : Forestry technologists and technicians	Québec	11	0	0.0 %	0.7 %	0	0	Québec
2225 : Landscape and horticulture technicians and specialists	Alberta	7	3	42.9 %	5.5 %	0	3	Alberta
2225 : Landscape and horticulture technicians and specialists	British Columbia	2	0	0.0 %	10.1 %	0	0	British Columbia
2225 : Landscape and horticulture technicians and specialists	Ontario	7	2	28.6 %	8.3 %	1	1	Ontario
2231 : Civil engineering technologists and technicians	Alberta	105	30	28.6 %	28.3 %	30	0	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	66	12	18.2 %	20.2 %	13	-1	British Columbia
2231 : Civil engineering technologists and technicians	Manitoba	31	4	12.9 %	17.3 %	5	-1	Manitoba
2231 : Civil engineering technologists and technicians	New Brunswick	7	0	0.0 %	1.1 %	0	0	New Brunswick
2231 : Civil engineering technologists and technicians	Nova Scotia	9	0	0.0 %	6.2 %	1	-1	Nova Scotia
2231 : Civil engineering technologists and technicians	Ontario	264	68	25.8 %	23.7 %	63	5	Ontario
2231 : Civil engineering technologists and technicians	Prince Edward Island	3	0	0.0 %	18.2 %	1	-1	Prince Edward Island
2231 : Civil engineering technologists and technicians	Québec	295	26	8.8 %	8.1 %	24	2	Québec
2231 : Civil engineering technologists and technicians	Saskatchewan	14	1	7.1 %	17.9 %	3	-2	Saskatchewan
2232 : Mechanical engineering technologists and technicians	Alberta	59	16	27.1 %	24.6 %	15	1	Alberta
2232 : Mechanical engineering technologists and technicians	British Columbia	18	3	16.7 %	22.1 %	4	-1	British Columbia
2232 : Mechanical engineering technologists and technicians	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
2232 : Mechanical engineering technologists and technicians	Ontario	38	9	23.7 %	26.2 %	10	-1	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	58	6	10.3 %	9.0 %	5	1	Québec
2232 : Mechanical engineering technologists and technicians	Saskatchewan	5	0	0.0 %	14.1 %	1	-1	Saskatchewan
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	3	1	33.3 %	37.0 %	1	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	9	0	0.0 %	11.4 %	1	-1	Québec
2234 : Construction estimators	Alberta	6	1	16.7 %	23.6 %	1	0	Alberta
2234 : Construction estimators	Québec	5	1	20.0 %	8.0 %	0	1	Québec



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			Representation		Availability		Gap #	
			#	%	%	#		
2241 : Electrical and electronics engineering technologists and technicians	Alberta	42	16	38.1 %	27.1 %	11	5	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	10	2	20.0 %	32.3 %	3	-1	British Columbia
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	2	2	100.0 %	21.8 %	0	2	Manitoba
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	1	1	100.0 %	2.4 %	0	1	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	45	14	31.1 %	30.6 %	14	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
2241 : Electrical and electronics engineering technologists and technicians	Québec	53	3	5.7 %	11.4 %	6	-3	Québec
2241 : Electrical and electronics engineering technologists and technicians	Saskatchewan	3	1	33.3 %	12.4 %	0	1	Saskatchewan
2243 : Industrial instrument technicians and mechanics	Alberta	10	3	30.0 %	13.8 %	1	2	Alberta
2243 : Industrial instrument technicians and mechanics	British Columbia	3	1	33.3 %	11.6 %	0	1	British Columbia
2243 : Industrial instrument technicians and mechanics	Ontario	4	1	25.0 %	17.7 %	1	0	Ontario
2243 : Industrial instrument technicians and mechanics	Québec	22	0	0.0 %	3.9 %	1	-1	Québec
2243 : Industrial instrument technicians and mechanics	Saskatchewan	1	0	0.0 %	1.7 %	0	0	Saskatchewan
2251 : Architectural technologists and technicians	Alberta	1	0	0.0 %	27.3 %	0	0	Alberta
2251 : Architectural technologists and technicians	British Columbia	2	1	50.0 %	35.9 %	1	0	British Columbia
2251 : Architectural technologists and technicians	Manitoba	3	0	0.0 %	15.2 %	0	0	Manitoba
2251 : Architectural technologists and technicians	Nova Scotia	1	0	0.0 %	23.5 %	0	0	Nova Scotia
2251 : Architectural technologists and technicians	Ontario	11	3	27.3 %	29.8 %	3	0	Ontario
2251 : Architectural technologists and technicians	Québec	5	0	0.0 %	10.0 %	1	-1	Québec
2251 : Architectural technologists and technicians	Saskatchewan	1	0	0.0 %	3.4 %	0	0	Saskatchewan
2253 : Drafting technologists and technicians	Alberta	36	12	33.3 %	36.0 %	13	-1	Alberta
2253 : Drafting technologists and technicians	British Columbia	28	11	39.3 %	38.9 %	11	0	British Columbia
2253 : Drafting technologists and technicians	Manitoba	7	4	57.1 %	25.2 %	2	2	Manitoba
2253 : Drafting technologists and technicians	Nova Scotia	1	0	0.0 %	5.8 %	0	0	Nova Scotia



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			#	%	%	#		
2253 : Drafting technologists and technicians	Ontario	122	44	36.1 %	33.4 %	41	3	Ontario
2253 : Drafting technologists and technicians	Québec	79	10	12.7 %	9.5 %	8	2	Québec
2253 : Drafting technologists and technicians	Saskatchewan	8	1	12.5 %	15.1 %	1	0	Saskatchewan
2254 : Land survey technologists and technicians	Alberta	126	14	11.1 %	18.1 %	23	-9	Alberta
2254 : Land survey technologists and technicians	British Columbia	57	6	10.5 %	16.0 %	9	-3	British Columbia
2254 : Land survey technologists and technicians	Manitoba	2	1	50.0 %	5.6 %	0	1	Manitoba
2254 : Land survey technologists and technicians	New Brunswick	7	0	0.0 %	10.5 %	1	-1	New Brunswick
2254 : Land survey technologists and technicians	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
2254 : Land survey technologists and technicians	Ontario	22	4	18.2 %	20.2 %	4	0	Ontario
2254 : Land survey technologists and technicians	Québec	38	0	0.0 %	2.9 %	1	-1	Québec
2254 : Land survey technologists and technicians	Saskatchewan	12	0	0.0 %	6.9 %	1	-1	Saskatchewan
2255 : Technical occupations in geomatics and meteorology	Alberta	43	5	11.6 %	22.9 %	10	-5	Alberta
2255 : Technical occupations in geomatics and meteorology	British Columbia	18	2	11.1 %	14.3 %	3	-1	British Columbia
2255 : Technical occupations in geomatics and meteorology	Manitoba	1	1	100.0 %	5.1 %	0	1	Manitoba
2255 : Technical occupations in geomatics and meteorology	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
2255 : Technical occupations in geomatics and meteorology	Nova Scotia	4	0	0.0 %	3.2 %	0	0	Nova Scotia
2255 : Technical occupations in geomatics and meteorology	Ontario	18	2	11.1 %	19.1 %	3	-1	Ontario
2255 : Technical occupations in geomatics and meteorology	Québec	17	1	5.9 %	4.2 %	1	0	Québec
2255 : Technical occupations in geomatics and meteorology	Saskatchewan	3	0	0.0 %	9.3 %	0	0	Saskatchewan
2262 : Engineering inspectors and regulatory officers	Alberta	30	10	33.3 %	19.8 %	6	4	Alberta
2262 : Engineering inspectors and regulatory officers	British Columbia	18	5	27.8 %	21.3 %	4	1	British Columbia
2262 : Engineering inspectors and regulatory officers	Manitoba	6	1	16.7 %	8.1 %	0	1	Manitoba
2262 : Engineering inspectors and regulatory officers	New Brunswick	1	0	0.0 %	8.0 %	0	0	New Brunswick
2262 : Engineering inspectors and regulatory officers	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia



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			#	%	%	#		
2262 : Engineering inspectors and regulatory officers	Ontario	207	76	36.7 %	21.3 %	44	32	Ontario
2262 : Engineering inspectors and regulatory officers	Québec	13	2	15.4 %	14.5 %	2	0	Québec
2262 : Engineering inspectors and regulatory officers	Saskatchewan	2	0	0.0 %	8.3 %	0	0	Saskatchewan
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	6	0	0.0 %	10.7 %	1	-1	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	1	0	0.0 %	15.7 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	1	0	0.0 %	2.1 %	0	0	New Brunswick
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	5	1	20.0 %	18.0 %	1	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	6	0	0.0 %	7.6 %	0	0	Québec
2264 : Construction inspectors	British Columbia	2	1	50.0 %	12.6 %	0	1	British Columbia
2264 : Construction inspectors	Ontario	1	0	0.0 %	18.9 %	0	0	Ontario
2281 : Computer network technicians	Ontario	2	2	100.0 %	38.7 %	1	1	Ontario
2281 : Computer network technicians	Québec	1	0	0.0 %	16.5 %	0	0	Québec
5241 : Graphic designers and illustrators	Manitoba	2	0	0.0 %	15.9 %	0	0	Manitoba
5241 : Graphic designers and illustrators	Ontario	3	2	66.7 %	28.6 %	1	1	Ontario
5241 : Graphic designers and illustrators	Québec	4	0	0.0 %	11.9 %	0	0	Québec
5242 : Interior designers and interior decorators	Ontario	2	0	0.0 %	21.6 %	0	0	Ontario
05 : Supervisors		1	1	100.0 %	36.7 %	0	1	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	36.7 %	0	1	Calgary
07 : Administrative and Senior Clerical Personnel		449	97	21.6 %	19.8 %	89	8	
Employment Equity Occupational Group	Alta. less CMAs	12	1	8.3 %	3.9 %	0	1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	9	0	0.0 %	3.5 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	4.7 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	69	23	33.3 %	20.6 %	14	9	Calgary
Employment Equity Occupational Group	Edmonton	14	3	21.4 %	16.9 %	2	1	Edmonton



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			#	%	%	#		
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	2.1 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	4	0	0.0 %	6.7 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	2	0	0.0 %	11.3 %	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	2	0	0.0 %	3.7 %	0	0	Kelowna
Employment Equity Occupational Group	Kingston	1	0	0.0 %	5.4 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	5	1	20.0 %	10.9 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	Lethbridge	1	0	0.0 %	5.2 %	0	0	Lethbridge
Employment Equity Occupational Group	Moncton	1	0	0.0 %	2.4 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	78	15	19.2 %	14.6 %	11	4	Montréal
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	1.2 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	7	0	0.0 %	1.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	35	4	11.4 %	14.1 %	5	-1	Ottawa - Gatineau
Employment Equity Occupational Group	P.E.I.	1	0	0.0 %	3.6 %	0	0	P.E.I.
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	2.8 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	21	0	0.0 %	0.8 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	28	2	7.1 %	3.3 %	1	1	Québec
Employment Equity Occupational Group	Regina	3	1	33.3 %	9.5 %	0	1	Regina
Employment Equity Occupational Group	Saguenay	5	0	0.0 %	0.8 %	0	0	Saguenay
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	8.2 %	0	0	Saskatoon
Employment Equity Occupational Group	Sherbrooke	1	0	0.0 %	2.5 %	0	0	Sherbrooke
Employment Equity Occupational Group	St. Catharines - Niagara	2	0	0.0 %	5.5 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Thunder Bay	3	0	0.0 %	2.0 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	108	41	38.0 %	40.6 %	44	-3	Toronto
Employment Equity Occupational Group	Trois-Rivières	2	1	50.0 %	1.4 %	0	1	Trois-Rivières



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			#	%	%	#		
Employment Equity Occupational Group	Vancouver	16	4	25.0 %	39.9 %	6	-2	Vancouver
Employment Equity Occupational Group	Victoria	6	0	0.0 %	9.7 %	1	-1	Victoria
Employment Equity Occupational Group	Windsor	1	0	0.0 %	10.5 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	6	1	16.7 %	15.9 %	1	0	Winnipeg
09 : Skilled Crafts and Trades Workers		7	2	28.6 %	7.8 %	1	1	
9243 : Water and waste treatment plant operators	Ontario	2	0	0.0 %	8.9 %	0	0	Ontario
9243 : Water and waste treatment plant operators	Québec	5	2	40.0 %	7.3 %	0	2	Québec
10 : Clerical Personnel		175	30	17.1 %	25.2 %	44	-14	
Employment Equity Occupational Group	Alta. less CMAs	6	0	0.0 %	4.9 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	2	0	0.0 %	4.2 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	2	0	0.0 %	6.5 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	19	4	21.1 %	30.6 %	6	-2	Calgary
Employment Equity Occupational Group	Edmonton	9	1	11.1 %	21.5 %	2	-1	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	8.1 %	0	0	Halifax
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	13.4 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	48	6	12.5 %	20.4 %	10	-4	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	18.2 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	1.0 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	28	0	0.0 %	4.1 %	1	-1	Québec
Employment Equity Occupational Group	Saguenay	4	0	0.0 %	1.6 %	0	0	Saguenay
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	11.9 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	40	17	42.5 %	52.2 %	21	-4	Toronto
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	3.1 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	6	2	33.3 %	46.7 %	3	-1	Vancouver



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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
			#	%	%	#		
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	23.3 %	0	0	Winnipeg
12 : Semi-Skilled Manual Workers		3	0	0.0 %	62.9 %	2	-2	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	62.9 %	2	-2	Toronto
13 : Other Sales and Service Personnel		1	0	0.0 %	39.4 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	39.4 %	0	0	Winnipeg
14 : Other Manual Workers		2	0	0.0 %	31.2 %	1	-1	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	31.2 %	1	-1	Calgary
Total		7499	1645	21.9 %	22.2 %	1664	-19	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - WSP Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-12-19

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
01/02 : Managers	National	1800	8	0.4 %	5.0 %	90	-82	National
03 : Professionals	National	2801	26	0.9 %	8.9 %	249	-223	National
04 : Semi-Professionals and Technicians	National	2260	24	1.1 %	7.6 %	172	-148	National
05 : Supervisors	National	1	0	0.0 %	27.5 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	449	5	1.1 %	10.0 %	45	-40	National
09 : Skilled Crafts and Trades Workers	National	7	0	0.0 %	7.8 %	1	-1	National
10 : Clerical Personnel	National	175	1	0.6 %	9.3 %	16	-15	National
12 : Semi-Skilled Manual Workers	National	3	0	0.0 %	10.3 %	0	0	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	10.7 %	0	0	National
14 : Other Manual Workers	National	2	0	0.0 %	6.8 %	0	0	National
Total		7499	64	0.8 %	7.6 %	573	-509	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-12-19

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

02 : Middle and Other Managers > Reviewed at NOC level as 90% of WSP staff at the managerial level are categorized as either NOC 0211 or NOC 0711

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
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2019-12-19

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - WSP Canada Inc.

Workforce Analysis - Summary Report

Date: 2019-12-19

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	36	8	22.2 %	27.6 %	10	-2
02 : Middle and Other Managers	1764	405	23.0 %	39.4 %	695	-290
03 : Professionals	2801	926	33.1 %	22.8 %	639	287
04 : Semi-Professionals and Technicians	2260	529	23.4 %	19.5 %	441	88
05 : Supervisors	1	1	100.0 %	53.8 %	1	0
07 : Administrative and Senior Clerical Personnel	449	399	88.9 %	81.2 %	365	34
09 : Skilled Crafts and Trades Workers	7	0	0.0 %	13.5 %	1	-1
10 : Clerical Personnel	175	136	77.7 %	65.1 %	114	22
12 : Semi-Skilled Manual Workers	3	1	33.3 %	20.1 %	1	0
13 : Other Sales and Service Personnel	1	0	0.0 %	54.0 %	1	-1
14 : Other Manual Workers	2	2	100.0 %	17.6 %	0	2
Total	7499	2407	32.1 %	30.2 %	2268	139

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - WSP Canada Inc.

Workforce Analysis - Summary Report

Date: 2019-12-19

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	36	0	0.0 %	3.2 %	1	-1
02 : Middle and Other Managers	1764	7	0.4 %	2.7 %	48	-41
03 : Professionals	2801	25	0.9 %	1.5 %	42	-17
04 : Semi-Professionals and Technicians	2260	24	1.1 %	2.7 %	61	-37
05 : Supervisors	1	0	0.0 %	3.1 %	0	0
07 : Administrative and Senior Clerical Personnel	449	6	1.3 %	2.5 %	11	-5
09 : Skilled Crafts and Trades Workers	7	0	0.0 %	7.0 %	0	0
10 : Clerical Personnel	175	0	0.0 %	2.3 %	4	-4
12 : Semi-Skilled Manual Workers	3	0	0.0 %	0.8 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	12.1 %	0	0
14 : Other Manual Workers	2	0	0.0 %	5.0 %	0	0
Total	7499	62	0.8 %	2.2 %	167	-105

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - WSP Canada Inc.

Workforce Analysis - Summary Report

Date: 2019-12-19

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	36	6	16.7 %	11.5 %	4	2
02 : Middle and Other Managers	1764	263	14.9 %	17.6 %	310	-47
03 : Professionals	2801	788	28.1 %	28.3 %	793	-5
04 : Semi-Professionals and Technicians	2260	458	20.3 %	18.6 %	420	38
05 : Supervisors	1	1	100.0 %	36.7 %	0	1
07 : Administrative and Senior Clerical Personnel	449	97	21.6 %	19.8 %	89	8
09 : Skilled Crafts and Trades Workers	7	2	28.6 %	7.8 %	1	1
10 : Clerical Personnel	175	30	17.1 %	25.2 %	44	-14
12 : Semi-Skilled Manual Workers	3	0	0.0 %	62.9 %	2	-2
13 : Other Sales and Service Personnel	1	0	0.0 %	39.4 %	0	0
14 : Other Manual Workers	2	0	0.0 %	31.2 %	1	-1
Total	7499	1645	21.9 %	22.2 %	1664	-19

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - WSP Canada Inc.

Workforce Analysis - Summary Report

Date: 2019-12-19

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	1800	8	0.4 %	5.0 %	90	-82
03 : Professionals	2801	26	0.9 %	8.9 %	249	-223
04 : Semi-Professionals and Technicians	2260	24	1.1 %	7.6 %	172	-148
05 : Supervisors	1	0	0.0 %	27.5 %	0	0
07 : Administrative and Senior Clerical Personnel	449	5	1.1 %	10.0 %	45	-40
09 : Skilled Crafts and Trades Workers	7	0	0.0 %	7.8 %	1	-1
10 : Clerical Personnel	175	1	0.6 %	9.3 %	16	-15
12 : Semi-Skilled Manual Workers	3	0	0.0 %	10.3 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	10.7 %	0	0
14 : Other Manual Workers	2	0	0.0 %	6.8 %	0	0
Total	7499	64	0.8 %	7.6 %	573	-509

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-12-19

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

02 : Middle and Other Managers > Reviewed at NOC level as 90% of WSP staff at the managerial level are categorized as either NOC 0211 or NOC 0711

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
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-12-19

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

WSP Canada Inc.

2019-12-19

Start Date of Flow Data		
YYYY	MM	DD
2019	12	19

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

WSP Canada Inc.

2019-12-19

Start Date of Flow Data		
YYYY	MM	DD
2019	12	19

End Date of Flow Data		
YYYY	MM	DD
-	-	-

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

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Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	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	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

WSP Canada Inc.

2019-12-19

Start Date of Flow Data		
YYYY	MM	DD
2019	12	19

End Date of Flow Data		
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

WSP Canada Inc.

2019-12-19

Start Date of Flow Data		
YYYY	MM	DD
2019	12	19

End Date of Flow Data		
YYYY	MM	DD
-	-	-

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

WSP Canada Inc.

2019-12-19

Data for First/Previous Goals

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

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-12-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	2019	2022	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	36	-100.0%		0	0.0%		0	0	8	0.0%	0	2	0	27.6%	27.6%	-2	-2	22.2%	22.2%	
02 Middle & Other Managers	1,764	-100.0%		0	0.0%		0	0	405	0.0%	0	290	0	39.4%	39.4%	-290	-290	23.0%	23.0%	
03 Professionals	2,801	-100.0%		0	0.0%		0	0	926	0.0%	0	-287	0		22.8%	287	287	33.1%	33.1%	
04 Semi-Professionals & Tech	2,260	-100.0%		0	0.0%		0	0	529	0.0%	0	-88	0		19.5%	88	88	23.4%	23.4%	
05 Supervisors	1	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		53.8%	0	0	100.0%	100.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	449	-100.0%		0	0.0%		0	0	399	0.0%	0	-34	0		81.2%	34	34	88.9%	88.9%	
08 Skilled Sales & Service	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	7	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	13.5%	13.5%	-1	-1	0.0%	0.0%	
10 Clerical Personnel	175	-100.0%		0	0.0%		0	0	136	0.0%	0	-22	0		65.1%	22	22	77.7%	77.7%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	3	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		20.1%	0	0	33.3%	33.3%	
13 Other Sales & Service	1	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	50.0%	54.0%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	2	-100.0%		0	0.0%		0	0	2	0.0%	0	-2	0		17.6%	2	2	100.0%	100.0%	
Total	7,499	-100.0%		0	0.0%		0	0	2,407	0.0%	0	-142	0		30.2%	142	142	32.1%	32.1%	

† 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 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01 Senior Managers		27.6		27.6	
02 Middle & Other Managers		39.4		39.4	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		13.5		13.5	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		50.0		50.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

WSP Canada Inc.

2019-12-19

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						2019
	2019-12-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	36	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	3.2%	3.2%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	1,764	-100.0%		0	0.0%		0	0	7	0.0%	0	41	0	2.7%	2.7%	-41	-41	0.4%	0.4%	
03 Professionals	2,801	-100.0%		0	0.0%		0	0	25	0.0%	0	17	0	1.5%	1.5%	-17	-17	0.9%	0.9%	
04 Semi-Professionals & Tech	2,260	-100.0%		0	0.0%		0	0	24	0.0%	0	37	0	2.7%	2.7%	-37	-37	1.1%	1.1%	
05 Supervisors	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.1%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	449	-100.0%		0	0.0%		0	0	6	0.0%	0	5	0	2.5%	2.5%	-5	-5	1.3%	1.3%	
08 Skilled Sales & Service	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	7	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		7.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	175	-100.0%		0	0.0%		0	0	0	0.0%	0	4	0	2.3%	2.3%	-4	-4	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%	
13 Other Sales & Service	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		12.1%	0	0	0.0%	0.0%	
14 Other Manual Workers	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		5.0%	0	0	0.0%	0.0%	
Total	7,499	-100.0%		0	0.0%		0	0	62	0.0%	0	103	0		2.2%	-103	-103	0.8%	0.8%	

† 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		3.2		3.2	
02 Middle & Other Managers		2.7		2.7	
03 Professionals		1.5		1.5	
04 Semi-Professionals & Tech		2.7		2.7	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		2.5		2.5	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		2.3		2.3	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

WSP Canada Inc.

2019-12-19

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

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-12-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	2019	2022	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	1,800	-100.0%		0	0.0%		0	0	8	0.0%	0	82	0	5.0%	5.0%	-82	-82	0.4%	0.4%	
03 Professionals	2,801	-100.0%		0	0.0%		0	0	26	0.0%	0	223	0	8.9%	8.9%	-223	-223	0.9%	0.9%	
04 Semi-Professionals & Tech	2,260	-100.0%		0	0.0%		0	0	24	0.0%	0	148	0	7.6%	7.6%	-148	-148	1.1%	1.1%	
05 Supervisors	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	27.5%	0	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	449	-100.0%		0	0.0%		0	0	5	0.0%	0	40	0	10.0%	10.0%	-40	-40	1.1%	1.1%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	7	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
10 Clerical Personnel	175	-100.0%		0	0.0%		0	0	1	0.0%	0	15	0	9.3%	9.3%	-15	-15	0.6%	0.6%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.3%	0	0	0	0.0%	0.0%	
13 Other Sales & Service	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.7%	0	0	0	0.0%	0.0%	
14 Other Manual Workers	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	6.8%	0	0	0	0.0%	0.0%	
Total	7,499	-100.0%		0	0.0%		0	0	64	0.0%	0	506	0	7.6%	7.6%	-506	-506	0.9%	0.9%	

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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		5.0		5.0	
03 Professionals		8.9		8.9	
04 Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		10.0		10.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		7.8		7.8	
10 Clerical Personnel		9.3		9.3	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

WSP Canada Inc.

2019-12-19

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees								Members of Visible Minorities												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	From - To	YYYY - YYYY								
		2019-12-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2019-12-19	Annually	Over 3 Years	2019	2022								
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%			
01	Senior Managers	36	-100.0%		0	0.0%		0	0	6	0.0%	0	-2	0		11.5%	2	2	16.7%	16.7%		
02	Middle & Other Managers	1,764	-100.0%		0	0.0%		0	0	263	0.0%	0	47	0	17.6%	17.6%	-47	-47	14.9%	14.9%		
03	Professionals	2,801	-100.0%		0	0.0%		0	0	788	0.0%	0	5	0	28.3%	28.3%	-5	-5	28.1%	28.1%		
04	Semi-Professionals & Tech	2,260	-100.0%		0	0.0%		0	0	458	0.0%	0	-38	0		18.6%	38	38	20.3%	20.3%		
05	Supervisors	1	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0		36.7%	1	1	100.0%	100.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	449	-100.0%		0	0.0%		0	0	97	0.0%	0	-8	0		19.8%	8	8	21.6%	21.6%		
08	Skilled Sales & Service	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	7	-100.0%		0	0.0%		0	0	2	0.0%	0	-1	0		7.8%	1	1	28.6%	28.6%		
10	Clerical Personnel	175	-100.0%		0	0.0%		0	0	30	0.0%	0	14	0	25.2%	25.2%	-14	-14	17.1%	17.1%		
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	3	-100.0%		0	0.0%		0	0	0	0.0%	0	2	0		62.9%	-2	-2	0.0%	0.0%		
13	Other Sales & Service	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		39.4%	0	0	0.0%	0.0%		
14	Other Manual Workers	2	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	31.2%	31.2%	-1	-1	0.0%	0.0%		
Total		7,499	-100.0%		0	0.0%		0	0	1,645	0.0%	0	20	0		22.2%	-20	-20	21.9%	21.9%		

† 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		0.0		0.0	
02	Middle & Other Managers		17.6		17.6	
03	Professionals		28.3		28.3	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		25.2		25.2	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		31.2		31.2	
Total			0.0		0.0	

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Part 3: Goals

WSP Canada Inc.

2019-12-19

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3						
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	#	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		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	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/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 10: Women

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

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Part 3: Goals

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	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 YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/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		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

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Part 3: Goals

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	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 YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3						
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		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	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!

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

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

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Part 3: Goals

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	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 YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	#	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/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 16: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 4: Results - Women

WSP Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							All Employees	Hires			Promotions			Terminations									
			Women								Women			Women			Women									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	%	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2019	36	8	22.2	27.6	10	-2	80.5																		
	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	0
02 Middle & Other Managers	2019	1,764	405	23.0	39.4	695	-290	58.3																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
03 Professionals	2019	2,801	926	33.1	22.8	639	287	145.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2019	2,260	529	23.4	19.5	441	88	120.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
05 Supervisors	2019	1	1	100.0	53.8	1	0	185.9																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0.0	0	0	0.0																		
	0	0	0	0.0	0.0	0	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 + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			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	0	0	0	0.0	0	0.0	27.6	0.0	0	0.0	27.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	39.4	0.0	0	0.0	39.4	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 4: Results - Women

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

Employment Equity Occupational Group (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	2019	1	0	0.0	54.0	1	-1	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2019	2	2	100.0	17.6	0	2	568.2																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
Total	2019	7,499	2,407	32.1	30.2	2,265	142	106.3																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	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 + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	50.0	0.0	0	0.0	50.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

WSP Canada Inc.

2019-12-19

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires			Promotions			Terminations									
			Aboriginal Peoples							Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	#	#	#	#	#	#	#								
01 Senior Managers	2019	36	0	0.0	3.2	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2019	1,764	7	0.4	2.7	48	-41	14.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2019	2,801	25	0.9	1.5	42	-17	59.5																	
	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	0
04 Semi-Professionals & Technicians	2019	2,260	24	1.1	2.7	61	-37	39.3																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2019	1	0	0.0	3.1	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	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	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
01 Senior Managers	0	0	0	0.0	0	0.0	3.2	0.0	0	0.0	3.2	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	0	0	0	0.0	0	0.0	2.7	0.0	0	0.0	2.7	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
03 Professionals	0	0	0	0.0	0	0.0	1.5	0.0	0	0.0	1.5	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	2.7	0.0	0	0.0	2.7	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	

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Part 5: Results - Aboriginal Peoples

WSP Canada Inc.

2019-12-19

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires			Promotions			Terminations								
		Aboriginal Peoples									Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples								
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference					
#	#	%	%	#	#	%	#	%	#	#	#	%	%	#	#	%	%	#	#	%	%				
07	Administrative & Senior Clerical	2019	449	6	1.3	2.5	11	-5	53.5																
		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
08	Skilled Sales & Service Personnel	2019	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2019	7	0	0.0	7.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2019	175	0	0.0	2.3	4	-4	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2019	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2019	3	0	0.0	0.8	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples						
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	2.5	0.0	0	0.0	2.5	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	2.3	0.0	0	0.0	2.3	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

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Part 5: Results - Aboriginal Peoples

WSP Canada Inc.

2019-12-19

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		Aboriginal Peoples										Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples						
		All Employees		Representation		Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
13 Other Sales & Service Personnel	2019	1	0	0.0	12.1	0	0	0.0																		
	0	0	0	0.0	0.0	0	0	0.0																		
14 Other Manual Workers	2019	2	0	0.0	5.0	0	0	0.0																		
	0	0	0	0.0	0.0	0	0	0.0																		
Total	2019	7,499	62	0.8	2.2	165	-103	37.6																		
	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 + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples				
		All Employees		Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0										
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0										
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0										

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

WSP Canada Inc.

2019-12-19

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		Persons with Disabilities										Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees		Representation		Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01&02	Managers	2019	1,800	8	0.4	5.0	90	-82	8.9																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03	Professionals	2019	2,801	26	0.9	8.9	249	-223	10.4																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04	Semi-Professionals & Technicians	2019	2,260	24	1.1	7.6	172	-148	14.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05	Supervisors	2019	1	0	0.0	27.5	0	0	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06	Supervisors: Crafts & Trades	2019	0	0	0.0	0.0	0	0	0.0																	
		0	0	0	0.0	0.0	0	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				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees		Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	#	%	#	%	#	%	#	%	
01&02	Managers	0	0	0	0.0	0	0.0	5.0	0.0	0	0.0	5.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
03	Professionals	0	0	0	0.0	0	0.0	8.9	0.0	0	0.0	8.9	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
04	Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	7.6	0.0	0	0.0	7.6	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
05	Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
06	Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

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WSP Canada Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		Persons with Disabilities									Persons with Disabilities				Persons with Disabilities				Persons with Disabilities					
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual		Expected	Difference	All Employees	Actual		Expected	Difference	All Employees	Actual		Expected	Difference	
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2019	449	5	1.1	10.0	45	-40	11.1															
		0	0	0	0.0	0.0	0	0	0.0															
08	Skilled Sales & Service Personnel	2019	0	0	0.0	0.0	0	0	0.0															
		0	0	0	0.0	0.0	0	0	0.0															
09	Skilled Crafts & Trades Workers	2019	7	0	0.0	7.8	1	-1	0.0															
		0	0	0	0.0	0.0	0	0	0.0															
10	Clerical Personnel	2019	175	1	0.6	9.3	16	-15	6.1															
		0	0	0	0.0	0.0	0	0	0.0															
11	Intermediate Sales & Service Personnel	2019	0	0	0.0	0.0	0	0	0.0															
		0	0	0	0.0	0.0	0	0	0.0															
12	Semi-Skilled Manual Workers	2019	3	0	0.0	10.3	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 + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	#	%	%	#	%	%		
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	10.0	0.0	0	0.0	10.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	7.8	0.0	0	0.0	7.8	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	9.3	0.0	0	0.0	9.3	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

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Part 6: Results - Persons with Disabilities

WSP Canada Inc.

2019-12-19

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions				Terminations								
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities				Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	#	%	#	%	#	%	#	%	#	#	#	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2019	1	0	0.0	10.7	0	0	0.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2019	2	0	0.0	6.8	0	0	0.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
Total	2019	7,499	64	0.9	7.6	570	-506	11.2																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

WSP Canada Inc.

2019-12-19

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions				Terminations								
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%		
01 Senior Managers	2019	36	6	16.7	11.5	4	2	144.9																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2019	1,764	263	14.9	17.6	310	-47	84.7																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
03 Professionals	2019	2,801	788	28.1	28.3	793	-5	99.4																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2019	2,260	458	20.3	18.6	420	38	109.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
05 Supervisors	2019	1	1	100.0	36.7	0	1	272.5																		
	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	0
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0.0	0	0	0.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	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				
		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	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	17.6	0.0	0	0.0	17.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	28.3	0.0	0	0.0	28.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

WSP Canada Inc.

2019-12-19

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07	Administrative & Senior Clerical	2019	449	97	21.6	19.8	89	8	109.1																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2019	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2019	7	2	28.6	7.8	1	1	366.3																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2019	175	30	17.1	25.2	44	-14	68.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2019	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2019	3	0	0.0	62.9	2	-2	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	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 + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		All Employees	Visible Minorities	Short-term Goals				Long-term Goals						
				Actual		Goal	Percent of Goal Met	Actual		Goal	Percent of Goal Met			
				#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	25.2	0.0	0	0.0	25.2	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

WSP Canada Inc.

2019-12-19

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2019	1	0	0.0	39.4	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2019	2	0	0.0	31.2	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2019	7,499	1,645	21.9	22.2	1,665	-20	98.8																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	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 + 1 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				
		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	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	31.2	0.0	0	0.0	31.2	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
WSP Canada Inc.
2019-12-19

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- 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).

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

- Other.

Additional Details

Please provide any additional information (optional):



EMPLOYMENT EQUITY SELF-IDENTIFICATION QUESTIONNAIRE

WSP Canada Inc. and its affiliates believe that all employees should be treated fairly. We promote employment equity in the workplace to ensure that women, Aboriginal peoples, persons with disabilities and visible minorities are fully represented at all levels of our organization. Our employment equity program ensures that our hiring and promotion practices are based on qualifications and ability.

As part of our employment equity program, we are collecting information about our workforce through this questionnaire. Identifying as a member of a designated group (women, Aboriginal peoples, persons with disabilities and visible minorities) in Sections B to E will help create an accurate picture of our workforce. We assure you that our workplace is a safe environment in which to self-identify. You can ask for the accommodation you need in order to fulfil your work related duties to the best of your ability.

Self-identification—sections B, C, D and E are voluntary. However, it is mandatory to complete Section A, sign in Section F, and return the questionnaire to Human Resources, even if you choose not to fill out any additional information.

The responses that you provide on this form will be retained for statistical purposes only; your confidentiality is protected. We encourage you to review, update and correct information about yourself at any time. Your information will not be used for unauthorized purposes.

This questionnaire is available in large print format upon request.

Privacy Notice

The information you provide is collected under the authority of sections 18 and 42 of the Employment Equity Act to enable our organization to collect workforce data, comply with employment equity legislation and implement employment equity in the workplace.

Participation in the self-identification survey is voluntary. Refusal to provide personal information will result in the incomplete and/or inaccurate capture of our workforce data.

The information you provide will be grouped with other employees' data and shared with the Labour Program of Employment and Social Development Canada (ESDC) for the purpose of complying with employment equity legislation under the Federal Contractors Program.

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



EMPLOYMENT EQUITY SELF-IDENTIFICATION QUESTIONNAIRE

A. NAME:

OFFICE (CITY/PROVINCE):

POSITION:

EMPLOYEE NUMBER:

EMPLOYMENT STATUS:

- Full-Time Employee:
Part-Time Employee:
Temporary Employee:
Variable Employee:

B. GENDER:

Female:

Male:

After reading the descriptions in each of the next three sections, answer “Yes” if any of the following apply to you. Please note that you may self-identify in more than one group.

C. ABORIGINAL PEOPLES:

According to the Employment Equity Act, an Aboriginal person is a person who is North American Indian, Inuit or Métis.

Are you an Aboriginal person?

Yes

No



D. VISIBLE MINORITIES:

According to the Employment Equity Act, members of a visible minority are people in Canada (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in race, regardless of their place of birth or citizenship.

Examples of visible minorities include but are not limited to:

- Black
- Non-white Latin American (including Indigenous people from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)
- South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- People of mixed origin (e.g., with one parent in one of the visible minority groups listed above).

Are you a member of a visible minority?

Yes

No

E. PERSONS WITH DISABILITIES:

According to the Employment Equity Act, persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be at a disadvantage in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be at a disadvantage in employment because of that impairment. This includes people whose functional limitations due to their impairment have been accommodated in their current jobs or workplaces (e.g., by the use of technical aids, changes to equipment or other working arrangements).

Examples of disabilities include, but are not limited to:

- Coordination or dexterity impairment (e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobility impairment (e.g., difficulty moving from one office to another, walking long distances or using stairs)
- Other disabilities (e.g., learning, developmental and other types of disabilities)

Are you a person with a disability?

Yes

No

F. EMPLOYEE SIGNATURE:

Signature: _____

Date: _____

02-Question 2 Data

The results of your workforce survey including:

7499 the number of employees that were surveyed;

47 the combined number of self-identification questionnaires that were returned blank, partially and fully completed; and

7452 the number of fully completed and returned self-identification questionnaires.

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: WSP Canada Inc.

Primary Location: Québec, Québec

Number of Employees: 7499

Ontario	2828
Québec	2195
Alberta	1285
British Columbia	732
Manitoba	153
Saskatchewan	127
Nova Scotia	96
New Brunswick	66
Prince Edward Island	12
Yukon	5

Organization Overview:

NAICS 5413 (Architectural, Engineering, and Related Services)

(WSP is one of the world's leading professional services firms. We provide technical expertise and strategic advice to clients in the Transportation, Infrastructure, Buildings, Energy, Resources and Industrial, Environment and Geomatics.)

Key Dates – First Year Assessment

Initiated: 2019-12-17

Received: 2019-12-19

Workforce 2019-12-19

Analysis:

NOTE: 2018-07-18: WSP CANADA INC. PURCHASED OPUS STEWART WEIR & CO LTD AND OTHER COMPANIES. THIS ASSESSMENT WILL BE TREATED AS A FIRST ASSESSMENT. APPROVED BY GZ.

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of employees the questionnaire was sent to:	7499	100
Number of questionnaires returned:	7499	100
Number of completed questionnaires returned:	7499	100

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time

WORKFORCE ANALYSIS & GOAL SETTING

- The workforce analysis was done using WEIMS.
- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations: Contractor used old goal setting tool to establish short & long term goals so I pre-filled the new Excel Achievement Report for them and will send back to for review and approval once this is reviewed and approved by manager.

SUMMARY OF GOALS

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01	Senior Managers	-2	27.6	27.6	22.2	27.6
02	Middle & Other Managers	-290	39.4	39.4	23.0	39.4
09	Skilled Crafts & Trades Workers	-1	13.5	13.5	0.0	13.5
13	Other Sales & Service Personnel	-1	50.0	50.0	0.0	54.0

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01	Senior Managers	-1	3.2	3.2	0.0	3.2
02	Middle & Other Managers	-41	2.7	2.7	0.4	2.7
03	Professionals	-17	1.5	1.5	0.9	1.5
04	Semi-Professionals & Technicians	-37	2.7	2.7	1.1	2.7
07	Administrative & Senior Clerical Personnel	-5	2.5	2.5	1.3	2.5
10	Clerical Personnel	-4	2.3	2.3	0.0	2.3

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-47			14.9	17.6
03	Professionals	-5			28.1	28.3
10	Clerical Personnel	-14			17.1	25.2
12	Semi-Skilled Manual Workers	-2			0.0	62.9
14	Other Manual Workers	-1			0.0	31.2

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

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)	(3+ years)	%
01/ 02	Managers	-82	5.0	5.0	0.4	5.0
03	Professionals	-223	8.9	8.9	0.9	8.9
04	Semi-Professionals & Technicians	-148	7.6	7.6	1.1	7.6
07	Administrative & Senior Clerical Personnel	-40	10.0	10.0	1.1	10.0
09	Skilled Crafts & Trades Workers	-1	7.8	7.8	0.0	7.8
10	Clerical Personnel	-15	9.3	9.3	0.6	9.3

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

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:

- As a number of gaps are still present, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in all these designated groups.
 - A guide for completing an ESR is available at the following link:
<https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.
- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Name of Analyst: Céline Brown

Date: December 23, 2019

From: Brown, Celine E [NC] **On Behalf Of** EE-EME

Sent: January 10, 2020 4:25 PM

To: 'ryan.brain@wsp.com' <ryan.brain@wsp.com>

Cc: 'andrew.sebastian@wspgroup.com' <andrew.sebastian@wspgroup.com>

Subject: Government of Canada Agreement Number: 10000259 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Brian Brain:

I am writing to inform you that the compliance assessment initiated on December 17, 2016 has been completed. As a result of the assessment, WSP Canada Inc. 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 initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of WSP Canada Inc.'s employment equity program.

- As a number of gaps are still present, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in all these designated groups.
 - A guide for completing an ESR is available at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.
- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on December 16, 2022. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When WSP Canada Inc. is notified of a subsequent assessment, the following information will be required:

1. Workforce data (Form1 to 6) at the national level.
2. A current workforce analysis; and
3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining 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 reasonable progress has not been made, WSP Canada Inc. 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.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the [Workplace Equity Information Management System \(WEIMS\)](#). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement Report, as well as a series of training modules.

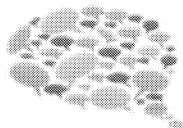
Should you require any further information regarding your organization's obligations under the FCP, please contact Céline Brown at celine.brown@labour-travail.gc.ca.

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

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdcc.gc.ca

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



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

Federal Contractors Program December 2019

TOTAL COMBINED	Women								
	Total	Men	Women	Representation %	Availability %	Availability #	Gap	Goal #	3 yr Goal
Senior Managers	36	28	8	22%	27.6%	10	-2	10	27.8%
Middle and Other	1764	1359	405	23%	39.4%	695	-290	460	26.1%
Professionals	2801	1875	926	33%	22.8%	639	287	926	
Semi-Professionals	2260	1731	529	23%	19.5%	441	88	529	
Supervisors	1	0	1	100%	5.8%	1	0	1	
Admin	449	50	399	89%	81.2%	365	34	399	
Skilled Crafts	7	7	0	0%	12.5%	1	-1	1	14.3%
Clerical	175	39	136	78%	65.1%	114	22	136	
Semi Skilled	3	2	1	33%	20.1%	1	0	1	
Other Sales	1	1	0	0%	54.0%	1	-1	1	10.0%
Other Manual	2	0	2	100%	17.6%	0	2	2	
TOTAL	7499	5092	2407	32%	30.2%	2268	139	2466	32.9%

TOTAL COMBINED	Aboriginal								
	Total	Men	Women	Representation %	Availability %	Availability #	Gap	Goal #	3 yr Goal
Senior Managers	0	0	0	0.0%	3.2%	1	-1	1	
Middle and Other	7	6	1	0.4%	2.7%	48	-41	15	0.9%
Professionals	25	14	11	0.9%	1.5%	42	-17	30	1.1%
Semi-Professionals	24	17	7	1.1%	2.7%	61	-37	30	1.3%
Supervisors	0	0	0	0.0%	3.1%	0	0	0	0.0%
Admin	6	0	6	1.3%	2.5%	11	-5	10	2.2%
Skilled Crafts	0	0	0	0.0%	7.0%	0	0	1	14.3%
Clerical	0	0	0	0.0%	2.3%	4	-4	3	1.7%
Semi Skilled	0	0	0	0.0%	0.8%	0	0	0	0.0%
Other Sales	0	0	0	0.0%	12.1%	0	0	0	0.0%
Other Manual	0	0	0	0.0%	5.0%	0	0	0	0.0%
TOTAL	62	37	25	0.8%	2.2%	167	-105	90	1.2%

TOTAL COMBINED	Persons w Disabilities								
	Representation				Availability			Goal #	3 yr Goal
	Total	Men	Women	%	Availability %	#	Gap		
Senior Managers	0	0	0	0.0%			0	0	
Middle and Other	8	5	3	0.5%	5.0%	9	-1	9	0.5%
Professionals	26	16	10	0.9%	8.9%	249	-223	40	1.4%
Semi-Professionals	24	17	7	1.1%	7.6%	172	-148	40	1.8%
Supervisors	0	0	0	0.0%	27.5%	0	0	0	0.0%
Admin	5	2	3	1.1%	10.0%	45	-40	10	2.2%
Skilled Crafts	0	0	0	0.0%	7.8%	1	-1	0	0.0%
Clerical	1	0	1	0.6%	9.3%	16	-15	5	2.9%
Semi Skilled	0	0	0	0.0%	10.3%	0	0	0	0.0%
Other Sales	0	0	0	0.0%	10.7%	0	0	0	0.0%
Other Manual	0	0	0	0.0%	6.8%	0	0	0	0.0%
TOTAL	64	40	24	0.9%	7.6%	573	-509	104	1.4%

	Visible Minorities							3 yr Goal	
	Total	Men	Women	Representation %	Availability %	Availability #	Gap		Goal #
TOTAL COMBINED	1645	1098	547	21.9%	22.2%	1664	-19	1686	22%
Senior Managers	6	3	3	16.7%	11.5%	4	2	6	
Middle and Other Professionals	263	198	65	14.9%	17.6%	310	-47	290	16.4%
Professional	788	531	257	28.1%	28.3%	793	-5	792	28.3%
Semi-Professionals	458	339	119	20.3%	18.6%	420	38	458	
Supervisors	1	0	1	100.0%	36.7%	0	1	1	
Admin	97	15	82	21.6%	19.8%	89	8	97	
Skilled Crafts	2	2	0	28.6%	7.8%	1	1	2	
Clerical	30	10	20	17.1%	25.2%	44	-14	40	22.9%
Semi Skilled	0	0	0	0.0%	62.9%	2	-2	0	
Other Sales	0	0	0	0.0%	39.4%	0	0	0	
Other Manual	0	0	0	0.0%	31.2%	1	-1	0	
TOTAL	1645	1098	547	21.9%	22.2%	1664	-19	1686	22%

FULL TIME	Total	All Employees			Aboriginal			Persons w Disabilities			Visible Minorities		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
Senior Managers	35	27	8								6	3	3
Middle and Other	1688	1296	392	6	5	1	8	5	3	260	197	63	
Professionals	2572	1715	857	21	11	10	26	16	10	755	505	250	
Semi-Professionals	1556	1129	427	12	7	5	18	14	4	349	246	103	
Supervisors	1		1							1		1	
Admin	426	48	378	6		6	5	2	3	97	15	82	
Skilled Crafts	5	5								2	2		
Clerical	154	29	125				1		1	30	10	20	
Semi Skilled	3	2	1										
Other Sales	1	1											
Other Manual	2		2										
TOTAL	6443	4252	2191	45	23	22	58	37	21	1500	978	522	

PART TIME	Total	All Employees			Aboriginal			Persons w Disabilities			Visible Minorities	
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Senior Managers	1	1										
Middle and Other	76	63	13	1	1					3	1	2
Professionals	229	160	69	4	3	1				33	26	7
Semi-Professionals	704	602	102	12	10	2	6	3	3	109	93	16
Supervisors												
Admin	23	2	21									
Skilled Crafts	2	2										
Clerical	21	10	11									
Semi Skilled												
Other Sales												
Other Manual												
TOTAL	1056	840	216	17	14	3	6	3	3	145	120	25

TOTAL COMBINED	All Employees			Aboriginal			Persons w Disabilities			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Senior Managers	36	28	8	0	0	0	0	0	0	6	3	3
Middle and Other	1764	1359	405	7	6	1	8	5	3	263	198	65
Professionals	2801	1875	926	25	14	11	26	16	10	788	531	257
Semi-Professionals	2260	1731	529	24	17	7	24	17	7	458	339	119
Supervisors	1	0	1	0	0	0	0	0	0	1	0	1
Admin	449	50	399	6	0	6	5	2	3	97	15	82
Skilled Crafts	7	7	0	0	0	0	0	0	0	2	2	0
Clerical	175	39	136	0	0	0	1	0	1	30	10	20
Semi Skilled	3	2	1	0	0	0	0	0	0	0	0	0
Other Sales	1	1	0	0	0	0	0	0	0	0	0	0
Other Manual	2	0	2	0	0	0	0	0	0	0	0	0
TOTAL	7499	5092	2407	62	37	25	64	40	24	1645	1098	547