Labour Program Federal Contractors Program

-	PROTECTED WHEN COMPLETED - B
-	OFFICIAL USE ONLY
-	Agreement N°:
1	

## Agreement to Implement Employment Equity

✓ New Agreement	(All sections r	nust be complet	ted)			
Revised Agreement						
	ORGA	ANIZATION	r			
Legal Name of Organization  Bluedrop Training & Simulati	on		Parent company	is located outsic	le Canada	į.
Discussion in the second secon	no. Vord. de. lis.			Yes	✓ No	
Operating Name (if different from Legal Name	of Organization)		Business Numb	oer		
			Total number of (Permanent Full-			107
Organization's North American Industry Classif To find your organization's four-digit NAICS cochttp://www.statcan.gc.ca/subjects-sujets/standa 5415	de please visit:		Federally F			
	HEA	D OFFICE				
Address (building number, street, suite, etc.)		City		Province	Posta	il Code
18 Prescott Street		St. John's		NL	Alc	3s4
		Telephone Number				
		709.739.9000	<u> </u>			
	EMPLOYMENT	EQUITY CONTA	ACT			
Name (print)		Title				
Kim Wettlaufer Telephone Number	E-mail Address	Director, Hu		ces Preferred Langu	and of Co	rresnandence
***************************************	kimwettlaufer@blu	edrop.com		✓ English	ugo or oo	French
						***************************************
The above-named organization:	CERT	IFICATION				
intending to bid on, or being in receipt Supply Arrangement, valued at \$1,000 hereby certifies its commitment to impleme instrument, in keeping with the Federal Co please refer to: <a href="http://www.esdc.gc.ca/eng.">http://www.esdc.gc.ca/eng.</a> Important note: If an audit of the Agreement	,000 or more (including at ent or maintain employmen ontractors Program require //abour/equality/fcp/index ent to Implement Employn	oplicable taxes)  nt equity on an on-q ements. For more in shtml:  nent Equity uncove	going basis, bey nformation on he	ond the period ow to impleme	of the pr	rocurement yment equity
the procurement instrument(s) with the Go	vernment or Canada may	De terminated.				
		NATORY				
NOTE: The signatory must be the Chief E contract on behalf of the organiza		uthorized person in	an executive po	sition with lega	al author	ty to sign a
Name (print)		Title	وللسائم عالم	ديد الأحداد		
Jean-Claude Siew Telephone Number	E-mail Address	VP, Technolo	ogy & Simui	·,	uana of C	Correspondence
514.581.5649	jcsiew@bluedrop.	o com		✓ Eng		French
Signalt	Joseph Golden Color	Date (YYYY-MM-DD	))	L9		
		2018-03-05				
Privac						
The information you provide on this form is colle Contractors Program (FCP).	cted under the authority of se	ection 42 of the Emplo	oyment Equity Act	to determine yo	ur eligibili	ty for the Federal
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal gov	provide personal information ernment goods or services co	n will result in the organization	anization's name l and may also rest	peing placed on alt in the termina	the FCP L tion of the	imited Eligibility contract.
The information you provide may be used and/o disclosures of your personal information will nev	or disclosed for policy analysis er result in an administrative	s, research and/or eva decision being made	aluation purposes. about you.	. However, these	additiona	il uses and/or
Your personal information is administered in act your personal information, which is described in government publication entitled <i>Info Source</i> , whaccessed online at any Service Canada Centre.	cordance with the <i>Privacy Act</i> Personal Information Bank E ich is available at the followin	t and other applicable ESDC PPU 721, Instrug g website address: <u>h</u>	laws. You have the laws for obtaining the laws. It is a law to the law	ne right to the pr ng this information ce.gc.ca. Info So	otection o on are out ource may	f, and access to, ined in the also be
	RETURN II	NSTRUCTIONS				
IMPORTANT						
The signed Agreement to Implement     A-mail at: ea-eme@hrsdc-rhdcc.gc.		rm must be sent to	o the Labour P	rogram by		

## **Workforce Analysis - Detailed Report**

Date: 2019-01-16

### Women

Women							
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Avail %	lability #	Gap Recruitment Area #
01 : Senior Managers	National	4	0	0.0 %	27.6 %	1	-1 National
02 : Middle and Other Managers	National	10	2	20.0 %	39.4 %	4	-2 National
03 : Professionals	National	77	30	39.0 %	37.3 %	29	1
1121 : Human resources professionals	National	3	3	100.0 %	73.2 %	2	1 National
1122 : Professional occupations in business management consulting	National	2	1	50.0 %	42.7 %	1	0 National
1123 : Professional occupations in advertising, marketing and public relations	National	2	2	100.0 %	66.6 %	1	1 National
2171 : Information systems analysts and consultants	National	11	1	9.1 %	27.7 %	3	-2 National
2173 : Software engineers and designers	National	11	1	9.1 %	16.0 %	2	-1 National
2174 : Computer programmers and interactive media developers	National	17	3	17.6 %	16.6 %	3	0 National
4021 : College and other vocational instructors	National	31	19	61.3 %	53.8 %	17	2 National
04 : Semi-Professionals and Technicians		19	0	0.0 %	6.3 %	1	-1
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	1	0	0.0 %	7.6 %	0	0 Nova Scotia
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Nova Scotia	5	0	0.0 %	4.7 %	0	0 Nova Scotia
2271 : Air pilots, flight engineers and flying instructors	Nova Scotia	11	0	0.0 %	3.1 %	0	0 Nova Scotia
2283 : Information systems testing technicians	Nova Scotia	2	0	0.0 %	27.0 %	1	-1 Nova Scotia
07 : Administrative and Senior Clerical Personnel		2	2	100.0 %	80.9 %	2	0
Employment Equity Occupational Group	Halifax	2	2	100.0 %	80.9 %	2	0 Halifax
10 : Clerical Personnel		6	2	33.3 %	69.7 %	4	-2
Employment Equity Occupational Group	Halifax	6	2	33.3 %	69.7 %	4	-2 Halifax
Total		118	36	30.5 %	34.5 %	41	.5

Total may not equal sum of components due to rounding.

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



## **Workforce Analysis - Detailed Report**

Date: 2019-01-16

## **Aboriginal Peoples**

				Aborio	jinal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	•	entation	•	Gap	Recruitment Area	
		#	#	%	%	#	#	
01 : Senior Managers	National	4	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	2.7 %	0	0	National
03 : Professionals		77	1	1.3 %	1.9 %	1	0	
1121 : Human resources professionals	National	3	0	0.0 %	3.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	2.1 %	0	0	National
2171 : Information systems analysts and consultants	National	11	0	0.0 %	1.3 %	0	0	National
2173 : Software engineers and designers	National	11	0	0.0 %	0.6 %	0	0	National
:174 : Computer programmers and interactive media developers	National	17	0	0.0 %	1.1 %	0	0	National
021 : College and other vocational instructors	National	31	1	3.2 %	3.0 %	1	0	National
4 : Semi-Professionals and Technicians		19	0	0.0 %	5.3 %	1	-1	
241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	1	0	0.0 %	4.2 %	0	0	Nova Scotia
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Nova Scotia	5	0	0.0 %	5.9 %	0	0	Nova Scotia
2271 : Air pilots, flight engineers and flying instructors	Nova Scotia	11	0	0.0 %	5.1 %	1	-1	Nova Scotia
283 : Information systems testing technicians	Nova Scotia	2	0	0.0 %	5.4 %	0	0	Nova Scotia
7 : Administrative and Senior Clerical Personnel		2	0	0.0 %	4.0 %	0	0	
Employment Equity Occupational Group	Halifax	2	0	0.0 %	4.0 %	0	0	Halifax
0 : Clerical Personnel		6	0	0.0 %	3.9 %	0	0	
Employment Equity Occupational Group	Halifax	6	0	0.0 %	3.9 %	0	0	Halifax
··otal		118	1	0.8 %	2.7 %	2	-1	

Total may not equal sum of components due to rounding.

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



## **Workforce Analysis - Detailed Report**

Date: 2019-01-16

### **Members of Visible Minorities**

				Members of Visible Minorities				
Employment Equity Occupational Group	Internal Location	All Employees #				Gap #	Recruitment Area	
01 : Senior Managers	National	4	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	10	1	10.0 %	17.6 %	2	-1	National
03 : Professionals		77	3	3.9 %	27.5 %	21	-18	
1121 : Human resources professionals	National	3	0	0.0 %	16.7 %	1	-1	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	26.4 %	1	-1	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	18.8 %	0	0	National
2171 : Information systems analysts and consultants	National	11	0	0.0 %	38.6 %	4	-4	National
2173 : Software engineers and designers	National	11	2	18.2 %	46.7 %	5	-3	National
2174 : Computer programmers and interactive media developers	National	17	1	5.9 %	34.2 %	6	-5	National
4021 : College and other vocational instructors	National	31	0	0.0 %	14.9 %	5	-5	National
04 : Semi-Professionals and Technicians		19	1	5.3 %	5.4 %	1	0	
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	1	0	0.0 %	2.4 %	0	0	Nova Scotia
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Nova Scotia	5	0	0.0 %	5.9 %	0	0	Nova Scotia
2271 : Air pilots, flight engineers and flying instructors	Nova Scotia	11	1	9.1 %	2.0 %	0	1	Nova Scotia
2283 : Information systems testing technicians	Nova Scotia	2	0	0.0 %	24.3 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		2	0	0.0 %	6.7 %	0	0	
Employment Equity Occupational Group	Halifax	2	0	0.0 %	6.7 %	0	0	Halifax
10 : Clerical Personnel		6	0	0.0 %	8.1 %	0	0	
Employment Equity Occupational Group	Halifax	6	0	0.0 %	8.1 %	0	0	Halifax
Total		118	5	4.2 %	21.2 %	24	-19	

Total may not equal sum of components due to rounding.

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



## **Workforce Analysis - Detailed Report**

Date: 2019-01-16

### **Persons with Disabilities**

				Persons	with Disabili	ities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	14	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	77	2	2.6 %	8.9 %	7	-5	National
04 : Semi-Professionals and Technicians	National	19	0	0.0 %	7.6 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	2	0	0.0 %	10.0 %	0	0	National
10 : Clerical Personnel	National	6	1	16.7 %	9.3 %	1	0	National
Total		118	3	2.5 %	8.3 %	10	-7	
Total		110	3	2.5 /0	0.0 /6	10	-1	

Total may not equal sum of components due to rounding.

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



## **Workforce Analysis - Detailed Report**

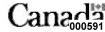
Date: 2019-01-16

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

Please disregard comments- switched everything back to default analysis.

## 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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	СМА



## **Workforce Analysis - Detailed Report**

Date: 2019-01-16

## 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
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



## **Workforce Analysis - Summary Report**

Date: 2019-01-17

### Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	4	0	0.0 %	27.6 %	1	-1	
02 : Middle and Other Managers	10	2	20.0 %	39.4 %	4	-2	
03 : Professionals	77	30	39.0 %	37.3 %	29	1	
04 : Semi-Professionals and Technicians	19	0	0.0 %	6.3 %	1	-1	
07 : Administrative and Senior Clerical Personnel	2	2	100.0 %	80.9 %	2	0	
10 : Clerical Personnel	6	2	33.3 %	69.7 %	4	-2	
Total	118	36	30.5 %	34.5 %	41	-5	



## **Workforce Analysis - Summary Report**

Date: 2019-01-17

## **Aboriginal Peoples**

			Aboriç	ginal Peoples			
Employment Equity Occupational Group	All Employees	Repres	entation	Availa	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	4	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	10	0	0.0 %	2.7 %	0	0	
03 : Professionals	77	1	1.3 %	1.9 %	1	0	
04 : Semi-Professionals and Technicians	19	0	0.0 %	5.3 %	1	-1	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	4.0 %	0	0	
10 : Clerical Personnel	6	0	0.0 %	3.9 %	0	0	
Total	118	1	0.8 %	2.7 %	2	-1	



## **Workforce Analysis - Summary Report**

Date: 2019-01-17

### **Members of Visible Minorities**

			Members o	of Visible Mind	orities		
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	4	0	0.0 %	11.5 %	0	0	
02 : Middle and Other Managers	10	1	10.0 %	17.6 %	2	-1	
03 : Professionals	77	3	3.9 %	27.5 %	21	-18	
04 : Semi-Professionals and Technicians	19	1	5.3 %	5.4 %	1	0	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	6.7 %	0	0	
10 : Clerical Personnel	6	0	0.0 %	8.1 %	0	0	
Total	118	5	4.2 %	21.2 %	24	-19	



## **Workforce Analysis - Summary Report**

Date: 2019-01-17

### **Persons with Disabilities**

		Persons with Disabilities					
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	14	0	0.0 %	5.0 %	1	-1	
03 : Professionals	77	2	2.6 %	8.9 %	7	-5	
04 : Semi-Professionals and Technicians	19	0	0.0 %	7.6 %	1	-1	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	10.0 %	0	0	
10 : Clerical Personnel	6	1	16.7 %	9.3 %	1	0	
Total	118	3	2.5 %	8.3 %	10	-7	



## **Workforce Analysis - Summary Report**

Date: 2019-01-17

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

Please disregard comments- switched everything back to default analysis.

## 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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	СМА



## **Workforce Analysis - Summary Report**

Date: 2019-01-17

## 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
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National







## Copy of Bluedrop Employment Equity Survey

Introduction

Bluedrop Performance Learning Inc. (and it's subsidaries) believes 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 4 to 8 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 fulfill your work-related duties to the best of your ability.

Completion of Sections 4 to 8 is voluntary. However, it is mandatory to complete Sections 1-3 and to provide the mandatory information, 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. No names will be used in the statistical data. We encourage you to review, update and correct information about yourself at any time. Your information will not be used for unauthorized purposes. Please note, that the survey is available in different formats if required (hard copy). You can select more than one option under the voluntary Employment Equity questions.

If you have any comments or feedback on employment equity program, we would like to hear from you. All comments will be kept confidential, please email hr@bluedrop.com or reach out to HR directly. We thank you for your participation!

#### 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 [Legislated Employment Equity Program or Federal Contractors Program. In the case of the Legislated Employment Equity Program, the aggregate employee information will be shared with the Canadian Human Rights Commission and with the general public.]

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.

Your personal information is administered by ESDC in accordance with the Privacy Act and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 729. Instructions for obtaining this information are outlined in the government publication entitled Info Source, which is available at the following website address: http://www.infosource.gc.ca. Info Source may also be accessed online at any Service Canada Centre.



Part 1: Workforce Analysis

**Bluedrop Training & Simulation Inc.** 

[Date: 2019-01-17]

## Data from First/Previous Workforce Analysis

**1 1** 

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	01	17

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

			Гable 1: Women	: 1: Women	
Fig. 1. Compared to the control of t		First/Previous Workforce Analysis			
		All Employees	Wor	men	
բարռ	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	4	0	27.6	
02	Middle & Other Managers	10	2	39.4	
03	Professionals	77	30	37.3	
04	Semi-Professionals & Technicians	19	0	6.3	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	2	2	80.9	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	6	2	69.7	
11	Intermediate Sales & Service Personnel	0	0	0.0	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		118	36	34.5	

Table 5: Women				
Subsequent	Subsequent/Current Workforce Analysis			
All Employees	Wom	ien		
	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	o	0.0		
0	o	0.0		
0	o	0.0		
0	o	0.0		
0	o	0.0		
0	o	0.0		
0	ol	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

* Source:			
2011 Natio	onal Househo	ld Survey	

* Source			

**Part 1: Workforce Analysis** 

**Bluedrop Training & Simulation Inc.** 

[Date: 2019-01-17]

## Data from First/Previous Workforce Analysis

2019	01	17
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

# Data from Subsequent/Current Workforce Analysis

0	0	0
VVVV	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 2: Aboriginal Peoples			
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis			
		All Employees	Aborigin	Aboriginal Peoples	
Embic	by ment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	0/0	
01	Senior Managers	4	0	3.2	
02	Middle & Other Managers	10	0	2.7	
03	Professionals	77	1	1.9	
04	Semi-Professionals & Technicians	19	0	5.3	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	0	0	0.0	
07	Administrative & Senior Clerical Personnel	2	0	4.0	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	6	0	3.9	
11	Intermediate Sales & Service Personnel	0	0	0.0	
12	Semi-Skilled Manual Workers	0	0	0.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		118	1	2.7	

Table 6: Aboriginal Peoples				
Subsequen	t/Current Workford	e Analysis		
All Employees	Aboriginal Peoples			
	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

* Source:		
0		

**Part 1: Workforce Analysis** 

**Bluedrop Training & Simulation Inc.** 

[Date: 2019-01-17]

## Data from First/Previous Workforce Analysis

**1 1** 

2019	01	17
	rst/Previous Work	force Analysis

# Data from Subsequent/Current Workforce Analysis

0	0	0
VVVV	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
Ешрк	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	4	0	11.5
02	Middle & Other Managers	10	1	17.6
03	Professionals	77	3	27.5
04	Semi-Professionals & Technicians	19	1	5.4
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	2	0	6.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	6	0	8.1
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		118	5	21.2

Table 7: Members of Visible Minorities				
Subsequent/Current Workforce Analysis				
All Employees	Members of Vis	ible Minorities		
	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	o	0.0		
0	0	0.0		
0	o	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

Part 1: Workforce Analysis

**Bluedrop Training & Simulation Inc.** 

[Date: 2019-01-17]

## Data from First/Previous Workforce Analysis

01

Data from First/Previous Workforce Analysis	Data
YYYY MM DD	'

17

Data fro	m Subse	anent/Cui	rrent Work	force
Data II 0	m Subst	quentecu	HUMI WOLK	HOICE
		Analysis		
		Amarysis		
ı		ı	ı	

0	0	0
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 4:	Persons with Di	sabilities				
		First/Previous Workforce Analysis						
Emplo	yment Equity Occupational Crown (EEOC)	All Employees	Persons with	Disabilities				
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*				
		#	#	%				
01/02	Managers	14	0	5.0				
03	Professionals	77	2	8.9				
04	Semi-Professionals & Technicians	19	0	7.6				
05	Supervisors	0	0	0.0				
06	Supervisors: Crafts & Trades	0	0	0.0				
07	Administrative & Senior Clerical Personnel	2	0	10.0				
08	Skilled Sales & Service Personnel	0	0	0.0				
09	Skilled Crafts & Trades Workers	0	0	0.0				
10	Clerical Personnel	6	1	9.3				
11	Intermediate Sales & Service Personnel	0	0	0.0				
12	Semi-Skilled Manual Workers	0	0	0.0				
13	Other Sales & Service Personnel	0	0	0.0				
14	Other Manual Workers	0	0	0.0				
Total		118	3	8.3				

**YYYY** 2019

Table 8:	Persons with Dis	abilities				
Subsequent	/Current Workford	e Analysis				
All Employees	Persons with Disabilities					
	Representation	Availability*				
#	#	%				
0	0	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				
0	o	0.0				
0	0	0.0				
0	0	0.0				
0	0	0.0				

* Source:				
2012 Canadi	an Survey or	n Disabili	ty	

	ur															
 				****	****		****		 				****	****	 	***

## Part 2: Flow Data Analysis

## **Bluedrop Training & Simulation Inc.**

[Date: 2019-01-17]

0

5	Start	Date	of Flow	v Data	l
YYY	γY	N	IM	Ι	D

YYYY MM DD	End I	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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			<u> </u>	<u> </u>	<u> </u>
			Table 1:	Women	
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group OG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0

Total

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

	Table 9:	Women				
Full-time	/ National	Part-time / National				
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated			
#	#	#	#			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			

## Part 2: Flow Data Analysis

## **Bluedrop Training & Simulation Inc.**

[Date: 2019-01-17]

0

0	0	0
VVVV	MM	ממ
Start	Date of Flov	v Data

End I	Date of Flow	Data
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Tab	le 2: Abor	iginal Peo	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	o
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0

Total

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

Tabl	e 10: Abo	riginal Ped	ples
Full-time		Part-time	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

## Part 2: Flow Data Analysis

## Bluedrop Training & Simulation Inc.

[Date: 2019-01-17]

0

Start	Date of Flow	Data
YYYY	MM	DD
0	0	0

End I	Date of Flow	Data
YYYY	MM	DD
0	0	0

## Data from Form 4 - Employees Hired

## Data from Form 5 - Employees Promoted

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

Total

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

Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

## Part 2: Flow Data Analysis

## **Bluedrop Training & Simulation Inc.**

[Date: 2019-01-17]

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0	0	0
YYYY	MM	DD
Start	Date of Flow	/ Data

0	0	0
YYYY	MM	DD
End I	Date of Flow	Data

## **Data from Form 4 - Employees** Hired

## Data from Form 5 - Employees Promoted

0

**Data from Form 6 - Employees** Terminated

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Table 4:	Members o	of Visible N	<b>Ainorities</b>
Full-time	/ National	Part-time	/ National
All	Members of Visible	All	Members of Visible

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

Full-time	/ National	Part-time	/ National				
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted				
#	#	#	#				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	C				
0	0	0	0				
0	0	0	C				
0	0	0	0				
0	0	0	0				
0	0	o	0				

0

0

0

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	C
0	0	0	C
0	0	0	(
0	0	0	0
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	C
0	0	0	C
0	0	0	0

### Part 3: Goals

### Bluedrop Training & Simulation Inc.

[Date: 2019-01-17]

									Data 1	or First/F	Previous (	oals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<b>_</b>	↓	↓	1	↓	↓	<b>\</b>	<b>↓</b>	<b>\</b>	<b>1</b>	Ţ	1	<b>↓</b>	<b>↓</b>	<b>\</b>	<b>\</b>	<b>\</b>	<b>↓</b>	↓
		Table 1: Women First/Previous Short-term Goals																	
				AHEE					First/Previous Short-term Goals Women										
All Employees										I			Women  3 Year Goals						1
	Number	Growth (New Positions)  Turnover (Replacement of Terminate Employees)					Number Turnover (Replacement of			Hires		n - To							
Employment Equity	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3		- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3
Occupational Group (EEOG)							,	Years				i Over 5							
				Over 3			Over 3	rears			Over 3	Years			· cranaourcy			, , , , , , , , , , , , , , , , , , , ,	Years
	2019-01-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2019-01-17	Annually	Over 3 Years	Years	2019	2022				,	Years
	2019-01-17	%	Annually %		%	Annually		#	2019-01-17 #	%		Years #	2019 #	%	9/6	#	#	%	%
01 Senior Managers		<b>%</b> -100.0%	·		% 0.0%			# 0	<b>2019-01-17</b> #	% 0.0%	Years	Years #		% 27.9%	9/ <sub>0</sub> 27.6%	# -1	# -1	<b>%</b> 0.0%	% 0.0%
02 Middle & Other Managers	# 4 10	-100.0% -100.0%	·		% 0 0.0% 0 0.0%			# 0	# 0 2	% 0.0% 0.0%	Years	Years # 1 2		%	% 27.6% 39.4%	# -1 -2	#	% 0.0% 20.0%	% 0.0% 20.0%
02 Middle & Other Managers 03 Professionals		% -100.0% -100.0% -100.0%	·		% 0 0.0% 0 0.0% 0 0.0%			# 0 0 0	2019-01-17 # 0 2 30	% 0.0% 0.0% 0.0%	Years	# 1 2 -1		% 27.9% 39.4%	27.6% 39.4% 37.3%	# -1 -2 1	# -1	% 0.0% 20.0% 39.0%	% 0.0% 20.0% 39.0%
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech	# 4 10	%6 -100.0% -100.0% -100.0% -100.0%	·		% 0 0.0% 0 0.0% 0 0.0% 0 0.0%			# 0 0 0 0	# 0 2	% 0.0% 0.0% 0.0% 0.0%	Years	# 1 2 -1 1 0 0		% 27.9%	% 27.6% 39.4% 37.3% 6.3%	# -1 -2 1 -1	# -1	% 0.0% 20.0% 39.0% 0.0%	% 0.0% 20.0% 39.0% 0.0%
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors	# 4 10 77 19 0	% -100.0% -100.0% -100.0% -100.0% 0.0%	·		% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%			# 0 0 0 0 0	# 0 2	% 0.0% 0.0% 0.0% 0.0% 0.0%	Years	# 1 2 -1 1 0 0 0		% 27.9% 39.4%	9% 27.6% 39.4% 37.3% 6.3% 0.0%	# -1 -2 1 -1 0	# -1	% 0.0% 20.0% 39.0% 0.0% #DIV/0!	% 0.0% 20.0% 39.0% 0.0% #DIV/0!
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades	# 4 10 77 19 0	% -100.0% -100.0% -100.0% -100.0% 0.0%	·		% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%			# 0 0 0 0 0 0 0	# 0 2	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Years	# 1 2 -1 1 0 0 0 0 0		% 27.9% 39.4%	% 27.6% 39.4% 37.3% 6.3% 0.0% 0.0%	# -1 -2 1 -1 0 0	# -1	% 0.0% 20.0% 39.0% 0.0% #DIV/0! #DIV/0!	% 0.0% 20.0% 39.0% 0.0% #DIV/0! #DIV/0!
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades	# 4 10 77 19 0	% -100.0% -100.0% -100.0% -100.0% 0.0%	·		% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%			# 0 0 0 0 0 0 0	# 0 2	% 0.0% 0.0% 0.0% 0.0% 0.0%	Years	# 1 2 -1 1 0 0 0 0 0 0 0 0		% 27.9% 39.4%	9% 27.6% 39.4% 37.3% 6.3% 0.0%	# -1 -2 1 -1 0 0 0 0 0 0 0 0	# -1	% 0.0% 20.0% 39.0% 0.0% #DIV/0!	% 0.0% 20.0% 39.0% 0.0% #DIV/0!
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	# 4 10 77 19 0	% -100.0% -100.0% -100.0% -100.0% 0.0% -100.0%	·		%6 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%			# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 0 2	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Years	# 1 2 -1 1 0 0 0 0 0 0 0 0 0 0 0		% 27.9% 39.4%	% 27.6% 39.4% 37.3% 6.3% 0.0% 0.0% 80.9%	# -1 -2 1 -1 0 0 0 0 0 0 0 0 0 0 0	# -1	% 0.0% 20.0% 39.0% 0.0% #DIV/0! #DIV/0!	% 0.0% 20.0% 39.0% 0.0% #DIV/0! #DIV/0! 100.0%
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service	# 4 10 77 19 0	%6 -100.0% -100.0% -100.0% -100.0% 0.0% 0.0% -100.0% 0.0%	·		%0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%			# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 0 2	% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Years	# 1 2 -1 1 0 0 0 0 0 0 0 2		% 27.9% 39.4%	% 27.6% 39.4% 37.3% 6.3% 0.0% 0.0% 80.9% 0.0%	# -1 -2 1 -1 0 0 0 0 0 0 0 0 0 0 0 0 0 -2	# -1	% 0.0% 20.0% 39.0% 0.0% #DIV/0! 100.0% #DIV/0! #DIV/0!	%0.0% 20.0% 39.0% 0.0% #DIV/0! #DIV/0! 100.0% #DIV/0!
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades	# 4 10 77 19 0	-100.0% -100.0% -100.0% -100.0% -100.0% -100.0% -100.0% -0.0%	·		%6 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%			# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 0 2	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Years	# # 1 2 -1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		% 27.9% 39.4% 6.3%	% 27.6% 39.4% 37.3% 6.3% 0.0% 0.0% 80.9% 0.0%	# -1 -2 1 -1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# -1 -2 1 1 -1 0 0 0 0 0	% 0.0% 20.0% 39.0% 0.0% #DIV/0! 100.0% #DIV/0! #DIV/0!	% 0.0% 20.0% 39.0% 0.0% #DIV/0! #DIV/0! #DIV/0! #DIV/0!

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) 10.

0.0%

0.0%

0.0%

0.0%

0.0%

-100.0%

13 Other Sales & Service

14 Other Manual Workers

0.0%

0.0%

						Table 2: Women
10			Wom	en		
	loyment Equity (pational Group (EEOG)	Short-ter	m Goals	Long-ter	rm Goals	Comments
Occ	(Pational Group (EEOG)	#	%	#	%	
01	Senior Managers	0	27.9	0	27.9	
02	Middle & Other Managers	0	39.4	0	39.4	Long term goals can include an employment equity self-declaration form to identify any diverse candidates who voluntarily disclose their diversity and to
03	Professionals	0	0.0	0	0.0	place priority upon candidates who disclose their diversity status
04	Semi-Professionals & Tech	0	6.3	0	6.3	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	50.0	0	50.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	000608

#DIV/0!

#DIV/0!

30.5%

0.0%

0.0%

34.5%

#DIV/0!

#DIV/0!

30.5%

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

	Federal Contractors Program Achievement Report											
	Part 3: Goals											
	Bluedrop Training & Simulation Inc.											
	[Date: 2019-01-17]											
14 Other Manual Workers Total	0 0.0 0 0.0 0 0.0 0 0.0											

### Part 3: Goals

### Bluedrop Training & Simulation Inc.

[Date: 2019-01-17]

									Data 1	or First/I	Previous (	Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(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)
		<b>1</b>	<b>1</b>	<b>1</b>	↓	<b>1</b>	<b>↓</b>	<b>↓</b>	↓	↓	<b>↓</b>	<b>1</b>	<b>↓</b>	↓	↓	<b>↓</b>	1	<b>1</b>	↓
										***************************************	iginal Peo								
									First/	Previous SI	ort-term G	ioals							
				All En	ployees					Aboriginal Peoples								,	
	Number	Grov	vth (New Posit	tions)	Turnover (Re				Number	Turnover (R	eplacement of			r Goals					
Employment Equity						Employees)		Anticipated Hires Over 3			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	<del>- 1</del>		YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-01-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-01-17	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	tears #	%	%	# #	#	44	%	rears #	- 4	#	%	%	#	n	%	%
01 Senior Managers	4	-100.0%	/0	# (	0.0%	70	0	# O	0	0.0%	7 0	7 0	77 ()	70	3.2%		7 0	0.0%	0.0%
02 Middle & Other Managers	10	-100.0%			0.0%		1 0	0		0.0%	0	0	0		2.7%	ه ا	0	0.0%	0.0%
03 Professionals	77	1		0	0.0%		0	0	1	0.0%	0	0	0		1.9%	0	0	1.3%	1.3%
04 Semi-Professionals & Tech	19	-100.0%		0	0.0%		0	0	l 0	0.0%	0	1	0	5.3%	5.3%	-1	-1	0.0%	0.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		4.0%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	6	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.9%	0	0	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	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	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	0.0%		(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

0.0%

-100.0%

14 Other Manual Workers

0.0%

			Table 4: Aboriginal Peoples											
F2			Aboriginal	Peoples										
	oyment Equity pational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments								
Occu	panonai Group (EEGG)	#	%	#	%									
01	Senior Managers	0	0.0	0	0.0									
02	Middle & Other Managers	0	0.0	0	0.0									
03	Professionals	0	0.0	0	0.0									
04	Semi-Professionals & Tech	0	5.3	0	5.3									
05	Supervisors	0	0.0	0	0.0									
06	Supervisors: Crafts & Trades	0	0.0	0	0.0									
07	Administrative & Sr Clerical	0	0.0	0	0.0									
08	Skilled Sales & Service	0	0.0	0	0.0									
09	Skilled Crafts & Trades	0	0.0	0	0.0									
10	Clerical Personnel	0	0.0	0	0.0									
11	Intermediate Sales & Service	0	0.0	0	0.0									
12	Semi-Skilled Manual	0	0.0	0	0.0									
13	Other Sales & Service	0	0.0	0	0.0	000610								

#DIV/0!

0.8%

#DIV/0!

0.8%

0.0%

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

	Federal Contractors Program Achievement Report											
	Part 3: Goals											
	Bluedrop Training & Simulation Inc.											
	[Date: 2019-01-17]											
14 Other Manual Workers	0 0.0 0 0.0											
Total	0 0.0 0 0.0											

### Part 3: Goals

### Bluedrop Training & Simulation Inc.

[Date: 2019-01-17]

									Data 1	or First/I	Previous C	Joals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	1	Ţ	Ţ	↓	<b>\</b>	<b>↓</b>	<b>\</b>	1	<b>↓</b>	Ţ	<b>\</b>	<b>↓</b>	Ţ	↓	Ţ	<b>\</b>	<b>1</b>
											with Disa								
									First/Previous Short-term Goals  Persons with Disabilities										
	All Employees														h Disabilitie	S			ı
	Number	Grov	wth (New Posit	tions)	Turnover (R		fTerminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity			Τ			Employees)		Anticipated			Employees)	Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected				Hires Over 3 Years	YYYY-MM-DD			Over 3	7777	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-01-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-01-17	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	14	-100.0%	)	C	0.0%		0	0	0	0.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%
03 Professionals	77	-100.0%	)	C	0.0%		0	0	2	0.0%	0	5	0	8.9%	8.9%	-5	-5		2.6%
04 Semi-Professionals & Tech	19	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	7.6%	7.6%	-1	-1	0.0%	0.0%
05 Supervisors	0	0.0%	)	(	0.0%		] 0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	)		0.0%			0		0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	-100.0% 0.0%	)		0.0%		1 ,	١		0.0%	0	0	0		10.0% 0.0%	1 %	"	0.0%	0.0%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	"	0.0%	)		0.0%		1 0	"	()	0.0%		"			0.0%	1 %	"	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel	6	-100.0%	ĺ.	"	0.0%		1 0	"	í í	0.0%	]	١	١		9.3%	] ,	"	#DIV/0! 16.7%	#DIV/0! 16.7%
11 Intermediate Sales & Service	٥ ا	0.0%		1 6	0.0%		1 0			0.0%		l 0	ا ا		0.0%	J ő	ا ا	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	ا ،	0.0%		1 6	0.0%		] 0	ا ا	ه ا	0.0%	ا ا	ا ٥	ا ٥		0.0%	] ő	ا ،	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%			0.0%		] 0	0	o	0.0%	l ől	0	0		0.0%	, ŏ	0	#DIV/0!	#DIV/0!
1 1	I			1	1			I	1	1	1	1				1	1		

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

0.0%

0.0%

0.0%

-100.0%

118

14 Other Manual Workers

Total

0.0%

0.0%

Workforce Finallysis) · 2) x 10	Table 6: Persons with Disabilities												
n i in in	Po	ersons with E	isabilities	S									
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments								
	#	%	#	%									
01/02 Managers	0	5.0	0	5.0									
03 Professionals	0	8.9	0	8.9									
04 Semi-Professionals & Tech	0	7.6	0	7.6									
05 Supervisors	0	0.0	0	0.0									
06 Supervisors: Crafts & Trades	0	0.0	0	0.0									
07 Administrative & Sr Clerical	0	0.0	0	0.0									
08 Skilled Sales & Service	0	0.0	0	0.0									
09 Skilled Crafts & Trades	0	0.0	0	0.0									
10 Clerical Personnel	0	0.0	0	0.0									
11 Intermediate Sales & Service	0	0.0	0	0.0									
12 Semi-Skilled Manual	0	0.0	0	0.0									
13 Other Sales & Service	0	0.0	0	0.0									
14 Other Manual Workers	0	0.0	0	0.0									
Total	0	0.0	0	0.0	000612								

#DIV/0!

2.5%

0.0%

8.3%

#DIV/0!

2.5%

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.

Federal Contractors Program Achievement Report
Part 3: Goals
Bluedrop Training & Simulation Inc.
[Date: 2019-01-17]

### Part 3: Goals

### Bluedrop Training & Simulation Inc.

[Date: 2019-01-17]

									Data i	or First/I	revious (	Goals								
A B	С	D	г	Б	G	Н	Ī	I	K	т	M	N	0	P	0	R	s	т	U	
A	<u> </u>	<u>u</u>		. I'	<u>:</u> u	11	1		<u> </u>	<u>:</u>	. 171	1 1 1	<u>.</u>	<u> </u>	ΥΥ	<u> </u>		1	U	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)	
	<b></b>	↓	<b>1</b>	↓	1	↓	↓	<b>\</b>	<u> </u>		↓	↓	↓	↓	<b>1</b>	↓	<b>1</b>	<b>\</b>	↓	
										e 7: Members of Visible Minorities										
									First/Previous Short-term Goals  Members of Visible Minorities											
				All En	iployees							Members of Visible			isible Minor	ities				
	Number	Grov	vth (New Posit	ions)	Turnover (Re	eplacement of Employees)	fTerminated		Number	Turnover (R	eplacement of	Hires								
Employment Equity	YYYY-MM-DD Actual Projected Actual Project			Anticipated Hires Over 3		YYYY-MM-DD Terminated Employees)		Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3					
Occupational Group (EEOG)	YYYY-MM-DD	Actual	rrej		Actual	Proj		Years	YYYY-MM-DD		T	Over 3 Years	1111	- 1111	Availability	r resent Gap	Gap	Representation	Years	
	2019-01-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-01-17	Annually	Over 3 Years	rears	2019	2022						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	4	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		11.5%	0	0	0.0%	0.0%	
02 Middle & Other Managers	10	-100.0%		0	0.0%		0	0	1	0.0%	0	1	0	17.6%	17.6%	-1	-1	10.0%	10.0%	
03 Professionals	77	-100.0%		0	0.0%		0	0	3	0.0%	0	18	0	27.5%	27.5%	-18	-18	3.9%	3.9%	
04 Semi-Professionals & Tech	19	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0		5.4%	0	0	5.3%	5.3%	
05 Supervisors	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	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		6.7%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0% -100.0%			0.0%		0			0.0%	1 0				0.0% 8.1%			#DIV/0! 0.0%	#DIV/0! 0.0%	
10 Clerical Personnel 11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	"	"	0.0%	"	"	"		8.1% 0.0%		"	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	"	0.0%		1 0	0.0%		1 0	"		0.0%	1 6	"	ا ا		0.0%	] "	"	#DIV/0!	#DIV/0!	
13 Other Sales & Service		0.0%			0.0%		1 0			0.0%	] 0				0.0%	ن ا		#DIV/0!	#DIV/0!	
1 1 - 11101 011100	1	1		ľ	1		ı	ı	ı	1	ľ	ľ	ı		1	1	ľ	1	1	

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

0.0%

-100.0%

14 Other Manual Workers

Total

0.0%

0.0%

0.0%

						Table 8: Members of Visible Minorities
т.		Men	bers of Visi	ble Minor	ities	
	loyment Equity (pational Group (EEOG)	Short-tei	m Goals	Long-te	rm Goals	Comments
	parama di dap	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	17.6	0	17.6	
03	Professionals	0	27.5	0	27.5	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0,0	0	0.0	
11	Intermediate Sales & Service	0	0,0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	000614

#DIV/0!

4.2%

-20

#DIV/0!

4.2%

0.0%

21.2%

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.

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Bluedrop Training & Simulation Inc.
	[Date: 2019-01-17]
14 Other Manual Workers Total	0 0.0 0 0.0

### Part 3: Goals

### Bluedrop Training & Simulation Inc.

[Date: 2019-01-17]

								•											
		Data for Subsequent/Current Goals																	
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis		K÷C	(K - M + O) ÷ (C + F)
	↓	↓	<b>J</b>	↓	<b>1</b>	1	<b>\</b>	<b>↓</b>	<b>\</b>	<b>\</b>	<b>J</b>	1	↓	<b>\</b>	<b>↓</b>	1	<b>\</b>	↓	<b>↓</b>
										Table 9:									
									Subsequ	ent/Current	t Short-tern	n Goals							
				All En	nployees										omen	,	,		,
Employment Equity	Number	Grow	vth (New Posit	ions)		Turnover (Replacement of Terminated Employees)			Number	Turnover (Replacement of Terminated Employees)		Hires		3 Year Goals From - To				Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD			Required Over 3	YYYY	YYY - YYYY Availal		Present Gap	Projected Gap	Representation	Representation in 3 Years
, , , , , , , , , , , , , , , , , , , ,		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years		Annually	Over 3 Years	Years	0	3	·		·	·	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0		#DIV/0!
02 Middle & Other Managers	0	-100.0%		(	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	#DIV/0!	#DIV/0!
04   Semi-Professionals & Tech	0	-100.0%		(	0.0%		0	0	0	0.0%	0	0	(		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		(	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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%			0.0%		0	0	0	0.0%	0	0	(		0.0%		0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual		0.0%		(	0.0%		0	0		0.0%		0			0.0%			#DIV/0!	#DIV/0!
13 Other Sales & Service		0.0%			0.0%			0		0.0%		0			0.0%			#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		(	0.0%		0	0	0	0.0%	0	0	(		0.0%		0	#DIV/0!	#DIV/0!
Total	<u> </u>	-100.0%	l	(	0.0%		1 0	0	1 0	0.0%	1 0	L 0		'	0.0%	0	1 0	#DIV/0!	#DIV/0!

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

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

				Table 10: Women
Employment Equity Occupational Group (EEOG)	Short-ter	Women m Goals Long-	term Goals	Comments
Occupational Group (EEOO)		%	%	
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	000616
14 Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Bluedrop Training & Simulation Inc.
	[Date: 2019-01-17]
Total	0.0

### Part 3: Goals

### Bluedrop Training & Simulation Inc.

[Date: 2019-01-17]

										•									
									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
i	↓	<b>\</b>	<b>↓</b>	<b>\</b>		<b></b>	<b>\</b>	<b>V</b>	<b></b>	, <del>\</del>	<b>J</b>	<b>J</b>	<b></b>		↓	. <del></del>	<del>\</del>	.i	
										11: Abor	····								
									Subsequ	ent/Curren	t Short-teri	m Goals							
				All En	nployees									Aborigi	nal Peoples				
	Number	Cro	wth (New Posi	tions)	Turnover (R		f Terminated		Number	Turnover (Replacement of			3 Yea	Year Goals					
Employment Equity	Number	Gio	wui (isew i usi	tions		Employees)		Anticipated	Number		eplacement of I Employees)	Hires	Fro	m - To					Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD		, , , , , ,	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Gecupanional Group (2200)		Annually	Annually	Annually Over 3 Years Annually Annua		Annually	Over 3 Years	Years		Annually	Over 3 Years	Years	0 3					-,	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%	)	(	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	#DIV/0	#DIV/0
03 Professionals	0	-100.0%	,	(	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	#DIV/0!	#DIV/0
05 Supervisors	0	0.0%		(	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	6 0	0	#DIV/0	
06 Supervisors: Crafts & Trades	0	0.0%	)	(	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	6 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	#DIV/0	#DIV/0
08 Skilled Sales & Service	0	0.0%		(	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	l .	0	#DIV/0!	
09 Skilled Crafts & Trades	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	#DIV/0	#DIV/0
11 Intermediate Sales & Service	0	0.0%		(	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	1	0	#DIV/0!	#DIV/0
12 Semi-Skilled Manual	0	0.0%			0.0%		0	0	0	0.0%	0	0	(	)	0.0%		0	#DIV/0	#DIV/0
13 Other Sales & Service	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	0.0%	)	(	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0	#DIV/0

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

0 -100.0%

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

				Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter	Aboriginal Peoples m Goals Long-	term Goals	Comments
Occupational Group (EEOG)		%	%	
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	000618
14 Other Manual Workers		0.0	0.0	

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	Federal Contractors Program Achievement Report
	Part 3: Goals
	Bluedrop Training & Simulation Inc.
	[Date: 2019-01-17]
Total	0.0

### Part 3: Goals

Bluedrop Training & Simulation Inc.

[Date: 2019-01-17]

								•											
	Data for Subsequent/Current Goals																		
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
	Ţ	↓	<b>1</b>	1	Ţ	<b>\</b>	<b>\</b>	<b>\</b>	<b></b>	↓	↓	↓	<b>\</b>	<b>\</b>	↓	<b>\</b>	<b>\</b>	<b>\</b>	<b>J</b>
											with Disa								
									Subsequ	ent/Current	t Short-tern	n Goals							
				All En	aployees										th Disabilitie	s		,	,
	Number	Grov	th (New Posit	ions)	Turnover (R	Turnover (Replacement of Terminated			Number	Turnover (Replacement of				3 Year Goals From - To					
Employment Equity		Actual Projected				Employees)		Anticipated			Employees)	Hires Required			Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj		Actual			Hires Over 3 Years	YYYY-MM-DD	<del>                                     </del>		Over 3	****	YYY-YYYY Availabili		Present Gap	Gap Gap	Representation	Representation in 3 Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	9/6	#	#	%	%
01/02 Managers	0	-100.0%		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	#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	#DIV/0!	#DIV/0!
05 Supervisors	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	#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		#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		#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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%			#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%			#DIV/0!	#DIV/0!
12 Semi-Skilled Manual		0.0%		0	0.0%					0.0%	1 0				0.0%		] 0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0% 0.0%		0	0.0%		"	0	"	0.0%		^			0.0% 0.0%		]	#DIV/0! #DIV/0!	#DIV/0!
14 Other Manual Workers Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
1 Otal		-100.0%		U	y 0.0%	l	1 0	<u> </u>	1 0	0.076	1 0	L 0			U.U%a	<u> </u>	<u>'I</u>	#DIV/0:	#D1 V/0:

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

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

				Table 14: Persons with Disabilities
	Pe	ersons with Disabilitie	es	
Imployment Equity Decupational Group (EEOG)	Short-ter		erm Goals	Comments
		%	%	
1/02 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	000620

### Part 3: Goals

### Bluedrop Training & Simulation Inc.

[Date: 2019-01-17]

								L		1									
									Data for	Subseque	ent/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	<b>1</b>	<u> </u>	<b>V</b>	<b>\</b>	Ţ	<b>\</b>	<u> </u>	<b>\</b>	<b>1</b>	<u> </u>	<b>1</b>	<b>1</b>	<b>V</b>	<b>↓</b>	<b>1</b>	1	↓	<u> </u>
								-	l'able 15: N				es						
									Subsequ	ent/Curren	t Short-teri	n Goals							
				All En	nployees										isible Minor	ities			
	Number	Grov	wth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnover (Replacement of				r Goals					
Employment Equity		Employ						Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	Projected Actual Projected				Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	#	%	9/6	#	%	%	#	#	¥	9/0	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%			0.0%		0	0	C	0.0%	. 0	0	0		0.0%	0	0	#DIV/0!	
02 Middle & Other Managers	0	-100.0%		(	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	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		(	0.0%		0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	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	#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	#DIV/0!	
08 Skilled Sales & Service	0	0.0%		(	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		(	0.0%		0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	
10 Clerical Personnel	0	-100.0%		(	0.0%		0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	
11 Intermediate Sales & Service	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	0.0%		(	0.0%		0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	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	0.0%		(	0.0%		0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) 10.

0.0%

0 -100.0%

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)	Mem Short-teri	ibers of Visible Mino m Goals Long-	orities term Goals	Comments
Occupational Group (EEOO)		%	%	
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	000621
14 Other Manual Workers		0.0	0.0	

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	Federal Contractors Program Achievement Report
	Part 3: Goals
	Bluedrop Training & Simulation Inc.
	[Date: 2019-01-17]
Total	0.0

#### Federal Contractors Program Achievement Report Part 4: Results - Women **Bluedrop Training & Simulation Inc.** [Date: 2019-01-17] В C E F G Н M Ν 0 P R T U V W Y D K L О S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Ε÷D $D \times G$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow L ÷ K Part 2: Flow $V \div U x$ U x F ÷ 100 Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q-S Flow Data V - X Data sources Workforce Data Analysis Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women Women All All All All (EEOG) Employees Representation Availability EE Result Employees Actual Expected Difference Employees Actual Difference Employees Actual Difference Gap Expected Expected % # % % # % % # % # # # 2019 0 0.0 27.6 0.0 01 Senior Managers 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 10 2 20.0 39.4 -2 50.8 Middle & Other 02 Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 77 30 39.0 37.3 29 104.5 03 Professionals 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Semi-Professionals & 2019 19 0 0.0 6.3 -1 0.0 Technicians 0.0 0 0 0.0 0.0 0 0.0 0.0 0 0.0 2019 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 Supervisors: Crafts & 2019 0 0.0 0.0 0.0 Trades 0.0 0.0 0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 0 0.0 0.0 27.9 0.0 0.0 27.9 0.0 01 Senior Managers 3 0.0 0 0.0 0.0 0.0 0.0 Middle & Other 0 0 0.0 0.0 39.4 0.0 0.0 39.4 0.0 Managers 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 03 Professionals 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 6.3 0.0 6.3 0.0 Semi-Professionals & Technicians 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 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 Trades 0 0.0 0.0 0.0 0.0 0.0

#### Federal Contractors Program Achievement Report Part 4: Results - Women **Bluedrop Training & Simulation Inc.** [Date: 2019-01-17] В C E F G Н M Ν P R T U V W Y D K L 0 0 S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Ε÷D $D \times G$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow L ÷ K Part 2: Flow $V \div U x$ U x F ÷ 100 Workforce Workforce E - H Flow Data K x G ÷ 100 L - N Flow Data P x F ÷ 100 Q - S Flow Data V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women All All All All (EEOG) Employees Representation Availability EE Result **Employees** Actual Difference Employees Difference Employees Actual Difference Gap Expected Actual Expected Expected % # % % % % # # % # # # # # Administrative & 2019 2 100.0 80.9 123.6 Senior Clerical 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 0.0 0 0.0 Skilled Sales & 0 0.0 Service Personnel 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 0 0.0 0.0 0 0 0.0 Skilled Crafts & Trades Workers 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 2 33.3 69.7 -2 47.8 10 Clerical Personnel 0 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0.0 Intermediate Sales & 2019 0 0.0 0 Service Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 ٥ 0 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 Workers 0.0 0.0 0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 3 0 0.0 0.0 0.0 0.0 0.0 0.0 50.0 50.0 0 0 0.0 0.0 0.0 0.0 10 | Clerical Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0

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								redei	al Contr		_	- Wome		Keport									
												Simula											
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A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U x$ $100$	U x F ÷ 100	V - X
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(EEOG)		All Employees	Represer	itation	Wor Avails		Gap	EE Result	All Employees	Ac	tual	Vomen Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		omen Expected	Difference
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Other Sales & Service	2019	0	0	0.0	0.0		0	0.0															
Personnel  Other Manual	0 2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
Workers	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
Total	2019	118		30.5	34.5		-5																
7 0 11	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	(	0	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Other Sales & Service	#	# 0	# ()	0.0	#	% 0.0	% 0.0	0.0	# 0	0.0	0.0	0.0											
13 Personnel	3	0	0	0.0	V	0.0	0.0	0.0	V	0.0	0.0	_											
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0													
	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Total	3	0	0	0.0			0.0	0.0			0.0	0.0											

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **Bluedrop Training & Simulation Inc.** [Date: 2019-01-17] В C E F G Н M Ν 0 P R T U V W Y D K L О S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Ε÷D $D \times G$ $\mathbf{E} \div \mathbf{H}$ L ÷ K Part 2: Flow $V \div U x$ U x F ÷ 100 Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data V - X Data sources Workforce Data Analysis Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All All All (EEOG) Employees Representation Availability EE Result **Employees** Actual Expected Difference Employees Actual Difference Employees Actual Difference Gap Expected Expected % # % % # % # # % # # % # # # # 2019 0 0.0 3.2 0.0 01 Senior Managers 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 10 0 0.0 2.7 0 0.0 Middle & Other 02 Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 77 1.3 1.9 68.4 1 03 Professionals 0 0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 Semi-Professionals & 2019 19 0 0.0 5.3 -1 0.0 Technicians 0 0.0 0 0.0 0.0 0 0.0 0.0 0 0.0 0 2019 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 ٥ 0 0.0 Supervisors: Crafts & 2019 0 0.0 0.0 0.0 Trades 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals 100 Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0 0.0 0.0 0.0 Middle & Other 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 02 Managers 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 03 Professionals 3 0 0.0 0.0 0.0 0.0 0.0 0.0 5.3 0.0 5.3 0 0 0.0 0.0 0.0 Semi-Professionals & Technicians 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 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0 0.0 0.0 0.0 0.0 0.0

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **Bluedrop Training & Simulation Inc.** [Date: 2019-01-17] В C E F G Н M Ν P R T U V W Y D K L 0 0 S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Ε÷D $D \times G$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow L ÷ K Part 2: Flow $V \div U x$ U x F ÷ 100 Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Representation Availability EE Result **Employees** Actual Difference Employees Difference Employees Actual Difference Gap Expected Actual Expected Expected % # % % % # # % # # # % # # # # Administrative & 2019 0 0.0 4.0 0.0 Senior Clerical 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 0.0 0 0.0 Skilled Sales & 0 0.0 Service Personnel 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 0 0.0 0.0 0 0.0 Skilled Crafts & 0 Trades Workers 0 0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 2019 0 0.0 3.9 0 0.0 10 Clerical Personnel 0.0 0 0 0.0 0.0 0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 Intermediate Sales & 2019 0 0 0 Service Personnel 0 0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 ٥ 0 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 Workers 0.0 0.0 0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 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 10 | Clerical Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
		V	.i	, <del>\</del>	·↓	<b>.</b>	·	<b>\</b>		<del>\</del>	·	↓	, <u>†</u>	<del>\</del>		; <b>\</b>	<b>J</b>	<b>V</b>	, <u></u>		<b>\</b>	↓	·
				Workfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	vertional Crown														Promotions Terminations								
(EEOG)		All Employees	Donne	ontation			Con	EE Doorte	All Employees			Expected	Difference	All Employees		Aborigi tual	nal Peoples  Expected	Difference	All Employees	Acti		nal Peoples  Expected	Difference
· ·	)														#	%	#	#	#	#	%	Expected #	#
13 Other Sales & Service 2019 0 0 0.0 0.0 0.0 0.0 0.0																							
Personnel	0	0	0		0.0		0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2019	0	0		0.0		0	0.0	0	0	0.0	0		0	0	0.0	0	0	0	0	0.0	0	
Total	2019	118	1				-2	31.4															
Total	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0		0	0	0.0	0	0	0	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		Nev	v Entra	nts				G	oals														
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Occupational Group	1 ca	All	Aborigin	al Peoples			al Peoples			Aborigina	l Peoples	Ι					C	ommen	ts				
(EEOG)	(EEOG) Employees Actual Goal Goal Met G																						
Other Calair R. C.	# :e 0	#	# 0	0.0	#	0.0	% 0.0	0.0	#	0.0	0.0	0.0											
13 Other Sales & Servi Personnel	3	1 0	0		J	0.0	0.0	0.0	l C	0.0	0.0												
Other Manual	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	0	0	0		0	0.0	0.0	0.0	n	0.0	0.0												
Total	3	0	0			0.0	0.0	0.0	U	0.0	0.0												

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L			Part 1:	Par	<del>-</del>		Part 1:	i	ii		15	Part 2:	178	i		· · · · · · · · · · · · · · · · · · ·	Part 2:	· <del></del>	1	11	i	Part 2:		2%	
Data	sources:		Workfore Analysi	ce Work	force	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
i			<u>\</u>		•	<b>\</b>	·	V		<b>\</b>	<b>\</b>	·	·↓	, <u>†</u>	<b>\</b>	↓	, <u>†</u>	,	V	,	,	·	<b>\</b>	······································	
r	ployment Equity				W		orce An	•								T		Data A	•						
	upational Group	Yea	r All				orkforce Persons with		\$		All		Hires Persons w	ith Disabilitie		All	1	Persons w	ns ith Disabilitie	es	All	1 e	rminatio	ons th Disabilitie	i
(EE	OG)		Employe	es R	lepresenta		Avail		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	A	ctual	Expected	Difference	Employees	Act		Expected	Difference
		#	#	ŧ		%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01& 02	Managers	201	,	14	0	0.0	1	:	-1	0.0	0	0	0.0	0	0	0		0.0	0	0	0	0	0.0	0	0
03	Professionals	201	)	77	2	2.6			-5	29.2															
	Semi-Professionals &	201	,	0 19	0	0.0			-1	0.0	0	0	0.0	0	0	0	C	0.0	0	0	0	0	0.0	0	0
04	Technicians	0		0	0	0.0			0	0.0	0	0	0.0	0	0	0	C	0.0	0	0	0	0	0.0	0	0
05	Supervisors	201	)	0	0	0.0	0.0		0	0.0		0	0.0										0.0		
06	Supervisors: Crafts &	<del></del>		0	0	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	Trades	0		0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	C	0.0	0	0	0	0	0.0	0	0
·····			D . 2 FI	Par	rt 2:		D . 2		70.0			Y	D . 0	<u> </u>											
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			N	ew En		S		~.			oals	-	٠.												
	ployment Equity	Yea	r	Flow I	Data Persons w	vith			rm Goals  h Disabilities			Long-ter Persons with													
	upational Group OG)		All Employe		Disabiliti Actual		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					(	Commen	ts				
		#	#	- 1		%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
01&	Managers	0		0	0	0.0		0.0	5.0	0.0	0	0.0	5.0	0.0											
02		3		0	0	0.0	0	0.0	0.0 8.9	0.0	0	0.0	0.0 8.9	0.0											
03	Professionals	3		0	0	0.0		0.0	0.0	0.0	U	0.0	0.0	0.0											
04	Semi-Professionals & Technicians	3		0	0	0.0	0	0.0	7.6 0.0	0.0	0	0.0	7.6 0.0												
05	Supervisors	0		0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Supervisors: Crafts &	3 2 0		0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
06	Trades	3		0	0	0.0		0.0	0.0	0.0	U	0.0	0.0												

#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities **Bluedrop Training & Simulation Inc.** [Date: 2019-01-17] В C F G P T U V W D E Н K L M N 0 0 R S X Y Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Ε÷D $D \times G$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow L ÷ K Part 2: Flow Part 2: Flow $V \div U x$ Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis x 100 x 100 Data Analysis x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions** Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Representation Availability EE Result **Employees** Employees Difference Employees Gap Actual Expected Difference Actual Expected Actual Expected Difference % # % % % % # # % # # # # Administrative & 2019 0 0.0 10.0 0.0 Senior Clerical 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 0.0 0.0 Skilled Sales & 0 0.0 0 Service Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2019 0 0.0 0.0 0 0.0 Skilled Crafts & 0 Trades Workers 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 16.7 9.3 179.2 10 Clerical Personnel 0 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 Intermediate Sales & 2019 0 0.0 0 Service Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 ٥ 0 0.0 2019 0 0.0 0.0 0.0 Semi-Skilled Manual Workers 0.0 0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \div G \; x$ Part 3: $E \div K x$ Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Coal Me Coal Met Goal Met Goal Met % % % % % % 9/4 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 3 0.0 0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 Service Personnel 3 0.0 0.0 0.0 0.0 0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0.0 0.0 Trades Workers 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 Clerical Personnel 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 Intermediate Sales & Service Personnel 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 Semi-Skilled Manual 0 0 0.0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0 0

	Federal Contractors Program Achievement Report  Part 6: Results - Persons with Disabilities																							
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A	В	C	D	E	F	G	Н	I	Л	K	L	М	N	0	P	0	R	S	Т	U	V	W	X	Y
A	Б			······································	Г	 :	11	11	J	K	*······	171	1N	<u>V</u>	<u>;                                     </u>	······································	N		1	! U	 !		A	<u>i</u> 1
Data s	ources:		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
L			i↓	↓ ↓	<b></b>	! ↓	<b>T</b>	↓	↓	<b>↓</b>	↓	!↓	↓	<b>J</b>	↓	↓	i↓	i↓	<b></b>	.i↓	↓	·↓	.i↓	.i
				V	Vorkfo	orce An	alysis									Flow	Data A	nalysis						
	loyment Equity upational Group	Year				orkforce						Hires				P	'romotio				To	rminati		
(EE			All Employees	Represent		Persons with Availa		Gap	EE Result	All Employees	Ac	Persons w	th Disabilitie Expected	S Difference	All Employees	Ac		ith Disabilities Expected	Difference	All Employees	Ac	Persons w	ith Disabilitie Expected	
		#	Ħ	#	%	%	#	H	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
13 Other Sales & Service 2019 0 0 0.0 0.0 0 0 0 0.0																								
-	Personnel Other Manual	0 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	Workers	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2019	118	3	2.5		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
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
i			↓ ↓	<b>V</b>	<b>\</b>	↓	<b>J</b>	↓	↓	<b>\</b>	J	↓	↓											
			New	Entran	ts				G	oals														
Emr	loyment Equity	• 7	F	ow Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occupational Group  (EEOG)  Year  All Disabilities  Persons with Disabilities  Persons with Disabilities  Persons with Disabilities  Comments  Comments																								
		#	H	# 1	%	Goal #	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
13	Other Sales & Service	0	# 0	0	0.0	# 0	0.0	0.0	0.0	# 0	0.0	0.0	0.0											
13	Personnel	3	0	0	0.0			0.0	0.0			0.0	0.0											
	Other Manual Workers	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	0.0	0.0											
Total	•	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 **Bluedrop Training & Simulation Inc.** [Date: 2019-01-17] В C E F G Н M Ν P R T U V W Y D K L 0 O S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Ε÷D $D \times G$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow L ÷ K Part 2: Flow $V \div U x$ U x F ÷ 100 L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Flow Data Analysis Workforce Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Representation Availability EE Result **Employees** Actual Difference Employees Actual Difference Employees Actual Difference Gap Expected Expected Expected % # % % % # # % # # % # # # # 2019 0 0.0 11.5 0.0 01 Senior Managers 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 10 10.0 17.6 2 56.8 Middle & Other -1 02 Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2019 77 3 3.9 27.5 21 -18 14.2 03 Professionals 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 Semi-Professionals & 2019 19 5.3 5.4 97.5 Technicians 0 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2019 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 ٥ 0 0.0 Supervisors: Crafts & 2019 0 0.0 0.0 0.0 Trades 0.0 0.0 0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0 0.0 0.0 0.0 Middle & Other 0 0 0.0 0.0 17.6 0.0 0.0 17.6 0.0 Managers 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 27.5 0.0 0.0 27.5 0.0 03 Professionals 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 Semi-Professionals & Technicians 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 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0 0.0 0.0 0.0 0.0 0.0

#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities **Bluedrop Training & Simulation Inc.** [Date: 2019-01-17] В C E F G Н M Ν P R T U V W Y D K L 0 О S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Ε÷D $D \times G$ $\mathbf{E} \div \mathbf{H}$ Part 2: Flow L ÷ K Part 2: Flow Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis x 100 x 100 Data Analysis x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Flow Data Analysis Workforce Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Representation Availability EE Result Employees Actual Difference Employees Difference Employees Actual Gap Expected Actual Expected Expected Difference % # % % % # # % # # % # # # # Administrative & 2019 0 0.0 6.7 0.0 Senior Clerical 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2019 0.0 0 0.0 Skilled Sales & 0 0.0 Service Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2019 0 0.0 0.0 0 0 0.0 Skilled Crafts & Trades Workers 0 0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 2019 0 0.0 8.1 0 0.0 10 Clerical Personnel 0.0 0 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 Intermediate Sales & 2019 0 0 0 Service Personnel 0 0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 ٥ 0 0.0 Semi-Skilled Manual 2019 0 0.0 0.0 0.0 Workers 0.0 0.0 0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent o Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 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 10 | Clerical Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0 0.0

								Feder	al Contr	actors	Progra	m Achie	vement	Report								
								Par	t 7: Resu	ilts - Mo	embers	of Visit	le Mino	rities								
									Bluedr	op Trai	ning &	Simula	tion Inc.									
										[Date	: 2019-	01-17]										
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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	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: V ÷ U x Flow Data 100 Analysis	U x F ÷ 100	V - X
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			V	orkfa	rce An	alysis									Flow I	)ata A	nalysis					
Employment Equity Occupational Group	Year		ı	W	orkforce					1	Hires				Pi	omotio				Terminat		
(EEOG)		All Employees	Represent	ation	Visible M Avails		Gap	EE Result	All Employees	Ac	Visible	Minorities Expected	Difference	All Employees	Acti		Minorities Expected	Difference	All Employees	Visib Actual	e Minorities Expected	Difference
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Other Manual	2019	0	0	0.0	0.0		0	0.0														
Workers	0 2019	0 118	5	0.0 4.2	0.0 21.2		-20	20.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0 0.	0 0	0
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Occupational Group (EEOG)		All Employees	Actua		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					Ĺ	Commen	ts			
	#	#	#	%	#	%	%	%	#	%	%	%										
Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
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Workers	3	0	0	0.0			0.0	0.0			0.0	0.0										
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# Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Bluedrop Training & Simulation Inc. [Date: 2019-01-17]

# **Efforts**

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

Contrac	ctors Program.
Requi	red 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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent.
	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.
Addit	tional Details
Please p	provide any additional information (optional):



#### **BEST AVAILABLE COPY**



# Copy of Bluedrop Employment Equity Survey

Introduction

Bluedrop Performance Learning Inc. (and it's subsidiaries) believes 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 4 to 8 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 fulfill your work-related duties to the best of your ability.

Completion of Sections 4 to 8 is voluntary. However, it is mandatory to complete Sections 1-3 and to provide the mandatory information, 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. No names will be used in the statistical data. We encourage you to review, update and correct information about yourself at any time. Your information will not be used for unauthorized purposes. Please note, that the survey is available in different formats if required (hard copy). You can select more than one option under the voluntary Employment Equity questions.

If you have any comments or feedback on employment equity program, we would like to hear from you. All comments will be kept confidential, please email hr@bluedrop.com or reach out to HR directly. We thank you for your participation!

#### 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 [Legislated Employment Equity Program or Federal Contractors Program. In the case of the Legislated Employment Equity Program, the aggregate employee information will be shared with the Canadian Human Rights Commission and with the general public.]

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.

Your personal information is administered by ESDC in accordance with the Privacy Act and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 729. Instructions for obtaining this information are outlined in the government publication entitled Info Source, which is available at the following website address: http://www.infosource.gc.ca. Info Source may also be accessed online at any Service Canada Centre.

OK



#### BEST AVAILABLE COP

	BEST AVAILABLE COPY
Copy of Bluedrop Employment Equity S	Survey
Sections 1-3	
This section is considered Mandatory.	
1. Name (first and last please):	
2. Position: 💖	
	Mandemone of the control of the cont
Annan da de cui de la mare en	Anni lakima a a a kao manina nyanggi <sup>2</sup>
3. Employment Status 🤎	
Full-time employee	
Part-time employee	
Sub-contractor	
	Prev
	Powered by  SurveyMonkey
8	See how easy it is to <u>create a survey</u> .



Copy of Bluedrop Employment Equity Survey
Sections 4-3
This section is considered <u>Voluntary</u> .
4. Gender 🦃
○ Male
( ) Female
5. Aboriginal Peoples-According to the <i>Employment Equity Act</i> an Aboriginal person is a person who is Indian, Inuit or Métis. <b>Do you consider yourself an Aboriginal person?</b>
○ Yes
○ No
6. Visible Minorities- According to the <i>Employment Equity Act</i> , 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. <b>Do you consider yourself a member of visible minority?</b> () Yes  () No
7. Persons with Disabilities- According to the <i>Employment Equity Act</i> , 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 job or workplace (e.g., by the use of technical aids, changes to equipment or other working arrangements). <b>Do you consider yourself a person with a disability?</b>
○ Yes
○ No
8. Please indicate below if you wish to have your employment equity self-identification information used for particular employment equity initiatives.
○ Yes
○ No
9. Thank you for your participation! Please leave any comments below (if applicable).
Prev

From: Leah Gibson <leahgibson@bluedrop.com>

Sent: January 18, 2019 7:47 AM

To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>

Subject: 1st Compliance Assessment- FCP Report for Bluedrop Training & Simulation (10000666)-

Resubmission

Hi Maurice.

As requested, attached is the completed submission for the FCP program.

# The following data represents our organization:

- 121 employees surveyed (consisting of 117 permanent full-time, 1 permanent part-time, and 3 other)
- out of 121 employees there were **96 full complete responses**, 4 partial responses returned and 21 blank responses to the survey
- 96 fully completed and returned self identification questionnaires were returned

## I have attached the following:

- achievement report
- workforce analysis reports (detailed and summary) \* Note the reports are open to view on WEIMS for labor officers with FCP/EE
- employment equity questionnaire

Thanks for all of your help! I really appreciate it- this has definitely not been easy for me! lol

Leah



## Leah Gibson

HR Generalist

O: 902.454.1740 || C: 902.478.1016

TSX-V: BPL || E-mail Disclaimer || bluedrop.com Facebook || Twitter || Linkedir

# **Federal Contractors Program Report of the First Compliance Assessment**

**Employer Name:** Bluedrop Training and Simulation

**Primary Location:** St John's (Newfoundland and Labrador)

**Number of Employees: 118** 

•	Ontario	2
•	Québec	1
•	Nova Scotia	96
•	New Brunswick	16
•	Newfoundland and Labrador	3

# **Organization Overview:**

NAICS 5415 Computer System Design and Related Services

Bluedrop Training and Simulation develops and supplies simulation-based training systems for flight crew training, aircraft maintenance training, and other applications.

# **Key Dates – First Year Assessment**

Initiated: 2019-01-08 Received: 2019-01-18 Workforce Analysis: 2019-01-17

## **COLLECTION OF WORKFORCE INFORMATION**

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
118	100
118	100
96	81

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- 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

Observations: None

## **WORKFORCE ANALYSIS & GOAL SETTING**

- availability estimates or provided reasonable justifications.
- 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: None

## **SUMMARY OF GOALS**

#### Women

Workforce Analysis Results		Goals				
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.9	27.9	0.0	27.6
02	Middle & Other Managers	-2	39.4	39.4	20.0	39.4
04	Semi-Professionals & Technicians	-1	6.3	6.3	0.0	6.3
10	Clerical Personnel	-2	50.0	50.0	33.3	69.7

# **Observations: None Aboriginal Peoples**

Workforce Analysis Results		Goals				
Employment Equity Occupational Group (EEOG)			Short-	Long-	Representation	LMA
		Gap	term	term		
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
04	Semi-Professionals & Technicians	-1	5.3	5.3	0.0	5.3

**Observations: None** 

# **Members of Visible Minorities**

Workforce Analysis Results		Goals				
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3 years)	(3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	17.6	17.6	10.0	17.6
03	Professionals	-18	27.5	27.5	3.9	27.5

**Observations: None** 

## **Persons with Disabilities**

Workforce Analysis Results		Goals				
Employment Equity Occupational Group		Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
1/2	Managers	-1	5.0	5.0	0.0	5.0
03	Professionals	-5	8.9	8.9	2.6	8.9
04	Semi-Professionals & Technicians	-1	7.6	7.6	0.0	7.6

Observations: None	
RECOMMENDATION	

I recommend that the employer be found:

 $\boxtimes$  in compliance  $\square$  in non-compliance

Having assessed the data submitted by the employer regarding its workforce and, considering their unique circumstances, I recommend the closing letter include the following:

- We encourage Bluedrop Training and Simulation put in place special measures to ensure they achieve goals set and increase the representation of designated group members, especially Professionals' Employment Equity Occupational Group.
- It may be beneficial for Bluedrop Training and Simulation to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are members of designated group. Fostering relationships with these organizations could allow Bluedrop Training and Simulation to address and close gaps through internships or permanent employment when vacancies arise.
- Bluedrop Training and Simulation is encouraged to continue to follow-up with employees to strengthen the workforce survey's return and response rates.

Name of	Analyst:	Maurice	N. \	<b>Yakibonge</b>
---------	----------	---------	------	------------------

Date: 2018-01-18

From: Leah Gibson < leahgibson@bluedrop.com>

Sent: January 18, 2019 7:47 AM

To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>

Subject: 1st Compliance Assessment- FCP Report for Bluedrop Training & Simulation (10000666)-

Resubmission

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- achievement report
- workforce analysis reports (detailed and summary) \* Note the reports are open to view on WEIMS for labor officers with FCP/EE
- employment equity questionnaire

Thanks for all of your help! I really appreciate it- this has definitely not been easy for me! lol

Leah



## Leah Gibson

HR Generalist

O: 902.454.1740 || C: 902.478.1016

TSX-V: BPL || E-mail Disclaimer || bluedrop.com Facebook || Twitter || LinkedIr From: Yakibonge, Ntambwe N [NC] On Behalf Of EE-EME

Sent: January 29, 2019 11:27 AM

To: 'jcsiew@bluedrop.com' <jcsiew@bluedrop.com>

Cc: 'kimwettlaufer@bluedrop.com' <kimwettlaufer@bluedrop.com>; 'leahgibson@bluedrop.com'

<leahgibson@bluedrop.com>

Subject: Government of Canada Agreement Number: 10000666 - Notification of Compliance with the

**Federal Contractors Program** 

Cette information est également disponible en français sur demande.

Dear Jean-Claude Siew:

I am writing to inform you that the compliance assessment initiated on January 8, 2019 has been completed. As a result of the assessment, Bluedrop Training and Simulation has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

The purpose of this 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 Bluedrop Training and Simulation's employment equity program.

- We encourage Bluedrop Training and Simulation put in place special measures to ensure they
  achieve goals set and increase the representation of designated group members, especially
  Professionals' Employment Equity Occupational Group.
- It may be beneficial for Bluedrop Training and Simulation to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are members of designated group. Fostering relationships with these organizations could allow Bluedrop Training and Simulation to address and close gaps through internships or permanent employment when vacancies arise.
- Bluedrop Training and Simulation is encouraged to continue to follow-up with employees to strengthen the workforce survey's return and response rates.

## **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 January 8, 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 Bluedrop Training and Simulation is notified of a subsequent assessment, the following information will be required:

- Workforce data (Form1 to 6) at the national level;
- A current workforce analysis; and
- 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, Bluedrop Training and Simulation will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the <u>Workplace Equity Information Management System</u> (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 Maurice Yakibonge at maurice.yakibonge@labour-travail.gc.ca.

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

Workplace Equity Team

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