

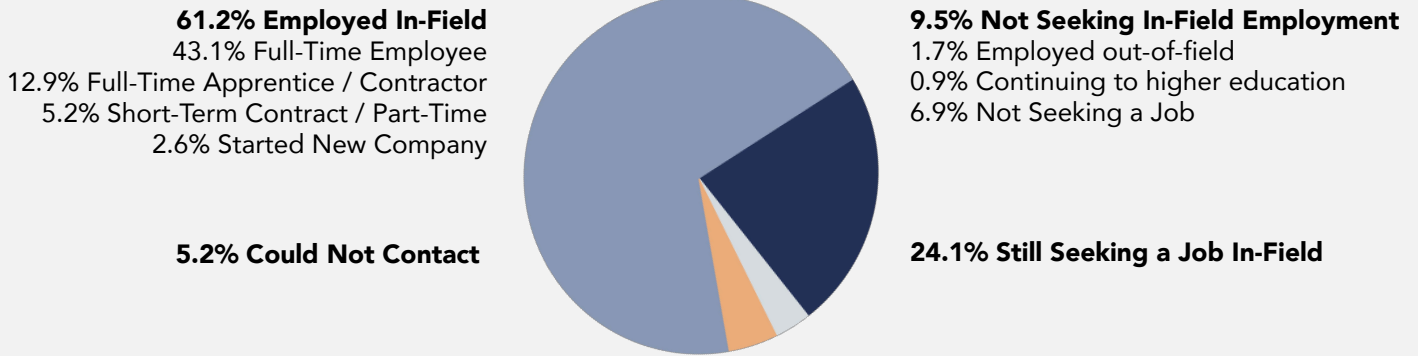
Graduates Included in Report: **116**

How many students graduated on-time? **95.9%**

How many students graduated within 150% of program length? **95.9%**

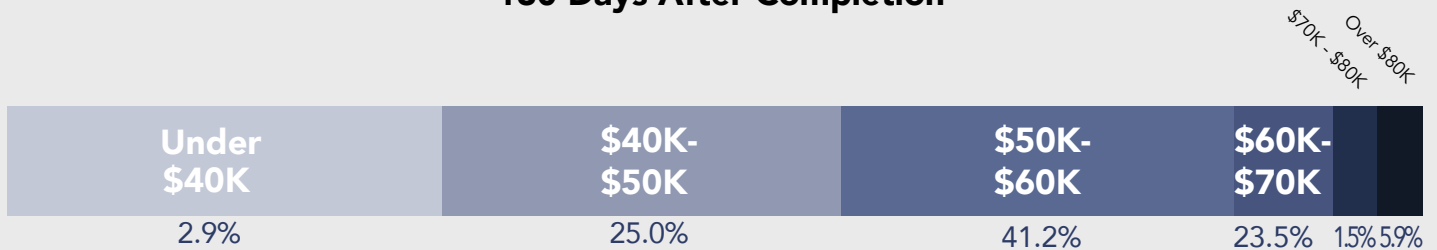
What were the employment results for graduates?

180 Days After Completion



What median pay rate do graduates earn? **Canadian \$53,100**

180 Days After Completion



What percentage of job obtainers reported salaries?

93.2%

What were the most frequent job titles for graduates?

- 18.5%** Front-End Developer
- 10.9%** Web Developer
- 9.8%** Junior Web Developer
- 4.3%** Junior Front-End Developer
- 2.2%** Front-End Engineer

Juno College of Technology Toronto (Canadian \$\$)

Web Development Immersive

CIRR Outcomes Report

H1 2020

Report Information		
School Name	Juno College of Technology	
Campus Location	Toronto	
Program Name	Web Development Immersive	
Reporting Period	1/1/2020	6/30/2020
Published Course Length (in days, including weekends and holidays)	85	
Graduates Included in Report	116	
Graduation Requirements		
315 hours of class time and 60% or above average grade.		
Graduation Data		
How many students graduate within 100% of published program length (on-time)?	95.9%	
How many students graduate within 150% of published program length	95.9%	
Job Seekers		
How many students intended to seek in-field employment within 180 days of graduating?	100.0%	
How many students did not intend to seek in-field employment (returning to previous employer, no work authorization, continuing to further education, or self-enrichment)?	0.0%	
Employment Results		
	90 days	180 days
1. Employed in-field	37.9%	61.2%
1A. Full-time employee (30+ hours/week, 6+ months)	31.0%	43.1%
1B. Full-time apprenticeship, internship, or contract position (30+ hours/week, 3-6 months)	3.4%	12.9%
1C. Short-term contract, part-time position, freelance, or unknown length	3.4%	5.2%
1D. Started a new company or venture after graduation	0.0%	0.0%
2. Not seeking in-field employment	8.6%	9.5%
2A. Employed out-of-field	0.9%	1.7%
2B. Continuing to higher education	0.9%	0.9%
2C. Not seeking a job for health, family, or personal reasons	6.9%	6.9%
3. Still seeking a job in-field	48.3%	24.1%
4. Could not contact	5.2%	5.2%
Hired by School	0.0%	0.0%
What is the median annual base salary of graduates? Canadian Dollars	\$55,000	\$53,100
Under \$40,000	0.0%	2.9%
\$40,000-\$50,000	16.7%	25.0%
\$50,000-\$60,000	50.0%	41.2%
\$60,000-\$70,000	26.2%	23.5%
\$70,000-\$80,000	2.4%	1.5%
Over \$80,000	4.8%	5.9%
Percentage of job obtainers who reported salaries	93.3%	93.2%
What were the most frequent job titles for graduates?		
Front-End Developer	18.5%	
Web Developer	10.9%	
Junior Web Developer	9.8%	
Junior Front-End Developer	4.3%	
Front-End Engineer	2.2%	
<i>The pink boxes represent the "canonical" number, which must be the most prominent number a school uses in its advertising.</i>		
* Job placement was slowed by COVID-restrictions during H1 2020.		

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AGREED UPON PROCEDURES REPORT ON EXISTENCE OF DOCUMENTATION AND ACCURACY OF THE COUNCIL ON INTEGRITY IN RESULTS REPORTING OUTCOMES REPORT

To the Management of Juno College of Technology Toronto:

Purpose of this Agreed-Upon Procedures Report

My report is solely for the purpose of assisting Juno College of Technology Toronto in determining whether its Council on Integrity in Results Reporting (CIRR) Outcomes Report has been prepared accurately and is based on documentation that exists and may not be suitable for another purpose.

Management's Responsibilities

Juno College of Technology Toronto is responsible for the subject matter on which the agreed-upon procedures are performed and asserts the accuracy and existence of its enrolment and graduate information and the preparation of its CIRR Outcomes Report in accordance with CIRR Standards & Implementation Requirements rev 2020-07-07 (Exhibit A). Juno College of Technology Toronto has acknowledged that the agreed-upon procedures are appropriate for the purpose of the engagement, including the definitions (Exhibit B).

Practitioner's Responsibilities

I have conducted the agreed-upon procedures engagement in accordance with the Canadian Standard on Related Services (CSRS) 4400, *Agreed-Upon Procedures Engagements*. An agreed-upon procedures engagement involves my performing the procedures that have been agreed with the entity's management, and reporting the findings, which are the factual results of the agreed-upon procedures performed. I make no representation regarding the appropriateness of the agreed-upon procedures.

This agreed-upon procedures engagement is not an assurance engagement. Accordingly, I do not express an opinion or an assurance conclusion.

Had I performed additional procedures, other matters might have come to my attention that would have been reported.

Professional Ethics

I have complied with the ethical requirements in Chartered Professional Accountants Ontario Code of Professional Conduct. For the purpose of this engagement, I am independent from the entity.

Procedures and Findings

I have performed the procedures described below, which were agreed upon with Juno College of Technology Toronto in the terms of engagement dated September 13, 2021 on the authenticity and accuracy of The Council on Integrity in Results Reporting Outcomes Report.

Procedures	Findings
1. Obtain from management a list of students for each cohort of the Web Development Immersive program during the six-month period from January 1, 2020 to June 30, 2020.	HMCPA obtained three lists of students for three cohorts completed between January 1, 2020 and June 30, 2020, for a total of one hundred and twenty one (121) students.
2. Compare the list of student to the enrolment data examined under the reasonable assurance engagements pursuant to PCC KPI Audit Guideline – 2019 Reporting Cycle and 2020 Reporting Cycle, to check that the names of students listed agree.	HMCPA agreed 40 (33%) of the names of students listed to the enrolment data examined under the reasonable assurance engagement pursuant to PCC KPI Audit Guideline – 2019 Reporting Cycle. HMCPA agreed 80 (66%) of the names of students listed to the enrolment data examined under the reasonable assurance engagement pursuant to PCC KPI Audit Guideline – 2020 Reporting Cycle . HMCPA found one student transferred from their original cohort to the next cohort and their name was included on both lists of students. HMCPA found the duplication was corrected in the determination of Graduates included in Report.
3. Compare the graduates on the student lists to the	HMCPA agreed 39 (34%) of the 116 named graduates

Procedures	Findings
graduate data examined under the reasonable assurance engagement pursuant to PCC KPI Audit Guideline – 2019 Reporting Cycle and 2020 Reporting Cycle, to check that the students graduated within 100% or 150% of the published course length of 60 days. Note, the actual course length was varied from the published course length to accommodate the 2019 holiday season and was revised to 77 days, and, due to the pandemic, which began in 2020, the course offering was changed to a live on-line format and the course length was revised to 85 days.	listed to the graduate data examined under the reasonable assurance engagement pursuant to PCC KPI Audit Guideline – 2019 Reporting Cycle. 39 (34%) of the named graduates listed graduated within 100% of the revised course length of 77 days. HMCPA agreed 77 (66%) of the 116 named graduates listed to the graduate data examined under the reasonable assurance engagement pursuant to PCC KPI Audit Guideline – 2020 Reporting Cycle. 77 (66%) of the named graduates listed graduated within 100% of the revised course length of 85 days.
4. For the graduates listed, select a random sample of 25% of the students and check the existence of the outcome documentation collected and the accuracy of the corresponding data reflected in the preliminary CIRR Outcomes Report.	HMCPA selected a random sample of 29 graduates (25% of 116) and found outcome documentation exists for 22 of the graduates (76% of 29) selected, written attestations exists for two of the graduates (7% of 29) selected, that are not seeking work and outreach documentation exists for two of the graduates (7% of 29) selected, who could not be reached. Outreach documentation did not exist for three of the graduates (10% of 29) selected, and classified as still seeking a job. HMCPA found one graduate (5% of 22), for which the salary was understated by \$500 in the preliminary CIRR Outcomes Report. HMCPA found one graduate (5% of 22), for which the employment code should have been 2C “Not seeking a job for health, family or personal reasons” instead of 2B “Continuing to a higher education”.
5. Of the random sample checked in procedure 4, select a random sample of 50% of the students to positively confirm the authenticity of the job outcome documentation retained and the accuracy of the job outcome data provided in the preliminary CIRR Outcomes Report.	HMCPA sent 14 (48% of 29) positive confirmations.
6. In conjunction with Procedure 4, check the existence of the salary and job title documentation collected and the accuracy of the corresponding data reflected in the preliminary CIRR Outcomes Report.	HMCPA performed a web search and found the company and job title exists for 100% of the companies and job titles reported by the 22 graduates randomly selected in Procedure 4. HMCPA found two instances for which a salary range was posted for the position and the salary reported by the graduate was within the salary range posted each time (100%).
7. In conjunction with Procedure 5, confirm the authenticity of the salary and job title documents retained and the accuracy of the salary and job title data provided in the preliminary CIRR Outcomes Report.	HMCPA received one (7% of 14) positive confirmation reply and verified the authenticity of the information provided.
8. Compare the accuracy of the information reported on the final CIRR Outcomes Report to the information reported on the preliminary CIRR Outcomes Report.	HMCPA found 100% of the information reported on the preliminary CIRR Outcomes Report agreed to the information reported on the final CIRR Outcomes Report.



EXHIBIT A – MANAGEMENT ASSERTIONS CONCERNING STUDENT ENROLMENT AND GRADUATE INFORMATION

Juno College of Technology Toronto (the entity) in Ontario, Canada, must periodically report enrolment and graduate information to the Ontario Superintendent of Private Career Colleges (SPCC) pursuant to the data reporting requirements as set out section 36.1 of Ontario Regulation 415/06 and Policy Directive #11 – Private Career College (PCC), Key Performance Indicators (KPI) and Performance Objectives. In addition, and pursuant to PCC KPI Audit Guidelines published periodically, the entity must engage a licensed public accountant in the Province of Ontario as follows:

- A. For the 2019 Reporting Cycle, to conduct a reasonable assurance engagement on the entity's compliance with the enrolment and graduate data reporting requirements. Howard Minett BSc(Agr), CPA, CA, LPA (HMCPA) was engaged to conduct a reasonable assurance engagement for the period January 1, 2019 to December 31, 2019 and a reasonable assurance report was issued on December 3, 2020
- B. For the 2020 Reporting Cycle, to conduct a reasonable assurance engagement on the entity's compliance with the enrolment and graduate data reporting requirements. HMCPA was engaged to conduct a reasonable assurance engagement for the period January 1, 2020 to December 31, 2020 and a reasonable assurance report was issued on September 14, 2021.

The entity's management asserts that

- 1. the student enrolment and graduate information used in the Council on Integrity in Results Reporting (CIRR) Outcome Report for the period January 1, 2020 to June 30, 2020, is from the same database of student enrolment and graduate information reported to the SPCC, and**
- 2. the CIRR Outcome Report is accurate and is compliant with CIRR Standards & Implementation Requirements rev 2020-07-07 (CIRR Standards)**

EXHIBIT B – DEFINITIONS
(Note – where applicable, jurisdictional descriptions have been changed to conform to the reporting country i.e. province versus state)
Enrolled Students - all students in a course as of (i) the final date under applicable provincial regulations on which the school is required to provide the student with a full tuition refund, or (ii) if applicable provincial regulations do not contain such a requirement, the final date as specified in the school's published policies on which a student may receive a full tuition refund. The full tuition refund may exclude nominal non-refundable registration fees. Enrolled students do not include students who died, became incarcerated, or were called into active military duty during the course, but the student list should contain documentation supporting that classification. In the case of self-paced programs dealing with students with multiple start dates (who may return after pausing or dropping out) should only be counted using earliest start date.
Graduates - all students who met the published graduation requirements and received a certificate of completion.
Outcome – categories include Employed in-field, Not seeking in-field employment, Still seeking a job in-field, and Could not contact.
Employed in-field – documentation must include a statement that the job requires the skills for which the student was trained at the school; or have a job title that would fall under an in-field classification used by the Canadian National Occupational Classifications codes or the U.S. Bureau of Labor Statistics Standard Occupational Classification codes.
Full-time employee - documentation must state an offer date or start date, a statement the offer is paid, it must include a statement that the offer or contract is permanent, at-will, or greater than six months and indicate that the job is full-time, or at least 30 hours per week, and that the offer was accepted.
Full-time apprenticeship, internship, or contract position - documentation must state an offer date or start date, a statement the offer is paid, it must include a statement that the offer or contract is three to six months and indicate that the job is full-time, or at least 30 hours per week, and that the offer was accepted. Note - a contract-to-hire arrangement, wherein a contract states three-month employment, and a potential full-time offer thereafter, counts as "Full-time apprenticeship, internship, or contract position" until a permanent offer is documented.
Short-term or part-time - documentation must state an offer date or start date, a statement the offer is paid, it must include a statement that the student would be employed or contracted for at least 150 hours, and that the offer was accepted.
Started a new company or venture - documentation must include a graduate's statement that she or he is pursuing entrepreneurship full-time in lieu of searching for a job. The endeavor may be for-profit or not-for-profit.
Could not contact - documentation must include a record of a minimum of 4 times through 4 different means of communication for students that never respond. The documentation must include the dates of the attempted contacts and the student's contact information used in those attempts.
Not seeking a job - documentation must include a graduate's statement that she or he is not pursuing employment because he or she (a) took the program solely for self-enrichment, (b) has had a medical or family emergency arise post-graduation or (c) is continuing education at another institution.
Salary - includes only base compensation, and excludes bonuses, equity, relocation, and any other non-base compensation. If a student has held multiple positions, use the salary of the position used to determine the student's offer or start date. If salary information is known, it must be included.