

Graduates Included in Report: **77**

How many students graduated on-time? **100.0%**

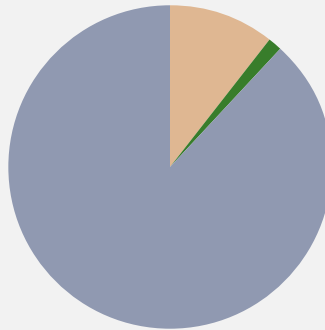
How many students graduated within 150% of program length? **100.0%**

What were the employment results for graduates?

180 Days After Completion

88.3% Employed In-Field
59.7% Full-Time Employee
22.1% Full-Time Apprentice / Contractor
1.3% Hired by School In-Field
0.0% Started New Company
5.2% Short-Term Contract

1.3% Non-Reporting



10.4% Not Employed
10.4% Still Seeking a Job (In-Field)
0.0% Not Seeking a Job

0.0% Employed Out-Of-Field
0.0% Hired by School Out-Of-Field
0.0% Hired Out-Of-Field

What median pay rate do graduates earn? **\$56,000**

180 Days After Completion

Under Can\$50K	\$50K-\$60K	\$60K-\$70K	\$70K-\$80K	Over \$80K
20.0%	38.6%	32.9%	8.6%	0.0%

What percentage of job obtainers reported salaries?

98.6%

What were the most frequent job titles for graduates?

33.8% Front-End Engineer

19.7% Web Developer

18.3% Developer

12.7% UX/UI Designer

5.6% Software Developer

Juno College of Technology Toronto (Canadian \$\$)
Web Development Immersive
CIRR Outcomes Report
H2 2018

I. Report Information		
School Name	Juno College of Technology	
Campus Location	Toronto	
Program Name	Web Development Immersive	
Reporting Period	7/1/2018	12/31/2018
Published Course Length (in days, including weekends and holidays)	60	
Graduates Included in Report	77	
II. Graduation Requirements		
Students must achieve a 60% course grade or higher to graduate		
III. Graduation Data		
How many students graduate within 100% of published program length (on-time)?	100.0%	
How many students graduate within 150% of published program length	100.0%	
IV. What were the employment results for graduates seeking a job?		
	90 days	180 days
1. Employed In-Field	70.1%	88.3%
A. Full-time employee (30 hours or greater a week)	45.5%	59.7%
B. Full-time apprenticeship, internship, or contract position	18.2%	22.1%
C. Hired by school in-field	1.3%	1.3%
D. Started a new company or venture after graduation	0.0%	0.0%
E. Short-term contract, part-time position, or freelance	5.2%	5.2%
2. Employed Out-Of-Field	0.0%	0.0%
A. Hired by school out-of-field	0.0%	0.0%
B. Hired out-of-field	0.0%	0.0%
3. Not Employed	28.6%	10.4%
A. Still seeking a job (in-field)	28.6%	10.4%
B. Not seeking a job (in-field)	0.0%	0.0%
4. Non-Reporting	1.3%	1.3%
What is the median annual base salary of graduates? (Canadian \$\$)	\$56,000	\$56,000
Under Can\$50,000	17.0%	20.0%
\$50,000-\$60,000	39.6%	38.6%
\$60,000-\$70,000	32.1%	32.9%
\$70,000-\$80,000	11.3%	8.6%
\$80,000-\$90,000	0.0%	0.0%
Over \$90,000	0.0%	0.0%
Percentage of job obtainers who reported salaries	98.1%	98.6%
V. What were the most frequent job titles for graduates?		
Front-End Engineer	33.8%	
Web Developer	19.7%	
Developer	18.3%	
UX/UI Designer	12.7%	
Software Developer	5.6%	
<i>The pink boxes represent the "canonical" number, which must be the most prominent number a school uses in its advertising.</i>		

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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 2018-03-19 (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 December 2, 2020 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 July 1, 2018 to December 31, 2018.	HMCPA obtained two lists of students for two cohorts completed between July 1, 2018 and December 31, 2018, for a total of seventy seven (77) students.
2. Compare the list of students to the enrolment data examined under the audit engagement pursuant to PCC KPI Audit Guideline – 2018 Reporting Cycle (Appendix A), to check that the names of students listed agree.	HMCPA agreed 77 (100%) of the names of students listed to the enrolment data examined under the Section 5815 audit engagement pursuant to PCC KPI Audit Guideline – 2018 Reporting Cycle.
3. Compare the graduates on the student lists to the graduate data examined under the assurance engagements pursuant to PCC KPI Audit Guidelines – 2018 Reporting Cycle and 2019 Reporting Cycle (Appendix A), to check that the students graduated within 100% or 150% of the published course length of 60 days.	HMCPA agreed 38 (49%) of the named graduates listed to the graduate data examined under the Section 5815 audit engagement pursuant to PCC KPI Audit Guideline – 2018 Reporting Cycle. 38 (49%) of the named graduates listed graduated within 100% of the published course length of 60 days.

Procedures	Findings
	HMCPA agreed 39 (51%) of the named graduates listed to the graduate data examined under the reasonable assurance engagement pursuant to PCC KPI Audit Guideline – 2019 Reporting Cycles. 39 (51%) of the named graduates listed graduated within 150% of the published course length of 60 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 found outcome documentation exists for 100% of the 19 graduates (25% of 77) selected. HMCPA found the outcome documentation is accurately reflected in the preliminary CIRR Outcomes Report except for one graduate (5%), for which the salary was understated by \$10,000.
5. Of the random sample checked in procedure 4, select a random sample of 50% 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 ten (53% of 19) 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 existed for 100% of the companies and job titles reported by the 19 graduates. HMCPA found three instances that 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 two (20% of 10) of the positive confirmations sent and verified the authenticity and accuracy of the salary and job title documentation submitted.
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 all the information reported on the preliminary CIRR Outcomes Report agreed to the information reported on the final CIRR Outcomes Report.

Stratford, Ontario
January 7, 2021



Chartered Professional Accountant
Licensed Public Accountant

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 to conduct assurance engagements as follows:

- A. For the 2018 Reporting Cycle, a Section 5815 audit report 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 Section 5815 audit engagement for the period January 1, 2018 to December 31, 2018 and issued a report on August 28, 2019.
- B. For the 2019 Reporting Cycle, 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, 2019 to December 31, 2019 and issued a report on December 3, 2020.

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 July 1, 2018 to December 31, 2018, 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 2018-03-19 (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.