

Labour Program / Federal Contractors Program

BEST AVAILABLE COPY

OFFICIAL USE ONLY Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- [X] New Agreement
[ ] Revised Agreement

ORGANIZATION
Legal Name of Organization: Canadian Corps of Commissionaires, Manitoba Division
Parent company is located outside Canada: [X] No
Operating Name:
Business Number:
Total number of employees in Canada: 1085 (Mb Only)
Organization's NAICS Code Number: 5616
We only operate in Manitoba

HEAD OFFICE
Address: 290 Burnell Street
City: Winnipeg
Province: Mb
Postal Code: R3G 2A7
Telephone Number: (204) 942-5993

EMPLOYMENT EQUITY CONTACT
Name: Keith Lamothe
Title: Human Resource Manager
Telephone Number: (204) 942-5993 x2219
E-mail Address: hr@commissionaires.mb.ca
Preferred Language: [X] English

CERTIFICATION
The above-named organization:
• having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND
• intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes)
hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements.
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.
Name: Tom Reimer
Title: Chief Executive Officer
Telephone Number: 204-942-5993
E-mail Address: ceo@commissionaires.mb.ca
Preferred Language: [X] English
Signature:
Date: 2016-01-27

Privacy Notice
The information you provide on this form is collected under the authority of section 42 of the Employment Equity Act to determine your eligibility for the Federal Contractors Program (FCP).
Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.
Your personal information is administered in accordance with the Privacy Act and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled Info Source, which is available at the following website address: http://www.infosource.gc.ca. Info Source may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
IMPORTANT
• The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca.



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

Reporting Period 2016-05-24 to 2019-01-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Manitoba	231	839	0	1070	Winnipeg	213	204	0	417
Total Employees in Canada				1070	Man. less CMA	18	635	0	653
					Total Employees in Canada				1070



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS  
Full-Time / Manitoba

Reporting Period 2016-05-24 to 2019-01-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	<b>Total</b>	2	2										
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	7	3									
	<b>Total</b>	10	7	3									
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3					1	1				
	<b>Total</b>	3	3					1	1				
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	26	22	4	1	1							
	<b>Total</b>	26	22	4	1	1							


**Canadian Corps of Commissionaires, Manitoba Division (certificate # 10000416)**

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**
**Full-Time / Manitoba**
**Reporting Period 2016-05-24 to 2019-01-31**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							1		1
	<b>Total</b>	2		2							1		1
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	12	8	4	1		1	1	1		3	3	
	<b>Total</b>	12	8	4	1		1	1	1		3	3	
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3		2	2					1	1	
	<b>Total</b>	3	3		2	2					1	1	
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	173	139	34	11	8	3	6	5	1	24	18	6
	<b>Total</b>	173	139	34	11	8	3	6	5	1	24	18	6



## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Manitoba

Reporting Period 2016-05-24 to 2019-01-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>231</b>	<b>184</b>	<b>47</b>	<b>15</b>	<b>11</b>	<b>4</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>29</b>	<b>22</b>	<b>7</b>

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Manitoba

Reporting Period 2016-05-24 to 2019-01-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	1	2				1		1	1		1
	<b>Total</b>	3	1	2				1		1	1		1
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	<b>Total</b>	2	1	1									

## Canadian Corps of Commissionaires, Manitoba Division (certificate # 10000416)

Form 2 B

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Manitoba

Reporting Period 2016-05-24 to 2019-01-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	832	510	322	279	142	137	8	8		44	37	7
	<b>Total</b>	832	510	322	279	142	137	8	8		44	37	7
<b>Total Number of Employees</b>		<b>839</b>	<b>514</b>	<b>325</b>	<b>279</b>	<b>142</b>	<b>137</b>	<b>9</b>	<b>8</b>	<b>1</b>	<b>45</b>	<b>37</b>	<b>8</b>



**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**

Full-Time / Manitoba

Reporting Period 2016-05-24 to 2019-01-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	231	184	47	15	11	4	8	7	1	29	22	7
<b>Total Number of Employees</b>	231	184	47	15	11	4	8	7	1	29	22	7

## FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Manitoba

Reporting Period 2016-05-24 to 2019-01-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$5,000</b>	<b>839</b>	<b>514</b>	<b>325</b>	<b>279</b>	<b>142</b>	<b>137</b>	<b>9</b>	<b>8</b>	<b>1</b>	<b>45</b>	<b>37</b>	<b>8</b>
<b>Total Number of Employees</b>	<b>839</b>	<b>514</b>	<b>325</b>	<b>279</b>	<b>142</b>	<b>137</b>	<b>9</b>	<b>8</b>	<b>1</b>	<b>45</b>	<b>37</b>	<b>8</b>

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Manitoba

Reporting Period 2016-05-24 to 2019-01-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	2										
Semi-Professionals and Technicians	1	1										
Supervisors	4	3	1									
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	1		1	1		1						
Intermediate Sales and Service Personnel	3	3		2	2					1	1	
Other Sales and Service Personnel	69	58	11	6	5	1	4	4		13	10	3
<b>Total Number of Employees Hired</b>	<b>81</b>	<b>67</b>	<b>14</b>	<b>9</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>4</b>		<b>14</b>	<b>11</b>	<b>3</b>

**Canadian Corps of Commissionaires, Manitoba Division (certificate # 10000416)**

Form 4 B

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**
**Part-Time / Manitoba**
**Reporting Period 2016-05-24 to 2019-01-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	4	3	1	1	1							
<b>Other Sales and Service Personnel</b>	323	204	119	87	44	43	7	7		30	23	7
<b>Total Number of Employees Hired</b>	327	207	120	88	45	43	7	7		30	23	7



**Canadian Corps of Commissionaires, Manitoba Division (certificate # 10000416)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Full-Time / Manitoba**

**Reporting Period 2016-05-24 to 2019-01-31**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	2	2										
<b>Semi-Professionals and Technicians</b>	1	1										
<b>Supervisors</b>	11	11		1	1							
<b>Administrative and Senior Clerical Personnel</b>	1		1									
<b>Clerical Personnel</b>	6	5	1				1	1		2	2	
<b>Total Number of Employees Promoted</b>	21	19	2	1	1		1	1		2	2	
<b>Total Number of Promotions</b>	21	19	2	1	1		1	1		2	2	



**Canadian Corps of Commissionaires, Manitoba Division (certificate # 10000416)**
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**
**Part-Time / Manitoba**
**Reporting Period 2016-05-24 to 2019-01-31**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1		1									
<b>Total Number of Employees Promoted</b>	<b>1</b>		<b>1</b>									
<b>Total Number of Promotions</b>	<b>1</b>		<b>1</b>									



Canadian Corps of Commissionaires, Manitoba Division (certificate # 10000416)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Manitoba

Reporting Period 2016-05-24 to 2019-01-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	2	1							1		1
Supervisors	9	7	2									
Clerical Personnel	6	3	3				1	1				
Intermediate Sales and Service Personnel	3	1	2									
Other Sales and Service Personnel	61	50	11	1	1		3	3		8	6	2
<b>Total Number of Employees Terminated</b>	<b>82</b>	<b>63</b>	<b>19</b>	<b>1</b>	<b>1</b>		<b>4</b>	<b>4</b>		<b>9</b>	<b>6</b>	<b>3</b>

**Canadian Corps of Commissionaires, Manitoba Division (certificate # 10000416)**

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**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**
**Part-Time / Manitoba**
**Reporting Period 2016-05-24 to 2019-01-31**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	<b>4</b>	<b>4</b>		<b>2</b>	<b>2</b>							
<b>Other Sales and Service Personnel</b>	<b>308</b>	<b>189</b>	<b>119</b>	<b>79</b>	<b>46</b>	<b>33</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>41</b>	<b>33</b>	<b>8</b>
<b>Total Number of Employees Terminated</b>	<b>312</b>	<b>193</b>	<b>119</b>	<b>81</b>	<b>48</b>	<b>33</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>41</b>	<b>33</b>	<b>8</b>



## Workforce Analysis - Detailed Report

Date: 2019-03-07

### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	27.6 %	1	-1	National
<b>02 : Middle and Other Managers</b>	National	10	3	30.0 %	39.4 %	4	-1	National
<b>04 : Semi-Professionals and Technicians</b>		4	0	0.0 %	47.3 %	2	-2	
4216 : Other instructors	Manitoba	4	0	0.0 %	47.3 %	2	-2	Manitoba
<b>05 : Supervisors</b>		27	4	14.8 %	54.8 %	15	-11	
Employment Equity Occupational Group	Man. less CMA	5	3	60.0 %	63.7 %	3	0	Man. less CMA
Employment Equity Occupational Group	Winnipeg	22	1	4.5 %	52.8 %	12	-11	Winnipeg
<b>07 : Administrative and Senior Clerical Personnel</b>		2	2	100.0 %	82.0 %	2	0	
Employment Equity Occupational Group	Winnipeg	2	2	100.0 %	82.0 %	2	0	Winnipeg
<b>10 : Clerical Personnel</b>		15	6	40.0 %	68.8 %	10	-4	
Employment Equity Occupational Group	Man. less CMA	1	1	100.0 %	75.2 %	1	0	Man. less CMA
Employment Equity Occupational Group	Winnipeg	14	5	35.7 %	68.3 %	10	-5	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		5	1	20.0 %	71.4 %	4	-3	
Employment Equity Occupational Group	Man. less CMA	3	1	33.3 %	74.8 %	2	-1	Man. less CMA
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	66.3 %	1	-1	Winnipeg
<b>13 : Other Sales and Service Personnel</b>		1004	355	35.4 %	57.2 %	574	-219	
Employment Equity Occupational Group	Man. less CMA	644	285	44.3 %	58.9 %	379	-94	Man. less CMA
Employment Equity Occupational Group	Winnipeg	360	70	19.4 %	54.0 %	194	-124	Winnipeg
<b>Total</b>		<b>1069</b>	<b>371</b>	<b>34.7 %</b>	<b>57.2 %</b>	<b>612</b>	<b>-241</b>	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



## Workforce Analysis - Detailed Report

Date: 2019-03-07

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	3.2 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	10	0	0.0 %	2.7 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		4	0	0.0 %	9.0 %	0	0	
4216 : Other instructors	Manitoba	4	0	0.0 %	9.0 %	0	0	Manitoba
<b>05 : Supervisors</b>		27	1	3.7 %	11.9 %	3	-2	
Employment Equity Occupational Group	Man. less CMA	5	1	20.0 %	19.1 %	1	0	Man. less CMA
Employment Equity Occupational Group	Winnipeg	22	0	0.0 %	10.3 %	2	-2	Winnipeg
<b>07 : Administrative and Senior Clerical Personnel</b>		2	0	0.0 %	9.2 %	0	0	
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	9.2 %	0	0	Winnipeg
<b>10 : Clerical Personnel</b>		15	1	6.7 %	11.9 %	2	-1	
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	19.1 %	0	0	Man. less CMA
Employment Equity Occupational Group	Winnipeg	14	1	7.1 %	11.4 %	2	-1	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		5	2	40.0 %	19.0 %	1	1	
Employment Equity Occupational Group	Man. less CMA	3	2	66.7 %	24.6 %	1	1	Man. less CMA
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	10.6 %	0	0	Winnipeg
<b>13 : Other Sales and Service Personnel</b>		1004	289	28.8 %	22.6 %	227	62	
Employment Equity Occupational Group	Man. less CMA	644	266	41.3 %	28.6 %	184	82	Man. less CMA
Employment Equity Occupational Group	Winnipeg	360	23	6.4 %	12.1 %	44	-21	Winnipeg
<b>Total</b>		<b>1069</b>	<b>293</b>	<b>27.4 %</b>	<b>21.9 %</b>	<b>233</b>	<b>60</b>	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



## Workforce Analysis - Detailed Report

Date: 2019-03-07

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	11.5 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	10	0	0.0 %	17.6 %	2	-2	National
<b>04 : Semi-Professionals and Technicians</b>		4	0	0.0 %	17.4 %	1	-1	
4216 : Other instructors	Manitoba	4	0	0.0 %	17.4 %	1	-1	Manitoba
<b>05 : Supervisors</b>		27	0	0.0 %	21.6 %	6	-6	
Employment Equity Occupational Group	Man. less CMA	5	0	0.0 %	4.7 %	0	0	Man. less CMA
Employment Equity Occupational Group	Winnipeg	22	0	0.0 %	25.4 %	6	-6	Winnipeg
<b>07 : Administrative and Senior Clerical Personnel</b>		2	1	50.0 %	15.9 %	0	1	
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	15.9 %	0	1	Winnipeg
<b>10 : Clerical Personnel</b>		15	4	26.7 %	21.9 %	3	1	
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	3.0 %	0	0	Man. less CMA
Employment Equity Occupational Group	Winnipeg	14	4	28.6 %	23.3 %	3	1	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		5	1	20.0 %	15.9 %	1	0	
Employment Equity Occupational Group	Man. less CMA	3	0	0.0 %	5.5 %	0	0	Man. less CMA
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	31.4 %	1	0	Winnipeg
<b>13 : Other Sales and Service Personnel</b>		1004	69	6.9 %	19.2 %	193	-124	
Employment Equity Occupational Group	Man. less CMA	644	10	1.6 %	7.9 %	51	-41	Man. less CMA
Employment Equity Occupational Group	Winnipeg	360	59	16.4 %	39.4 %	142	-83	Winnipeg
<b>Total</b>		<b>1069</b>	<b>75</b>	<b>7.0 %</b>	<b>19.2 %</b>	<b>206</b>	<b>-131</b>	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



### Workforce Analysis - Detailed Report

Date: 2019-03-07

#### Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	12	0	0.0 %	5.0 %	1	-1	National
04 : Semi-Professionals and Technicians	National	4	1	25.0 %	7.6 %	0	1	National
05 : Supervisors	National	27	0	0.0 %	27.5 %	7	-7	National
07 : Administrative and Senior Clerical Personnel	National	2	0	0.0 %	10.0 %	0	0	National
10 : Clerical Personnel	National	15	2	13.3 %	9.3 %	1	1	National
11 : Intermediate Sales and Service Personnel	National	5	0	0.0 %	10.8 %	1	-1	National
13 : Other Sales and Service Personnel	National	1004	14	1.4 %	10.7 %	107	-93	National
<b>Total</b>		<b>1069</b>	<b>17</b>	<b>1.6 %</b>	<b>11.0 %</b>	<b>117</b>	<b>-100</b>	

Total may not equal sum of components due to rounding.

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



### Workforce Analysis - Detailed Report

Date: 2019-03-07

001567

#### 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
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA





### Workforce Analysis - Detailed Report

Date: 2019-03-07

001568

#### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Canadian Corps of Commissionaires, Manitoba Division

**Workforce Analysis - Summary Report**

Date: 2019-03-07

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	2	0	0.0 %	27.6 %	1	-1
02 : Middle and Other Managers	10	3	30.0 %	39.4 %	4	-1
04 : Semi-Professionals and Technicians	4	0	0.0 %	47.3 %	2	-2
05 : Supervisors	27	4	14.8 %	54.8 %	15	-11
07 : Administrative and Senior Clerical Personnel	2	2	100.0 %	82.0 %	2	0
10 : Clerical Personnel	15	6	40.0 %	68.8 %	10	-4
11 : Intermediate Sales and Service Personnel	5	1	20.0 %	71.4 %	4	-3
13 : Other Sales and Service Personnel	1004	355	35.4 %	57.2 %	574	-219
<b>Total</b>	<b>1069</b>	<b>371</b>	<b>34.7 %</b>	<b>57.2 %</b>	<b>612</b>	<b>-241</b>

Total may not equal sum of components due to rounding.



## Workforce Analysis - Summary Report

Date: 2019-03-07

### Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	10	0	0.0 %	2.7 %	0	0
04 : Semi-Professionals and Technicians	4	0	0.0 %	9.0 %	0	0
05 : Supervisors	27	1	3.7 %	11.9 %	3	-2
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	9.2 %	0	0
10 : Clerical Personnel	15	1	6.7 %	11.9 %	2	-1
11 : Intermediate Sales and Service Personnel	5	2	40.0 %	19.0 %	1	1
13 : Other Sales and Service Personnel	1004	289	28.8 %	22.6 %	227	62
<b>Total</b>	<b>1069</b>	<b>293</b>	<b>27.4 %</b>	<b>21.9 %</b>	<b>233</b>	<b>60</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-03-07

#### Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	2	0	0.0 %	11.5 %	0	0
02 : Middle and Other Managers	10	0	0.0 %	17.6 %	2	-2
04 : Semi-Professionals and Technicians	4	0	0.0 %	17.4 %	1	-1
05 : Supervisors	27	0	0.0 %	21.6 %	6	-6
07 : Administrative and Senior Clerical Personnel	2	1	50.0 %	15.9 %	0	1
10 : Clerical Personnel	15	4	26.7 %	21.9 %	3	1
11 : Intermediate Sales and Service Personnel	5	1	20.0 %	15.9 %	1	0
13 : Other Sales and Service Personnel	1004	69	6.9 %	19.2 %	193	-124
<b>Total</b>	<b>1069</b>	<b>75</b>	<b>7.0 %</b>	<b>19.2 %</b>	<b>206</b>	<b>-131</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-03-07

001572

#### Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	12	0	0.0 %	5.0 %	1	-1
04 : Semi-Professionals and Technicians	4	1	25.0 %	7.6 %	0	1
05 : Supervisors	27	0	0.0 %	27.5 %	7	-7
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	10.0 %	0	0
10 : Clerical Personnel	15	2	13.3 %	9.3 %	1	1
11 : Intermediate Sales and Service Personnel	5	0	0.0 %	10.8 %	1	-1
13 : Other Sales and Service Personnel	1004	14	1.4 %	10.7 %	107	-93
<b>Total</b>	<b>1069</b>	<b>17</b>	<b>1.6 %</b>	<b>11.0 %</b>	<b>117</b>	<b>-100</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-03-07

001573

#### 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
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA



### Workforce Analysis - Summary Report

Date: 2019-03-07

#### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National





## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

#### Canadian Corps of Commissionaires, Manitoba Division

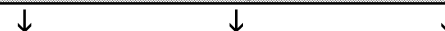
2019-03-06

#### Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	26

#### Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	06

#### Table 2: Aboriginal Peoples

##### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	2	0	2.9
02	Middle & Other Managers	10	0	2.2
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	4	0	12.2
05	Supervisors	27	1	12.3
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	8.5
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	13	0	9.8
11	Intermediate Sales & Service Personnel	4	0	21.9
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	1,025	13	13.2
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>1,086</b>	<b>14</b>	<b>12.5</b>

**\* Source:**

2006 Census of Canada

#### Table 6: Aboriginal Peoples

##### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		2	0	3.2
		10	0	2.7
		0	0	0.0
		4	0	9.0
		27	1	11.9
		0	0	0.0
		2	0	9.2
		0	0	0.0
		0	0	0.0
		15	1	11.9
		5	2	19.0
		0	0	0.0
		1,004	289	22.6
		0	0	0.0
<b>Total</b>		<b>1,069</b>	<b>293</b>	<b>21.9</b>

**\* Source:**

2006 Census of Canada

## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

#### Canadian Corps of Commissionaires, Manitoba Division

2019-03-06

#### Data from First/Previous Workforce Analysis

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	26

#### Data from Subsequent/Current Workforce Analysis

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	06

#### Table 3: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	First/Previous Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
	#	#	%
01 Senior Managers	2	0	10.1
02 Middle & Other Managers	10	1	15.0
03 Professionals	0	0	0.0
04 Semi-Professionals & Technicians	4	0	17.9
05 Supervisors	27	0	14.8
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	1	1	11.1
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	13	3	17.0
11 Intermediate Sales & Service Personnel	4	0	2.7
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	1,025	28	26.5
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>1,086</b>	<b>33</b>	<b>24.1</b>

\* Source:

2006 Census of Canada

#### Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Subsequent/Current Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
	#	#	%
01 Senior Managers	2	0	11.5
02 Middle & Other Managers	10	0	17.6
03 Professionals	0	0	0.0
04 Semi-Professionals & Technicians	4	0	17.4
05 Supervisors	27	0	21.6
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	2	1	15.9
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	15	4	21.9
11 Intermediate Sales & Service Personnel	5	1	15.9
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	1,004	69	19.2
14 Other Manual Workers	0	0	0.0
<b>Total</b>	<b>1,069</b>	<b>75</b>	<b>19.2</b>

\* Source:

2006 Census of Canada

## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

#### Canadian Corps of Commissionaires, Manitoba Division

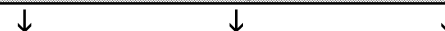
2019-03-06

#### Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	26

#### Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	06

**Table 4: Persons with Disabilities**

#### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	12	0	4.3
03	Professionals	0	0	0.0
04	Semi-Professionals & Technicians	4	1	4.6
05	Supervisors	27	1	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	13	1	7.0
11	Intermediate Sales & Service Personnel	4	0	5.6
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	1,025	3	6.3
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>1,086</b>	<b>6</b>	<b>6.9</b>

\* Source:

2006 Census of Canada

**Table 8: Persons with Disabilities**

#### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		12	0	5.0
		0	0	0.0
		4	1	7.6
		27	0	27.5
		0	0	0.0
		2	0	10.0
		0	0	0.0
		0	0	0.0
		15	2	9.3
		5	0	10.8
		0	0	0.0
		1,004	14	10.7
		0	0	0.0
<b>Total</b>		<b>1,069</b>	<b>17</b>	<b>11.0</b>

\* Source:

2006 Census of Canada

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Canadian Corps of Commissionaires, Manitoba Division**

43530

Start Date of Flow Data		
YYYY	MM	DD
2016	05	26

End Date of Flow Data		
YYYY	MM	DD
2019	01	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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**Table 1: Women**

**Table 5: Women**

**Table 9: Women**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	4	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	1	0	0
11 Intermediate Sales & Service Personnel	3	0	4	1
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	69	11	323	119
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>81</b>	<b>14</b>	<b>327</b>	<b>120</b>

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
2	0	0	0
0	0	0	0
1	0	0	0
11	0	0	0
0	0	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	1	1	1
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>21</b>	<b>2</b>	<b>1</b>	<b>1</b>

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
3	1	0	0
0	0	0	0
0	0	0	0
9	2	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	3	0	0
3	2	4	0
0	0	0	0
61	11	308	119
0	0	0	0
<b>82</b>	<b>19</b>	<b>312</b>	<b>119</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Canadian Corps of Commissionaires, Manitoba Division**

43530

Start Date of Flow Data		
YYYY	MM	DD
2016	05	26

End Date of Flow Data		
YYYY	MM	DD
2019	01	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	4	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	1	0	0
11 Intermediate Sales & Service Personnel	3	2	4	1
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	69	6	323	87
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>81</b>	<b>9</b>	<b>327</b>	<b>88</b>

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
2	0	0	0
0	0	0	0
1	0	0	0
11	1	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	0	1	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>21</b>	<b>1</b>	<b>1</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
9	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0
3	0	4	2
0	0	0	0
0	0	0	0
61	1	308	79
0	0	0	0
<b>82</b>	<b>1</b>	<b>312</b>	<b>81</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Canadian Corps of Commissionaires, Manitoba Division**

43530

Start Date of Flow Data		
YYYY	MM	DD
2016	05	26

End Date of Flow Data		
YYYY	MM	DD
2019	01	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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Employment Equity Occupational Group (EEOG)		Table 3: Persons with Disabilities			
		Full-time / National		Part-time / National	
		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	2	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	1	0	0	0
05	Supervisors	4	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	1	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	1	0	0	0
11	Intermediate Sales & Service Personnel	3	0	4	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	69	4	323	7
14	Other Manual Workers	0	0	0	0
<b>Total</b>		<b>81</b>	<b>4</b>	<b>327</b>	<b>7</b>

		Table 7: Persons with Disabilities			
		Full-time / National		Part-time / National	
		All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
		#	#	#	#
		0	0	0	0
		2	0	0	0
		0	0	0	0
		1	0	0	0
		11	0	0	0
		0	0	0	0
		1	0	0	0
		0	0	0	0
		0	0	0	0
		6	1	1	0
		0	0	0	0
		0	0	0	0
		0	0	0	0
		0	0	0	0
		21	1	1	0

		Table 11: Persons with Disabilities			
		Full-time / National		Part-time / National	
		All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
		#	#	#	#
		0	0	0	0
		3	0	0	0
		0	0	0	0
		0	0	0	0
		9	0	0	0
		0	0	0	0
		0	0	0	0
		0	0	0	0
		0	0	0	0
		6	1	0	0
		3	0	4	0
		0	0	0	0
		61	3	308	5
		0	0	0	0
		82	4	312	5

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Canadian Corps of Commissionaires, Manitoba Division**

43530

Start Date of Flow Data		
YYYY	MM	DD
2016	05	26

End Date of Flow Data		
YYYY	MM	DD
2019	01	31

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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**Table 4: Members of Visible Minorities**

**Table 8: Members of Visible Minorities**

**Table 12: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	4	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	3	1	4	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	69	13	323	30
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>81</b>	<b>14</b>	<b>327</b>	<b>30</b>

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
2	0	0	0
0	0	0	0
1	0	0	0
11	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
6	2	1	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>21</b>	<b>2</b>	<b>1</b>	<b>0</b>

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	0
3	1	0	0
0	0	0	0
0	0	0	0
9	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0
3	0	4	0
0	0	0	0
61	8	308	41
0	0	0	0
<b>82</b>	<b>9</b>	<b>312</b>	<b>41</b>



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Canadian Corps of Commissionaires, Manitoba Division

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Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
01 Senior Managers	2	0.0%		0	0.0%		0	0	0	0.0%	0	1	0		27.4%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	10	0.0%		0	30.0%		0	0	4	0.0%	0	0	0		38.9%	0	0	40.0%	40.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	4	0.0%		0	0.0%		0	0	0	0.0%	0	3	0		66.0%	-3	-3	0.0%	0.0%
05 Supervisors	27	0.0%		0	33.3%		0	0	5	0.0%	0	10	0		54.9%	-10	-10	18.5%	18.5%
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	1	26.0%		0	0.0%		0	0	1	0.0%	0	0	0		81.0%	0	0	100.0%	100.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	13	4.9%		0	42.9%		0	0	4	0.0%	0	5	0		67.9%	-5	-5	30.8%	30.8%
11 Intermediate Sales & Service	4	7.7%		0	155.6%		0	0	1	0.0%	0	2	0		72.9%	-2	-2	25.0%	25.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	1,025	-0.7%		0	36.4%		0	0	41	0.0%	0	523	0		55.0%	-523	-523	4.0%	4.0%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,086	-0.5%		0	36.6%		0	0	56	0.0%	0	543	0		55.2%	-543	-543	5.2%	5.2%

† 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 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
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	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	



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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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Canadian Corps of Commissionaires, Manitoba Division

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Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-05-26	Annually	Over 3 Years									
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	
01 Senior Managers	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	10	0.0%		0	30.0%		0	0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%	
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	4	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	12.2%	0	0	0.0%	0.0%	
05 Supervisors	27	0.0%		0	33.3%		0	0	1	0.0%	0	2	0	12.3%	-2	-2	3.7%	3.7%	
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	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	8.5%	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	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%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	13	4.9%		0	42.9%		0	0	0	0.0%	0	1	0	9.8%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	4	7.7%		0	155.6%		0	0	0	0.0%	0	1	0	21.9%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	1,025	-0.7%		0	36.4%		0	0	13	0.0%	0	122	0	13.2%	-122	-122	1.3%	1.3%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	1,086	-0.5%		0	36.6%		0	0	14	0.0%	0	122	0	12.5%	-122	-122	1.3%	1.3%	

† 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 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
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	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	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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Part 3: Goals

Canadian Corps of Commissionaires, Manitoba Division

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Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	YYYY - YYYY								
		2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-05-26	Annually	Over 3 Years	Years	2016	2019	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%			
01/02	Managers	12	0.0%		0	15.0%		0	0	0	0.0%	0	1	0		4.3%	-1	-1	0.0%	0.0%
03	Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04	Semi-Professionals & Tech	4	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0		4.6%	1	1	25.0%	25.0%
05	Supervisors	27	0.0%		0	33.3%		0	0	1	0.0%	0	3	0		13.9%	-3	-3	3.7%	3.7%
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	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.4%	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	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%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	13	4.9%		0	42.9%		0	0	1	0.0%	0	0	0		7.0%	0	0	7.7%	7.7%
11	Intermediate Sales & Service	4	7.7%		0	155.6%		0	0	0	0.0%	0	0	0		5.6%	0	0	0.0%	0.0%
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	1,025	-0.7%		0	36.4%		0	0	3	0.0%	0	62	0		6.3%	-62	-62	0.3%	0.3%
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		1,086	-0.5%		0	36.6%		0	0	6	0.0%	0	69	0		6.9%	-69	-69	0.6%	0.6%

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
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	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

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**Part 3: Goals**

**Canadian Corps of Commissionaires, Manitoba Division**

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	First/Previous Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%	
02 Middle & Other Managers	10	0.0%		0	30.0%		0	0	1	0.0%	0	1	0	15.0%	-1	-1	10.0%	10.0%	
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	4	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	17.9%	-1	-1	0.0%	0.0%	
05 Supervisors	27	0.0%		0	33.3%		0	0	0	0.0%	0	4	0	14.8%	-4	-4	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	1	26.0%		0	0.0%		0	0	1	0.0%	0	-1	0	11.1%	1	1	100.0%	100.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	13	4.9%		0	42.9%		0	0	3	0.0%	0	-1	0	17.0%	1	1	23.1%	23.1%	
11 Intermediate Sales & Service	4	7.7%		0	155.6%		0	0	0	0.0%	0	0	0	2.7%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	1,025	-0.7%		0	36.4%		0	0	28	0.0%	0	244	0	26.5%	-244	-244	2.7%	2.7%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	1,086	-0.5%		0	36.6%		0	0	33	0.0%	0	229	0	24.1%	-229	-229	3.0%	3.0%	

† 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 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
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	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	

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Canadian Corps of Commissionaires, Manitoba Division

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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Canadian Corps of Commissionaires, Manitoba Division

43530

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2019-03-06	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	27.6%	27.6%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	10	0.0%	0.0%	0	30.0%	1.0%	0	0	3	1.0%	0	1	0	39.4%	39.4%	-1	-1	30.0%	30.0%
03 Professionals	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	4	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	2	0	47.3%	47.3%	-2	-2	0.0%	0.0%
05 Supervisors	27	0.0%	1.0%	1	33.3%	1.0%	1	2	4	1.0%	0	11	1	50.0%	54.8%	-11	-10	14.8%	17.9%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	26.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	0	0	0.0%	82.0%	0	0	100.0%	100.0%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	15	4.9%	0.0%	0	42.9%	0.0%	0	0	6	0.0%	0	4	0	50.0%	68.8%	-4	-4	40.0%	40.0%
11 Intermediate Sales & Service	5	7.7%	0.0%	0	155.6%	1.0%	0	0	1	1.0%	0	3	0	50.0%	71.4%	-3	-3	20.0%	20.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	1,004	-0.7%	0.0%	0	36.4%	10.0%	301	301	355	10.0%	107	326	151	50.0%	57.2%	-219	-175	35.4%	39.7%
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	#DIV/0!	#DIV/0!
Total	1,069	-0.5%		0	36.6%		0	0	371	0.0%	0	240	0		57.2%	-240	-240	34.7%	34.7%

† 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)	Women				Comments
	Short-term Goals		Long-term Goals		
		%	%		
01 Senior Managers		27.6	27.6	No growth expected as there are only two positions in this category. Full recruitment campaign will be launched should turnover occur.	
02 Middle & Other Managers		39.4	39.4	Minimal to no growth expected. Candidates selected internally using a full recruitment campaign should turnover occur. One retirement occurred in reporting period.	
03 Professionals		0.0	0.0		
04 Semi-Professionals & Tech		47.3	47.3	Instructor positions; low turnover; internally recruited if required.	
05 Supervisors		50.0	50.0	These positions are dependent upon contracts that can change on short notice.	
06 Supervisors: Crafts & Trades		0.0	0.0		
07 Administrative & Sr Clerical		0.0	0.0	currently two positions occupied by two women and one person designated as visible minority. One position created in 2018. Nil further changes expected.	
08 Skilled Sales & Service		0.0	0.0		
09 Skilled Crafts & Trades		0.0	0.0		
10 Clerical Personnel		50.0	50.0	Minimal further growth expected. Had unexpected retirements/releases.	
11 Intermediate Sales & Service		50.0	50.0	One Full time positions and two part time positions created. Nil further growth expected at this time.	
12 Semi-Skilled Manual		0.0	0.0		
13 Other Sales & Service		50.0	50.0	security industry experiences high turn over rates. The number of guards are directly dependent upon availability of contracts or changes to a contract.	
14 Other Manual Workers		0.0	0.0		



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Part 3: Goals

Canadian Corps of Commissionaires, Manitoba Division

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Total		0.0	0.0
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Canadian Corps of Commissionaires, Manitoba Division

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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	%	%	%	%	%
	#	%	%	#	%	%	#	#	%	%	%	#	%	%	%	#	%	%	%
01 Senior Managers	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	10	0.0%		0	30.0%		0	0	0	0.0%	0	0	0	2.7%	0	0	0.0%	0.0%	
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	4	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	9.0%	0	0	0.0%	0.0%	
05 Supervisors	27	0.0%	1.0%	1	33.3%		0	1	1	0.0%	0	2	0	11.9%	11.9%	-2	-2	3.7%	3.6%
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	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	9.2%	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	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%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	15	4.9%	0.0%	0	42.9%		0	1	1	0.0%	0	1	0	11.9%	11.9%	-1	-1	6.7%	6.7%
11 Intermediate Sales & Service	5	7.7%		0	155.6%		0	0	2	0.0%	0	-1	0	19.0%	1	1	40.0%	40.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	1,004	-0.7%		0	36.4%		0	0	289	0.0%	0	-62	0	22.6%	62	62	28.8%	28.8%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	1,069	-0.5%		0	36.6%		0	0	293	0.0%	0	-59	0	21.9%	59	59	27.4%	27.4%	

† 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 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors	11.9		11.9		Supervisors are internally selected from current employees. The number of supervisors are strictly dependent upon the terms of a contract and could change without notice.
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	11.9		11.9		the annual growth from 2016 in this group was due largely due to the addition of two employees from group 13. Minimal further growth or turnover expected.
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	

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Part 3: Goals

Canadian Corps of Commissionaires, Manitoba Division

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Total		0.0	0.0
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Part 3: Goals

Canadian Corps of Commissionaires, Manitoba Division

43530

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	YYYY-MM-DD			Annually	Over 3 Years		From - To	2019					
		2019-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%
		#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01/02	Managers	12	0.0%	0.0%	0	15.0%		0	0	0	0.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%
03	Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
04	Semi-Professionals & Tech	4	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	7.6%	7.6%	1	1	25.0%	25.0%
05	Supervisors	27	0.0%	1.0%	1	33.3%	1.0%	1	2	0	1.0%	0	8	1	27.5%	27.5%	-7	-7	0.0%	3.6%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.0%	10.0%	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%	0.0%	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%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	15	4.9%		0	42.9%		0	0	2	0.0%	0	-1	0	9.3%	9.3%	1	1	13.3%	13.3%
11	Intermediate Sales & Service	5	7.7%	1.0%	0	155.6%	1.0%	0	0	0	1.0%	0	1	0	10.8%	10.8%	-1	-1	0.0%	0.0%
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	1,004	-0.7%	1.0%	30	36.4%	10.0%	301	331	14	10.0%	4	101	35	10.7%	10.7%	-93	-66	1.4%	4.4%
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		1,069	-0.5%		0	36.6%		0	0	17	0.0%	0	101	0	11.0%	11.0%	-101	-101	1.6%	1.6%

† 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

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02	Managers		5.0	5.0	Minimal to no growth expected. Candidates selected internally using a full recruitment campaign should turnover occur.
03	Professionals		0.0	0.0	
04	Semi-Professionals & Tech		0.0	0.0	
05	Supervisors	27.5		27.5	Supervisors are internally selected from current employees, and are entirely dependent upon the terms of a contract that can change without notice. Recruitment campaigns conducted when required
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	10.8		10.8	This group is required to obtain and maintain specific physical and occupational requirements to perform the required duties.
12	Semi-Skilled Manual		0.0	0.0	
13	Other Sales & Service	10.7		10.7	The general duties of security guards require a certain level of physical and psychological capability in order to safely perform their duties. This occupation also experience high turnover rates.
14	Other Manual Workers		0.0	0.0	
Total			0.0	0.0	

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Canadian Corps of Commissionaires, Manitoba Division

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Members of Visible Minorities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	From - To								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2019	2022	%	#	#	%	%		
		2019-03-06	%	%	#	%	%	#	2019-03-06	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	2	0.0%		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	0.0%	0.0%	0	30.0%	1.0%	0	0	0	1.0%	0	2	0	17.6%	17.6%	-2	-2	0.0%	0.0%	
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	4	0.0%	0.0%	0	0.0%	1.0%	0	0	0	1.0%	0	1	0	17.4%	17.4%	-1	-1	0.0%	0.0%	
05 Supervisors	27	0.0%	1.0%	1	33.3%	1.0%	1	2	0	1.0%	0	6	0	21.6%	21.6%	-6	-6	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	2	26.0%		0	0.0%		0	0	1	0.0%	0	-1	0	15.9%	1	1	50.0%	50.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	15	4.9%	0.0%	0	42.9%	1.0%	0	0	4	1.0%	0	-1	0	21.9%	21.9%	1	1	26.7%	26.7%	
11 Intermediate Sales & Service	5	7.7%		0	155.6%		0	0	1	0.0%	0	0	0	15.9%	0	0	20.0%	20.0%		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	1,004	-0.7%	1.0%	30	36.4%	10.0%	301	331	69	10.0%	21	151	64	19.2%	19.2%	-124	-87	6.9%	10.8%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	1,069	-0.5%		0	36.6%		0	0	75	0.0%	0	130	0	19.2%	-130	-130	7.0%	7.0%		

† 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers	17.6		17.6		Minimal to no growth expected. Candidates selected internally using a full recruitment campaign should turnover occur.
03 Professionals	0.0		0.0		
04 Semi-Professionals & Tech	17.4		17.4		Minimal to no growth or turnover expected. Candidates selected internally using a full recruitment campaign should turnover occur.
05 Supervisors	21.6		21.6		Supervisors are internally selected from current employees, and are entirely dependent upon the terms of a contract that can change without notice. Recruitment campaigns conducted when required
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	21.9		21.9		the annual growth from 2016 in this group was due largely due to the addition of two employees from group 13. Minimal further growth or turnover expected.
11 Intermediate Sales & Service	0.0		0.0		
12 Semi-Skilled Manual	0.0		0.0		
13 Other Sales & Service	19.2		19.2		Current recruitment efforts are all inclusive. There is also some difficulty for persons to obtain the contractual security clearances required of the majority of our clients.
14 Other Manual Workers	0.0		0.0		

Federal Contractors Program Achievement Report

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Part 3: Goals

Canadian Corps of Commissionaires, Manitoba Division

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Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Canadian Corps of Commissionaires, Manitoba Division

43530

001598

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	2	0	0.0	27.4	1	-1	0.0																
	2019	2	0	0.0	27.6	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	10	4	40.0	38.9	4	0	102.8																
	2019	10	3	30.0	39.4	4	-1	76.1	2	0	0.0	1	-1	2	0	0.0	1	-1	3	1	33.3	1	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
04 Semi-Professionals & Technicians	2016	4	0	0.0	66.0	3	-3	0.0																
	2019	4	0	0.0	47.3	2	-2	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	27	5	18.5	54.9	15	-10	33.7																
	2019	27	4	14.8	54.8	15	-11	27.0	4	1	25.0	2	-1	11	0	0.0	2	-2	9	2	22.2	2	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	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	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			27.6	0.0			27.6	0.0		
02 Middle & Other Managers	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			39.4	0.0			39.4	0.0		
03 Professionals	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			47.3	0.0			47.3	0.0		
05 Supervisors	2019	15	1	6.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	15	1	6.7			50.0	13.3			50.0	13.3		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Canadian Corps of Commissionaires, Manitoba Division

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	1	100.0	81.0	1	0	123.5																
	2019	2	2	100.0	82.0	2	0	122.0	1	1	100.0	1	0	1	1	100.0	1	0	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
10 Clerical Personnel	2016	13	4	30.8	67.9	9	-5	45.3																
	2019	15	6	40.0	68.8	10	-4	58.1	1	1	100.0	1	0	7	2	28.6	2	0	6	3	50.0	2	1	
11 Intermediate Sales & Service Personnel	2016	4	1	25.0	72.9	3	-2	34.3																
	2019	5	1	20.0	71.4	4	-3	28.0	7	1	14.3	5	-4	0	0	0.0	0	0	7	2	28.6	2	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	2	100.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	8	3	37.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	3	37.5			50.0	75.0			50.0	75.0		
11 Intermediate Sales & Service Personnel	2019	7	1	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	1	14.3			50.0	28.6			50.0	28.6		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		



Federal Contractors Program Achievement Report

Part 4: Results - Women

Canadian Corps of Commissionaires, Manitoba Division

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	1,025	41	4.0	55.0	564	-523	7.3																
	2019	1,004	355	35.4	57.2	574	-219	61.8	392	130	33.2	224	-94	0	0	0.0	0	0	0	369	130	35.2	15	115
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
Total	2016	1,086	56	5.2	55.2	599	-543	9.3																
	2019	1,069	371	34.7	57.2	611	-240	60.7	408	134	32.8	233	-99	22	3	13.6	1	2	394	138	35.0	20	118	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2019	392	130	33.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	392	130	33.2			50.0	66.3			50.0	66.3	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	430	137	31.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	430	137	31.9			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Canadian Corps of Commissionaires, Manitoba Division

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001601

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#				
01 Senior Managers	2016	2	0	0.0	2.9	0	0	0.0																	
	2019	2	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
02 Middle & Other Managers	2016	10	0	0.0	2.2	0	0	0.0																	
	2019	10	0	0.0	2.7	0	0	0.0	2	0	0.0	0	0	0	2	0	0.0	0	0	3	0	0.0	0	0	
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	
04 Semi-Professionals & Technicians	2016	4	0	0.0	12.2	0	0	0.0																	
	2019	4	0	0.0	9.0	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0	
05 Supervisors	2016	27	1	3.7	12.3	3	-2	30.1																	
	2019	27	1	3.7	11.9	3	-2	31.1	4	0	0.0	0	0	11	1	9.1	0	1	9	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
02 Middle & Other Managers	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0										
03 Professionals	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0										
05 Supervisors	2019	15	1	6.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	15	1	6.7			11.9	56.0						
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Canadian Corps of Commissionaires, Manitoba Division

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001602

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#				
07 Administrative & Senior Clerical	2016	1	0	0.0	8.5	0	0	0.0																	
	2019	2	0	0.0	9.2	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	0
10 Clerical Personnel	2016	13	0	0.0	9.8	1	-1	0.0																	
	2019	15	1	6.7	11.9	2	-1	56.0	1	1	100.0	0	1	7	0	0.0	0	0	0	6	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	4	0	0.0	21.9	1	-1	0.0																	
	2019	5	2	40.0	19.0	1	1	210.5	7	3	42.9	1	2	0	0	0.0	0	0	0	7	2	28.6	0	2	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0										
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
10 Clerical Personnel	2019	8	1	12.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	1	12.5			11.9	105.0			11.9	105.0		
11 Intermediate Sales & Service Personnel	2019	7	3	42.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	3	42.9										
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Canadian Corps of Commissionaires, Manitoba Division

43530

001603

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2016	1,025	13	1.3	13.2	135	-122	9.6																
	2019	1,004	289	28.8	22.6	227	62	127.4	392	93	23.7	89	4	0	0	0.0	0	0	0	369	80	21.7	5	75
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
Total	2016	1,086	14	1.3	12.5	136	-122	10.3																
	2019	1,069	293	27.4	21.9	234	59	125.2	408	97	23.8	89	8	22	1	4.5	0	1	394	82	20.8	5	77	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2019	392	93	23.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	392	93	23.7			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	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	430	98	22.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	430	98	22.8			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

001604

Part 6: Results - Persons with Disabilities

Canadian Corps of Commissionaires, Manitoba Division

43530

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01&02 Managers	2016	12	0	0.0	4.3	1	-1	0.0																
	2019	12	0	0.0	5.0	1	-1	0.0	2	0	0.0	0	0	2	0	0.0	0	0	3	0	0.0	0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
04 Semi-Professionals & Technicians	2016	4	1	25.0	4.6	0	1	543.5																
	2019	4	1	25.0	7.6	0	1	328.9	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	27	1	3.7	13.9	4	-3	26.6																
	2019	27	0	0.0	27.5	7	-7	0.0	4	0	0.0	1	-1	11	0	0.0	0	0	9	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	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	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities										
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			5.0	0.0			5.0	0.0		
03 Professionals	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	15	0	0.0			27.5	0.0			27.5	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

001605

**Part 6: Results - Persons with Disabilities**

**Canadian Corps of Commissionaires, Manitoba Division**

**43530**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	0	0.0	3.4	0	0	0.0																
	2019	2	0	0.0	10.0	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
10 Clerical Personnel	2016	13	1	7.7	7.0	1	0	109.9																
	2019	15	2	13.3	9.3	1	1	143.4	1	0	0.0	0	0	7	1	14.3	1	0	6	1	16.7	0	1	
11 Intermediate Sales & Service Personnel	2016	4	0	0.0	5.6	0	0	0.0																
	2019	5	0	0.0	10.8	1	-1	0.0	7	0	0.0	1	-1	0	0	0.0	0	0	7	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	8	1	12.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	1	12.5			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	0	0.0			10.8	0.0			10.8	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Canadian Corps of Commissionaires, Manitoba Division

43530

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	1,025	3	0.3	6.3	65	-62	4.6																
	2019	1,004	14	1.4	10.7	107	-93	13.0	392	11	2.8	42	-31	0	0	0.0	0	0	0	369	8	2.2	1	7
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
Total	2016	1,086	6	0.6	6.9	75	-69	8.0																
	2019	1,069	17	1.6	11.0	118	-101	14.5	408	11	2.7	45	-34	22	1	4.5	0	1	394	9	2.3	2	7	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	392	11	2.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	392	11	2.8			10.7	26.2			10.7	26.2		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	430	12	2.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	430	12	2.8			0.0	0.0			0.0	0.0		



Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Canadian Corps of Commissionaires, Manitoba Division

43530

001607

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#				
01 Senior Managers	2016	2	0	0.0	10.1	0	0	0.0																	
	2019	2	0	0.0	11.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	10	1	10.0	15.0	2	-1	66.7																	
	2019	10	0	0.0	17.6	2	-2	0.0	2	0	0.0	0	0	0	2	0	0.0	0	0	0	3	1	33.3	0	1
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	0
04 Semi-Professionals & Technicians	2016	4	0	0.0	17.9	1	-1	0.0																	
	2019	4	0	0.0	17.4	1	-1	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	27	0	0.0	14.8	4	-4	0.0																	
	2019	27	0	0.0	21.6	6	-6	0.0	4	0	0.0	1	-1	11	0	0.0	0	0	0	9	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
02 Middle & Other Managers	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			17.6	0.0			17.6	0.0		
03 Professionals	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			17.4	0.0			17.4	0.0		
05 Supervisors	2019	15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	15	0	0.0			21.6	0.0			21.6	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		



Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Canadian Corps of Commissionaires, Manitoba Division

43530

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	1	1	100.0	11.1	0	1	900.9																
	2019	2	1	50.0	15.9	0	1	314.5	1	0	0.0	0	0	1	0	0.0	1	-1	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
10 Clerical Personnel	2016	13	3	23.1	17.0	2	1	135.7																
	2019	15	4	26.7	21.9	3	1	121.8	1	0	0.0	0	0	7	2	28.6	2	0	6	0	0.0	1	-1	
11 Intermediate Sales & Service Personnel	2016	4	0	0.0	2.7	0	0	0.0																
	2019	5	1	20.0	15.9	1	0	125.8	7	1	14.3	1	0	0	0	0.0	0	0	7	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0		0.0	0.0			0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0	0.0		
10 Clerical Personnel	2019	8	2	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	8	2	25.0		21.9	114.2			21.9	114.2	0.0		
11 Intermediate Sales & Service Personnel	2019	7	1	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	1	14.3		0.0	0.0			0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Canadian Corps of Commissionaires, Manitoba Division**

**43530**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	1,025	28	2.7	26.5	272	-244	10.3																
	2019	1,004	69	6.9	19.2	193	-124	35.8	392	43	11.0	75	-32	0	0	0.0	0	0	0	369	49	13.3	10	39
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	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	0
Total	2016	1,086	33	3.0	24.1	262	-229	12.6																
	2019	1,069	75	7.0	19.2	205	-130	36.5	408	44	10.8	78	-34	22	2	9.1	1	1	394	50	12.7	12	38	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2019	392	43	11.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	392	43	11.0			19.2	57.1			19.2	57.1	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	430	46	10.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	430	46	10.7			0.0	0.0			0.0	0.0	

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Canadian Corps of Commissionaires, Manitoba Division</b>
<b>43530</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

Several loss of contracts and changes to contracts have impacted the employee numbers related to growth and terminations. The security industry, in general, experiences high turnover rates of 15-30%. The majority of our contracts require persons to have security clearances that many persons are unable to attain for a variety of reasons.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

[Redacted]

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

[Redacted]

- Other.

The BFOR of Security guard requires certain levels of physical ability regarding patrols etc.

### Additional Details

Please provide any additional information (optional):

With the exception of category 13, security guards, we experience very little turnover overall. We also strive to ensure all recruitment efforts are inclusive. Also of note, it appears that persons that are included in more than one category appear in only one of the categories. As an example in the administrative and clerical we have two positions staffed by women. One member self declared as visible minority and thus looking at Table 1 it would appear that there is only one woman vs two, as

**Federal Contractors Program  
Report of the Subsequent Compliance Assessment**

**Employer Name: Canadian Corps of Commissionaires, Manitoba Division**

**Primary Location: Winnipeg, Manitoba**

**Number of Employees: 1070**

**Organization Overview:**

NAICS 5616 (Investigation and security services)

(Commissionaires is a private, not-for-profit Canadian company with the highest retention rate in the industry, protecting people and property across Canada in the private and public sectors. Commissionaires are a well-trained, diverse team of all ages, primarily composed of former military and RCMP.)

**Key Dates – First Year Assessment**

Initiated: 2016-06-01  
 Received: 2016-06-16  
 Closed: 2016-06-28  
 Workforce 2016-06-16  
 Analysis:

**Key Dates – Subsequent Assessment**

Initiated: 2019-04-01  
 Received: 2019-03-13  
 Workforce 2019-03-07  
 Analysis:

**DATA VERIFICATION**

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes  No

Comments: None

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

Yes  No

Comments: None

**ASSESSMENT OF REASONABLE PROGRESS*****Women***

01	Senior Managers	No goal set
02	Middle & Other Managers	No goal set
04	Semi-Professionals & Technicians	No goal set
05	Supervisors	No goal set
10	Clerical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set
13	Other Sales & Service Personnel	No goal set

**Assessment/Observations**

- EEOG 01: There were zero new entrants.
- EEOG 02: There were four new entrants and none were women. At LMA rate of 39.4%, at least one person would have been expected.
- EEOG 04: There were two new entrants and none were women. At LMA rate of 47.3%, the goal was unattainable.
- EEOG 05: There were 15 new entrants and one was a woman. At LMA rate of 58.4%, at least eight people would have been expected.
- EEOG 10: There were 15 new entrants and six were women. At LMA rate of 68.8%, at least ten people would have been expected.
- EEOG 11: There were five new entrants and one was a woman. At LMA rate of 71.4%, at least three would have been expected.
- EEOG 13: There were 392 new entrants and 130 were women. At LMA rate of 57.2%, at least 224 would have been expected.

***Aboriginal Peoples***

05	Supervisors	No goal set
10	Clerical Personnel	No goal set

**Assessment/Observations**

- EEOG 05: There were 15 new entrants and one was a woman. At LMA rate of 11.9%, at least one person would have been expected.
- EEOG 10: There were eight new entrants and one was a woman. At LMA rate of 11.9%, the goal was unattainable.

**Persons with Disabilities**

01/02	Managers	No goal set
05	Supervisors	No goal set
11	Intermediate Sales & Service Personnel	No goal set
13	Other Sales & Service Personnel	No goal set

**Assessment/Observations**

- EEOG 01/02: There were four new entrants and none were women. At LMA rate of 5.0%, the goal was unattainable.
- EEOG 05: There were 15 new entrants and none were women. At LMA rate of 27.5%, at least four people would have been expected.
- EEOG 11: There were seven new entrants and none were women. At LMA rate of 10.8%, the goal was unattainable.
- EEOG 13: There were 392 new entrants and 11 were women. At LMA rate of 10.7%, at least 41 people would have been expected.

**Members of Visible Minorities**

02	Middle & Other Managers	No goal set
04	Semi-Professionals & Technicians	No goal set
05	Supervisors	No goal set
13	Other Sales & Service Personnel	No goal set

**Assessment/Observations**

- EEOG 02: There were four new entrants and none were women. At LMA rate of 17.6%, the goal was unattainable.
- EEOG 04: There were two new entrants and none were women. At LMA rate of 17.4%, the goal was unattainable.
- EEOG 05: There were 15 new entrants and none were women. At LMA rate of 21.6%, at least three people would have been expected.
- EEOG 13: There were 392 new entrants and 43 were of visible minority. At LMA rate of 19.2%, at least 75 people would have been expected.

**ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Zero short/long term goals were set during the previous first compliance assessment, which was accepted during the review. It makes it difficult to assess the overall progress achieved. Need to ensure proper goals are set for the next assessment period.



## ASSESSMENT OF GOALS

### Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01	Senior Managers	-1	27.6	27.6	0.0	27.6
02	Middle & Other Managers	-1	39.4	39.4	30.0	39.4
04	Semi-Professionals & Technicians	-2	47.3	47.3	0.0	47.3
05	Supervisors	-11	50.0	50.0	14.8	54.8
10	Clerical Personnel	-4	50.0	50.0	40.0	68.8
11	Interm. Sales & Service Personnel	-3	50.0	50.0	20.0	71.4
13	Other Sales & Service Personnel	-219	50.0	50.0	35.4	57.2

Observations:

- Goals have been set appropriately at LMA in every EEOG where there is a gap.

### Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
05	Supervisors	-2	11.9	11.9	3.7	11.9
10	Clerical Personnel	-1	11.9	11.9	6.7	11.9

Observations:

- Goals have been set appropriately at LMA in every EEOG where there is a gap.

**Persons with Disabilities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	5.0	5.0	0.0	5.0
05	Supervisors	-7	27.5	27.5	0.0	27.5
11	Interm. Sales & Service Personnel	-1	10.8	10.8	0.0	10.8
13	Other Sales & Service Personnel	-93	10.7	10.7	1.4	10.7

Observations:

- Goals have been set appropriately at LMA in every EEOG where there is a gap.

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-2	17.6	17.6	0.0	17.6
04	Semi-Professionals & Technicians	-1	17.4	17.4	0.0	17.4
05	Supervisors	-6	21.6	21.6	0.0	21.6
13	Other Sales & Service Personnel	-124	19.2	19.2	6.9	19.2

Observations:

- Goals have been set appropriately at LMA in every EEOG where there is a gap.

## RECOMMENDATION

I recommend that the employer be found:

in compliance    in non-compliance

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

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

**Name of Analyst: Céline Brown**

**Date: March 20, 2019**

## Nyirasafari, Ange AN [NC]

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**From:** Brown, Celine E [NC]  
**Sent:** March 29, 2019 1:07 PM  
**To:** 'ceo@commissionaires.mb.ca'  
**Subject:** Government of Canada Agreement Number: 10000416 – Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Tom Reimer:

I am writing to inform you that the subsequent compliance assessment initiated on April 1, 2019, has been completed. As a result of the assessment, Canadian Corps of Commissionaires, Manitoba Division has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Canadian Corps of Commissionaires, Manitoba Division's employment equity program.

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

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on April 1, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Canadian Corps of Commissionaires, Manitoba Division will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;

- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Canadian Corps of Commissionaires, Manitoba Division continued success in achieving a diverse and inclusive workplace.

Sincerely,

**Équipe de l'équité en emploi / Workplace Equity Team**

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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!