Employment and Emploi et Développement social Canada

Labour Program Federal Contractors Program

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Agreement to Implement Employment Equity

New Agreement	**************************************	is must be compli	******		
Revised Agreement					
	OR	GANIZATION		***************************************	
Legal Name of Organization		***************************************	Parent compan	y is located outsic	e Canada
Canadian Corps of Commissio	onaires, Manitoba	Division		innei.	
				Yes	Z No.
Operating Name (if different from Legal Name	o of Commission				
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			Total management		
				Lemployees in Ca I-Time and/or Par	
Organization's North American Industry Class To find your organization's four-digit NAICS o	ification System (NAICS) C	2000 Number			««««««««««««««««««««««««««««««««««««««
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290 Burnell Street		Winnipeg		Mi	Postal Code R3G 2A7
		Telephone Numbe	r	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	1233 2A
		(204) 942-5	993		
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Name (print)		NT EQUITY CONT	AUT	***************************************	
Keith Lamothe		Human Resou	roa Mananer		
Telephone Number	E-mail Address				igo of Correspondence
(204) 942-5993 x2219	brēcommissionia	res.mb.ca		(7) English	[7] French
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instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/end important note: If an audit of the Agreen the procurement instrument(s) with the G	g/iabour/equality/fcp/inde nent to implement Emplo	ex.shtml Syment Equity uncover			
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NOTE: The electronic country for the Chief	***************************************	***************************************		***************************************	***************************************
NOTE: The signatory must be the Chief contract on behalf of the organization	etion	audionzed person r	i an executive p	oston with lega	l authority to sign a
Name (print)		Title	***************************************	······	
Ton Reimer	·	Chief Execu	tive Office	X	
Telephone Number	E-mail Address			Preferred Langu	lage of Correspondence
204-942 6020	ceo@commissinai	xes.mb.ca			th French
Signature	***************************************	Date (YYYY-MM-DI	<b>)</b>		***************************************
		2016-01-27			
Privacy N					
The information you provide on this form is coll	ected under the authority o	f section 42 of the Emp.	byment Equity Ac	f to determine you	r eligibility for the Federa
Overstander regesse (r.O.r.).		~			
Completion of this form is mandatory. Refusal : to Bid List, loss of the right to bid on federal go	to provide personal informa veniment goods or service:	GON will result in the org contracts of any value	anization's name and may also res	being placed on it uit in the terminati	te FCP Limited Eligibility on of the contract
The information you provide may be used and/ disclosures of your personal information will ne	or disclosed for policy analy	rsis, roseauch andiocea	aluation numeros		
Your personal information is administered in ac your personal information, which is described in government publication entitled Info Source, wi accessed online at any Service Canada Centre	cordance with the Privacy : n Personal Information Bani nich is available at the follow	Act and other applicable	Haws. You have t		
	RETURN	INSTRUCTIONS	(((((((((((((((((((((((((((((((((((((((		
IMPORTANT:	······································				
The signed Agreement to Implement	it Employment Equity (	form must be sent t	o the Labour P	rogram by	
e-mail at: ee-eme@hrsdc-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				Cens	us Metropolitan	Areas	
		anent I-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	<b></b>			1070	Man. less CM	A 18	635	0	653
						Total Employe	ees in Canada	<b>→</b>		1070



Employment and Social Emploi et Développement
Development Canada social Canada

## Canadian Corps of Commissionaires, Manitoba Division (certificate # 10000416) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

#### Full-Time / Manitoba Reporting Period 2016-05-24 to 2019-01-31

Occupational Group		F	All Employee:	S		original Peo	oles		ns with Disa	bilities	Membe	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
•	1	10	7	3									
	Total	10	7	3									
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	3					1	1				
	Total	3	3					1	1				
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	26	22	4	1	1							
	Total	26	22	4	1	1							

Page 1 of 5 Canada

Form 2 A

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

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Manitoba

Occupational Group		F	All Employee:	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2							1		1
	Total	2		2							1		1
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
•	1	12	8	4	1		1	1	1		3	3	
	Total	12	8	4	1		1	1	1		3	3	
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	3		2	2					1	1	
	Total	3	3		2	2					1	1	
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	173	139	34	11	8	3	6	5	1	24	18	6
	Total	173	139	34	11	8	3	6	5	1	24	18	6

Form 2 A

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Manitoba

Occupational Group		All Employees			Ab	original Peop	les	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		231	184	47	15	11	4	8	7	1	29	22	7

Form 2 B

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

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Manitoba

Occupational Group		,	All Employee	S	At	original Peo _l	ples	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
•	1	1	1										
	Total	1	1										
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	1	2				1		1	1		1
	Total	3	1	2				1		1	1		1
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									

Form 2 B

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

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Manitoba

Occupational Group		ŀ	All Employees	3	Ab	original Peop	les	Perso	ns with Disal	oilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	832	510	322	279	142	137	8	8		44	37	7
	Total	832	510	322	279	142	137	8	8		44	37	7
Total Number of Employees		839	514	325	279	142	137	9	8	1	45	37	8

#### Form 3 A

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

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Manitoba

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

		All Employees		Ab	original Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Under \$15,000	231	184	47	15	11	4	8	7	1	29	22	7	
Total Number of Employees	231	184	47	15	11	4	8	7	1	29	22	7	

Canadä

Form 3 B

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Manitoba

		All Employees		Al	original People	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Under \$5,000	839	514	325	279	142	137	9	8	1	45	37	8	
Total Number of Employees	839	514	325	279	142	137	9	8	1	45	37	8	

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Manitoba

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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	
Total Number of Employees Hired	81	67	14	9	7	2	4	4		14	11	3	

Canada

Form 4 B

#### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Manitoba

	All Employees				original Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	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	
Intermediate Sales and Service Personnel	4	3	1	1	1								
Other Sales and Service Personnel	323	204	119	87	44	43	7	7		30	23	7	
Total Number of Employees Hired	327	207	120	88	45	43	7	7		30	23	7	

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Manitoba

	Employe	ees promoted (	Employees pro	omoted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Group		All Employees		Al	Aboriginal Peoples Pers			ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	2	2										
Semi-Professionals and Technicians	1	1										
Supervisors	11	11		1	1							
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	6	5	1				1	1		2	2	
Total Number of Employees Promoted	21	19	2	1	1		1	1		2	2	
Total Number of Promotions	21	19	2	1	1		1	1		2	2	

Form 5 B

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

#### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / Manitoba

	Employe	ees promoted	(Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)	
Constituted Cross		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Clerical Personnel	1		1										
Total Number of Employees Promoted	1		1										
Total Number of Promotions	1		1										

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Manitoba

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	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
Total Number of Employees Terminated	82	63	19	1	1		4	4		9	6	3

Form 6 B

#### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Manitoba

		All Employees		Al	ooriginal People	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	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
Intermediate Sales and Service Personnel	4	4		2	2							
Other Sales and Service Personnel	308	189	119	79	46	33	5	3	2	41	33	8
Total Number of Employees Terminated	312	193	119	81	48	33	5	3	2	41	33	8

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

#### **Workforce Analysis - Detailed Report**

Date: 2019-03-07

#### Women

		Women					
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		ilability Ga	
		#	#	<u></u> %	%	#	<del>*</del>
01 : Senior Managers	National	2	0	0.0 %	27.6 %	1	1 National
02 : Middle and Other Managers	National	10	3	30.0 %	39.4 %	4	1 National
04 : Semi-Professionals and Technicians		4	0	0.0 %	47.3 %	2	2
4216 : Other instructors	Manitoba	4	0	0.0 %	47.3 %	2	2 Manitoba
05 : Supervisors		27	4	14.8 %	54.8 %	15 <del>-</del>	1
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 -	1 Winnipeg
07 : Administrative and Senior Clerical Personnel		2	2	100.0 %	82.0 %	2	0
Employment Equity Occupational Group	Winnipeg	2	2	100.0 %	82.0 %	2	0 Winnipeg
10 : Clerical Personnel		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
11 : Intermediate Sales and Service Personnel		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
13 : Other Sales and Service Personnel		1004	355	35.4 %	57.2 %	574 <b>-2</b>	9
Employment Equity Occupational Group	Man. less CMA	644	285	44.3 %	58.9 %	379 -9	4 Man. less CMA
Employment Equity Occupational Group	Winnipeg	360	70	19.4 %	54.0 %	194 -12	4 Winnipeg
Total		1069	371	34.7 %	57.2 %	612 -24	1

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



#### Workplace Equity Information Management System - Canadian Corps of Commissionaires, Manitoba Division **Workforce Analysis - Detailed Report**

Date: 2019-03-07

#### **Aboriginal Peoples**

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	-	entation		ilability "	Gap "	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	2	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	2.7 %	0	0	National
04 : Semi-Professionals and Technicians		4	0	0.0 %	9.0 %	0	0	
4216 : Other instructors	Manitoba	4	0	0.0 %	9.0 %	0	0	Manitoba
05 : Supervisors		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
07 : Administrative and Senior Clerical Personnel		2	0	0.0 %	9.2 %	0	0	
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	9.2 %	0	0	Winnipeg
10 : Clerical Personnel		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
11 : Intermediate Sales and Service Personnel		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
13 : Other Sales and Service Personnel		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
Total		1069	293	27.4 %	21.9 %	233	60	

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**

Familia um ant Familia Occupational Cusus	Internal Location	Members of Visible Minorities  All Employees Representation Availability Gap					C	Recruitment Area
Employment Equity Occupational Group	internal Location	#	Repres #	entation %	%	# #	<b>G</b> ар #	Recruitment Area
01 : Senior Managers	National	2	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	17.6 %	2	-2	National
04 : Semi-Professionals and Technicians		4	0	0.0 %	17.4 %	1	-1	
4216 : Other instructors	Manitoba	4	0	0.0 %	17.4 %	1	-1	Manitoba
05 : Supervisors		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
77 : Administrative and Senior Clerical Personnel		2	1	50.0 %	15.9 %	0	1	
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	15.9 %	0	1	Winnipeg
0 : Clerical Personnel		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
11 : Intermediate Sales and Service Personnel		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
13 : Other Sales and Service Personnel		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
Total		1069	75	7.0 %	19.2 %	206	-131	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



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

#### **Workforce Analysis - Detailed Report**

Date: 2019-03-07

#### Persons with Disabilities

		Persons with Disabilities							
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avai	ilability	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	
Total		1069	17	1.6 %	11.0 %	117	-100		

Total may not equal sum of components due to rounding.

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



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#### **Workforce Analysis - Detailed Report**

Date: 2019-03-07

#### 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	СМА



#### Workforce Analysis - Detailed 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



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

#### **Workforce Analysis - Summary Report**

Date: 2019-03-07

#### Women

				Women		
Employment Equity Occupational Group	All Employees	Represe	entation	Avai	lability	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
Total	1069	371	34.7 %	57.2 %	612	-241
Total	1069	3/1	34.1 70	31.2 70	012	-241



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

#### **Workforce Analysis - Summary Report**

Date: 2019-03-07

#### **Aboriginal Peoples**

	Aboriginal Peoples							
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	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		
Total	1069	293	27.4 %	21.9 %	233	60		



#### **Workforce Analysis - Summary Report**

Date: 2019-03-07

#### **Members of Visible Minorities**

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	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	
Total	1069	75	7.0 %	19.2 %	206	-131	



## Workplace Equity Information Management System - Canadian Corps of Commissionaires, Manitoba Division Workforce Analysis - Summary Report

Date: 2019-03-07

#### **Persons with Disabilities**

			Persons	with Disabili	ities		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
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	
Total	1069	17	1.6 %	11.0 %	117	-100	



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#### Workforce Analysis - Summary Report

Date: 2019-03-07

#### 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	СМА



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



#### **Part 1: Workforce Analysis**

#### Canadian Corps of Commissionaires, Manitoba Division

2019-03-06

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Data Irom Sui	Analysis	ent workforce
<b>\</b>	$\downarrow$	$\downarrow$

Data from Fi	rst/Previous Workf	force Analysis
YYYY	MM	DD
2016	05	26

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2019	03	06

			Fable 1: Women			
		First/Previous Workforce Analysis				
Employment Fauity Occupational Crown (FEOC)		All Employees	Women			
стри	oyment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	2	0	27.4		
02	Middle & Other Managers	10	4	38.9		
03	Professionals	0	0	0.0		
04	Semi-Professionals & Technicians	4	0	66.0		
05	Supervisors	27	5	54.9		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	1	1	81.0		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	13	4	67.9		
11	Intermediate Sales & Service Personnel	4	1	72.9		
12	Semi-Skilled Manual Workers	0	0	0.0		
13	Other Sales & Service Personnel	1,025	41	55.0		
14	Other Manual Workers	0	0	0.0		
Total		1,086	56	55.2		

Table 5: Women Subsequent/Current Workforce Analysis				
All Employees	Women			
-	Representation	Availability*		
#	#	%		
2	0	27.6		
10	3	39.4		
0	0	0.0		
4	0	47.3		
27	4	54.8		
0	0	0.0		
2	2	82.0		
0	0	0.0		
0	0	0.0		
15	6	68.8		
5	1	71.4		
0	0	0.0		
1,004	355	57.2		
0	0	0.0		
1,069	371	57.2		

* Source	<b>:</b> :			
2006 Cer	nsus of C	anada		

* Source:			
2006 Censu	is of Canada		

#### **Part 1: Workforce Analysis**

#### Canadian Corps of Commissionaires, Manitoba Division

#### 2019-03-06

## Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	05	26

	Analysis	,
Data from Su	ibsequent/Cur	rent Workforce

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

		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
Emba	oyment Equity Occupational Group (EEOG)		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
Total		1,086	14	12.5

Table 6: Aboriginal Peoples		
Subsequent/Current Workforce Analysis		
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	o	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
1,069	293	21.9

~ 0	
2006 Census of Canada	

1* Source	
2006 Census of Canada	

#### **Part 1: Workforce Analysis**

#### **Canadian Corps of Commissionaires, Manitoba Division**

#### 2019-03-06

Data from Fir	rst/Previous Wo	rkforce Analysis
1	1	.1.

Data from Fi	rst/Previous Workf	force Analysis
YYYY	MM	DD
2016	05	26

Data from S	Subsequent/Curro Analysis	ent workloree
J.	L	J.

2019	03	06
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 3: Me	embers of Visible	e Minorities
		First/Pr	evious Workforce A	Analysis
Emale	nyment Equity Occupational Crown (EEOC)	All Employees	Members of Visible Minorities	
Embi	oyment Equity Occupational Group (EEOG)		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
Total		1,086	33	24.1

<b>Table 7: Members of Visible Minorities</b>			
Subsequent	/Current Workford	e Analysis	
All Employees	All Employees   Members of Visible Minorities		
	Representation	Availability*	
#	#	%	
2	0	11.5	
10	0	17.6	
0	0	0.0	
4	0	17.4	
27	0	21.6	
0	0	0.0	
2	1	15.9	
0	0	0.0	
0	0	0.0	
15	4	21.9	
5	1	15.9	
0	0	0.0	
1,004	69	19.2	
0	0	0.0	
1,069	75	19.2	

2006 Census of Canada	
2000 Census of Canada	

1* Source	
2006 Census of Canada	

#### **Part 1: Workforce Analysis**

#### **Canadian Corps of Commissionaires, Manitoba Division**

#### 2019-03-06

Data from Fi	rst/Previous Wor	kforce Analysis
	1	

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	05	26

Data from S	Subsequent/Curre Analysis	ent Workforce
J	Ţ	Ţ

2019	03	06
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 4:	Persons with Di	sabilities
		First/Previous Workforce Analysis		
Emplo	umant Equity Occupational Crown (EEOC)	All Employees	Persons with	Disabilities
rmbio	yment Equity Occupational Group (EEOG)		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
Total		1,086	6	6.9

Table 8: Persons with Disabilities				
Subsequent/Current Workforce Analysis				
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		
1,069	17	11.0		

* Source:		
2006 Census	of Canada	

* Source:		
2006 Census of Can	ada	

#### Part 2: Flow Data Analysis

#### Canadian Corps of Commissionaires, Manitoba Division

43530

Start	Date of Flow	V Data
YYYY	MM	DD
2016	05	26

End I	Date of Flow	Data
YYYY	MM	DD
2019	01	31

Data from Form 4 - Employees Hired

14

327

120

81

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

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		₩	•	₩	₩
		Table 1: Women			
		Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)		All Employees Hired	Women Hired	All Employees Hired	Women 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	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

Table 5: Women				
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	
6	1	1	1	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
21	2	1	1	

•	<b>v</b>	<b>v</b>	
	Table 9:	Women	
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
82	19	312	119

#### Part 2: Flow Data Analysis

#### Canadian Corps of Commissionaires, Manitoba Division

43530

Start	Date of Flow	/ Data
YYYY	MM	DD
2016	05	26

323

327

87

88

YYYY	MM	DD
End	Date of Flow	Data

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

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Data from Form 6 - Employees Terminated

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		•	•	•	•		
		Tab	ole 2: Abor	ginal Peoples			
		Full-time	/ National	Part-time	/ National		
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired		
		#	#	#	#		
01	Senior Managers	0	0	0	0		
02	Middle & Other Managers	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	o	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		

69

81

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

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	
6	0	1	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
21	1	1	0	

Tabl	Table 10: Aboriginal Peoples				
Full-time	Full-time / National		me / 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		
61	1	308	79		
0	0	0	0		
82	1	312	81		

#### Part 2: Flow Data Analysis

#### Canadian Corps of Commissionaires, Manitoba Division

43530

Start	Date of Flow	/ Data
YYYY	MM	DD
2016	05	26

327

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VVVVV	Date of Flow	Data

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

	Table 3: Persons with Disabilities			
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	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

81

14 Other Manual Workers

Full-time / National		Part-time / National		
All Persons with Disabilities Promoted 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 1	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										

#### Part 2: Flow Data Analysis

#### Canadian Corps of Commissionaires, Manitoba Division

43530

Start	Date of Flow	<b>Data</b>
YYYY	MM	DD
2016	05	26

End	Date of Flow	Data
YYYY	MM	DD
2019	01	31

**Data from Form 4 - Employees** Hired

																											ľ											
																								ì														

**Data from Form 6 - Employees** Terminated

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		Table 4:	Members o	of Visible N	<b>Ainorities</b>
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	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
Tot	al	81	14	327	30

Table 8: Members of Visible Minorities													
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										
0	0	0	0										
21	2	1	0										

Table 12: Members of Visible Minorities												
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									
82	9	312	41									

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									Data	for First/I	Previous (	Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
<u> </u>	<b>_</b>		<u> </u>	<u> </u>	<u> </u>	1		↓	<b>1</b>	↓ Table 1:	<b>.</b>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<b></b>	<b>1</b>	<u> </u>

										First/	Previous Sh	ort-term (	Foals							
					All En	ployees									W	omen				
		Number	Crow	th (New Posit	ionel	Turnover (Re	placement of	Terminated		Number				3 Year	Goals					
Emi	oloyment Equity	13thibei	Grow	tii (i ven 1 usit	ions)		Employees)		Anticipated	Humber	Turnover (Re	eptacement of Employees)	Hires Required	From	ı - To	Present		n	Present	Projected
	upational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected		YYYY-MM-DD			Over 3	YYYY	· YYYY	Availability	Present Gap	Projected Gap	Representation	Representation in 3
		2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-05-26	Annually	Over 3 Years	Years	2016	2019					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!
Tota	1	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)^{1/3} - 1) x 100.

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

					Table 2: Women
Employment Equity	Women     Short-term Goals   Long-term Goals		m Goals	Comments	
Occupational Group (EEOG)	#	%	#	%	O. Manada.
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		

										Data	for First/	Previous (	Goals							
A	В	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalen to H	t KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	:	. / ''	K÷C	(K - M + O) ÷ (C + F)
		<b>_</b>	<u> </u>	1	<u> </u>	<u> </u>	1	<b>\</b>	<b>V</b>	<b>\</b>	<b>\</b>	<b>1</b>	<u> </u>	<b></b>	<b>T</b>	<b></b>	<b>↓</b>	<u> </u>	<u> </u>	<b>\</b>
										Tabl	e 3: Abor	iginal Peo	oples							
										Fi-net	Duniana C	bart torm (	`oola							

										First/	Previous Sh	ort-term G	oals							
					All Em	ployees									Aborigi	nal Peoples				
		Number	Cross	th (New Posi	dana)	Turnover (Re	placement of	Terminated		Number				3 Year	Goals					
Fanni	oyment Equity	Number	GIOW	th (New Fusi	nons)		Employees)		Anticipated	Number	Turnover (Re Terminated		imes	Fron	ı - To			n	ъ.	Projected
	pational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected		YYYY-MM-DD			Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
		2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-05-26	Annually	Over 3 Years	Years	2016	2019	•		•		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%
1	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!
1	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%
	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!
1	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)^{1/3} - 1) x 100.

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

					Table 4: Aboriginal Peoples
F 1 .F		Aborigina	l Peoples		·
Employment Equity Occupational Group (EEOG)	Short-te	erm Goals	Long-te	rm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01 Senior Managers		0.0	(	0.0	
02 Middle & Other Managers		0.0	(	0.0	
03 Professionals		0.0	(	0.0	
04 Semi-Professionals & Tech		0.0	(	0.0	
05 Supervisors		0.0	(	0.0	
06 Supervisors: Crafts & Trades	,	0.0	(	0.0	
07 Administrative & Sr Clerical		0.0	(	0.0	
08 Skilled Sales & Service		0.0	(	0.0	
09 Skilled Crafts & Trades	,	0.0	(	0.0	
10 Clerical Personnel	,	0.0	(	0.0	
11 Intermediate Sales & Service		0.0	(	0.0	
12 Semi-Skilled Manual		0.0	(	0.0	
13 Other Sales & Service		0.0	1 0	0.0	

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14 Other Manual Workers	0 0.0 0 0.0	
otal	0 0.0 0 0.0	

		Data for First/Previous Goals																	
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<u> </u>	<b>\</b>	<b>\</b>	↓	↓	<b>1</b>	` ↓	↓	↓	↓	1	<b>\</b>	↓	. ↓	↓	↓	1	↓	↓
									Table 5:	: Persons	with Disa	bilities							

									First/l	Previous Sh	ort-term (	ioals							
				All En	iployees									Persons wi	th Disabilities	8			
	Number	Gran	th (New Posit	ions)	Turnover (Re		Terminated		Number	T (0)			3 Year	Goals					
Employment Equity	. 1411102.	0.01	un ti ten 1 tion	.01137		Employees)		Anticipated	- Namoci	Turnover (Re Terminated		Hires Required	Fron	1 - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD	L	• •	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2016-05-26	Annually	Over 3 Years	Years	2016	2019					rears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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)^{1/3} - 1) x 100.

t 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.

Workforce Analysis) · 2) x 10					
					Table 6: Persons with Disabilities
F 1 .F .	I	ersons with	Disabilities		
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals	Long-term (	Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01/02 Managers	(	0.0	0	0.0	
03 Professionals	(	0.0	0	0.0	
04 Semi-Professionals & Tech	(	0,0	0	0.0	
05 Supervisors	(	0.0	0	0.0	
06 Supervisors: Crafts & Trades	(	0.0	0	0.0	
07 Administrative & Sr Clerical	(	0.0	0	0.0	
08 Skilled Sales & Service	(	0.0	0	0.0	
09 Skilled Crafts & Trades	(	0.0	0	0.0	
10 Clerical Personnel	(	0.0	0	0.0	
11 Intermediate Sales & Service	(	0.0	0	0.0	
12 Semi-Skilled Manual	(	0.0	0	0.0	
13 Other Sales & Service	(	0,0	0	0.0	
14 Other Manual Workers	(	0.0	0	0.0	
Total	(	0.0	0	0.0	

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										Data	for First/I	Previous (	Goals							
A	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]		CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	1	/ \\	K ÷ C	(K - M + O) ÷ (C + F)
			<b>↓</b>	<b>↓</b>	<b>1</b>	↓	1	<b>↓</b>	<b>↓</b>	<b>↓</b>	1	1	<b>↓</b>	Ţ	<b>↓</b>	↓	↓	<b>↓</b>	<b>\</b>	↓
										Table 7: M	lembers o	f Visible	Minorities	S						

									First/	Previous Short	t-term G	Foals							
				All En	iployees								Me	mbers of '	Visible Minor	ities			
	Number	Cros	wth (New Posi	tions)	Turnover (Re	eplacement of	Terminated		Number				3 Year	Goals					
Employment Equity	1, unioci	Gro	with (tree 1 usi	tions		Employees)		Anticipated	rumper	Turnover (Repla Terminated Em		Hires Required	Fron	ı - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Proj	ected		YYYY-MM-DD			Over 3	YYYY	· YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2016-05-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3	Years	2016-05-26	Annually i	Over 3	Years	2016	2019					Years
	и	%	%	tears	9/0	%	Years	ш	и	%	Years		и	%	%	ш	и	%	%
01 Senior Managers	# 2	0.0%	70	#	0.0%	70	#	#	# 0	0.0%	#	# 0	#	/0	10.1%	# 0	#	0.0%	0.0%
02 Middle & Other Managers	10	0.0%		1 0	30.0%		0	هُ ا	1	0.0%	0	"	0		15.0%	] -1	-1	10.0%	10.0%
03 Professionals	0	0.0%		1 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%	1 .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	1,000	-0.5%	0	1 0	0.0%		0	0	33	0.0%	0	220	0		0.0%	220	220	#DIV/0! 3.0%	#DIV/0!
Total	1,086	-0.5%	1	1 0	30.6%		1 0	0	33	0.0%	1/2	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)^{1/3} - 1) x 100.

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

					Table 8: Members of Visible Minorities
r i .r.	Me	mbers of Vis	ible Minori	ities	
Employment Equity Occupational Group (EEOG)	Short-te	erm Goals	Long-te	rm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01 Senior Managers	-	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	0	0.0	
03 Professionals	1	0.0	0	0.0	
04 Semi-Professionals & Tech		0.0	0	0.0	
05 Supervisors		0.0	0	0.0	
06 Supervisors: Crafts & Trades	1	0.0	0	0.0	
07 Administrative & Sr Clerical		0.0	0	0.0	
08 Skilled Sales & Service		0.0	0	0.0	
09 Skilled Crafts & Trades		0.0	0	0.0	
10 Clerical Personnel		0.0	0	0.0	
11 Intermediate Sales & Service		0.0	0	0.0	
12 Semi-Skilled Manual		0.0	0	0.0	
13 Other Sales & Service		0.0	1 0	0.0	

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	43530	
14 Other Manual Workers	0 0.0 0 0.0	
otal	0 0.0 0 0.0	

										Data for	Subseque	nt/Curre	nt Goals							
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
t			<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	` ↓	<b>1</b>	<u> </u>	<u> </u>	↓	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<b>\</b>
		Table 9: Women																		

		Subsequent/Current Short-term Goals																	
				All En	iployees									W	omen				
	Number	Grov	th (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (Re		Hires	3 Year From						
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	ected		YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY -		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3
Occupational Group (EEOG)	2019-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-03-06	Annually	Over 3 Years	Years	2019	2022				,	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	#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	#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	#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%	0.0%	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	#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	#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)^{1/3} - 1) x 100.

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

				Table 10: Women
Empl	oyment Equity	Wom		Community
Occup	oational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	-	%	%	
01	Senior Managers	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	D. 17 (20

		Federal Cont	tractors Program Achieveme	ent Report	1592
			Part 3: Goals		0
		Canadian Corp	os of Commissionaires, Mani	toba Division	
			43530		
Total	0.0	0.0			

										Data for	Subseque	nt/Curre	nt Goals							
Α	В	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	. / \\	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	<b>1</b>	<b>1</b>	↓	↓	<b>\</b>	<b>\</b>	<b>\</b>	Ţ	1	1	<b>\</b>	<b>1</b>	1	↓	<b>\</b>	↓
		Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals																		

	Subsequent/Current Short-term Goals																		
				All En	iployees									Aborigi	nal Peoples				
	Number	Gree	wth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnover (Re	unta annuant a f		3 Year	Goals					
Employment Equity			· · · · · · · · · · · · · · · · · · ·			Employees)		Anticipated		Terminated		Hires Required	Fron		Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD	ļ		Over 3	YYYY	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	icais	2019-03-06	Annually	Over 3 Years	Years	2019	2022					icais
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	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	0	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)^{1/3} - 1) x 100.

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

					Table 12: Aboriginal Peoples
Emi	loyment Equity	Aborigi	nal Peoples		
	upational Group (EEOG)	Short-term Goals	Long-term (	Foals	Comments
		%		%	
01	Senior Managers	0	.0	0.0	
02	Middle & Other Managers	0	.0	0.0	
03	Professionals	O	.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	C	.0	0.0	
07	Administrative & Sr Clerical	0	.0	0.0	
08	Skilled Sales & Service	0	.0	0.0	
09	Skilled Crafts & Trades	C	.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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	Canadian Corps of Commissionaires, Manitoba Division	
	43530	
Total	0.0	

	Data for Subsequent/Current Goals																	
C	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U
From Workforce Analysis	From Workforce Analysis [†]	Data Entry		Data	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	•		K ÷ C	(K - M + O) ÷ (C + F)
<b>\</b>	<u> </u>	<u> </u>	<u> </u>	,	1	<u> </u>	<b>\</b>	↓ Table 13	↓ 3: Persons	↓ with Dis	↓ abilities	Ţ	<u>,                                     </u>	<u> </u>	1	1	<b>\</b>	<b>\</b>
	Workforce	Workforce Workforce	Workforce Workforce Data Entry	From From Workforce Workforce Data Entry C x E x 3	From Workforce Analysis Analysis Analysis Analysis Analysis	From Workforce Analysis Analys	From Workforce Analysis	From Workforce Analysis Analys	From Workforce Analysis Analysis Data Entry CxEx3 Roys Data Entry Roys Prom Workforce Analysis Analysis Analysis Analysis Analysis Roys Data Entry Roy	C D E F G H I J K L  From Workforce Analysis Analysis Data Entry C x E x 3 Analysis & Workforce Analysis Analys	C D E F G H I J K L M  From Workforce Analysis Analysis Data Entry C x E x 3 Analysis & Workforce Analysis Anal	C D E F G H I J K L M N  From Workforce Analysis Analysis Analysis C X E X 3 Source Analysis C X E X 3 From Flow Workforce Analysis C X E X 3 From Flow Workforce C Analysis C X E X 3 From Flow Workforce C Analysis C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 3 From Flow Data Entry C X E X 5 From Flow Data Entry C X E X 5 From Flow Data Entry C X E X 5 From Flow Data Entry C X E X 5 From Flow Data Entry C X E X 5 From Flow Data Entry C X E X 5 From Flow Data Entry C X E X 5 From Flow Data Entry C X E X 5 From Flow Data Entry C X E X 5 From Flow Data Entry C X E X E X 5 From Flow Data Entry C X E X E X 5 From Flow Data Entry C X E X E X E X E X E X E X E X E X E X	C D E F G H I J K L M N O  From Workforce Analysis Analysis Data Entry C x E x 3 Analysis & Workforce Analysis	C D E F G H I J K L M N O P  From Workforce Analysis Analysis C Analysis Analysis C Anal	C D E F G H I J K L M N O P Q  From Workforce Analysis* Data Entry Cx Ex 3 Analysis & Workforce Analysis* Data University Cx Ex 3 Analysis & Workforce Analysis* Data Entry Vorkforce Anal	C D E F G H I J K L M N O P Q R  From Workforce Analysis	C D E F G H I J K L M N O P Q R S  From Workforce Analysis Analysis C Analysis Analysis C Analysis	C D E F G H I J J K L M N O P Q R S T  From Workforce Analysis  An

		Subsequent/Current Short-term Goals																	
				All Em	ployees									Persons wi	th Disabilities	s			
	Number	Crow	th (New Positi	onel	Turnover (Re	placement of	Terminated		Number	- n			3 Year	Goals					
Employment Equity	Humber	Grow	tii (i vew 1 usiti	unsi		Employees)		Anticipated	Humber	Turnover (Re Terminated		Hires Required	From	- To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Proje	ected		YYYY-MM-DD			Over 3	YYYY.	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2019-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-03-06	Annually	Over 3 Years	Years	2019	2022					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	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	4	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0		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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	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	#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	42.9%		0	0	2	0.0%	0	-1	0		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	#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	#DIV/0!	#DIV/0!
Total	1,069	-0.5%		0	36.6%		0	0	17	0.0%	0	101	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)^{1/3} - 1) x 100.

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

			Table 14: Persons with Disabilities
P	Persons with I	Disabilities	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
Occupational Group (EEOG)	%	%	
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 tumover rates.
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

										Data for	Subseque	nt/Curre	nt Goals							
Α	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	s	Т	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	. / ``	K ÷ C	(K - M + O) ÷ (C + F)
			↓	1	1	<b>↓</b>	1	<b>\</b>	<b>\</b>	<b>\</b>	<b>\</b>	1	1	1	↓	<b>1</b>	<b>J</b>	1	<b>1</b>	<b>1</b>
										Table 15: N	1embers o	of Visible	Minoritie	:S						

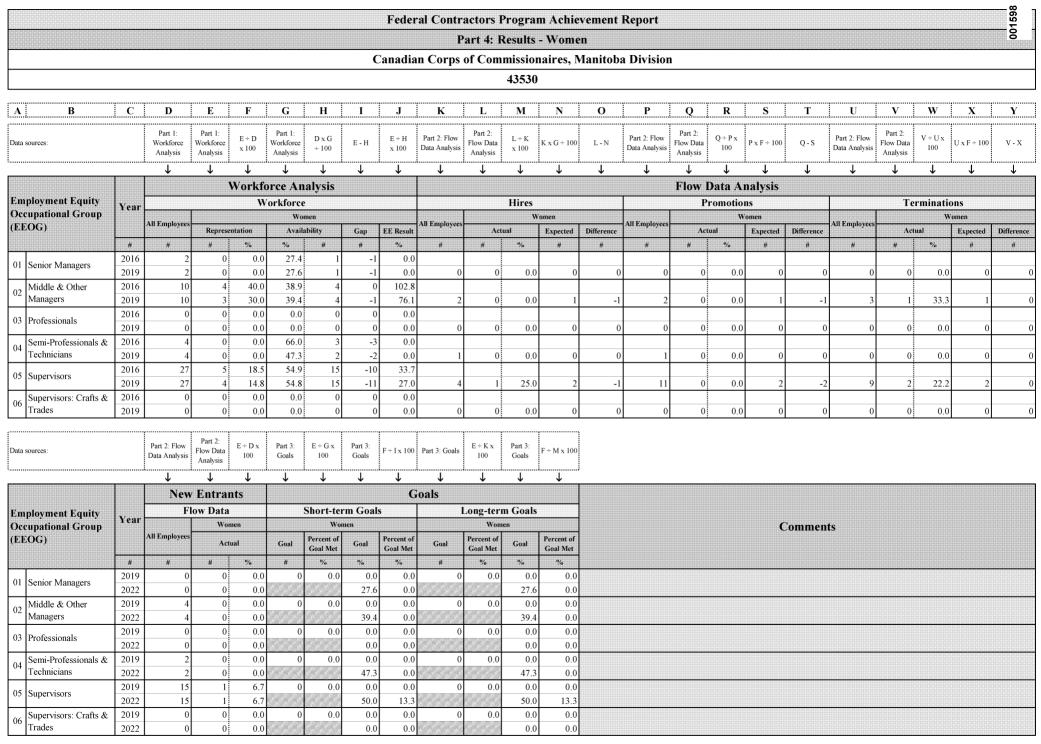
									Subseque	ent/Current	Short-terr	n Goals							
				All En	ployees								Me	mbers of V	isible Minor	ities			
	Number	Grov	wth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (Re	enlacement of		3 Year						
Employment Equity			·			Employees)		Anticipated		Terminated		Hires Required	From		Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY -	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-03-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	tears	2019-03-06	Annually	Over 3 Years	Years	2019	2022					rears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	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	#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	#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	#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%	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	#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	#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%

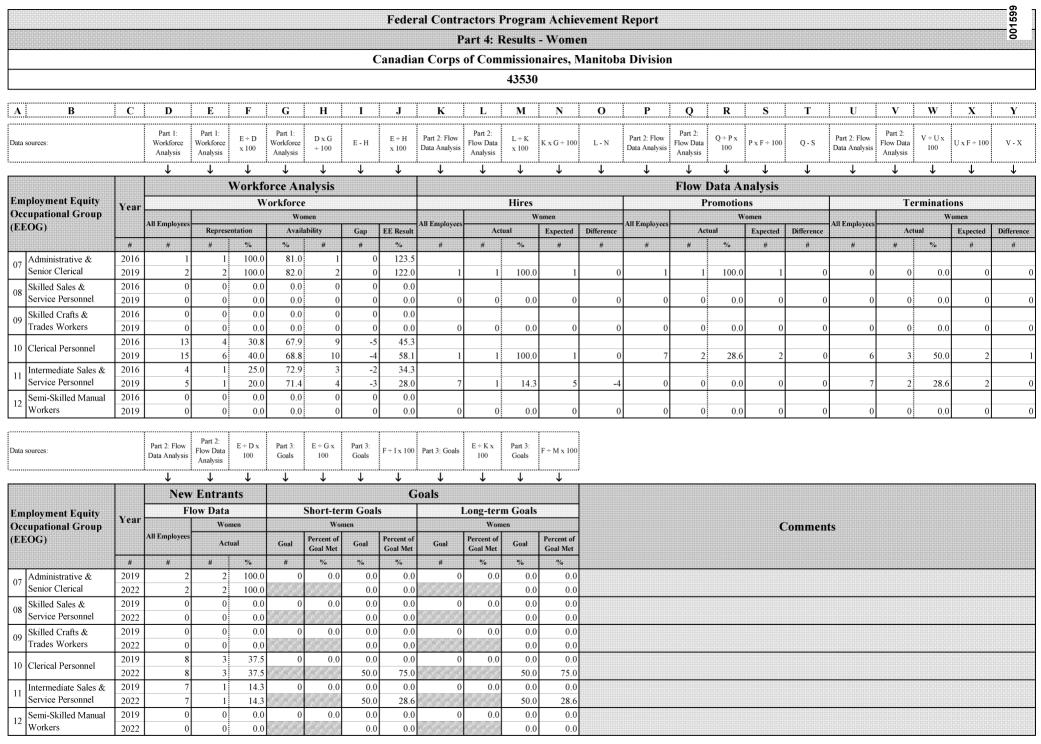
[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

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

				Table 16: Members of Visible Minorities
Empl	syment Equity	Members of Vis	ible Minorities	
	oational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	•	%	%	
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	D. 22.620

	260
	Federal Contractors Program Achievement Report
	Part 3: Goals
	Canadian Corps of Commissionaires, Manitoba Division
	43530
Total	0.0





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											43530												
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	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
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			1	Workfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			W	orkforce						Hires				P	romotio	ns			Tei	rminatio	ns	
Occupational Group (EEOG)		All Employees	Represe	ntation	Won Availa		Gap	EE Result	All Employees	Act		omen Expected	Difference	All Employees	Act		Vomen Expected	Difference	All Employees	Acti		omen Expected	Difference
	#	#	#	%	%	#	#	9/6	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service Personnel	2016 2019	1,025 1,004	41 355	4.0 35.4	55.0 57.2	564 574	-523 -219	7.3 61.8	392	130	33.2	224	-94	. 0	0	0.0			369	130	35.2	15	11
	2019	1,004	0	0.0	-	0	-219		392	130	33.2	224	-94	- 0	1	0.0	1 0	0	309	130	33.2	13	11
14 Other Manual Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Total	2016 2019	1,086 1,069	56 371	5.2 34.7	55.2 57.2	599 611	-543 -240		408	134	32.8	233	-99	22	3	13.6	1 1	1	394	138	35.0	20	11
	2019	1,009	3/1	34.7	31.2	011	-240	00.7	408	134	32.0	233	-99		. 3	15.0	1 1		394	136	33.0	20	11
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÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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		New	Entrai	ıts				G	oals	-	•												
Employment Equity		Fl	ow Data			Short-ter	rm Goals	s	]	Long-teri	m Goals												
Occupational Group	Year		Won	nen		Wo	men			Wom	ien						(	Commen	ts				
(EEOG)		All Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	9/a											
Other Sales & Service Personnel	2019	392 392	130 130	33.2 33.2	0	0.0	0.0 50.0	0.0 66.3	0	0.0	0.0 50.0	0.0 66.3											
	2019	0	0	0.0	***************************************	0.0	0.0		0	0.0	0.0												
14 Other Manual Workers	2022	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											
	2022	430	137	31.9			0.0	0.0			0.0	0.0											

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Α	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	V	W	X	Y
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				,	Workf	orce An	alysis									Flow	Data A	nalysis						
	ployment Equity upational Group	Year			V	orkforce						Hires					Promotio				Te	rminati		
000000000000000000000000000000000000000	OG)		All Employees	Represe	entation	Aborigina Availa		Gap	EE Result	All Employees	Ac	Aborig tual	Expected	Difference	All Employees	A	Aborig ctual	Expected	Difference	All Employees	Ac	Aborig tual	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2016 2019	2 2	0 0		2.9 3.2	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 2019	10 10	0		2.2 2.7		0	0.0	2	. 0	0.0	0	(	)	2 (	0.0	0	0	3	0	0.0	0	0
03	Professionals	2016 2019	0	0	0.0	_		0	0.0	0	0	0.0					0.0		0	0	0	0.0		
04	Semi-Professionals &	2016	4	0	0.0	12.2	0	0	0.0	0									0	U				
05	Technicians Supervisors	2019 2016	27	0 1		12.3		-2	0.0 30.1	1	0	0.0	0	(	)	1 (	0.0	0	0	0	0	0.0	0	0
	Supervisors: Crafts &	2019 2016	27 0	1		11.9 0.0	0	-2 0	31.1	4	0	0.0	0	C	) 1	1 1	9.1	. 0	1	9	0	0.0	0	0
06	Trades	2019	0	0		0.0		0	0.0	0	0	0.0	0	(	)	0 (	0.0	0	0	0	0	0.0	0	0
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÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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	ployment Equity upational Group	Year	F	ow Data	il Peoples			rm Goals	S		Long-ter Aborigina							6	ommen	to				
	OG)		All Employees	Act	•	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Ĺ	ommen	LS				
		#	#	#	9/6	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
01	Senior Managers	2019	0		0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
02	Middle & Other	2022	0	0		92010920109201092011	0.0	0.0	0.0		0.0	0.0												
02	Managers	2022 2019	4	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0											
	Professionals	2022	0	0	0.0		0.0	0.0	0.0	U	0.0	0.0	0.0											
04	Semi-Professionals & Technicians	2019	2 2	0			0.0	0.0	0.0	0	0.0	0.0												
05	Supervisors	2019 2022	15 15	1	6.7	0	0.0	0.0 11.9	0.0 56.0		0.0	0.0 11.9	0.0											
	Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

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		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	¥	%	#	#
07	Administrative & Senior Clerical	2016	1	0		1	:	0	0.0	-	0						0.0							
	Skilled Sales &	2019 2016	0	0	-		<u>.                                      </u>	0	0.0	1	1 0	0.0	0	0	<u>'</u>	0	0.0		0	0	0	0.0	0	"
08	Service Personnel	2019	0	0	-:		<u> </u>	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			^		0.0		
		2019 2016	13	0	<del>.                                      </del>		<del></del>	-1	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	1 0
10	Clerical Personnel	2019	15	1	6.7	7 11.9	2	-1	56.0	1	1	100.0	0	1	7	7 0	0.0	0	0	6	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2016	4	0			<del>.</del>	-1	0.0		1	42.0	1	2			0.0			-	2	20.6		
10	Semi-Skilled Manual	2019 2016	0	0	•			0	210.5	<i>'</i>	3	42.9	1			0	0.0	0	0	/	2	28.6	0	
12	Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	(	0	0.0	0	0	0	0	0.0	0	0
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	OG)		All Employees		ctual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						Ommen	1.5				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
07	Administrative &	2019	2	0	0.0			0.0	0.0	0	0.0	0.0	0.0											
	Senior Clerical	2022	0	0		200100000000000000000000000000000000000	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											
09	Skilled Crafts &	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Trades Workers	2022	0	0		A 120000 (10000 (10000 (10000 (1000)	0.0	0.0	0.0		0,0	0.0												
10	Clerical Personnel	2019	8	1	•	CONTROL ON THE CONTRO	0.0	11.9		0	0.0	11.9	-											
11	Intermediate Sales &	2019	7	3	42.9	9 0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Service Personnel Semi-Skilled Manual	2022	7	3		*************************	0.0	0.0	0.0		0.0	0.0	<b>-</b>											
	Workers	2019	L 0	L 0	: 0.0	′L	1 0.0	I 0.0	1 0.0	L	I 0.0	0.0	0.0											

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ata 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
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		Ť	•	Workfo	orce An	<u> </u>	•	•	•	•	•	•	•	•	Flow I	Data A	nalysis	•	•			•	•
Employment Equity	Year				orkforce	v					Hires					romotio	•			Te	rminatio	ons	
Occupational Group (EEOG)	1000	All			Aborigina				All			nal Peoples		All		_	nal Peoples	ı	All		~	nal Peoples	
EEOG)	#	Employees #	Represe	ntation %	Availa %	bility #	Gap #	EE Result	Employees #	Act	ual %	Expected #	Difference #	Employees #	Act	ual %	Expected #	Difference	Employees	Acti	ual %	Expected #	Differe #
Other Sales & Servi		1,025	13	1.3	13.2	135	-122	9.6	#	#	/0	#	Ħ	#	,	/0	#	#	#		/0	#	#
Personnel	2019	1,004	289	28.8	22.6	227	62	127.4	392	93	23.7	89	4	0	0	0.0	0	C	369	80	21.7	5	
Other Manual Workers	2016 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0		0	0	0	0.0	0			0			
	2019	1,086	14	0.0	12.5	136	-122	10.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Гotal	2019	1,069	293	27.4	21.9	234	59		408	97	23.8	89	8	22	1	4.5	0	1	394	82	20.8	5	
		Part 2: Flow	Part 2:	E÷Dx	Part 3:	E . C	D 2.			F.V.	D- → 2.												
Data sources:		Data Analysis	Flow Data Analysis	100	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											
		<b>,</b>	<b>↓</b>	↓	<b>↓</b>	↓	1	1	↓	Ţ	Ţ	<u> </u>											
			Entrar	nts					oals		_												
Employment Equity Occupational Group	Year	F	low Data Aborigina	l Pennles		Short-tei Aborigini	rm Goals	S .		Long-teri Aboriginal							•	Commen					
Эссирацонат <b>Group</b> EEOG)		All Employees	Acti	-	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					· ·	ommen	is .				
Tar ar ar	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Servi Personnel	2019 2022	392 392	93 93	23.7 23.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2022	0	0	0.0			0.0	0.0			0.0	0.0											
	2019	430	98	22.8		0.0	0.0	0.0	0	0.0	0.0	0.0											

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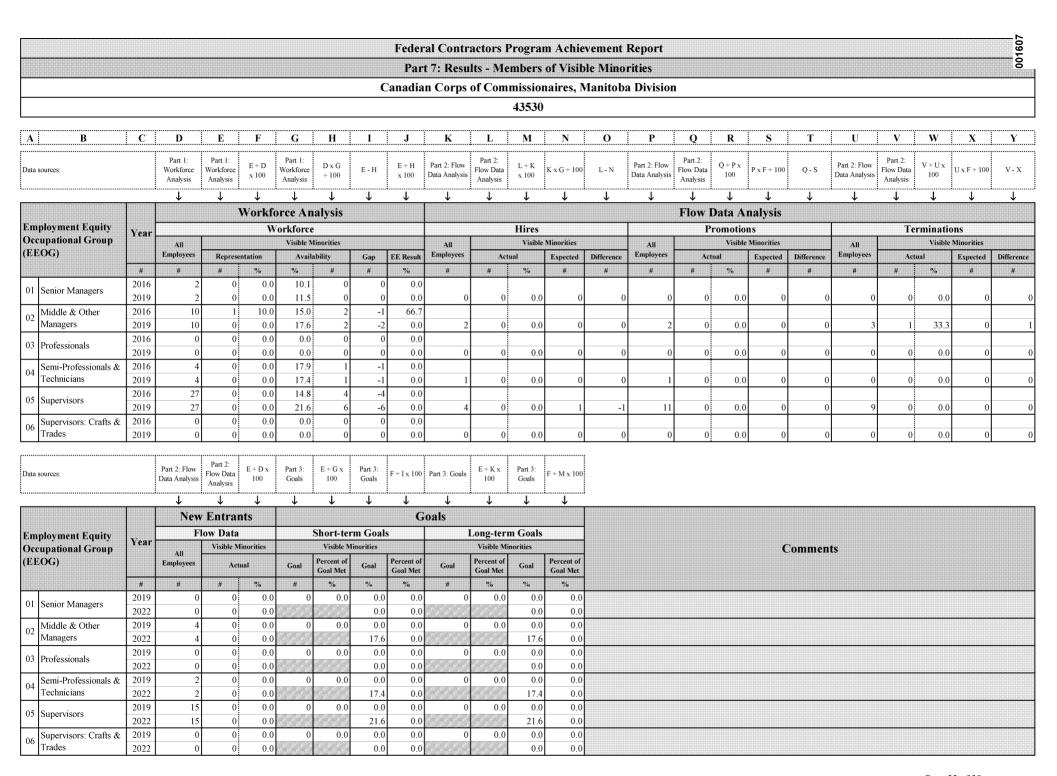
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2022

								Feder	al Contr	actors	Prograi	n Achie	vement	Report									001604
								I	Part 6: R	esults -	Person	s with E	isabiliti	es									8
								Canadia	n Corps	of Com	mission	aires, N	<b>Ianitob</b>	a Divisio	n								
											43530												
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	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
		↓	.i	<b>\</b>	↓	↓	↓	<u> </u>	i↓	<u></u>	↓	<b>\</b>	<b>\</b>	↓	<u>.</u>	<b>V</b>	<b>\</b>	<b>\</b>		i↓	J	<b>\</b>	↓
			V	Vorkf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year		ı		orkforce						Hires				P	romotio				Te	rminatio		
Occupational Group (EEOG)		All Employees	Represen		Persons with Avail:		Gap	EE Result	All Employees		Persons wi	th Disabilitie Expected	Difference	All Employees		Persons w	th Disabilitie Expected	S Difference	All Employees	Acti		th Disabilitie Expected	S Difference
	#	#	# #	%	%	#	Gap #	EE Resuit	#	#	- %	Expected #	#	#	#	uai %	Expected #	#	#	#	121 %	expected #	#
01& Managers	2016	12	0	0.0	4.3	1	-1	0.0															
02 Withhagers	2019	12	<u> </u>	0.0	5.0		-1	0.0		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	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
O4 Semi-Professionals &	_	4	1	25.0	4.6		1	543.5			0.0	- 0				0.0	0		, ,		0.0		Ů
Technicians Technicians	2019	4	1	25.0	7.6		1	328.9	1	0	0.0	0	0	1	0	0.0	0	C	0	0	0.0	0	0
05 Supervisors	2016	27 27		3.7 0.0	13.9 27.5	4 7	-3 -7	26.6	1	0	0.0	1	-1	11	0	0.0	0	0		0	0.0	0	0
O6 Supervisors: Crafts &		0	0	0.0	0.0		0	0.0	4	"	0.0	1	-1	11		0.0	0	0	, ,	0	0.0	- 0	0
Trades	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	C	0	0	0.0	0	0
		T	T B 12 T						 I	``````````````````````````````````````													
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											
		<b>.</b>	↓	1	<b>,</b>	1	1	1	↓	↓	<b>↓</b>	1											
			v Entran	ts			_		oals	-	_												
Employment Equity	Year		low Data Persons	with		Short-te				Long-ter													
Occupational Group (EEOG)		All Employees	Disabil Actu	ities	Goal	Persons with	i Disabilitie Goal	Percent of	Goal	Persons with Percent of Goal Met	Disabilities Goal	Percent of					(	Commen	its				
	#	#	#	%	#	Goal Met	%	Goal Met	#	Goar Met	%	Goal Met											
01& Managers	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
02 Wallagers	2022	4	0	0.0	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											
04 Semi-Professionals &	2019	2	. 0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Technicians	2022	2	0	0.0		^ -	0.0		-		0.0	0.0											
05 Supervisors	2019	15 15		0.0	0	0.0	0.0 27.5	0.0	ZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZANTONZ	0.0	0.0 27.5	0.0											
O6 Supervisors: Crafts &		0	+	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
Trades	2022	0	0	0.0			0.0	0.0			0.0	0.0											

										ral Contr		_												001605
										Part 6: R														
									anadia	n Corps	of Com			Vlanitob	a Divisio	n								
												43530												
Α	В	C	D	Е	F	G	Н	I	J	K	L	М	N	О	Р	Q	R	S	Т	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	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
			<b>↓</b>	↓	<u> </u>	<b>\</b>	↓	1	<b>\</b>	_ ↓	↓	↓	↓	. ↓	<u> </u>	<u> </u>	↓	<b>\</b>	↓	↓	<b>\</b>	↓	↓	<b>\</b>
				1	Vorkfo	orce An	alysis									Flow	Data A	nalysis						
	ployment Equity upational Group	Year	ı			orkforce						Hires				P	romotio				To	erminatio		
000000000	COG)		All Employees	Represen		Persons with Availa		Gap	EE Result	All Employees	Ac	Persons w	ith Disabilitie	Difference	All Employees	Ac		ith Disabilities Expected	Difference	All Employees	Ac	Persons w	th Disabilitie Expected	Difference
		#	#	#	%	%	Ħ	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative &	2016	1	0	0.0	3.4	0	0	0.0															
<u> </u>	Senior Clerical	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
08	Skilled Sales & Service Personnel	2016 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
09	Skilled Crafts &	2016	0	0	0.0	0.0		0	0.0															
	Trades Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2016 2019	13 15	1 2	7.7	7.0 9.3	1 1	1	109.9 143.4	1	0	0.0	0	0	7	1	14.3	1	0	6	1	16.7	0	1
11	Intermediate Sales &	2016	4	0	0.0	5.6	0	0	0.0				_	-					_					
	Service Personnel	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
12	Semi-Skilled Manual Workers	2016 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
										1		:						1						
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÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
			<b>↓</b>	<u></u>	<b>\</b>		↓	1	<u> </u>	<u> </u>	······		<u> </u>											
			New	Entran	ts				G	oals														
Em	ployment Equity	Year	Fl	ow Data Persons	with		Short-tei				Long-ter													
000000000000000000000000000000000000000	upational Group	ı tai	All	Disabil			Persons with	n Disabilities			Persons with	Disabilities						C	ommen	ts				
(Lr	OG)		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	Ħ	%	#	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Skilled Sales &	2022	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
08	Service Personnel	2022	0	0	0.0			0.0	0.0			0.0	0.0											
09	Skilled Crafts & Trades Workers	2019 2022	0	0	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	0.0	0.0												
10	Clerical Personnel	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												
-	Semi-Skilled Manual	2022 2019	0	0	0.0	0	0.0	10.8	0.0		0.0	10.8												
12	Workers	2022	0	0	0.0			0.0	0.0			0.0												

									Fadar	al Contr	actors l	Program	n Achies	amant	Danort									909
										art 6: R		_			-									001606
								C							a Division	 1								
												43530												
Α.	В	С	D	Е	F	G	Н	т	J	K	L	М	N	0	P	0	R	S	Т	U	V	W	X	Y
A	D		ע	E :	Г	G	П	1 1	J	<u></u>	<u>L</u>	IVI	1	<u>U</u>	Г	Ų	К		<u>i</u>	i U	<u>Y</u>	. <u>.</u> <b>yy</b>	A	<u> </u>
Data s	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	$\begin{array}{c} \mathbf{Q} \div \mathbf{P} \ \mathbf{x} \\ 100 \end{array}$	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		X UxF÷10	0 V - X
t			\	,	<b>\</b>	·	<b>\</b>	<b>↓</b>	1	<b>\</b>	<del>\</del>		<b>↓</b>	↓	↓	<b></b>	<b>\</b>	·	,	,	<u> </u>	<u>↓</u>	<u> </u>	
				1	Vorkfa	orce An	alysis									Flow	Data A	nalysis						
	ployment Equity	Year				orkforce						Hires				P	romotio				Т	`ermina		
	upational Group OG)		All Employees	Represer		Persons with Availa			EE Result	All Employees	Act		th Disabilities Expected	Difference	All Employees	Act		ith Disabiliti	<del>.,</del>	All Employees		Persons ctual	with Disabilit	<del></del>
•	<i>'</i>	#	#	# :	%	%	#	Gap #	%	#	#	uai %	##	#	#	#	uai %	Expected #	##	#	#	· · · · · · ·	Expected #	##
13	Other Sales & Service	2016	1,025	3	0.3	6.3	65	-62	4.6															
	Personnel	2019	1,004	14	1.4	10.7	107	-93	13.0	392	11	2.8	42	-31	0	0	0.0	(	) (	369	8	8 2	.2	1 7
14	Other Manual Workers	2016 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 (	
Tota		2016	1,086	6	0.6	6.9	75	-69	8.0		Ü	0.0				Ü	0.0	,						
1014		2019	1,069	17	1.6	11.0	118	-101	14.5	408	11	2.7	45	-34	22	1	4.5	(	) :	394		9 2	.3	2 7
Data s	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											
			1		1	<b>↓</b>	↓	↓	1	↓	<b>↓</b>	↓												
				Entran	ts				G	oals														
	ployment Equity upational Group	Year		OW Data Persons Disabi				rm Goals  Disabilities			Long-ter								Commer	ife				
	OG)		All Employees	Acti		Goal	Percent of Goal Met		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Comme	****				
		#	Ħ	#	%	#	%	%	%	#	%	%	%											
13	Other Sales & Service Personnel	2019 2022	392 392	11 11	2.8	0	0.0	0.0 10.7	0.0 26.2	0	0.0	0.0 10.7	26.2											
1.1	Other Manual	2019	0	-	0.0	en ellega ellega ellega elle	0.0	0.0	0.0	0	0.0	0.0	0.0											
14	Workers	2022	0	0	0.0			0.0	0.0			0.0	0.0											
Tota	1	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											



									Feder	al Contr	actors	Progra	m Achie	evement	Report									001608
									Par	t 7: Resu	ilts - Mo	embers	of Visil	ole Mino	rities									
								(	Canadia	n Corps	of Com			Manitob	a Divisio	n								
												43530	1											
A	В	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	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
			·	, <u>†</u>	,	·	, <u>†</u>	V	, <u>†</u>	<b>\</b>	V	, <u>†</u>	,	, <u>†</u>	\		1	,	<b>\</b>	,	, <u>†</u>	, <u>†</u>	<u>\</u>	
Employme	ant Faults				Workf							***			T			nalysis		1	Tr.			
	nal Group	Year	All		·	orkforce Visible N	inorities			All		Hires Visible	Minorities		All	Pi	omotio Visible	Minorities		All	10	erminati Visible	e Minorities	
(EEOG)			Employees	Repres	entation		ability	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Acti		Expected	Difference	Employees	Ac	tual	Expected	Difference
Adminis	strative &	# 2016	# 1	# 1	100.0	% 11.1	# ()	# 1	900.9	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Senior C		2019	2	1	50.0	15.9	•	1	314.5	1	0	0.0	0	(	) 1	0	0.0	1	-1	0	0	0.0	) <u>c</u>	,
08 Skilled S	Sales & Personnel	2016	0	0	<u> </u>	0.0		0	0.0	0		0.0	0	(			0.0	0	0	0	<u> </u>	0.0		
Skilled (	Crafts &	2019	0	0		_		0	0.0	0	0	0.0	0	(	) (	0	0.0	0	0	0	0	0.0	1 0	+
	Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	) (	0	0.0	0	0	0	0	0.0	0 (	
10 Clerical	l Personnel	2016 2019	13 15	3		17.0 21.9		1	135.7 121.8	1	0	0.0	0	(	, -	7 2	28.6	2	0	6	0	0.0	) 1	
	diate Sales &	2016	4	0	•	2.7	0	0	0.0	1	Ů	0.0		,	<u></u>		20.0		0	Ů		0.0		
Service	Personnel killed Manual	2019	5	1 0	20.0	15.9	:	0	125.8	7	1	14.3	1	C	) (	0	0.0	0	0	7	0	0.0	) 0	
12 Workers		2019	0	0		0.0		0	0.0	0	0	0.0	0	(	) (	0	0.0	0	0	0	0	0.0	) C	,
				Part 2:		<u> </u>		 !			<u> </u>													
Data sources:			Part 2: Flow Data Analysis	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											
			,	······↓	, <u>†</u>	<del>\</del>	, <u>\</u>	<del>\</del>	\	, <u></u>	·	·↓	<u>,                                      </u>	i										
				Entra						oals														
Employme Occupation		Year	F	ow Data	l Vinorities		Short-te Visible A	rm Goal Ainorities	S		Long-ter Visible M							r	Commen	to.				
Occupation (EEOG)	nai Group		All Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					·	Junnen	ts .				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
	strative &	2019	2	0	0.0	0	0.0	0.0	0.0	0		0.0	0.0											
Senior C	Clerical Sales &	2022	2	0		0201002010020100201	0.0	0.0		0	0.0	0.0												
	Personnel	2019	0	0		CONTROL OF THE PROPERTY OF THE	0.0	0.0			0.0	0.0												
	Crafts & Workers	2019	0	0		0	0.0			0	0.0	0.0												
10 Clerical		2022 2019 2022	8 8	2 2	25.0	0	0.0	0.0 0.0 21.9	0.0	0	0.0	0.0 0.0 21.9	0.0 0.0 114.2											
	diate Sales & Personnel	2019 2022	7 7	1	14.3		0.0	0.0	0.0	0	0.0	0.0	0.0											
12 Semi-Sk Workers		2019 2022	0	0			0.0	0.0		0	0.0	0.0												

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									al Contr					-									
	Part 7: Results - Members of Visible Minorities  Canadian Corps of Commissionaires, Manitoba Division																						
	43530																						
											43530												
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	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÷Px 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
<u> </u>		↓		<b>\</b>	i↓		<b></b>	i↓	<b></b>	i↓	i↓	↓ ↓	<b>\</b>	↓	i↓	↓	i	↓	.i			<b>J</b>	<b></b>
			1	Workf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			V	orkforce						Hires				P	romotio	ns			Ter	minatio	ns	
Occupational Group (EEOG)		All Employees	-		Visible M	······	_		All Employees			Minorities		All Employees			Minorities		All Employees	Visible Minorities  Actual Expected Difference			
(LLOO)	#	##	Represe	ntation %	Avail:	ibility #	Gap #	EE Result	##	Ac	tual %	Expected #	Difference #	£mployees	Ac	ual %	Expected #	Difference #	Employees	Actu	al %	Expected #	Difference #
Other Sales & Service	2016	1,025	28	2.7	26.5		-244	10.3								,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						
Personnel	2019	1,004	69	6.9	19.2	193	-124		392	43	11.0	75	-32	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				0.0			0		0.0	0	
	2019 2016	1,086	33	3.0	0.0 24.1	262	-229	0.0 12.6	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	, O
Total	2019	1,069	75	7.0		205	-130		408	44	10.8	78	-34	22	2	9.1	1	1	394	50	12.7	12	38
		D . 2 El	Part 2:	E . D	D / 2	F. C	D + 2			F. K	D + 2												
Data sources:		Part 2: Flow Data Analysis	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											
		↓	↓	<b>↓</b>	<b>.</b>	↓	↓	Ţ	↓	↓	↓	- ↓ _											
		New	Entran	ıts					oals														
Employment Equity	Year	Fl	ow Data			Short-ter		S		Long-ter													
Occupational Group (EEOG)		All Employees	Visible M			Visible M Percent of		Percent of		Visible M Percent of		Percent of					C	Commen	ts				
(EEOO)			Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Other Sales & Service	# 2019	# 392	43	<b>%</b> 11.0	#	0.0	0.0	% 0.0	#	0.0	0.0	% 0,0											
13 Other Sales & Service Personnel	2019	392	43	11.0	0	0.0	19.2	57.1	U	0.0	19.2	57.1											
Other Manual	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2022	0	0	0.0	_		0.0	0.0	-		0.0	0.0											
Total	2019	430 430	46 46	10.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2022	430	40	10.7			0.0	U.0			0.0	0.0											

# Federal Contractors Program Achievement Report Part 8: Reasonable Efforts

## Canadian Corps of Commissionaires, Manitoba Division

43530

# **Efforts**

equity.

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

Requi	red measures:
<b>√</b>	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
<b>√</b>	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.
<b>√</b>	Adjusted survey results to reflect hires, promotions and terminations.
<b>✓</b>	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.
<b>√</b>	Ensured that any new gaps identified are addressed accordingly.
<b>✓</b>	Maintained appropriate records in all required areas.
Other	measures:
<b>√</b>	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.
<b>√</b>	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
<b>√</b>	Ensured ongoing senior-level support for employment equity and its implementation.
<b>√</b>	Established accountability mechanisms to ensure that the short-term goals would be met.
<b>√</b>	Communicated the goals to relevant managers as well as monitored and recorded the results.
<b>V</b>	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

✓	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.
<b>✓</b>	Put in place a strategy to ensure a barrier-free workplace.
$\checkmark$	Undertook initiatives to increase representation where gaps in representation were found.
<b>J</b>	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
$\checkmark$	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).

Strikes (include demployees).	ates, the number of e	nployees affect	ed and the occupat	ional groups of those
			•	ional groups of those
Other.		-		

# **Additional Details**

Please provide any additional information (optional):

With the exception of cateogry 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**

<b>Employer Name: Canadian Corps of Commissionaires, Manitoba Divisio</b>	Employe	r 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 2019-03-13 Received: Workforce 2019-03-07

Analysis:

#### **DATA VERIFICATION**

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

res		Νo
	res :	res ∟

Comments: None

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

 $\boxtimes$  Yes  $\square$  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 bene 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				
Emp	oloyment Equity Occupational Group (EEOG)	Present	Short- term (1 to 3	Long- term	Representation	LMA
(EEOG)		Gap	years)	(3+ years)		
#	Description	#	%	%	%	%
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				
Employment Equity Occupational Group		Present Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3 years)	(3+ years)		
#	Description	#	%	%	%	%
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				
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	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			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	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.

N	ame of Analyst: Céline Brown
Di	ate: March 20, 2019

## Nyirasafari, Ange AN [NC]

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 underrepresented; 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 <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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.

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

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

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



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!