

Labour Program  
Federal Contractors Program

OFFICIAL USE ONLY

Agreement N°:

**Agreement to Implement Employment Equity**

(All sections must be completed)

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Canadian Corps of Commissionaires, Northern Alberta	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm</a> 1755	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 1810 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 10633 124th Street	City Edmonton	Province AB	Postal Code T5N 1S5
Telephone Number 780-451-1974 Ext 234			

EMPLOYMENT EQUITY CONTACT			
Name (print) Stan Doubleday	Title Director Human Resources and Administration		
Telephone Number 780-451-1974 Ext 234	E-mail Address sdoubleday@commissionaires.ab.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

CERTIFICATION
The above-named organization:
<ul style="list-style-type: none"> <li>having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND</li> <li>intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes)</li> </ul>
hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: <a href="http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</a> :
<b>Important note:</b> If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY			
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) John D. Slater	Title Chief Executive Officer		
Telephone Number 780-451-1974	E-mail Address [REDACTED]@commissionaires.ab.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2016-01-15		

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

RETURN INSTRUCTIONS
<b>IMPORTANT</b>
<ul style="list-style-type: none"> <li>The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca.</li> </ul>



## APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

### *Federal Contractors Program*

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As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

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I, the undersigned, on behalf of (legal name of organization) **Corps of Commissionaires - Northern Alberta Division** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **V090244**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) December 9, 2019 for the following reason(s):  
  
(Please describe) **Staff member that managed process on leave.**
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Shauna Yohemas**

Position Title: **Chief Personnel Officer**

Email address: **svohemas@commissionaires.ab.ca**

Telephone number: **780-451-1974 ext. 258**

Business address: **10633 - 124 Street Edmonton, AB T5N 1S5**

Signature: \_\_\_\_\_

Date: **November 29, 2019**

## Nyirasafari, Ange AN [NC]

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**From:** Arnaudova, Olga O [NC] on behalf of EE-EME  
**Sent:** November 29, 2019 4:37 PM  
**To:** Shauna Yohemas  
**Cc:** 'Guy Robart'; 'Tracy Ho'  
**Subject:** Extension to Submit Federal Contractors Program Compliance Assessment Information  
**Attachments:** DOC112919 (002).pdf  
**Expires:** May 27, 2020 12:00 AM

### **Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information**

Good afternoon,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

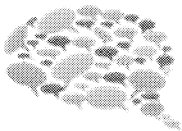
As requested, we hereby grant you an extension until **December 9, 2019**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca).

### **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@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)



Un espace collaboratif pour les employeurs! Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyez-nous un courriel pour vous joindre!  
A collaborative space for employers! Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF). Send us an email to join!



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

Reporting Period 2016-09-23 to 2019-11-21

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Alberta	1105	495	0	1600	Edmonton	1104	495	0	1599
Northwest Territories	21	223	0	244	Alta. less CMAs	1	0	0	1
Nunavut	17	297	0	314	N.W.T.	21	222	0	243
Total Employees in Canada				2158	Nvt.	17	297	0	314
					Y.T.	0	1	0	1
					Total Employees in Canada				2158





FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-09-23 to 2019-11-21

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-09-23 to 2019-11-21

001421

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	<b>Total</b>	2		2									
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3							1		1
	<b>Total</b>	3		3							1		1
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	1	10				1		1	4	1	3
	<b>Total</b>	11	1	10				1		1	4	1	3
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1086	775	311	76	38	38	75	60	15	164	132	32
	<b>Total</b>	1086	775	311	76	38	38	75	60	15	164	132	32



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-09-23 to 2019-11-21

001422

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Other Sales and Service Personnel</b>  Top Range: \$ 80,000 - \$84,999  Bottom Range: Under \$5,000	4	1	1										
	3												
	2												
	1	17	12	5	4	4					2	2	
	<b>Total</b>	18	13	5	4	4					2	2	
<b>Total Number of Employees</b>		<b>1143</b>	<b>806</b>	<b>337</b>	<b>81</b>	<b>43</b>	<b>38</b>	<b>77</b>	<b>61</b>	<b>16</b>	<b>173</b>	<b>137</b>	<b>36</b>



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-09-23 to 2019-11-21

001423

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1014	428	586	298	113	185	36	24	12	53	30	23
	<b>Total</b>	1014	428	586	298	113	185	36	24	12	53	30	23
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Total Number of Employees</b>		<b>1015</b>	<b>429</b>	<b>586</b>	<b>298</b>	<b>113</b>	<b>185</b>	<b>36</b>	<b>24</b>	<b>12</b>	<b>53</b>	<b>30</b>	<b>23</b>



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2016-09-23 to 2019-11-21

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	<b>1142</b>	<b>805</b>	<b>337</b>	<b>81</b>	<b>43</b>	<b>38</b>	<b>77</b>	<b>61</b>	<b>16</b>	<b>173</b>	<b>137</b>	<b>36</b>
<b>\$ 70,000 - \$84,999</b>	<b>1</b>	<b>1</b>										
<b>Total Number of Employees</b>	<b>1143</b>	<b>806</b>	<b>337</b>	<b>81</b>	<b>43</b>	<b>38</b>	<b>77</b>	<b>61</b>	<b>16</b>	<b>173</b>	<b>137</b>	<b>36</b>



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

Reporting Period 2016-09-23 to 2019-11-21

001425

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$5,000</b>	<b>1015</b>	<b>429</b>	<b>586</b>	<b>298</b>	<b>113</b>	<b>185</b>	<b>36</b>	<b>24</b>	<b>12</b>	<b>53</b>	<b>30</b>	<b>23</b>
<b>Total Number of Employees</b>	<b>1015</b>	<b>429</b>	<b>586</b>	<b>298</b>	<b>113</b>	<b>185</b>	<b>36</b>	<b>24</b>	<b>12</b>	<b>53</b>	<b>30</b>	<b>23</b>



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-09-23 to 2019-11-21

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	1	1										
<b>Professionals</b>	1	1		1	1		1	1				
<b>Semi-Professionals and Technicians</b>	1	1										
<b>Supervisors</b>	1		1									
<b>Clerical Personnel</b>	1		1							1		1
<b>Intermediate Sales and Service Personnel</b>	746	546	200	61	32	29	39	30	9	185	154	31
<b>Other Sales and Service Personnel</b>	18	13	5	4	4					2	2	
<b>Total Number of Employees Hired</b>	<b>769</b>	<b>562</b>	<b>207</b>	<b>66</b>	<b>37</b>	<b>29</b>	<b>40</b>	<b>31</b>	<b>9</b>	<b>188</b>	<b>156</b>	<b>32</b>



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

Reporting Period 2016-09-23 to 2019-11-21

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	<b>475</b>	<b>198</b>	<b>277</b>	<b>178</b>	<b>67</b>	<b>111</b>	<b>9</b>	<b>4</b>	<b>5</b>	<b>33</b>	<b>17</b>	<b>16</b>
<b>Other Sales and Service Personnel</b>	<b>1</b>	<b>1</b>										
<b>Total Number of Employees Hired</b>	<b>476</b>	<b>199</b>	<b>277</b>	<b>178</b>	<b>67</b>	<b>111</b>	<b>9</b>	<b>4</b>	<b>5</b>	<b>33</b>	<b>17</b>	<b>16</b>





**Canadian Corps of Commissionaires, Northern Alberta (certificate # V090244)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Full-Time / National**

**Reporting Period 2016-09-23 to 2019-11-21**

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-09-23 to 2019-11-21

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	<b>629</b>	<b>459</b>	<b>170</b>	<b>57</b>	<b>29</b>	<b>28</b>	<b>38</b>	<b>29</b>	<b>9</b>	<b>136</b>	<b>110</b>	<b>26</b>
<b>Other Sales and Service Personnel</b>	<b>2</b>	<b>1</b>	<b>1</b>							<b>1</b>		<b>1</b>
<b>Total Number of Employees Terminated</b>	<b>631</b>	<b>460</b>	<b>171</b>	<b>57</b>	<b>29</b>	<b>28</b>	<b>38</b>	<b>29</b>	<b>9</b>	<b>137</b>	<b>110</b>	<b>27</b>



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-09-23 to 2019-11-21

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	<b>29</b>	<b>14</b>	<b>15</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>		<b>2</b>	<b>1</b>	<b>1</b>
<b>Total Number of Employees Terminated</b>	<b>29</b>	<b>14</b>	<b>15</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>		<b>2</b>	<b>1</b>	<b>1</b>



Workplace Equity Information Management System - Canadian Corps of Commissionaires, Northern Alberta

**Workforce Analysis - Summary Report**

Date: 2019-11-21

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	5	1	20.0 %	27.6 %	1	0
02 : Middle and Other Managers	9	2	22.2 %	39.4 %	4	-2
03 : Professionals	6	3	50.0 %	70.1 %	4	-1
04 : Semi-Professionals and Technicians	3	0	0.0 %	50.9 %	2	-2
05 : Supervisors	2	2	100.0 %	53.4 %	1	1
07 : Administrative and Senior Clerical Personnel	3	3	100.0 %	84.2 %	3	0
10 : Clerical Personnel	11	10	90.9 %	71.9 %	8	2
11 : Intermediate Sales and Service Personnel	2100	897	42.7 %	69.0 %	1449	-552
13 : Other Sales and Service Personnel	19	5	26.3 %	57.9 %	11	-6
<b>Total</b>	<b>2158</b>	<b>923</b>	<b>42.8 %</b>	<b>68.7 %</b>	<b>1483</b>	<b>-560</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Canadian Corps of Commissionaires, Northern Alberta

**Workforce Analysis - Summary Report**

Date: 2019-11-21

**Aboriginal Peoples**

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	5	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	9	0	0.0 %	2.7 %	0	0
03 : Professionals	6	1	16.7 %	3.5 %	0	1
04 : Semi-Professionals and Technicians	3	0	0.0 %	3.0 %	0	0
05 : Supervisors	2	0	0.0 %	4.5 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	4.7 %	0	0
10 : Clerical Personnel	11	0	0.0 %	5.3 %	1	-1
11 : Intermediate Sales and Service Personnel	2100	374	17.8 %	21.5 %	452	-78
13 : Other Sales and Service Personnel	19	4	21.1 %	6.3 %	1	3
<b>Total</b>	<b>2158</b>	<b>379</b>	<b>17.6 %</b>	<b>21.0 %</b>	<b>454</b>	<b>-75</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Canadian Corps of Commissionaires, Northern Alberta

**Workforce Analysis - Summary Report**

Date: 2019-11-21

**Members of Visible Minorities**

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	5	0	0.0 %	11.5 %	1	-1
02 : Middle and Other Managers	9	0	0.0 %	17.6 %	2	-2
03 : Professionals	6	1	16.7 %	19.0 %	1	0
04 : Semi-Professionals and Technicians	3	1	33.3 %	38.6 %	1	0
05 : Supervisors	2	0	0.0 %	34.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	16.9 %	1	0
10 : Clerical Personnel	11	4	36.4 %	21.5 %	2	2
11 : Intermediate Sales and Service Personnel	2100	217	10.3 %	26.8 %	563	-346
13 : Other Sales and Service Personnel	19	2	10.5 %	43.4 %	8	-6
<b>Total</b>	<b>2158</b>	<b>226</b>	<b>10.4 %</b>	<b>26.8 %</b>	<b>580</b>	<b>-354</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Canadian Corps of Commissionaires, Northern Alberta

**Workforce Analysis - Summary Report**

Date: 2019-11-21

**Persons with Disabilities**

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	14	0	0.0 %	5.0 %	1	-1
03 : Professionals	6	1	16.7 %	8.9 %	1	0
04 : Semi-Professionals and Technicians	3	0	0.0 %	7.6 %	0	0
05 : Supervisors	2	0	0.0 %	27.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	10.0 %	0	0
10 : Clerical Personnel	11	1	9.1 %	9.3 %	1	0
11 : Intermediate Sales and Service Personnel	2100	111	5.3 %	10.8 %	227	-116
13 : Other Sales and Service Personnel	19	0	0.0 %	10.7 %	2	-2
<b>Total</b>	<b>2158</b>	<b>113</b>	<b>5.3 %</b>	<b>10.8 %</b>	<b>233</b>	<b>-120</b>

Total may not equal sum of components due to rounding.



## Workforce Analysis - Summary Report

Date: 2019-11-21

### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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





## Workforce Analysis - Summary Report

Date: 2019-11-21

### WFA Defaults - Persons with Disabilities

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

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	23	09

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	11	21

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	4	1	27.40
02	Middle & Other Managers	10	2	38.90
03	Professionals	5	3	68.40
04	Semi-Professionals & Technicians	2	0	51.90
05	Supervisors	1	1	56.20
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	3	3	84.60
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	10	9	70.30
11	Intermediate Sales & Service Personnel	1,543	609	66.90
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	2	1	59.20
14	Other Manual Workers	0	0	0.00
<b>Total</b>		<b>1,580</b>	<b>629</b>	<b>66.6</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		4	1	27.60
		10	2	39.40
		6	3	70.10
		3	0	50.90
		2	2	53.40
		0	0	0.00
		3	3	84.20
		0	0	0.00
		0	0	0.00
		11	10	71.90
		2,093	891	69.00
		0	0	0.00
		9	2	57.90
		0	0	0.00
<b>Total</b>		<b>2,141</b>	<b>914</b>	<b>68.7</b>

**\* Source:**

2011 National Household Survey

**\* Source:**

2016 Census



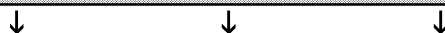
## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

#### Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

#### Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	23	09

#### Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	11	21

#### Table 3: Members of Visible Minorities

##### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	4	0	10.10
02	Middle & Other Managers	10	0	15.00
03	Professionals	5	0	16.30
04	Semi-Professionals & Technicians	2	1	28.00
05	Supervisors	1	0	21.60
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	3	1	13.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	10	3	17.50
11	Intermediate Sales & Service Personnel	1,543	138	22.20
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	2	1	34.10
14	Other Manual Workers	0	0	0.00
<b>Total</b>		<b>1,580</b>	<b>144</b>	<b>22.1</b>

**\* Source:**

2011 National Household Survey

#### Table 7: Members of Visible Minorities

##### Subsequent/Current Workforce Analysis

All Employees		Members of Visible Minorities	
		Representation	Availability*
#	#	%	
4	0	11.50	
10	0	17.60	
6	1	19.00	
3	1	38.60	
2	0	34.50	
0	0	0.00	
3	1	16.90	
0	0	0.00	
0	0	0.00	
11	4	21.50	
2,093	217	26.90	
0	0	0.00	
9	0	43.40	
0	0	0.00	
<b>2,141</b>	<b>224</b>	<b>26.9</b>	

**\* Source:**

2016 Census

## Federal Contractors Program Achievement Report

### Part 1: Workforce Analysis

#### Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

#### Data from First/Previous Workforce Analysis

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	23	09

#### Data from Subsequent/Current Workforce Analysis

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	11	21

#### Table 4: Persons with Disabilities

##### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Persons with Disabilities		
		Representation	Availability*	
		#	#	%
01/02	Managers	14	0	4.30
03	Professionals	5	0	3.80
04	Semi-Professionals & Technicians	2	0	4.60
05	Supervisors	1	0	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	3	0	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	10	1	7.00
11	Intermediate Sales & Service Personnel	1,543	101	5.60
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	2	0	6.30
14	Other Manual Workers	0	0	0.00
<b>Total</b>		<b>1,580</b>	<b>102</b>	<b>5.6</b>

**\* Source:**

2012 Canadian Survey on Disability

#### Table 8: Persons with Disabilities

##### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Persons with Disabilities		
		Representation	Availability*	
		#	#	%
01/02	Managers	14	0	5.00
03	Professionals	6	1	8.90
04	Semi-Professionals & Technicians	3	0	7.60
05	Supervisors	2	0	27.50
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	3	0	10.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	11	1	9.30
11	Intermediate Sales & Service Personnel	2,093	110	10.80
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	9	0	10.70
14	Other Manual Workers	0	0	0.00
<b>Total</b>		<b>2,141</b>	<b>112</b>	<b>10.8</b>

**\* Source:**

2017 Canadian Survey on Disability



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

Start Date of Flow Data		
YYYY	MM	DD
2016	23	09

End Date of Flow Data		
YYYY	MM	DD
2019	11	21

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	1	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	1	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	747	61	466	177	0	0	0	0	628	57	29	2
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	8	0	1	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>760</b>	<b>62</b>	<b>467</b>	<b>177</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>630</b>	<b>57</b>	<b>29</b>	<b>2</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

Start Date of Flow Data		
YYYY	MM	DD
2016	23	09

End Date of Flow Data		
YYYY	MM	DD
2019	11	21

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	1	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	1	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	747	39	466	8	0	0	0	0	628	38	29	1
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	8	0	1	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>760</b>	<b>40</b>	<b>467</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>630</b>	<b>38</b>	<b>29</b>	<b>1</b>



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

Start Date of Flow Data		
YYYY	MM	DD
2016	23	09

End Date of Flow Data		
YYYY	MM	DD
2019	11	21

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

**Table 4: Members of Visible Minorities**

**Table 8: Members of Visible Minorities**

**Table 12: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	1	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	1	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	747	185	466	32	0	0	0	0	628	135	29	2
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	8	0	1	0	0	0	0	0	2	1	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>760</b>	<b>186</b>	<b>467</b>	<b>32</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>630</b>	<b>136</b>	<b>29</b>	<b>2</b>

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

001445

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										First/Previous Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2016-23-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-23-09	Annually	Over 3 Years	2016	2019									
		#	%	%	#	%	%	#	#	#	%	#	#	%								
01	Senior Managers	4	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	27.4%	0	0	25.0%	25.0%			
02	Middle & Other Managers	10	0.0%		0	0.0%		0	0	2	0.0%	0	2	38.9%	-2	-2	20.0%	20.0%				
03	Professionals	5	6.3%		0	0.0%		0	0	3	0.0%	0	0	68.4%	0	0	60.0%	60.0%				
04	Semi-Professionals & Tech	2	14.5%		0	0.0%		0	0	0	0.0%	0	1	51.9%	-1	-1	0.0%	0.0%				
05	Supervisors	1	26.0%		0	0.0%		0	0	1	0.0%	0	0	56.2%	0	0	100.0%	100.0%				
06	Supervisors: Crafts & Trades	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	3	0.0%		0	0.0%		0	0	3	0.0%	0	0	84.6%	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	#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	#DIV/0!	#DIV/0!				
10	Clerical Personnel	10	3.2%		0	0.0%		0	0	9	0.0%	0	-2	70.3%	2	2	90.0%	90.0%				
11	Intermediate Sales & Service	1,543	10.7%		0	36.1%		0	0	609	0.0%	0	423	66.9%	-423	-423	39.5%	39.5%				
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
13	Other Sales & Service	2	65.1%		0	36.4%		0	0	1	0.0%	0	0	59.2%	0	0	50.0%	50.0%				
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
Total		1,580	10.7%		0	35.4%		0	0	629	0.0%	0	423	66.6%	-423	-423	39.8%	39.8%				

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		0		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

001446

**Data for First/Previous Goals**

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

**Table 3: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Terminated Employees		From - To								
		2016-23-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-23-09	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	#	%	#	#	%							
01	Senior Managers	4	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02	Middle & Other Managers	10	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%	
03	Professionals	5	6.3%		0	0.0%		0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	2	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.8%	0	0	0.0%	0.0%	
05	Supervisors	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	4.6%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	3.6%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	10	3.2%		0	0.0%		0	0	0	0.0%	0	1	0	0	5.1%	-1	-1	0.0%	0.0%	
11	Intermediate Sales & Service	1,543	10.7%		0	36.1%		0	0	192	0.0%	0	21	0	0	13.8%	-21	-21	12.4%	12.4%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	2	65.1%		0	36.4%		0	0	0	0.0%	0	0	0	0	6.7%	0	0	0.0%	0.0%	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>		<b>1,580</b>	<b>10.7%</b>		<b>0</b>	<b>35.4%</b>		<b>0</b>	<b>0</b>	<b>192</b>	<b>0.0%</b>	<b>0</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>13.6%</b>	<b>-23</b>	<b>-23</b>	<b>12.2%</b>	<b>12.2%</b>	

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

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

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>		<b>0</b>		<b>0</b>		

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

001447

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)	All Employees																	First/Previous Short-term Goals				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To								
	2016-23-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-23-09	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%				
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%			
01/02 Managers	14	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	4.3%	-1	-1	0.0%	0.0%				
03 Professionals	5	6.3%		0	0.0%		0	0	0	0.0%	0	0	0	3.8%	0	0	0.0%	0.0%				
04 Semi-Professionals & Tech	2	14.5%		0	0.0%		0	0	0	0.0%	0	0	0	4.6%	0	0	0.0%	0.0%				
05 Supervisors	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	13.9%	0	0	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	3	0.0%		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	10	3.2%		0	0.0%		0	0	1	0.0%	0	0	0	7.0%	0	0	10.0%	10.0%				
11 Intermediate Sales & Service	1,543	10.7%		0	36.1%		0	0	101	0.0%	0	-15	0	5.6%	15	15	6.5%	6.5%				
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	2	65.1%		0	36.4%		0	0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%				
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
Total	1,580	10.7%		0	35.4%		0	0	102	0.0%	0	-14	0	5.6%	14	14	6.5%	6.5%				

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		0		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

001448

**Data for First/Previous Goals**

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

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	All Employees																	First/Previous Short-term Goals					Members of Visible Minorities				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years								
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Over 3 Years	From - To		From - To														
	2016-23-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-23-09	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%									
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%								
01 Senior Managers	4	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%									
02 Middle & Other Managers	10	0.0%		0	0.0%		0	0	0	0.0%	0	2	0	15.0%	-2	-2	0.0%	0.0%									
03 Professionals	5	6.3%		0	0.0%		0	0	0	0.0%	0	1	0	16.3%	-1	-1	0.0%	0.0%									
04 Semi-Professionals & Tech	2	14.5%		0	0.0%		0	0	1	0.0%	0	0	0	28.0%	0	0	50.0%	50.0%									
05 Supervisors	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	21.6%	0	0	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	3	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	13.4%	1	1	33.3%	33.3%									
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	10	3.2%		0	0.0%		0	0	3	0.0%	0	-1	0	17.5%	1	1	30.0%	30.0%									
11 Intermediate Sales & Service	1,543	10.7%		0	36.1%		0	0	138	0.0%	0	205	0	22.2%	-205	-205	8.9%	8.9%									
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	2	65.1%		0	36.4%		0	0	1	0.0%	0	0	0	34.1%	0	0	50.0%	50.0%									
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!									
<b>Total</b>	<b>1,580</b>	<b>10.7%</b>		<b>0</b>	<b>35.4%</b>		<b>0</b>	<b>0</b>	<b>144</b>	<b>0.0%</b>	<b>0</b>	<b>205</b>	<b>0</b>	<b>22.1%</b>	<b>-205</b>	<b>-205</b>	<b>9.1%</b>	<b>9.1%</b>									

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

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

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>	<b>0</b>		<b>0</b>		

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

001449

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		From - To								
		2019-11-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-11-21	Annually	Over 3 Years	2019		2022						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	4	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	0	27.6%	0	0	25.0%	25.0%	
02	Middle & Other Managers	10	0.0%		0	0.0%		0	0	2	0.0%	0	2	0	50.0%	39.4%	-2	-2	20.0%	20.0%	
03	Professionals	6	6.3%		0	0.0%		0	0	3	0.0%	0	1	0	70.1%	-1	-1	50.0%	50.0%		
04	Semi-Professionals & Tech	3	14.5%		0	0.0%		0	0	0	0.0%	0	2	0	50.9%	-2	-2	0.0%	0.0%		
05	Supervisors	2	26.0%		0	0.0%		0	0	2	0.0%	0	-1	0	53.4%	1	1	100.0%	100.0%		
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	3	0.0%		0	0.0%		0	0	3	0.0%	0	0	0	84.2%	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	11	3.2%		0	0.0%		0	0	10	0.0%	0	-2	0	71.9%	2	2	90.9%	90.9%		
11	Intermediate Sales & Service	2,093	10.7%		0	36.1%		0	0	891	0.0%	0	553	0	69.0%	-553	-553	42.6%	42.6%		
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	9	65.1%		0	36.4%		0	0	2	0.0%	0	3	0	57.9%	-3	-3	22.2%	22.2%		
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		2,141	10.7%		0	35.4%		0	0	914	0.0%	0	557	0	68.7%	-557	-557	42.7%	42.7%		

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	50.0		50.0 Challenges are single parents not being able to work overnight, daycare hours not conducive to shift work hours
03	Professionals	0.0		
04	Semi-Professionals & Tech	0.0		
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	0.0		
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		



Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To		YYYY - YYYY								
		2019-11-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-11-21	Annually	Over 3 Years	2019		2022						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	4	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	0.0%		0	0	0	0.0%	0	0	0		2.7%	0	0	0.0%	0.0%	
03	Professionals	6	6.3%		0	0.0%		0	0	1	0.0%	0	-1	0		3.5%	1	1	16.7%	16.7%	
04	Semi-Professionals & Tech	3	14.5%		0	0.0%		0	0	0	0.0%	0	0	0		3.0%	0	0	0.0%	0.0%	
05	Supervisors	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.5%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.7%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.7%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	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	11	3.2%		0	0.0%		0	0	0	0.0%	0	1	0	5.3%	5.3%	-1	-1	0.0%	0.0%	
11	Intermediate Sales & Service	2,093	10.7%		0	36.1%		0	0	373	0.0%	0	77	0	21.5%	21.5%	-77	-77	17.8%	17.8%	
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	9	65.1%		0	36.4%		0	0	0	0.0%	0	1	0		6.3%	-1	-1	0.0%	0.0%	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total		2,141	10.7%		0	35.4%		0	0	374	0.0%	0	78	0		21.1%	-78	-78	17.5%	17.5%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	0.0		
03	Professionals	0.0		
04	Semi-Professionals & Tech	0.0		
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	5.3	5.3	Continue to collaborate with local Band Human Resources personnel to maintain recruiting opportunities for those positions that are near the band's locations
11	Intermediate Sales & Service	21.5	21.5	Continue to collaborate with local Band Human Resources personnel to maintain recruiting opportunities for those positions that are near the band's locations
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees								Subsequent/Current Short-term Goals											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-11-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-11-21	Annually	Over 3 Years	2019	2022	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	14	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	5.0%	-1	-1	0.0%	0.0%		
03 Professionals	6	6.3%		0	0.0%		0	1	0.0%	0	0	0	0	8.9%	0	0	16.7%	16.7%		
04 Semi-Professionals & Tech	3	14.5%		0	0.0%		0	0	0.0%	0	0	0	0	7.6%	0	0	0.0%	0.0%		
05 Supervisors	2	26.0%		0	0.0%		0	0	0.0%	0	1	0	0	27.5%	-1	-1	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	3	0.0%		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	11	3.2%		0	0.0%		0	1	0.0%	0	0	0	0	9.3%	0	0	9.1%	9.1%		
11 Intermediate Sales & Service	2,093	10.7%		0	36.1%		0	110	0.0%	0	116	0	10.8%	10.8%	-116	-116	5.3%	5.3%		
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	9	65.1%		0	36.4%		0	0	0.0%	0	1	0	10.7%	10.7%	-1	-1	0.0%	0.0%		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	2,141	10.7%		0	35.4%		0	0	0.0%	0	119	0	0	10.8%	-119	-119	5.2%	5.2%		

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	0.0		
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.0		
11 Intermediate Sales & Service	10.8	10.8	
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	10.7	10.7	
14 Other Manual Workers	0.0		
Total	0.0		



Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected	YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2019-11-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-11-21	Annually	Over 3 Years	2019		2022						
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	4	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%	
02	Middle & Other Managers	10	0.0%		0	0.0%		0	0	0	0.0%	0	2	0	17.6%	17.6%	-2	-2	0.0%	0.0%	
03	Professionals	6	6.3%		0	0.0%		0	0	1	0.0%	0	0	0	19.0%	19.0%	0	0	16.7%	16.7%	
04	Semi-Professionals & Tech	3	14.5%		0	0.0%		0	0	1	0.0%	0	0	0	38.6%	38.6%	0	0	33.3%	33.3%	
05	Supervisors	2	26.0%		0	0.0%		0	0	0	0.0%	0	1	0	34.5%	34.5%	-1	-1	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	16.9%	16.9%	0	0	33.3%	33.3%	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	11	3.2%		0	0.0%		0	0	4	0.0%	0	-2	0	21.5%	21.5%	2	2	36.4%	36.4%	
11	Intermediate Sales & Service	2,093	10.7%		0	36.1%		0	0	217	0.0%	0	346	0	30.0%	26.9%	-346	-346	10.4%	10.4%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	9	65.1%		0	36.4%		0	0	0	0.0%	0	4	0	44.0%	43.4%	-4	-4	0.0%	0.0%	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		2,141	10.7%		0	35.4%		0	0	224	0.0%	0	352	0	26.9%	26.9%	-352	-352	10.5%	10.5%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	17.6	17.6	Maintain status quo as there is not a lot of turnover in these positions
03	Professionals	0.0		
04	Semi-Professionals & Tech	0.0		
05	Supervisors	34.5		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	0.0		
11	Intermediate Sales & Service	30.0	30.0	Partnering with local employment agencies for newcomers; providing education, training and possible job opportunities to gain job experience.
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	44.0	44.0	Partnering with local employment agencies for newcomers; providing education, training and possible job opportunities to gain job experience.
14	Other Manual Workers	0.0		
Total		0.0		

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

**[Date:2019-11-21]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	4	1	25.0	27.4	1	0	91.2																
	2019	4	1	25.0	27.6	1	0	90.6	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	10	2	20.0	38.9	4	-2	51.4																
	2019	10	2	20.0	39.4	4	-2	50.8	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	5	3	60.0	68.4	3	0	87.7																
	2019	6	3	50.0	70.1	4	-1	71.3	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	2	0	0.0	51.9	1	-1	0.0																
	2019	3	0	0.0	50.9	2	-2	0.0	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	1	1	100.0	56.2	1	0	177.9																
	2019	2	2	100.0	53.4	1	1	187.3	1	1	100.0	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0				0.0	0.0	
02 Middle & Other Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			50.0	0.0				50.0	0.0	
03 Professionals	2019	1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0				0.0	0.0	
04 Semi-Professionals & Technicians	2019	1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0				0.0	0.0	
05 Supervisors	2019	1	1	100.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	1	100.0			0.0	0.0				0.0	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	3	3	100.0	84.6	3	0	118.2																
	2019	3	3	100.0	84.2	3	0	118.8	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	10	9	90.0	70.3	7	2	128.0																
	2019	11	10	90.9	71.9	8	2	126.4	1	1	100.0	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	1,543	609	39.5	66.9	1,032	-423	59.0																
	2019	2,093	891	42.6	69.0	1,444	-553	61.7	1,213	471	38.8	837	-366	0	0	0.0	0	0	0	657	185	28.2	259	-74
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments	
		Flow Data			Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%				
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
10 Clerical Personnel	2019	1	1	100.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	1	100.0			0.0	0.0				0.0	0.0	
11 Intermediate Sales & Service Personnel	2019	1,213	471	38.8	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1,213	471	38.8			0.0	0.0				0.0	0.0	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

001455

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	2	1	50.0	59.2	1	0	84.5																
	2019	9	2	22.2	57.9	5	-3	38.4	9	2	22.2	5	-3	0	0	0.0	0	0	0	2	1	50.0	1	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	1,580	629	39.8	66.6	1,052	-423	59.8																
	2019	2,141	914	42.7	68.7	1,471	-557	62.1	1,227	475	38.7	843	-368	0	0	0.0	0	0	0	659	186	28.2	262	-76

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	9	2	22.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	9	2	22.2			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	1,227	475	38.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1,227	475	38.7			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

001456

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#					
01 Senior Managers	2016	4	0	0.0	2.9	0	0	0.0																
	2019	4	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	10	0	0.0	2.2	0	0	0.0																
	2019	10	0	0.0	2.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	5	0	0.0	3.2	0	0	0.0																
	2019	6	1	16.7	3.5	0	1	476.2	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	2	0	0.0	0.8	0	0	0.0																
	2019	3	0	0.0	3.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	1	0	0.0	4.6	0	0	0.0																
	2019	2	0	0.0	4.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	4.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2019	1	1	100.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	1	100.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

001457

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	3	0	0.0	3.6	0	0	0.0																
	2019	3	0	0.0	4.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	10	0	0.0	5.1	1	-1	0.0																
	2019	11	0	0.0	5.3	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	1,543	192	12.4	13.8	213	-21	90.2																
	2019	2,093	373	17.8	21.5	450	-77	82.9	1,213	238	19.6	261	-23	0	0	0.0	0	0	0	657	59	9.0	82	-23
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	#	%		
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	1	0	0.0			5.3	0.0			5.3	0.0	
11 Intermediate Sales & Service Personnel	2019	1,213	238	19.6	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	1,213	238	19.6			21.5	91.3			21.5	91.3	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0	



**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

001458

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	2	0	0.0	6.7	0	0	0.0																
	2019	9	0	0.0	6.3	1	-1	0.0	9	0	0.0	1	-1	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	1,580	192	12.2	13.6	215	-23	89.4																
	2019	2,141	374	17.5	21.1	452	-78	82.8	1,227	239	19.5	259	-20	0	0	0.0	0	0	659	59	9.0	80	-21	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	9	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	1,227	239	19.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1,227	239	19.5			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

001459

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	#	#		
01 & 02 Managers	2016	14	0	0.0	4.3	1	-1	0.0																
	2019	14	0	0.0	5.0	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	5	0	0.0	3.8	0	0	0.0																
	2019	6	1	16.7	8.9	1	0	187.3	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	2	0	0.0	4.6	0	0	0.0																
	2019	3	0	0.0	7.6	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	1	0	0.0	13.9	0	0	0.0																
	2019	2	0	0.0	27.5	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	1	0	0.0			0.0	0.0			0.00	0.0		
03 Professionals	2019	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	1	1	100.0			0.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	1	0	0.0			0.0	0.0			0.00	0.0		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	1	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		



Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

001460

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	#	#		
07 Administrative & Senior Clerical	2016	3	0	0.0	3.4	0	0	0.0																
	2019	3	0	0.0	10.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	10	1	10.0	7.0	1	0	142.9																
	2019	11	1	9.1	9.3	1	0	97.8	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	1,543	101	6.5	5.6	86	15	116.9																
	2019	2,093	110	5.3	10.8	226	-116	48.7	1,213	47	3.9	131	-84	0	0	0.0	0	0	0	657	39	5.9	43	-4
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2019	1,213	47	3.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1,213	47	3.9			10.8	35.9			10.8	35.9	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

001461

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	#			
13 Other Sales & Service Personnel	2016	2	0	0.0	6.3	0	0	0.0																
	2019	9	0	0.0	10.7	1	-1	0.0	9	0	0.0	1	-1	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	1,580	102	6.5	5.6	88	14	115.3																
	2019	2,141	112	5.2	10.8	231	-119	48.4	1,227	48	3.9	133	-85	0	0	0.0	0	0	0	659	39	5.9	43	-4

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	9	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	9	0	0.0			10.7	0.0			10.7	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	1,227	48	3.9	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1,227	48	3.9			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

001462

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#				
01 Senior Managers	2016	4	0	0.0	10.1	0	0	0.0																
	2019	4	0	0.0	11.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	10	0	0.0	15.0	2	-2	0.0																
	2019	10	0	0.0	17.6	2	-2	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	5	0	0.0	16.3	1	-1	0.0																
	2019	6	1	16.7	19.0	1	0	87.7	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	2	1	50.0	28.0	1	0	178.6																
	2019	3	1	33.3	38.6	1	0	86.4	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	1	0	0.0	21.6	0	0	0.0																
	2019	2	0	0.0	34.5	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	#	%		
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			17.6	0.0			17.6	0.0	
03 Professionals	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			34.5	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

**Federal Contractors Program Achievement Report**

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

**Canadian Corps of Commissionaires (Northern Alberta Division)**

[Date:2019-11-21]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#					
07 Administrative & Senior Clerical	2016	3	1	33.3	13.4	0	1	248.8																	
	2019	3	1	33.3	16.9	1	0	197.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	10	3	30.0	17.5	2	1	171.4																	
	2019	11	4	36.4	21.5	2	2	169.1	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	1,543	138	8.9	22.2	343	-205	40.3																	
	2019	2,093	217	10.4	26.9	563	-346	38.5	1,213	217	17.9	326	-109	0	0	0.0	0	0	0	657	137	20.9	59	78	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments	
		Flow Data			Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%				
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
10 Clerical Personnel	2019	1	1	100.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	1	100.0			0.0	0.0				0.0	0.0	
11 Intermediate Sales & Service Personnel	2019	1,213	217	17.9	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1,213	217	17.9			30.0	59.6				30.0	59.6	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Canadian Corps of Commissionaires (Northern Alberta Division)

[Date:2019-11-21]

001464

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	2	1	50.0	34.1	1	0	146.6																
	2019	9	0	0.0	43.4	4	-4	0.0	9	0	0.0	4	-4	0	0	0.0	0	0	0	2	1	50.0	1	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	1,580	144	9.1	22.1	349	-205	41.2																
	2019	2,141	224	10.5	26.9	576	-352	38.9	1,227	218	17.8	330	-112	0	0	0.0	0	0	0	659	138	20.9	60	78

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	9	0	0.0			44.0	0.0			44.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	1,227	218	17.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1,227	218	17.8			0.0	0.0			0.0	0.0		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Canadian Corps of Commissionaires (Northern Alberta Division)</b>
<b>[Date:2019-11-21]</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

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

Building relationships with local employment centres that offer Career/Job Fairs. Provides opportunity to make personal contacts with potential future employees and promoting our services (ie: free training, and possible full time employment). The challenge would be with those that English is a second language. To work as a security guard they must be fluent in English. We do however provide an English Language Evaluation which is part of our hiring process.

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

### **Additional Details**

Please provide any additional information (optional):



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

**Employer Name:** Canadian Corps of Commissionaires (Northern Alberta Division)

**Primary Location:** Edmonton, Alberta

**Number of Employees: 2,158**

- Alberta: 1,600
- Northwest Territories: 244
- Nunavut: 314

NAICS: 5616 (Investigation and security services)

**Organization Overview:**

One of the largest providers of security services in Canada, the Canadian Corps of Commissionaires combine local knowledge with national strength to provide security and protection services for people, property and other interests.

**Key Dates – First Year Assessment**

Initiated: 2016-12-29  
 Received: 2016-09-23  
 Closed: 2016-12-29  
 Workforce Analysis: 2016-09-23

**Key Dates – Subsequent Assessment**

Initiated: 2019-11-26  
 Received: 2019-11-26 (2020-05-23 final version)  
 Workforce Analysis: 2019-11-21

**DATA VERIFICATION**

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

Yes  No

Comments:

I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6 (forms created by employer outside of WEIMS)

Yes  No

Comments:

**ASSESSMENT OF REASONABLE PROGRESS**

In the previous assessment, several gaps were found in different EEOG's in each designated group and in particular in EEOG 11: Intermediate Sales and Service Personnel.

**Women**

02	Middle & Other Managers	No goal set
04	Semi-Professionals & Technical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set

## Assessment/Observations

- No goals set for the three EEOGs with gaps

**Aboriginal Peoples**

10	Clerical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set

## Assessment/Observations

- No goals set for the two EEOGs with gaps

**Persons with Disabilities**

01/02	Managers	No goal set
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## Assessment/Observations

- No goals set for the EEOGs with gaps

**Members of Visible Minorities**

2	Middle & Other Managers	No goal set
03	Professionals	No goal set
11	Intermediate Sales & Service Personnel	No goal set

## Assessment/Observations

**ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- No goals were set for any of the gaps because of the 28% turnover in these EEOGs. In the notification of compliance letter dated December 29, 2016, ESDC stated the following "We acknowledge receipt of your explanation for not establishing any goals and encourage you to hire and promote more designated group members as opportunities arise."

- The employer listed their efforts to build relationships with local employment centres that offer Career/Job Fairs. They also stated that they provided opportunity to make personal contacts with potential future employees and promoting their services (ie, training, and possible full time employment).

### ASSESSMENT OF CURRENT GOALS AND GAPS

- All short and long-term goals are set in percentage format, and at labour market availability as required.
- The goals are reduced to 50% for women only.

#### Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	0	-	-	20.0	27.6
02	Middle & Other Managers	-2	39.4	50.0	22.2	39.4
03	Professionals	-1	50.0	50.0	50.0	70.1
04	Semi-Professionals & Technicians	-2	50.0	50.0	0.0	50.9
05	Supervisors	1	-	-	100.0	53.4
07	Admin & Senior Clerical Personnel	0	-	-	100.0	84.2
10	Clerical Personnel	2	-	-	90.9	71.9
11	Intermediate Sales and Service Personnel	-552	50.0	50.0	42.7	69.0
13	Other Sales and Service Personnel	-6	50.0	50.0	26.3	57.9

#### Observations:

- Goals (short and long-term) were set at the LMA rate (below 50% for women)
- For EEOG02 a challenge indicated by the employer are single parents not able to work night shifts.

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	0	-	-	0.0	3.2
02	Middle & Other Managers	0	-	-	0.0	2.7
03	Professionals	1	-	-	16.7	3.5
04	Semi-Professionals & Technicians	0	-	-	0.0	3.0
05	Supervisors	0	-	-	0.0	4.5
07	Admin & Senior Clerical Personnel	0	-	-	0.0	4.7
10	Clerical Personnel	-1	5.3	5.3	0.0	5.3
11	Intermediate Sales and Service Personnel	-78	21.5	21.5	17.8	21.5
13	Other Sales and Service Personnel	3	6.3	6.3	21.1	6.3

## Observations:

- Goals have been set appropriately at LMA where there is a gap present.
- The organization will continue to collaborate with local Band Human Resources personnel to maintain recruiting opportunities for those positions that are near the band's locations.
- EEOG13: A goal was set despite no gap was present.

**Persons with Disabilities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	5.0	5.0		5.0
03	Professionals	0	-	-		8.9
04	Semi-Professionals & Technicians	0	-	--		7.6
05	Supervisors	-1	27.5	27.5		27.5
07	Admin & Senior Clerical Personnel	0	-	-		10.0
10	Clerical Personnel	0	-	-		9.3
11	Intermediate Sales and Service Personnel	-116	10.8	10.8		10.8
13	Other Sales and Service Personnel	-2	10.7	10.7		10.7

## Observations:

- Goals have been set appropriately at LMA where there is a gap present.

### **Members of Visible Minorities**

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	11.5	11.5	0.0	11.5
02	Middle & Other Managers	-2	17.6	17.6	0.0	17.6
03	Professionals	0	-	-	16.7	19.0
04	Semi-Professionals & Technicians	0	-	-	33.3	38.6
05	Supervisors	-1	34.5	34.5	0.0	34.5
07	Admin & Senior Clerical Personnel	0	-	-	33.3	16.9
10	Clerical Personnel	2	-	-	36.4	21.5
11	Intermediate Sales and Service Personnel	-346	30.0	26.8	10.3	26.8
13	Other Sales and Service Personnel	-6	43.4	43.4	10.5	43.4

#### Observations:

- Goals have been set appropriately at LMA where there is a gap present.

**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:

- The second compliance assessment was unable to assess progress made towards achieving employment equity goals, as no short-term goals were set by the employer for gaps in representation during the first assessment.
- As on the previous assessment, the biggest representation gap has been identified to be for EEOG11: Intermediate Sales and Service Personnel. Goals at the labour market availability level were set for all designated groups in this category.
- It is encouraged to continue to partner with local employment agencies for newcomers, as well to create new partnerships with Indigenous organizations and settlement services to fill the existing gaps.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): [https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070).

**Name of Analyst: Olga Arnaoudova**

**Date: May 29, 2019**

## Nyirasafari, Ange AN [NC]

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**From:** Arnaudova, Olga O [NC] on behalf of EE-EME  
**Sent:** June 12, 2020 10:32 AM  
**To:** 'jslater@commissionaires.ab.ca'  
**Cc:** 'sdoubleday@commissionaires.ab.ca'; 'grobart@commissionaires.ab.ca'; 'jwillis@commissionaires.ab.ca'; 'tho@commissionaires.ab.ca'  
**Subject:** Government of Canada Agreement Number: V090244 – Notification of Compliance with the Federal Contractors Program  
**Importance:** High

### **Subject: Government of Canada Agreement Number: V090244 – Notification of Compliance with the Federal Contractors Program**

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

Dear John D. Slater:

We are writing to inform you that the subsequent compliance assessment initiated on October 29, 2019 has been completed. As a result of the assessment, Canadian Corps of Commissionaires, Northern Alberta 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, Northern Alberta's employment equity program.

- The second compliance assessment was unable to assess progress made towards achieving employment equity goals, as no short-term goals were set by the employer for gaps in representation during the first assessment.
- As on the previous assessment, the biggest representation gap has been identified to be for EEOG11: Intermediate Sales and Service Personnel. Goals at the labour market availability level were set for all designated groups in this category.
- It is encouraged to continue to partner with local employment agencies for newcomers, as well to create new partnerships with Indigenous organizations and settlement services to fill the existing gaps.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): [https://equity.esdc.gc.ca/sqiemt-weims/emp/WV.2.3msM.1intl/f.4%40-eng.jsp?&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sqiemt-weims/emp/WV.2.3msM.1intl/f.4%40-eng.jsp?&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070).

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 October 29, 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, Northern Alberta will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

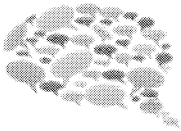
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

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

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



[Un espace collaboratif pour les employeurs!](#) Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyer-nous [un courriel](#) pour vous joindre!  
[A collaborative space for employers!](#) Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF). Send us [an email](#) to join!