Employment and Emploi et Dévelopment Canada Développement social Canada

Labour Program Federal Contractors Program

PROTECTED WHEN COMPLETED - B

OFFICIAL USE ONLY Agreement N°:

Agreement to Implement Employment Equity

New Agreement	(All sections r	must be complet	ted)			
Revised Agreement						
☐ Leansen våteemetir						
Legal Name of Organization	ORGA	ANIZATION	Tearent compan	y is located outside	- Canada	***************************************
Canadian Corps of Commissio	naires, Northern F	Alberta	Faith Compa.	·*		
			***************************************	Yes	√ No	
Operating Name (if different from Legal Name	of Organization)		Business Num	ıber		<u></u>
	-			t employees in Car Il-Time and/or Part		810
Organization's North American Industry Classi To find your organization's four-digit NAICS co		e Number	Federally	Populated		***************************************
http://www.statcan.gc.ca/subjects-sujets/stand		ist-liste-eng.htm	Provincial			
1755			TA LIDAMICIA	lly fregulated		····
	HEA	D OFFICE				***************************************
Address (building number, street, suite, etc.) 10633 124th Street		City		Province	Postal Co	
10000 TEACH OCTOOL		Edmonton Telephone Number	**************************************	AB	T5N 18	35
		780-451-1974				
	EMPLOYMENT	EQUITY CONTA	ACT		***************************************	***************************************
Name (print)	beilli be - 1111 be - 1	Title	101			
Stan Doubleday		Director Hum	an Resourc			
Telephone Number	E-mail Address			Preferred Langua	*******	
780-451-1974 Ext 234	sdoubleday@commis	sionaires.ab.	.ca	✓ English	Fr	ench
	CERT	IFICATION				
The above-named organization:						
having a combined workforce of 100	or more permanent full-time	e and permanent pa	art-time employ	ees in Canada,	AND	
 intending to bid on, or being in receip Supply Arrangement, valued at \$1,00 			ontract, standir	ng offer or contra	ct issued u	nder a
hereby certifies its commitment to implem	nent or maintain employmer	nt equity on an on-g	going basis, be	yond the period o	of the procu	rement
instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/eng			nformation on h	now to implement	employme	nt equity
Important note: If an audit of the Agreem the procurement instrument(s) with the Go			rs misrepresen	tation on the par	t of the orga	anization,
	SIGI	NATORY		•••••••••••••••••••••••••••••••••••••••	a-a-a	
NOTE: The signatory must be the Chief contract on behalf of the organiza		uthorized person in	an executive po	osition with legal	authority to	sign a
Name (print)		Title		***************************************	-	***************************************
John D. Slater Telephone Number	E-mail Address	Chief Execut	ive Office		· of Comp	
780-451 1001		onsinos ab ca		Preferred Langu		
		onaires.ab.ca Date(YYYY-MM-DD)		✓ Englis	n L	French
Signature		2016-01-15	,			
		2010-01-13				***************************************
Privacy ivouce:				9-4	. as surviving page	ورزو سا
The information you provide on this form is coll Contractors Program (FCP).			* *	v com	9	
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	vemment goods or services co	ontracts of any value a	and may also res	ult in the termination	n of the cont	tract.
The information you provide may be used and/ disclosures of your personal information will ne	ever result in an administrative	decision being made a	about you.			
Your personal information is administered in ac your personal information, which is described in government publication entitled <i>Info Source</i> , what accessed online at any Service Canada Centre	n Personal Information Bank E hich is available at the following	SDC PPU 721. Instruc	ictions for obtainii	ng this information	are outlined	in the
	RETURN IN	NSTRUCTIONS				
IMPORTANT						
The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.gc.		m must be sent to	the Labour Pi	rogram by		

Emploi et

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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.

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: syohemas@commissionaires.ab.ca

Telephone number: <u>780-451-1974 ext. 258</u>

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

Signature:

Date: November 29, 2019

Nyirasafari, Ange AN [NC]

From: Arnaoudova, 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: <u>ee-eme@hrsdc-rhdcc.gc.ca</u>.

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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

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

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)

	ı	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Alberta	1105	495	0	1600
Northwest Territories	21	223	0	244
Nunavut	17	297	0	314
Total Employees in Can	ada 🕨			2158

	Cens	sus Metropolita	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Edmonton	1104	495	0	1599
Alta. less CMA	us 1	0	0	1
N.W.T.	21	222	0	243
Nvt.	17	297	0	314
Y.T.	0	1	0	1
Total Employe	es in Canada	•		2158



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

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Occupational Group		ŀ	All Employee:	3	Ab	original Peo _l	ples	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	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
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	4	1									
	Total	5	4	1									
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	9	7	2									
	Total	9	7	2									
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	3	3	1	1		1	1		1	1	
	Total	6	3	3	1	1		1	1		1	1	
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	3								1	1	
	Total	3	3								1	1	

Canadian Corps of Commissionaires, Northern Alberta (certificate # V090244) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Occupational Group		A	All Employee:	s	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	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
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	2		2									
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3		3							1		1
	Total	3		3							1		•
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	1	10				1		1	4	1	3
	Total	11	1	10				1		1	4	1	,
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1086	775	311	76	38	38	75	60	15	164	132	32
	Total	1086	775	311	76	38	38	75	60	15	164	132	32

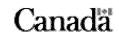
Canadian Corps of Commissionaires, Northern Alberta (certificate # V090244) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Occupational Group		,	All Employees	 S	Ab	original Peop	oles	Perso	ns with Disal	oilities	Member	s of Visible M	linorities
Salary Range Col. 1	QTR	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
Other Sales and Service Personnel	4	1	1										
Top Range: \$ 80,000 - \$84,999	3												
Bottom Range: Under \$5,000	2												
	1	17	12	5	4	4					2	2	
	Total	18	13	5	4	4					2	2	
Total Number of Employees		1143	806	337	81	43	38	77	61	16	173	137	36

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Occupational Group		Α	II Employees	· ·	Abo	original Peop	les	Perso	ns with Disa	bilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1014	428	586	298	113	185	36	24	12	53	30	23
	Total	1014	428	586	298	113	185	36	24	12	53	30	23
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1015	429	586	298	113	185	36	24	12	53	30	23



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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	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
Under \$15,000	1142	805	337	81	43	38	77	61	16	173	137	36
\$ 70,000 - \$84,999	1	1										
Total Number of Employees	1143	806	337	81	43	38	77	61	16	173	137	36

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

		All Employees		Ab	original People	es	Perso	ons with Disabi	lities	Membe	rs of Visible Mi	norities
Salary Range	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
Under \$5,000	1015	429	586	298	113	185	36	24	12	53	30	23
Total Number of Employees	1015	429	586	298	113	185	36	24	12	53	30	23

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

						10 20 10 11 21						
		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	ers of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Professionals	1	1		1	1		1	1				
Semi-Professionals and Technicians	1	1										
Supervisors	1		1									
Clerical Personnel	1		1							1		1
Intermediate Sales and Service Personnel	746	546	200	61	32	29	39	30	9	185	154	31
Other Sales and Service Personnel	18	13	5	4	4					2	2	
Total Number of Employees Hired	769	562	207	66	37	29	40	31	9	188	156	32

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

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

		All Employees	;	Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Intermediate Sales and Service Personnel	475	198	277	178	67	111	9	4	5	33	17	16
Other Sales and Service Personnel	1	1										
Total Number of Employees Hired	476	199	277	178	67	111	9	4	5	33	17	16

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

				-								
	Employe	ees promoted ((Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Group		All Employees	;	Al	ooriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1	1										
Professionals	1		1									
Total Number of Employees Promoted	2	1	1									
Total Number of Promotions	2	1	1									

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

		All Employees		Ak	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Intermediate Sales and Service Personnel	629	459	170	57	29	28	38	29	9	136	110	26
Other Sales and Service Personnel	2	1	1							1		1
Total Number of Employees Terminated	631	460	171	57	29	28	38	29	9	137	110	27

Form 6 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National
Reporting Period 2016-09-23 to 2019-11-21

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Intermediate Sales and Service Personnel	29	14	15	2	1	1	1	1		2	1	1
Total Number of Employees Terminated	29	14	15	2	1	1	1	1		2	1	1

Workforce Analysis - Summary Report

Date: 2019-11-21

Women

	Women					
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	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
Total	2158	923	42.8 %	68.7 %	1483	-560



Workforce Analysis - Summary Report

Date: 2019-11-21

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	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	
Total	2158	379	17.6 %	21.0 %	454	-75	



Workforce Analysis - Summary Report

Date: 2019-11-21

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	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	
Total	2158	226	10.4 %	26.8 %	580	-354	



Workforce Analysis - Summary Report

Date: 2019-11-21

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
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	
Total	2158	113	5.3 %	10.8 %	233	-120	
τοιαι	2136	113	5.5 %	10.0 70	200	-120	



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



Part 1: Workforce Analysis

Canadian Corps of Commissionaires (Nothern Alberta Division)

[Date:2019-11-21]

Data from Su	bsequent/Curro Analysis	ent Workforce
1	1	1

Data from Fi	rst/Previous Workt	force Analysis
YYYY	MM	DD
2016	23	09

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	11	21

		Table 1: Women							
		First/Pr	evious Workforce	Analysis					
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Woi	nen					
Embio	yment Equity Occupational Group (EEOG)		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					
Total		1,580	629	66.6					

Table 5: Women Subsequent/Current Workforce Analysis		
	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
2,141	914	68.7

* Sour	ce:			
2011 N	ational H	ousehold	Survey	

* Source:	
2016 Census	

Part 1: Workforce Analysis

Canadian Corps of Commissionaires (Nothern Alberta Division)

[Date:2019-11-21]

Data from Su	bsequent/Curro Analysis	ent Workforce
—		1

Data from Fi	rst/Previous Workt	force Analysis
YYYY	MM	DD
2016	23	09

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	11	21

		Table	2: Aboriginal P	eoples
		First/Pr	evious Workforce	Analysis
Emple	nument Equity Occupational Crown (FEOC)	All Employees	Aboriginal Peoples	
Embic	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	4	0	2.90
02	Middle & Other Managers	10	0	2.20
03	Professionals	5	0	3.20
04	Semi-Professionals & Technicians	2	0	0.80
05	Supervisors	1	0	4.60
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	3	0	3.60
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	10	0	5.10
11	Intermediate Sales & Service Personnel	1,543	192	13.80
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	2	0	6.70
14	Other Manual Workers	0	0	0.00
Total		1,580	192	13.6

Table 6: Aboriginal Peoples			
Subsequent/Current Workforce Analysis			
All Employees	ployees Aboriginal Peoples		
	Representation	Availability*	
#	#	%	
4	0	3.20	
10	0	2.70	
6	1	3.50	
3	0	3.00	
2	0	4.50	
0	0	4.70	
3	0	4.70	
0	0	0.00	
0	0	0.00	
11	0	5.30	
2,093	373	21.50	
0	0	0.00	
9	0	6.30	
0	0	0.00	
2,141	374	21.1	

* Source:	
2011 National Household Surve	y

* Source:	
2016 Census	

Part 1: Workforce Analysis

Canadian Corps of Commissionaires (Nothern Alberta Division)

[Date:2019-11-21]

Data from First/Previous Workforce Analysis ↓ ↓ ↓

Data from Su	ıbsequent/Curr Analysis	ent Workforce
\	\	

Data from Fi	rst/Previous Work!	force Analysis
YYYY	MM	DD
2016	23	09

Data from Subse	quent/Current Wo	rkforce 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 Vis	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	
Total		1,580	144	22.1	

Table 7: Members of Visible Minorities				
Subsequent/Current Workforce Analysis				
All Employees	Members of Visi	ible 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	o	0.00		
9	o	43.40		
0	o	0.00		
2,141	224	26.9		

* Source:	
2011 National Household Survey	

ľ	2016 Census	
L	2010 Census	

Part 1: Workforce Analysis

Canadian Corps of Commissionaires (Nothern Alberta Division)

[Date:2019-11-21]

Data from Su	bsequent/Curr Analysis	ent Workforce
\	\	—

Data from Fi	rst/Previous Workt	force Analysis
YYYY	MM	DD
2016	23	09

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2019	11	21

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce	Analysis
Familia	amont Fauity Occupational Court (FFOC)	G) All Employees Persons with Disabilities Representation Availabilities		Disabilities
Empio	yment Equity Occupational Group (EEOG)			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
Total		1,580	102	5.6

Table 8: Persons with Disabilities			
Subsequent/Current Workforce Analysis			
All Employees Persons with Disabilities			
	Representation	Availability*	
#	#	%	
14	0	5.00	
6	1	8.90	
3	0	7.60	
2	0	27.50	
0	0	0.00	
3	0	10.00	
0	0	0.00	
0	0	0.00	
11	1	9.30	
2,093	110	10.80	
0	0	0.00	
9	0	10.70	
0	0	0.00	
2,141	112	10.8	

* Source:				
2012 Cana	ndian Survey	on Disabil	ity	

* Source:			
2017 Canad	ian Survey on	Disability	

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires (Nothern Alberta Division)

[Date:2019-11-21]

1

2016	23	09
VVVV	MM	aa
Start	Date of Flow	v Data

2019	11	21
VVVV	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

1 1 T **Data from Form 5 - Employees** Promoted

Data from Form 6 - Employees Terminated

	Table 1: Women			
	Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	ol	0	0	0
09 Skilled Crafts & Trades Workers	o	0	0	0
10 Clerical Personnel	1	1	0	0
11 Intermediate Sales & Service Personnel	747	200	466	271
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	8	2	1	0
14 Other Manual Workers	0	0	0	0
Total	760	204	467	271

Full-time / National Part-time / National			
1 un-time /	: vational	r ar t-time	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
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	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

Table 9: Women			
Full-time	/ National	Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
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	0	0
0	0	0	0
0	0	0	0
628	170	29	15
0	0	0	0
2	1	0	0
0	0	0	0
630	171	29	15

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires (Nothern Alberta Division)

[Date:2019-11-21]

2016	23	09
VVVV	MM	aa
Start	Date of Flow	v Data

1

2019	MM	21
End I	Date of Flow	Data

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

1

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

	2 84 10	, ic = 1 1 x 2 0 1	.5 r cc	DICS
	Full-time	Full-time / National		/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	747	61	466	177
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	8	0	1	0
14 Other Manual Workers	0	0	0	0
Total	760	62	467	177

Table 6: Aboriginal Peoples				
Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
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	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	

Table 10: Abore Full-time / National		riginal Peo Part-time	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
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	0	0
0	0	0	0
0	0	0	0
628	57	29	2
0	0	0	0
2	0	0	0
0	0	0	0
630	57	29	2

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires (Nothern Alberta Division)

[Date:2019-11-21]

YYYY	MM	DD
2016	23	09

1

2019	11	21
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

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

	7: Persons / National		/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	O
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	O
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	O
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
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	0	0
0	0	0	0
0	0	0	0
628	38	29	1
0	0	0	0
2	0	0	0
0	0	0	0
630	38	29	1

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires (Nothern Alberta Division)

[Date:2019-11-21]

2016	23	09
YYYY	MM	DD
Start	Date of Flov	v Data

2019	11	21
VVVV	MM	aa
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

																																								Š			
																												ì															

Table 8: Members of Visible Minorities

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
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	0	0
0	0	0	0
0	0	0	0

Data from Form 6 - Employees Terminated

Table 12: Members of Visible Minorities Full-time / National Part-time / National Members of Members of All All Visible Visible Employees Employees Minorities Minorities Terminated Terminated Terminated Terminated # 628 135 630 136 29

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

									Data f	or First/F	revious (Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	\	Ţ	Ţ	V	Ų.	Ų.	1	1	1	1	↓	Ų.	1	1	Ų.	Ţ	Ų.	↓	<u> </u>
										Table 1:									
									First/	Previous Sh	iort-term G	ioals							
				All En	ployees							1			omen	1			
	Number	Gro	wth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proj		Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actua	Freg		Actuai	rro	1	Years	Y Y Y Y-MIM-DD			Over 3 Years	1111	- 1111	Availability	rresem Gap	Gap	Representation	Years
	2016-23-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-23-09	Annually	Over 3 Years	icais	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	0		38.9%	-2	-2	20.0%	20.0%
03 Professionals	5	6.3%	,	0	0.0%		0	0	3	0.0%	0	0	0		68.4%	6 0	0	60.0%	60.0%
04 Semi-Professionals & Tech	2	14.5%	,	0	0.0%		0	0	0	0.0%	0	1	0		51.9%	-1	-1	0.0%	0.0%
05 Supervisors	1	26.0%	,	0	0.0%		0	0	1	0.0%	0	0	0		56.2%	0	0	100.0%	100.0%
06 Supervisors: Crafts & Trades	0	0.0%	5	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%	5	0	0.0%		0	0	3	0.0%	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	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	9	0.0%	0	-2	0		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	0		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	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	2	65.1%		0	36.4%		0	0	1	0.0%	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	0	#DIV/0!	#DIV/0!
Total	1,580	10.7%	, 	0	35.4%		0	0	629	0.0%	0	423	0		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)¹³ - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + (Total number of employees from Previous Workforce Analysis) + (1) × 100.

**Workforce Analysis) + 2) × 100.

Workforce Analysis) ÷ 2) x 100	0.				
					Table 2: Women
E 1 1		Wome	en		
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-t	term Goals	Comments
	#	%	#	%	
01 Senior Managers	0	0.0		0 0.	o l
02 Middle & Other Managers	0	0.0		0 0.0	o
03 Professionals	0	0.0		0 0.	o
04 Semi-Professionals & Tech	0	0.0		0 0.0	o[
05 Supervisors	0	0.0		0 0,0	ο [
06 Supervisors: Crafts & Trades	0	0.0		0 0.0	o
07 Administrative & Sr Clerical	0	0.0		0 0.0	o
08 Skilled Sales & Service	0	0.0		0 0.0	o
09 Skilled Crafts & Trades	0	0.0		0 0.	o
10 Clerical Personnel	0	0.0		0 0.0	
11 Intermediate Sales & Service	0	0.0		0 0.	ο
12 Semi-Skilled Manual	0	0.0		0 0.	o [
13 Other Sales & Service	0	0.0		0 0.	o[
14 Other Manual Workers	0	0.0		0 0.0	o [
Total	0	ı		0	

									Data	for First/F	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
***************************************		Ţ	1	1	V	1	Ţ	Ų.	Ţ	1	V	1	1	Ţ	Ţ	1	Į.	1	1
										e 3: Abori									
									First	/Previous St	ort-term G	oals							
				All En	ployees			ı							nal Peoples				,
	Number	Gro	wth (New Posit	tions)	Turnover (R		f Terminated		Number	Turnovar (D	eplacement of		3 Yea	ar Goals					
Employment Equity Occupational		<u> </u>	·			Employees)		Anticipated		Terminated	Employees)	Hires Required		m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3 Years	YYYY-MM-DD	1		Over 3	YYYY	/ - YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-23-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-23-09	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	4	0.0%	5	0	0.0%		0	0	(0.0%	0	0	(O	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	10	0.0%		0	0.0%		0	0	(0.0%	0	0	(o	2.2%		0	0.0%	0.0%
03 Professionals	5	6.3%		0	0.0%		0	0	(0.0%	0	0	(O	3.2%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	2	14.5%		0	0.0%		0	0	(0.0%	0	0	(D	0.8%	0	0	0.0%	0.0%
05 Supervisors	1	26.0%		0	0.0%		0	0	(0.0%	0	0	(0	4.6%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	C	0.0%		0	0.0%		0	0	(0.0%	0	0	(0	0.0%	0	0	#DIV/0!	I I
07 Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	(0.0%	0	0	(0	3.6%	0	0	0.0%	0.0%
08 Skilled Sales & Service	C	0.0%		0	0.0%		0	0	(0.0%	0	0	(0	0.0%	0	0	#DIV/0!	1
09 Skilled Crafts & Trades	C	0.0%		0	0.0%		0	0	(0.0%	0	0	(0	0.0%	0	0	#DIV/0!	1
10 Clerical Personnel	10	3.2%		0	0.0%		0	0	(0.0%	0	1	(0	5.1%	1	-1	0.0%	0.0%
11 Intermediate Sales & Service	1,543	1		0	36.1%		0	0	192		0	21	(0	13.8%	-21	-21		12.4%
12 Semi-Skilled Manual	C	0.0%		0	0.0%		0	0	(0.0%	0	0	(0	0.0%	0	0	#DIV/0!	1
13 Other Sales & Service	2	65.1%		0	36.4%		0	0	(0.0%	0	0	(0	6.7%	0	0	0.0%	0.0%
14 Other Manual Workers	[C	0.0%		0	0.0%		0	0	(0.0%	0	0	(0	0.0%	0	0	#DIV/0!	#DIV/0!

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

35.4%

1,580

10.7%

Total

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

192

0.0%

13.6%

-23

-23

12.2%

12.2%

Workforce Analysis) · 2) x 100					Table 4: Aboriginal Peoples
		Aboriginal	Peoples		2 1
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-ter	m Goals	Comments
	#	%	#	%	
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		

									Data	for First/P	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
***************************************		Į.	Į.	Ų.	1	1	1	1	Ţ	Ų.	1	1	Ţ	Ţ	Ų.	1	Į.	\	1
										Persons									
									First	Previous Sh	ort-term G	loals							
				All En	ployees					1					ith Disabilitie	s		ı	1
	Number	Grov	vth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational			Τ					Anticipated		Terminated	Employees)	Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-23-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-23-09	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	14	0.0%		0	0.0%		0	0	(0.0%	0	1	(4.3%	-1	-1	0.0%	0.0%
03 Professionals	5	6.3%		0	0.0%		0	0	(0.0%	0	0	()	3.8%	6 0	0	0.0%	0.0%
04 Semi-Professionals & Tech	2	14.5%		0	0.0%		0	0	(0.0%	0	0	()	4.6%	6 0	0	0.0%	0.0%
05 Supervisors	1	26.0%		0	0.0%		0	0	(0.0%	0	0	()	13.9%	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%	6 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	(0.0%	0	0	()	3.4%	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%	6 0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	(0.0%	0	0	(0.0%	6 0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	3.2%		0	0.0%		0	0	1	0.0%	0	0	(7.0%	6 0	0	10.0%	10.0%
11 Intermediate Sales & Service	1,543	10.7%		0	36.1%		0	0	101	0.0%	0	-15	()	5.6%	5 15	15	6.5%	6.5%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	(0.0%	0	0	(0.0%	6 0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	2	65.1%		0	36.4%		0	0	(0.0%	0	0	()	6.3%	6 0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	(0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
Total	1,580	10.7%		0	35.4%		0	0	102	0.0%	0	-14	()	5.6%	5 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)¹³ 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

(Voikioiee / intalysis) (2) k 10					Table 6: Persons with Disabilities
	P	ersons with I	Disabilitie	rs.	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	erm Goals	Comments
Group (EEOG)	#	%	#	%	
01/02 Managers	0	0.0	(0.0	
03 Professionals	0	0.0	(0.0	
04 Semi-Professionals & Tech	0	0.0	(0.0	
05 Supervisors	0	0.0	(0.0	
06 Supervisors: Crafts & Trades	0	0.0	(0.0	
07 Administrative & Sr Clerical	0	0.0	(0.0	
08 Skilled Sales & Service	0	0.0	(0.0	
09 Skilled Crafts & Trades	0	0.0	(0.0	
10 Clerical Personnel	0	0.0	(0.0	
11 Intermediate Sales & Service	0	0.0	(0.0	
12 Semi-Skilled Manual	0	0.0	(0.0	
13 Other Sales & Service	0	0.0	(0.0	
14 Other Manual Workers	0	0.0	(0.0	
Total	0		(0	

									Data	or First/P	revious (Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	. / \\	K ÷ C	(K - M + O) ÷ (C + F)
7	<u> </u>	Ţ	Ţ	<u> </u>	1	1	1	\	Ţ	1	V	\	1	Ţ	\	1	1	↓	<u> </u>
									Table 7: M				S						
									First	Previous Sh	ort-term G	oals							
				All En	ployees										Visible Minori	ties			1
	Number	Gro	wth (New Posi	tions)	Turnover (I	Replacement of Employees)	Terminated		Number	Turnover (Re	eplacement of		ļ	r Goals					
Employment Equity Occupational			Т .			.,		Anticipated		Terminated		Hires Required		n - To	Present	B	Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Pro	ected T	Hires Over 3 Years	YYYY-MM-DD		ı	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-23-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-23-09	Annually	Over 3 Years	Years	2016	2019					
	#	%	9%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	4	0.0%	,	C	0.0%	0	0	0	C	0.0%	0	0	C		10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	10	0.0%	,	, c	0.0%	6	0	0	(0.0%	0	2	c		15.0%	-2	-2	0.0%	0.0%
03 Professionals	5	6.3%		C	0.0%	ó	0	0	c	0.0%	0	1	(16.3%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	2	14.5%	,	C	0.0%	ó	0	0	1	0.0%	0	0	C		28.0%	0	0	50.0%	50.0%
05 Supervisors	1	26.0%	,	C	0.0%	Ó	0	0	(0.0%	0	0	C		21.6%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	, i	C	0.0%	ó	0	0	(0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	0.0%	,	C	0.0%	ó	0	0	1	0.0%	0	-1	(13.4%	1	1	33.3%	33.3%
08 Skilled Sales & Service	0	0.0%	,	(0.0%	ó	0	0	(0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	,	C	0.0%	ó	0	0	(0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	3.2%	,	C	0.0%	ó	0	0	3	0.0%	0	-1	(17.5%	1	1	30.0%	30.0%
11 Intermediate Sales & Service	1,543	10.7%	,	(36.1%	ó	0	0	138	0.0%	0	205	[c		22.2%	-205	-205	8.9%	8.9%
12 Semi-Skilled Manual	0	0.0%	·	[C	0.0%	ó	0	0	[0	0.0%	0	0	(C		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	2	65.1%		0	36.4%	ó	0	0	1	0.0%	0	0	0		34.1%	0	0	50.0%	50.0%

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

35.4%

10.7%

14 Other Manual Workers

Total

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis) + (1) x 100.

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

144

0.0%

Workforce Analysis) ÷ 2) x 10	0.				
					Table 8: Members of Visible Minorities
e 1 .e .e .	Men	nbers of Visit	de Minori	ities	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	erm Goals	Comments
Group (EEOG)	#	%	#	%	
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	ıl I	0		

#DIV/0!

22.1%

#DIV/0!

9.1%

Data for Subsequent/Current Goals

Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]		СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		\	1	1	1	1	T	1	1	1	1	\	1	1	1	\	1	1	\	\
											Table 9:	Women								
										Subseau	ent/Current	Short-tern	Coals							

		Subsequent/Current Short-term Goals																	
				All Em	ployees									W	omen				
	Number	Gro	wth (New Posit	ions)	Turnover (Rep		Terminated		Number	Turnover (Re	and a comment of		3 Yea	r Goals					
Employment Equity Occupational			ı	· ·		Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-11-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-11-21	Annually	Over 3 Years	Years	2019	2022					
	Ħ	%	%	Ħ	%	%	#	Ħ	#	%	#	#	Ħ	%	%	#	Ħ	%	%
01 Senior Managers	4	0.0%		0	0.0%		0	0	1	0.0%	0	0	0		27.6%	1 1	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%	1 1	-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	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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	3	0.0%	0	1 0	0		84.2%		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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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	891	0.0%	0	-2	0		71.9%	2	5.52	90.9%	90.9%
11 Intermediate Sales & Service	2,093	10.7%		0	36.1%		0	0	891		0	553	0		69.0%	-553	-553	42.6%	42.6%
12 Semi-Skilled Manual	ا ا	0.0%		0	0.0%		0		'	0.0%	0		0		0.0%		0	#DIV/0!	#DIV/0!
13 Other Sales & Service 14 Other Manual Workers	9	65.1% 0.0%		0	36.4% 0.0%					0.0%	"]	0		57.9% 0.0%] -3	-3	22.2% #DIV/0!	22.2% #DIV/0!
Total	2,141	10.7%		0	35.4%		0	0	914	_		557	- 0		68.7%	-557	-557	#DI V/0!	#DIV/0! 42.7%
Total	2,141	10.7%		U	33.4%				914	0.0%	1/2	33/	U		08.770	oj -33/	-337	42.770	42.7%

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

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

Workforce Analysis) ÷ 2) x 100	0.		
			Table 10: Women
Employment Equity Occupational	Wome		
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	%	%	
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 condusive 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	Subseque	nt/Curre	nt Goals							
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data so	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
			↓	↓	↓	↓	↓	1	↓	<u> </u>	<u> </u>	<u> </u>		. ↓		↓		↓	↓	
											11: Abor									
					All En	nplovees				Subseque	ent/Current	Snort-tern	n Goais		Aborioi	nal Peoples				
					Au Lu	i		m					1	3 Ven	r Goals	nai i copies				1
		Number	Grow	vth (New Posit	ions)	Turnover (Re	nacement of Employees)	rerminated		Number	Turnover (Ro		Hires		n - To					
	yment Equity Occupational	YYYY-MM-DD	Actual	Proi	ected	Actual	Proi	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group	roup (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability	·	Gap	Representation	Years
		2019-11-21	Annually	Annually	Years	Annually	Annually	Years		2019-11-21	Annually	Years		2019	2022					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
1 1	Senior Managers	4	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		3.2%	0	0	0.0%	0.0%
1 1	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%
1 1	Professionals	6	6.3%		0	0.0%		0	0	1	0.0%	0	-1	0		3.5%	1	1	16.7%	16.7%
1 1	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%
1 1	Supervisors	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.5%	0	0	0.0%	0.0%
	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.7%		1 0	#DIV/0!	#DIV/0!
1 1	Administrative & Sr Clerical Skilled Sales & Service	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.7%			0.0%	0.0% #DIV/0!
1 1	Skilled Crafts & Trades	0	0.0% 0.0%		0	0.0% 0.0%		0	"	"	0.0% 0.0%	0	0	١		0.0% 0.0%		"	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
1 1	Clerical Personnel	11	3.2%		0	0.0%		0	"	"	0.0%	0	1	"	5.3%	5.3%		-1	#DIV/0! 0.0%	#DIV/0! 0.0%
10	Intermediate Sales & Service	2,093	10.7%			36.1%			"	373	0.0%	0	77	١	21.5%	21.5%	1	-77		17.8%
1 1	Semi-Skilled Manual	2,093	0.0%		"	0.0%			١	3/3	0.0%	0	//	١	41.3/0	0.0%] -//] -''	#DIV/0!	#DIV/0!
	Other Sales & Service	٥	65.1%		١	36.4%		١	١ ٥	١	0.0%	0] ,	ا ا		6.3%	1	1	0.0%	0.0%
1 1	Other Manual Workers	هُ ا	0.0%			0.0%			ا ا		0.0%	ا ا	0	ا ا		0.0%	1 0	0	#DIV/0!	#DIV/0!
Total		2,141	10.7%		0	35.4%		0	0	374		0	78	0		21.1%	-78	-78		17.5%

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

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

			Table 12: Aboriginal Peoples
Employment Equity Occupational	Aborigin	al Peoples	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
-	%	%	
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.	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																		
AB	C	D	<u>E</u>	F	G	Н	I	J	K	L	M	N	0	P P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	\	1	Ţ	↓	↓	1	1	\	1	1	↓	↓	1	↓	1	↓	1	Ų .	<u> </u>
										: Persons									
				411 F.	1				Subsequ	ent/Current	Short-tern	n Goals		D	ith Disabilities				
				AH En	nployees					1		1 1	13/	r Goals	ith Disabilities	i I			<u> </u>
	Number	Grov	wth (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		n - To					
mployment Equity Occupational Y	YYYY-MM-DD	Actual	Proi	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
	1111-000	Actual	110)	Over 3	Accuar		Over 3	Years	111111000		Over 3	Over 3 Years	* * * * *		Availability		Gap	Representation	Years
	2019-11-21	Annually	Annually	Years	Annually	Annually	Years		2019-11-21	Annually	Years		2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	14	0.0%		C	0.0%		0	0	0	0.0%	0	1	0		5.0%	-1	-1	0.0%	0.0%
03 Professionals	6	6.3%		C	0.0%		0	0	1	0.0%	0	0	0		8.9%	0	0	16.7%	16.7%
04 Semi-Professionals & Tech	3	14.5%		C	0.0%		0	0	0	0.0%	0	0	0		7.6%	0	0	0.0%	0.0%
05 Supervisors	2	26.0%		C	0.0%		0	0	0	0.0%	0	1	0		27.5%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		C	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%		C	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%		C	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%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	11	3.2%		C	0.0%		0	0	1	0.0%	0	0	0		9.3%	0	0	9.1%	9.1%
11 Intermediate Sales & Service	2,093	10.7%		C	36.1%		0	0	110	0.0%	0	116	0	10.8%	10.8%	-116	-116	5.3%	5.3%
12 Semi-Skilled Manual	0	0.0%		C	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%		C	36.4%		0	0	0	0.0%	0	1	0	10.7%	10.7%	-1	-1	0.0%	0.0%
14 Other Manual Workers	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	2,141	10.7%		C	35.4%		0	0	112	0.0%	0	119	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)¹³ 1) x 100.
- Eaculated 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	Persons	with Disabilities	S	
Group (EEOG)	Short-term Goa	ds Long-te	rm Goals	Comments
	9/	6	%	
01/02 Managers		0.0		
03 Professionals		0.0		
04 Semi-Professionals & Tech		0.0		
05 Supervisors		0.0	I	
06 Supervisors: Crafts & Trades		0.0		
07 Administrative & Sr Clerical		0.0		
08 Skilled Sales & Service		0.0		
09 Skilled Crafts & Trades		0.0	I	
10 Clerical Personnel		0.0	1	
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	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
7	V	1	Ţ	\	\	V	V	\	1	1	1	V	1	Ţ	\	Ţ	1	↓	<u> </u>
								Т	able 15: N				S						
									Subsequ	ent/Current	t Short-tern	n Goals							
				All En	ployees										isible Minori	ities			,
	Number	Gro	wth (New Posit	ions)	Turnover (R		Terminated		Number	Turnover (R	eplacement of			r Goals					
Employment Equity Occupational			1			Employees)		Anticipated		Terminated	l Employees)	Hires Required		m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-11-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-11-21	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	Ħ	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	4	0.0%		0	0.0%		0	0	C	0.0%	0	0	C)	11.5%		0	0.0%	0.0%
02 Middle & Other Managers	10	0.0%		0	0.0%		0	0	C	0.0%	0	2	C	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	C)	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	C)	38.6%	0	0	33.3%	33.3%
05 Supervisors	2	26.0%		0	0.0%		0	0	(0.0%		1	C	34.5%	34.5%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	(0.0%	1 0	0	(<u>'</u>	0.0%		0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	3	0.0%		0	0.0%		0	0]	0.0%	1 0	0		(16.9%			33.3%	33.3%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0%		"	0.0%		0	0		0.0%	1 ,	0		(0.0% 0.0%			#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel	11	3.2%	l control of the cont	0	0.0%			0		0.0%	1 ,	0		()	21.5%			#DI V/0!	36.4%
11 Intermediate Sales & Service	2,093	1		"	36.1%			0	217	l .		346		30.0%	26.9%	1	-346	10.4%	10.4%
12 Semi-Skilled Manual	2,073	0.0%		"	0.0%			0	[217	0.0%]	0		30.076	0.0%	3 -340	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	9	65.1%		0	36.4%			0		0.0%	ه ا	4	6	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%	5 0	0	#DIV/0!	#DIV/0!

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

35.4%

Total

2,141

10.7%

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.

0.0%

26.9%

-352

-352

10.5%

<u> </u>			Table 16: Members of Visible Minorities
Employment Equity Occupational	Members of V	isible Minorities	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
- 1	%	%	
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, trainining 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, trainining and possible job opportunities to gain job experience.
14 Other Manual Workers	0	.0	
Total	0	.0	

10.5%

								Fede	ral Conti	ractors l	Progra	m Achie	vement	Report									
										Part 4: I	Results	- Wome	n										
							Cana	adian C	Corps of C	Commis	sionair	es (Noth	ern Alb	erta Divi	sion)								001453
										[Date	e:2019-	11-21]											
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Pata sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis		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 10	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
	1	Ţ	Ţ	<u> </u>	1	1	1	1	1	1	1	1	\	<u> </u>	<u> </u>	1	1	1	1	1	1	1	1
Zarada arası Karılı					force A									т			nalysis		 	-			
Employment Equity Decupational Group	Year			V	Vorkfore w	omen				Т	Hires	omen			Pi	romotic	ONS Women			Te	erminati V	ONS Vomen	
EEOG)		All Employees	Repres	entation		ilability	Gap	EE Result	All Employee	s Acı		Expected	Difference	All Employee	Act		Expected	Difference	All Employees	Ac	tual	Expected	Differenc
	#	H	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 Senior Managers	2016	4	1	25.0 25.0		-	0	91.2 90.6			0.0		0			0.0					0.0		
Middle & Other	2019	10	2	•	_	-	-2	51.4		0	0.0	0	0		, 0	0.0			, 0	- 0	0.0	, .	
Managers Middle & Other	2019	10	2	ļ		-	-2	50.8		0	0.0	0	0	(0	0.0	0 () (0	0	0.0	0	0
03 Professionals	2016	5	3	1		- 1	0	87.7															
	2019	6	3		+	-	-1	71.3		0	0.0	1	-1	(0	0.0	0 () (0	0	0.0	0	0
O4 Semi-Professionals & Technicians	2016 2019	2	0			-	-1	0.0		1 0	0.0	1	_1	(0.0					0.0		n
	2016	1	1		_		0	177.9	1		0.0	1	-1		1	0.0			,		0.0	1	
05 Supervisors	2019	2	2		53.4	4 1	1	187.3	1	1	100.0	1	0	(0	0.0	0 () (0	0	0.0	0	0
06 Supervisors: Crafts &	2016	0	0	i			0	0.0															
Trades	2019	0	0	0.0	0.0	0 0	0	0.0	(0	0.0	0	0	(0	0.0	0 (0 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											
		Ţ	J	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	1	.	.											
		New	Entra	nts				(Goals														
Employment Equity	Year	F	ow Data	ı		Short-te	rm Goals	S		Long-ter	m Goals												
Occupational Group	1 cai	All Employees	Wo	men			omen			Won	nen	T						Commen	its				
EEOG)		An Employees	Ac	tual	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											
Middle & Other	2022 2019	0	0	:		0.0	0.0	0.0		0.0	0.0	0.0											
02 Managers	2022	0	0			0.0	50.0	0.0		0.0	50.0	0.0											
03 Professionals	2019	1	0			0.0	4	0.0		0.0		0.0											
	2022	1	0	 			0.0	0.0			0.0	0.0											
04 Semi-Professionals & Technicians	2019	1	0	-		0.0		0.0		0.0		0.0											
	2022	1	0	-		0.0	0.0	0.0		0.0	0.0	0.0											
05 Supervisors	2022	1	1	100.0		3.0	0.0	0.0		0.0	0.0	0.0											
	2022						1																
06 Supervisors: Crafts & Trades	2019	0	0	0.0) (0.0	0.0	0.0		0.0	0.0	0.0											

										lai Conti	Part 4: I													4
								Cana	adian C	Corps of C					erta Divis	sion)								001454
												e:2019-												—8 -
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		g		v			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,												
A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data sou	rces:		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: Flov Data Analysis		P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F ÷ 100	V - X
			1	\	Ţ	<u> </u>	<u> </u>	.	,	<u> </u>	\	1	·	1	Ţ	1	<u> </u>	1	1	<u> </u>	, J	,	<u> </u>	1
				,		orce An	_									Flow	Data A	nalysis						
	oyment Equity pational Group	Year	1		N	orkforce	men				1	Hires	omen			<u> </u>	Promotio	ns /omen			Te	erminatio	OBS Vomen	
(EEO			All Employees	Represe	entation		ability	Gap	EE Result	All Employees	Act		Expected	Difference	All Employee:	S A	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 A	dministrative & enior Clerical	2016	3	3		84.6	-	0	118.2			0.0	_	_							_		<u></u>	
CI	killed Sales &	2019 2016	0	3		84.2 0.0		0	118.8		0	0.0	0	0	 	1	0.0	0	1 0	, 0	0	0.0	+ 0	1 0
OXI	ervice Personnel	2019	0	0		0.0	•	0	0.0		0	0.0	0	0	C) (0.0	0	C	0	0	0.0	0	0 (
09 SI	killed Crafts &	2016	0	0			1	0	0.0														<u></u>	
	rades Workers	2019 2016	10	0	***	70.3		2	0.0 128.0	0	0	0.0	0	0	() (0.0	0	0 0	0	0	0.0	1 0) 0
10 C	lerical Personnel	2019	11	10	, ,,,	71.9		2	126.4	1	1	100.0	1	0	(0.0	0	C	0	0	0.0	, 0	0 0
	termediate Sales &	2016	1,543	609			·		59.0															
S	ervice Personnel emi-Skilled Manual	2019 2016	2,093	891 0	42.6 0.0			-553	61.7 0.0	1,213	471	38.8	837	-366	(0.0	0	0	657	185	28.2	2 259	9 -74
1 1/1	orkers	2019	0	0		0.0		0	0.0		0	0.0	0	0	0		0.0	0	C	0	0	0.0	0	0 0
						·	·	1	·	·														
Data sou	rces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷ K x 100	Part 3: Goals	F ÷ M x 100											
	ı		1	↓	Ţ	,	Ţ	Ţ	1	↓	Ţ	Ţ	Ţ											
				Entrai						oals														
	oyment Equity	Year	Fl	ow Data Wor				rm Goals	5		Long-teri Wom													
(EEO	pational Group G)		All Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					(Commen	its				
<u> </u>	1	#	#	#	%	# ^	%	%	%	#	%	%	%											
	dministrative & enior Clerical	2019 2022	0	0		0	0.0	0.0	0.0		0.0	0.0	0.0											
-	killed Sales &	2019	0	0		0	0.0	1	0.0		0.0	0.0	0.0											
Se	ervice Personnel	2022	0	0				0.0				0.0												
	killed Crafts & rades Workers	2019 2022	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0											
	lerical Personnel	2019	1	1	100.0	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											
l Ir	termediate Sales & ervice Personnel	2019 2022	1,213 1,213	471 471	38.8 38.8		0.0	0.0	0.0		0.0	0.0	0.0											
				+/1:		www.manaaaaaaa	1	a 0.0	ı 0.0			0.0	L 0.0											
11 Se	emi-Skilled Manual	2019	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											

Second Paris Pa										Fede	al Contr	actors I	Progra	m Achie	vement l	Report									
A											I	Part 4: I	Results	- Wome	en										55
A									Cana	dian C	orps of C	Commis	sionair	es (Noth	ern Albe	erta Divi	sion)								014
Part Value Part Value Part Value Part Value Part Value Part Value Part P												[Date	e: 2 019-	11-21]											
Name and the property of the	A	В	C	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U	V	W	X	Y
Part	Data s	sources:		Workforce	Workforce		Workforce		E - H			Data		K x G ÷ 100	L-N		Data	Q ÷ P x 100	P x F ÷ 100	Q - S		Data		U x F ÷ 100	V - X
This is not continue of the				1	.	Ţ	Ţ	1	Ţ	Ţ	Ţ	\	Ţ	1	\	J	1	Ţ	1	Ţ	Ţ	<u> </u>	↓	1	Ţ
This content					1	Workfo	orce An	alysis									Flow	Data A	nalysis						
Part			Year			W	orkforce						Hires				P	romotio	ns			Te	rminatio	ns	
				All Employees				·····			All Employees			omen		All Employee			omen		All Employees		N	omen	
18	(EE	(UG)			-								-				Act		Expected			-		Expected	
		04		#	# 1			# 1	#		#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
14				9	2			5	-3		9	2	22.2	5	-3	(0.0	0		2	1	50.0	1	0
				0	0				0				22.2			·		0.0	, and the second			1	20.0		
Table	14	Other Manual Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	(0	0.0	0	0	0	0	0.0	0	0
Table Survey Su	Tota	1																							
Part 2. Flow Part 2. Flow Part 3. Part		-	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	659	186	28.2	262	-76
Park	Data s	sources:			Data 1	E ÷ D x 100		E÷ G x 100		F÷I x 100	Part 3: Goals	E÷ K x 100		F ÷ M x 100											
Here Fully Bernell Equity Cut Purple (EEO) 1 Paragraph (EEO) 1 P				.	\	Ţ	1	1	Ţ	Ţ	↓	Ţ	1	1											
CLU pational Group (EEOG) Year plant [All Employees] Women in Solution [All Employees] More provided in Solution [All Employees] Women in Solution [All Employees] Percent of Goal Met Goal Met Percent of Goal Met Goal Met Women in Solution [All Employees] Percent of Goal Met Goal Met Women in Solution [All Employees] Comments 13 Where Sales & Service Personnel 2019 9.9 2.2 2.2 9.0				New	Entran	its				G	oals														
Compositional Group (FE For Humilian Form (FE For Humilian Form (FE For Humilian Form (FE Form)) Form (Figure 10 Form)			Year	Fl																					
Column C				All Employees	Won	ien			nen	B 4 6			nen	T					(Commen	ts				
Other Sales & Service 2019 9 2 22.2 0 0.	(EE	OG)		7.3	Acti	ıal	Goal		Goal		Goal		Goal												
13 Personnel 2022 9 2 22.2 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	1 13 1			9			0	0.0			0	0.0													
14 Other Manual Workers 2022 0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	\Box) 9 n			n	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 0.0 0.0 0.0	14	Other Manual Workers		0			U	0.0			U	0.0													
2022 1,227 475 38.7 0.0 0.0 0.0 0.0 0.0	Tota	.1		1,227	475		0	0.0			0	0.0		_											
	1 ota	П	2022		475	38.7			0.0	0.0			0.0	0.0											

										Part 5	: Result	ts - Abo	riginal	Peoples										95:
								Cana	adian C	Corps of C	Commis	sionair	es (Noth	ern Alb	erta Divis	sion)								001456
											[Date	e:2019-	11-21]											
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
			Part 1:	Part 1:		Part 1:					Part 2: Flow					Part 2: Flow		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			Part 2: Flow			
Data s	ources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Data	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis		Q ÷ P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Data Analysis	V÷Ux 100	U x F ÷ 100	V - X
			Ţ	, J	Ţ	, T	, 1	.	,	<u> </u>	<u> </u>	1	.	\	Ţ	.	1	1	<u> </u>	1	, J	,		1
Leen				1		orce An											Data A			,				
	loyment Equity ipational Group	Year		I	W	orkforce						Hires	10. 1			P	romotio				T (erminati		
(EE			All Employees	Represe	ntation	1	al Peoples ability	Gap	EE Result	All Employees	S Ac	Anorigi	nal Peoples Expected	Difference	All Employees	Act		nal Peoples Expected	Difference	All Employees	Ac	tual	Expected	Difference
		Ħ	#	#	%	%	#	#	%	Ħ	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2016 2019	4	0	0.0		•	0	0.0	-	0	0.0		^		0	0.0	0			0	0.0	+	1 (
02	Middle & Other	2019	10		0.0			0	0.0	-	1 0	0.0	"		"	1 0	0.0	0	'	1		0.0	+	
071	Managers	2019	10	0		2.7	0	0	0.0	C	0	0.0	0	0	0	0	0.0	0	(0	0	0.0) () (
03	Professionals	2016 2019	5	0		3.2		0	0.0 476.2	1	1	100.0		1		0	0.0	0			0		1	2 (
	Semi-Professionals &	2019	2	0	16.7 0.0			0	0.0	1	. 1	100.0	0	1	0	0	0.0	0	<u>'</u>) (0	0.0	+	
04 1	Technicians	2019	3	0	0.0			0	0.0	1	. 0	0.0	0	0	0	0	0.0	0	() (0	0.0) () (
05	Supervisors	2016 2019	1	0	0.0		<u>:</u>	0	0.0		0	0.0				0	0.0	0			0	0.0		2 (
0.5	Supervisors: Crafts &	2019	0	0	0.0			0	0.0		. 0	0.0	0	0	0	0	0.0	0	<u> </u>	, .		0.0	1	
	Trades	2019	0	0	0.0	4.7	0	0	0.0	С	0	0.0	0	0	0	0	0.0	0	(0 0	0	0.0)() (
				Part 2: Flow																				
Data s	ources:		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											
			Ţ	J	Ţ	Į J	l J	Į J	J J	l J	l J	l J	<u> </u>											
			·	Entrar	nts		•	•	. (Coals	·	•	*											
Emp	loyment Equity	Vassa	F	low Data			Short-te	rm Goals	S		Long-ter	m Goals												
Occi	ipational Group	Year	All Employees	Aborigina	d Peoples		T	al Peoples	I		Aborigina	l Peoples	I					(Commen	its				
(EE	JG)			Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
I		# 2019	# 1	# 0	%	#	%	0.0	%	#	% 0.0	%	%											
01	Senior Managers	2019	1	0	0.0	0	0.0	0.0			0.0	0.0	0.0											
02	Middle & Other	2019	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
02	Managers	2022	0	0	0.0		0.0	0.0				0.0	0.0											
03	Professionals	2019 2022	1	1	100.0	0	0.0	0.0			0.0	0.0	0.0											
	Semi-Professionals &	2019	1	0	0.0		0.0	0.0	0.0		0.0	1	0.0											
0-1	Technicians	2022	1	0				0.0				0.0	0.0											
05	Supervisors	2019 2022	1	0	0.0		0.0	0.0		economium municipalita	0.0	0.0	0.0											
	Supervisors: Crafts &	2019	0	0			0.0	0.0			0.0	1	0.0											
	Trades	2022	0	0	0.0			0.0	0.0			0.0	0.0											

								Feder	al Contr		-			Report									
							Cone	dian C				riginal		erta Divis)								001457
							Сапа	iaian C	orps or c		:2019-		ern Aibi	erta Divis	sion <i>)</i>								_§ -
										[D	•=0=/	1. 2.1											
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flov Data Analysis		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
	l		<u> </u>	<u> </u>		<u> </u>		1	\	↓	<u> </u>	<u> </u>	\	\	<u> </u>	<u>↓</u>	<u> </u>		1	<u> </u>	1	<u></u>	<u> </u>
Employment Equity					orce An	_					Hires			Ι		Data A			T	Tei	rminatio	ons	
Occupational Group (EEOG)	Year	All Employees			Aborigina	l Peoples			All Employees		Aborig	inal Peoples		All Employees		Aborig	nal Peoples		All Employees		Aborigi	inal Peoples	1
(EEOG)	#	#	Represei	ntation %	Availa %	bility #	Gap #	EE Result	#	Act	ual %	Expected #	Difference #	#	A:	ctual %	Expected #	Difference #	#	Acti	ual %	Expected #	Difference #
07 Administrative & Senior Clerical	2016	3	0	0.0	3.6	0	0	0.0							,								
08 Skilled Sales &	2019 2016	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
Service Personnel Skilled Crafts &	2019 2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	(0.0	(0	0	0	0.0	0	0
09 Trades Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	(0.0	(0	0	0	0.0	0	0
10 Clerical Personnel	2016	10 11	0	0.0	5.1	1	-1 -1	0.0	1	0	0.0	0	0	0	(0.0	(0	0 0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016 2019	1,543 2,093	192 373	12.4 17.8	13.8 21.5	213 450	-21 -77	90.2 82.9	1,213	238	19.6	261	-23	0		0.0	(657	59	9.0	82	-23
Semi-Skilled Manual	2016	0	0	0.0	0.0	0	0	0.0				201	-23		,								-23
Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	(0.0	(0 0	0 0	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
	1				—	1	<u> </u>	1	1	<u> </u>	1	<u> </u>											
1			Entran	its		Charat to	Caal		oals		Coole												
Employment Equity Occupational Group	Year		ow Data Aboriginal	l Peoples		Aborigin	rm Goals at Peoples	,		Long-terr Aboriginal								Commen	its				
(EEOG)		All Employees	Actu	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Administrative &	# 2019	# 0	#	%	# 0	%	% 0.0	%	# 0	% 0.0	% 0.0	%											
Senior Clerical	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											
09 Skilled Crafts & Trades Workers	2019 2022	0	0	0.0	0	0.0	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											
Intermediate Sales & Service Personnel	2019	1,213 1,213	238 238	19.6 19.6	0	0.0	0.0	0.0 91.3	0	0.0	0.0	0.0											
Semi-Skilled Manual	2019	1,213	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers	2022	0	0	0.0			0.0	0.0			0.0	0.0											

									Feder	al Contr	actors	Progra	m Achie	vement	Report									
										Part 5	: Result	s - Abo	riginal	Peoples										58
								Cana	dian C	orps of C	Commis	sionair	es (Noth	ern Alb	erta Divi	sion)								001458
											[Date	e: 2 019-	11-21]											
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		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
			Ţ	1	Ţ	Ţ	Ţ	Ţ	Ţ	1	1	Ţ	1	1	V	1	↓	1	Ţ	Ţ	Ţ	Ţ	↓	↓
				1	Vorkf e	orce An	alysis									Flow I	Data A	nalysis						
	loyment Equity	Year			W	orkforce	,					Hires				P	romotio	ns			Te	rminati	ns	
Occ (EE	ipational Group		All Employees				al Peoples			All Employees		~	inal Peoples		All Employee	s		inal Peoples		All Employees			inal Peoples	
(EE	ou)	#		Represer			ability 	Gap #	EE Result			tual	Expected	Difference		Act		Expected	Difference		Act		Expected	Difference
	Other Sales & Service	2016	# 2	# 0	0.0	% 6.7	#	#	% 0.0	#	#	%	#	#	#	#	9/6	#	#	#	#	%	#	#
	Personnel	2019	9	0	0.0	6.3	1	-1	0.0	9	0	0.0	1	-1		0	0.0	0	0	2	0	0.0	0	0
		2016	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	0.0	0	0	0	0	0.0	0	0
Total		2016	1,580	192	12.2	13.6		-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	659	59	9.0	80	-21
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷ K x 100	Part 3: Goals	F ÷ M x 100											
			Ţ	Ţ	Ų.	Ţ	Ţ	Ţ	Ţ	Ţ	1	Ţ	1											
			New	Entran	ts				G	oals														
Emp	loyment Equity	Year	Fl	ow Data			Short-ter				Long-ter													
	ipational Group	1 Cai	All Employees	Aboriginal	Peoples		Aborigin	al Peoples			Aborigina	Peoples	T					(Sommen	ts				
(EE	OG)		All Employees	Acte	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
1 13 1	Other Sales & Service Personnel	2019	9	0	0.0	0	0.0	0.0	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												
14	Other Manual Workers	2022	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		-										
1 Otal		2022	1,227	239	19.5			0.0	0.0			0.0	0.0											

										Part 6: R	esults –	Person	s with E	Disabiliti	es									
								Cana	adian C	Corps of C	Commis	sionair	es (Noth	ern Alb	erta Divis	sion)								001459
											[Date	e:2019-	11-21]											
A	В	С	D	Е	F	G	Н		J	K	L	M	N	О	P	0	R	S	Т	U	V	W	X	Y
	<u> </u>	<u> </u>		······································	1		11	<u> </u>	<u>:</u>	<u> </u>			<u> </u>	<u> </u>	I	1	1		1			***	<u> </u>	
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	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
			↓	Ţ	Ţ	Ţ	1	1	\	.	Ţ	Ţ	Ţ	\	Ų.	↓	Ţ	Ţ	Ţ	↓	Ţ	1	Ţ	<u> </u>
						orce An	-										Data A							
	ployment Equity cupational Group	Year		I		orkforce Persons with						Hires	ith Disabilitie			P	romotio	18 ith Disabilitie			Te	rminati	ONS ith Disabilitie	
	EOG)		All Employees	Represer		Availa		Gap	EE Result	All Employees	Ac		Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	%	#	Ħ	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 &	Managers	2016	14	0	0.0	4.3	1	-1	0.0															
02	ivianagers	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
03	Professionals	2016	5	0	0.0	3.8	ŧ	0	0.0															
-	Semi-Professionals &	2019 2016	6	0	16.7 0.0	8.9 4.6		0	187.3 0.0	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0.0	0	0
04	Technicians	2019	3	0	0.0	7.6		0	0.0		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	-														
	· ·	2019 2016	2	0	0.0	27.5 0.0		-1	0.0		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	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
				,					ç	·		·	ģ	·	•									
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E 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											
5			Ţ	\	Ţ	Ţ	Ţ	Ţ	Ψ.	1	1	Ţ	Ţ	i										
			New	/ Entran	ts				G	oals														
	ployment Equity	Year	F	low Data Persons	with			rm Goals			Long-ter													
	rupational Group EOG)	Itai	All Employees	Disabil			Persons wit	h Disabilities	Percent of		Persons with	Disabilities	Percent of					(Commen	its				
`				Actu		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
01	I	#	#	#	%	#	%	%	%	#	%	%	%											
&	Managers	2019		0	0.0	0	0.0	0.0			0.0		0.0											
02		2022	1	0	0.0			0.0				0.00	0.0											
03	Professionals	2019	1	1 1	100.0	0	0.0	0.0	0.0		0.0	0.00	0.0											
04	Semi-Professionals &	2019	1	0	0.0	0	0.0	0.0			0.0													
L-	Technicians	2022	1	0	0.0			0.0				0.00	0.0											
05	Supervisors	2019 2022	1	0	0.0	0	0.0	0.0			0.0	0.00	0.0											
06	Supervisors: Crafts &	2019	0	0	0.0	0	0.0	0.0			0.0	0.00	0.0											
	Trades	2022	0	0	0.0			0.0	0.0			0.00	0.0											

										ral Contr Part 6: R		-			-									
								Can		Corps of C						ion)								001460
										0. Po == -		e:2019-			VI VII	,								—s -
;			ź		······				·è·····			·			â	į		<u> </u>	ánnumuuuummm.		.6			
A B	3	[C]	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis		E-H	E÷H x 100	Part 2: Flow Data Analysis	Anaiysis	L÷K x 100	K x G ÷ 100		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		P x F ÷ 100		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			V	<u> </u>	<u></u>	J		1	1	1	1	1	1	\	<u> </u>	<u> </u>	↓ Data A	↓ 	1	Ţ	<u></u>	Ţ	\	1
Employment E	Equity					f <mark>orce An</mark> Vorkforce						Hires			I		Data A			T	Te	rminatio		
Occupational (Year	. ii p _ loveer				e ith Disabilities	8		.u.cnlovee			ith Disabilitie:	s	LO E and large one			18 ith Disabilitie	s	- U.F	1.		ONS rith Disabilities	ės
(EEOG)			All Employees	Represen	-		ilability	Gap	EE Result	All Employees	Act	=	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
Administrativ	tive &	2016	3	# 0	0.0	0 3.4	4 0	# 0	0.0	#	#	%	#	#	#	#	%	#	#	¥	#	%	#	#
07 Senior Cleric		2019	3	0	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
08 Skilled Sales Service Person		2016	0	0	V."		-	0	0.0) 0	F-00	F	<u> </u>		Ē.,			<u> </u>	Ξ			['	
Skilled Craft		2019 2016	0	0 0	0.0		-	0 0	0.0		V	0.0	0	v	v	V	0.0	U	<u> </u>	1	0	0.0	-	
09 Trades Work		2019	0	0	0.0	0.0	0 0	1 0	0.0	0	0	0.0	0	0	0	0	0.0	0	0) 0	0	0.0	0	/ 0
10 Clerical Pers	rsonnel	2016 2019	10 11	i	10.0 9.1			. 0	142.9 97.8		0	0.0				ļ	0.0	0	<u> </u>		0	0.0	<u> </u>	,
11 Intermediate	te Sales &	2019	1,543		6.5			5 15	_			0.0	<u> </u>	V	v		0.0	v	<u> </u>	" 	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	0.0		
Service Perso	rsonnel	2019	2,093	110	5.3	3 10.8	8 226	-116	48.7	1,213	3 47	3.9	131	-84	0	0	0.0	0	0	657	39	5.9	43	-4
12 Semi-Skilled Workers	d Manual	2016	0	0 0	0.0	_		0 0	0.0		0	0.0		<u> </u>	0	0	0.0	0	0	7 0	0	0.0	0	1 0
		1 201.	-1				<u> </u>		~					<u> </u>			<u> </u>			1	- :		<u> 1</u>	
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	E ÷ D x 100	Part 3: Goals	E÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷ K x 100	Part 3: Goals	F ÷ M x 100											
			<u> </u>	<u> </u>	<u> </u>	<u> </u>		<u> </u>	<u> </u>	<u> </u>	<u> </u>	1 1	1 1	i										
				v Entran						Goals														-
Employment E		Year	FI	low Data Persons				rm Goals			Long-terr													
Occupational ((EEOG)	Group	1 1	All Employees	Disabil			Persons with	 			Persons with	Disabilities	1					(Commen	its				
(EEOO)				Actu	aal	Goal	Percent of Goal Met	Goal	Percent of Goal Met		Percent of Goal Met	Goal	Percent of Goal Met											
A descriptor	· o_	2019	# 0	# 0	% 0.0	# 0	0 0.0	%	% 0.0	#	%) 0.0	%	0.0											
07 Administrativ		2019	0	0 0			0.0	0.0			0.0	0.0												
08 Skilled Sales	-	2019	0	0	0.0	0 0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Service Person		2022	0	0 0			0 0.0	0.0	1		0.0	0.0												
09 Skilled Craft Trades Work		2019		0 0	0.0		0.0	0.0			0.0	0.0												
10 Clerical Pers	rsonnel	2019 2022	1	0	0.0		0 0.0	0.0	0.0	0	0.0	4	0.0											
11 Intermediate	-	2019	1,213	+	i .		0.0	0.0			0.0													
Service Personal Semi-Skilled		2022	1,213 0	+	•		0 0.0	10.8	_		0.0	10.8												
Workers	J 1.11111	2022	0		0.0			0.0	1 1			0.0												

									Part 6: R					-									
							Cana	adian C	orps of C				ern Alb	erta Divis	ion)								001461
										[Date	e:2019-	11-21]											
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y
Data sources:	***************************************	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
		<u> </u>	V	Ţ	1	1	Ţ	1	Ţ	Ţ	1	1	Ţ	<u> </u>	Ţ	1	1	Ţ	Ψ.	1	1	Ţ	1
			,		orce Ar									·		Data A			T				
Employment Equity Occupational Group	Year			N	orkfore	e h Disabilities					Hires	ith Disabilities			<u> </u>	Possons	ns ith Disabilitie			Tei	minatio	ns h Disabilitie	
(EEOG)		All Employees	Represe	ntation		ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Acti		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2016	2	0	0.0		-	0	0.0															
Personnel	2019	9	0	0.0			-1	0.0	9	0	0.0	1	-1	0	C	0.0	0	0	2	0	0.0	0	
14 Other Manual Workers	2016	0	0	0.0		1	0	0.0	0	0	0.0		0	0	0	0.0	- n	0	0	0	0.0	0	
m . 1	2016	1,580	102	6.5			14			0	0.0	0				0.0	0			0	0.0	0	
Total	2019	2,141	112	5.2	10.8	231	-119	48.4	1,227	48	3.9	133	-85	0	C	0.0	0	0	659	39	5.9	43	
			D . 2 El																				
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											
		, J	1	Ţ	.	Ţ	1	Ţ	↓	Į.	Ţ	J											
		New	Entrar	its				G	oals														
Employment Equity Occupational Group	Year	Fl	ow Data Person Disabi				rm Goals h Disabilities			Long-ter Persons with	m Goals Disabilities						(Commen	ts				
(EEOG)		All Employees	Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service	2019	9	0	0.0		0.0	0.0	0.0	0	0.0		0.0											
Personnel Personnel	2022 2019	9	0	0.0		0.0	10.7	0.0	0	0.0	10.7	0.0											
14 Other Manual Workers	2019	0	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	4												
Total	2022	1,227	48	3.9			0.0	0.0			0.0	0.0											

										t 7: Resi														462
								Cana	adian C	Corps of (ern Albe	erta Divis	sion)								001462
											Date	e:2019-	11-21]											
A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U	V	W	X	Y
Data so	ources:		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÷Ux 100	U x F ÷ 10	00 V - X
			Ţ	1	Ţ	Ţ	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	Ţ		Ţ	.	↓ ↓	Ţ	<u> </u>	<u> </u>	1	1	1	<u> </u>	1
				1	Workfo	orce An	alysis									Flow I)ata A	nalysis						
	loyment Equity upational Group	Year		ı	W	orkforce/						Hires				Pı	omotio				Т	erminat		
(EE			All Employees	Represer	ntation		Minorities ability	Gap	EE Result	All Employee	S Ac	Visible tual	Minorities Expected	Difference	All Employees	Acti		Minorities Expected	Difference	All Employee	s	Visib tual	Expected	1
		#	#	# #	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2016	4	0	0.0	10.1	-	0	0.0															
		2019	4	0	0.0			0	0.0	-	0	0.0	0	0	0	0	0.0	C) () (0	0.	0	0
071	Middle & Other Managers	2016 2019	10		0.0	15.0 17.6		-2 -2	0.0		0	0.0	0	0	0	0	0.0		,		0	0.		0
03	Professionals	2016	5	0	0.0			-1		1														
		2019	6	1	16.7	19.0		0	87.7		0	0.0	0	0	0	0	0.0	C) () (0	0.	0	0
	Semi-Professionals & Fechnicians	2016	2	1	50.0 33.3	28.0 38.6		0	178.6 86.4		0	0.0	0	0	0	0	0.0) 0	0.	1	0
		2016	1	0	0.0	21.6		0	0.0			0.0	•		Ů		0.0			<u> </u>	1	· ·		
	Supervisors	2019	2	0	0.0	34.5	•	-1	0.0		0	0.0	0	0	0	0	0.0	C) (0	0.	0	0
	Supervisors: Crafts & Frades	2016 2019	0	0	0.0	0.0		0	0.0		0	0.0	0	0	0	0	0.0					0.		0
	riudes	2019	0		0.0	0.0	1 0		0.0		<u> </u>	0.0	0	- 0	1 0	I 0	0.0		′1 ′	71 (<u>/ </u>	<u> </u>	<u> </u>	<u> </u>
Data so	nurces:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷ K x 100	Part 3: Goals	F ÷ M x 100											
***************************************			↓	<u> </u>	↓	\	\	.	1	<u> </u>	1	1	Ų.											
			New	/ Entran	its				G	Coals														
	loyment Equity	Year	F	low Data			Short-te		S		Long-ter													
Occi (EE)	ipational Group DG)		All Employees	Visible Mi			Visible N		Percent of		Visible M Percent of	T T	Percent of						Commen	its				
	,			Actu		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
T		# 2019	# 1	# 0	0.0	# 0	0.0	% 0.0	0.0	# (0.0	0.0	% 0.0											
01	Senior Managers	2022	1	0	0.0		0.0	0.0			0.0	0.0	0.0											
1 (12 1	Middle & Other	2019	0	0	0.0		0.0	0.0			0.0		0.0											
- 1	Managers	2022 2019	0	0	0.0		0.0	17.6 0.0			0.0	17.6 0.0	0.0											
03	Professionals	2022	1	0	0.0		0.0	0.0	1		0.0	0.0	0.0											
	Semi-Professionals &	2019	1	0	0.0		0.0	0.0			0.0		0.0											
	Гесhnicians	2022 2019	1	0	0.0		0.0	0.0			0.0	0.0	0.0											
, ,		2019	1	U		***************************************	0.0			emannum municipa	7 0.0	0.0	0.0											
05	Supervisors	2022	1	0	0.0			34.5	0.0			1 0.0	0.01											
06	Supervisors Supervisors: Crafts & Frades	2022 2019	0	0	0.0		0.0	34.5 0.0			0.0	1	0.0											

	Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities																							
								Cana			orps of Commissionaires (Nothern Alberta Division)								001463					
											[Date:2019-11-21]								—× -					
A	В	С	D	E	F	G	Н	Ī	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
			Part 1:	Part 1:	E÷D	Part 1:	DxG	1	E÷H	Part 2: Flow	Part 2: Flow				Part 2: Flow	Part 2: Flow				Part 2: Flow	Part 2: Flow	V÷Ux		
Data sou	irces:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	÷ 100	E - H	x 100	Data Analysis	Data Analysis	x 100	K x G ÷ 100		Data Analysis	Analysis		P x F ÷ 100	Q - S	Data Analysis	Data Analysis	100	U x F ÷ 100	
			↓		<u>↓</u>	<u> </u>	↓ alvaia		<u> </u>	—						Flore	Data A	<u>↓</u>		<u> </u>				
Empl	oyment Equity					orce An	aiysis					***			T		Data A	•		ı				
	pational Group	Year			W	orkforce Visible M	linorities					Hires	Minorities			P	romotios Visible	1S Minorities			Le	rminatio	Minorities	
(EEC			All Employees	Represer	ntation	Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
10/1	Administrative &	2016	3	1	33.3	13.4	0	1	248.8															
\vdash	enior Clerical	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
I OX I	killed Sales & ervice Personnel	2016 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0		0	0.0	0			0	0.0		
	killed Crafts &	2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0		1 0	0.0	0	0	0	0	0.0	0	0
	rades Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 0	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
	ntermediate Sales & ervice Personnel	2016 2019	1,543 2,093	138 217	8.9 10.4	22.2 26.9	343 563	-205 -346	40.3 38.5	1 212	217	17.9	326	100		0	0.0	0		657	137	20.9	50	78
\vdash	emi-Skilled Manual	2019	2,093	0	0.0	0.0	303	-340	0.0	1,213	217	17.9	320	-109	0	1 0	0.0	0	0	637	13/	20.9	59	/8
	Vorkers	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
			,	·		y				,		,												
Data sou	irces:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
!			Ţ	<u> </u>	↓	↓ ↓	Ų.	1	1	Ų	↓ ↓	Ţ	Ţ											
			New	/ Entran	its				G	oals														
Empl	oyment Equity		F	low Data		;	Short-ter	rm Goals			Long-teri	m Goals												
Occu	pational Group	Year		Visible M	inorities		Visible N	linorities			Visible Mi	inorities						(Commen	ts				
(EEC)G)		All Employees	Actu	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	9/6											
1 () / 1	Administrative & enior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	killed Sales &	2022 2019	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
	ervice Personnel	2022	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0											
	killed Crafts & Trades Workers	2019 2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Clerical Personnel	2022 2019 2022	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	ntermediate Sales &	2019	1,213	217	100.0 17.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
· · S	ervice Personnel	2022	1,213	-	17.9		0.0	30.0	59.6			30.0	59.6											
	emi-Skilled Manual Vorkers	2019 2022	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
LLL*	, O.A.O.	2022		L 0	0.0			0.0	0.0			U.0	L 0.0											

	Federal Contractors Program Achievement Report																							
										t 7: Resu														
	Canadian Corps of Commissionaires (Nothern Alberta Division)										001464													
	[Date:2019-11-21]																							
A	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	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	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		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
1			Ţ	Ţ	Ţ	Ţ	Ţ	1	1	Ţ	1	1	1	Ţ	Ţ	Ţ	Ţ	1	1	1	<u> </u>	Ţ	Ţ	<u> </u>
				1	Workfo	rce An	alysis									Flow	Data A	nalysis						
	oloyment Equity	Year	-		W	orkforce						Hires				I	'romotio				Ter	minatio		
	upational Group OG)		All Employees	Represe	ntation	Visible M Availa		Gap	EE Result	All Employees	Act		Minorities	Difference	All Employees	Visible Minorities Actual Expected Difference		All Employees				Difference		
ľ	<i>'</i>	#	#	#	%	%	# #	Gap #	%	#	#	uai %	Expected #	#	#	#	- %	Expected #	#	#	# #	%	Expected #	#
13	Other Sales & Service	2016	2	1	50.0	34.1	1	0	146.6															
13	Personnel	2019	9	0	0.0	43.4	4	-4	0.0	9	0	0.0	4	-4	0	0	0.0	0	(0 2	1	50.0	1	0
14	Other Manual Workers	2016 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0			0	0.0				0	0.0	0	
-		2019	1,580	144	9.1	22.1	349	-205	41.2	0	0	0.0	0	0	0	1 0	0.0	0	<u> </u>	0	0	0.0	0	0
Tota		2019	2,141	224	10.5	26.9	576	-352	38.9	1,227	218	17.8	330	-112	0	0	0.0	0	(0 659	138	20.9	60	78
Data	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data 1 Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷ K x 100	Part 3: Goals	F ÷ M x 100											
			1	1	J.	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	1											
			New	Entran	its				G	oals														
	Employment Equity		Fl	ow Data				m Goals		1	Long-teri													
	upational Group OG)	Year	All Employees	Visible M Acti		Goal	Visible N Percent of	linorities Goal	Percent of	Goal	Visible Mi Percent of	Goal	Percent of					(Commen	its				
		#	#	#	%	Ħ	Goal Met	%	Goal Met	¥	Goal Met %	%	Goal Met											
12	Other Sales & Service	2019	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
13	Personnel	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 2019	1,227	218	0.0 17.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Tota	l	2022	1,227	218	17.8	V	0.0	0.0	0.0	U	0.0	0.0	0.0											

Part 8: Reasonable Efforts

Canadian Corps of Commissionaires (Nothern Alberta Division)

[Date:2019-11-21]

Efforts

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

Required measures:

availability estimates.

√	ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	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.
V	Adjusted survey results to reflect hires, promotions and terminations.
7	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

- 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.
J	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 seucrity guard they must be fluent is English. We do however provide an English Language Evaluation which is part of our hiring process.							
Opera	ational Context							
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent.							
	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.							
Addi	tional Details							
Please	Please provide any additional information (optional):							

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: (Canadian (Corps of	Commissionaires	(Northern A	lberta Division)	ı
------------------	------------	----------	-----------------	-------------	------------------	---

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 2016-09-23 Workforce Analysis:

Key Dates – Subsequent Assessment

2019-11-26 Initiated:

Received: 2019-11-26 (2020-05-23 final version)

2019-11-21 Workforce Analysis:

DATA VERIFICATION

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

\times	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)

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

	100	
-1α	1/02 Managers	No goal set
0	I/OZ Widilageis	No godi set

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			Go	als		
Emp	ployment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	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			Go	als		
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3	Long- term (3+	Representation	LMA
		Сар	vears)	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			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3	Long- term (3+	Representation	LMA
			years)	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			
Emp	ployment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	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/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Olga Arnaoudova

Date: May 29, 2019



Nyirasafari, Ange AN [NC]

From: Arnaoudova, 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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/sgiemt-weims/emp/W.2.3msM.1intlnf.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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the 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.

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



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