



s.19(1)
s.24(1)

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Canadian Corps of Commissionaires Nova Scotia Division	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Commissionaires Nova Scotia	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2007/list-liste-eng.htm 561612	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 1700 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 1472 Hollis Street	City Halifax	Province NS	Postal Code B3J 1V2
Telephone Number 902-429-8101			

EMPLOYMENT EQUITY CONTACT		
Name (print) Anne James	Title Director, Human Resources	
Telephone Number 902-421-2365	E-mail Address ajames@commissionaires.ns.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French

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

SIGNATORY		
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.		
Name (print) Anne James	Title Director, Human Resources	
Telephone Number 902-421-2365	E-mail Address ajames@commissionaires.ns.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signature [REDACTED]	Date (YYYY-MM-DD) 2016-06-09	

Privacy	<p>The information collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program.</p> <p>Completion of this form to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List of government goods or services contracts of any value and may also result in the termination of the contract.</p> <p>The information and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.</p> <p>Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i>, which is available at the following website address: http://www.infosource.gc.ca. <i>Info Source</i> may also be accessed online at any Service Canada Centre.</p>
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RETURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc.gc.ca.



Federal Contractors Program

Contractors who are awarded an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a self-identification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where under-representation exists.

Contractors are required to submit to the Labour Program of Employment and Social Development Canada(ESDC):

- a. One year after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes):
 - Self-identification questionnaire used to collect workforce information;
 - Initial WFA; and
 - Annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
 - Updated WFA;
 - Updated annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified; and
 - Completed Achievement Table.

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the Federal Contractors Program (FCP).

Contractors found to be in non-compliance will be ineligible for future goods or services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: <http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml>.

Questions and Answers

Subsidiary vs. Division/Branch

Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

Division: A division is part of the primary business, not separate, and the primary business is legally responsible for the obligations and debts of the division.

Branch: A branch is an office that is not located at/with the company's corporate headquarters but is part of the organization.

Subsidiary: A subsidiary is owned or controlled by another entity (a parent company), but it is a separate legal entity.

Q2 If an organization that is not subject to the Federal Contractors Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

Q3 When should a new Agreement be completed and signed?

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

Employment Status

Q1 Who is considered to be a permanent full-time employee under the FCP?

A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.

Q2 Who is considered to be a permanent part-time employee under the FCP?

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

Q3 How are students counted under the FCP?

A3 Students employed during a school break, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

Q4 How are other employees counted under the FCP?

A4 Other employees are those who are on unpaid leave (often temporary lay-off or long-term leave) but who otherwise fulfil the definitions of permanent full-time or permanent part-time employees and maintain the right to return to work.

Nyirasafari, Ange AN [NC]

From: Brown, Celine E [NC] on behalf of EE-EME
Sent: April 12, 2019 12:47 PM
To: 'Annastacia Clarke'
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon Annastacia,

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 June 14th, 2019**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrscd-rhdcc.gc.ca.

Thanks again and have a great Friday and weekend!

Céline Brown
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@hrscd-rhdcc.gc.ca

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



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

From: Annastacia Clarke <acl Clarke@commissionaires.ns.ca>
Sent: April-12-19 11:46 AM
To: Brown, Celine E [NC] <celine.brown@labour-travail.gc.ca>
Subject: RE: Extension Letter Request - RE: Submission for Commissionaires Nova Scotia Division

Hi Celine:
Attached please find the executed Application for Extension to Submit Compliance Assessment Information.
Will you be letting us know if our requested extension is granted?
Thanks for staying with us,
Annastacia

From: celine.brown@labour-travail.gc.ca [<mailto:celine.brown@labour-travail.gc.ca>]
Sent: Friday, April 12, 2019 10:25 AM
To: Annastacia Clarke
Subject: RE: Extension Letter Request - RE: Submission for Commissionaires Nova Scotia Division
Importance: High

Good morning Annastacia,

Thank you for returning the completed extension request form. Unfortunately, I made an error when I sent you the form ☹️ it was for the Legislated Employment Equity Program (LEEP) and not the Federal Contractor's Program (FC) – my sincerest apologies for this oversight!

Can I please ask you to fill out the newly attached form (almost identical) and have it resigned? The main difference is that the dates will not specifically reflect a June 1st deadline as that is under the LEEP.

Again, please let me know if you have any questions or concerns.

Thanks and TGIF 😊

Céline Brown

Agente de programme / Program Officer

Équipe de l'équité en milieu de travail – Programme du travail / Workplace Equity Team – Labour Program

celine.brown@labour-travail.gc.ca / Tél. : 819-654-4400

From: Annastacia Clarke <aclarke@commissionaires.ns.ca>

Sent: April-11-19 5:03 PM

To: Brown, Celine E [NC] <celine.brown@labour-travail.gc.ca>

Subject: RE: Extension Letter Request - RE: Submission for Commissionaires Nova Scotia Division

Good Afternoon, Celine.

Attached please find the request for extension document, executed and signed by Patrick Hartling, Director, Human Resources, Commissionaires Nova Scotia.

Please let me know if you require anything further.

Thanks for your assistance.

Regards,

Annastacia Clarke

From: celine.brown@labour-travail.gc.ca [<mailto:celine.brown@labour-travail.gc.ca>]

Sent: Thursday, April 11, 2019 2:10 PM

To: Annastacia Clarke

Subject: RE: Extension Letter Request - RE: Submission for Commissionaires Nova Scotia Division

Me again!

FYI – the contact information for Patrick has been updated in WEIMS along with the Principle Place of Business. I will await the completed extension request form.

It's my pleasure and have a great day 😊

Céline Brown

Agente de programme / Program Officer

Équipe de l'équité en milieu de travail – Programme du travail / Workplace Equity Team – Labour Program

celine.brown@labour-travail.gc.ca / Tél. : 819-654-4400

From: Annastacia Clarke <aclarke@commissionaires.ns.ca>

Sent: April-11-19 12:19 PM

To: Brown, Celine E [NC] <celine.brown@labour-travail.gc.ca>

Subject: RE: Extension Letter Request - RE: Submission for Commissionaires Nova Scotia Division

Thanks very much, Celine. This is to acknowledge receipt of your email, after the email glitch we were experiencing.

As per our conversation:

Our new Director, Human Resources is Patrick Hartling (He is replacing Anne James)

His contact information is: phartling@commissionaires.ns.ca, and his office phone number is 902-421-2365.

Our new facility is located at: 229 Damascus Road, Bedford, NS B4A 0C2

Thanks for offering to update WEIMS with this new information.

I will get the extension form completed and submitted with Patrick's signature as soon as possible.

I appreciate your support and assistance.

Regards,

Annastacia

From: celine.brown@labour-travail.gc.ca [<mailto:celine.brown@labour-travail.gc.ca>]

Sent: Thursday, April 11, 2019 12:58 PM

To: Annastacia Clarke

Subject: Extension Letter Request - RE: Submission for Commissionaires Nova Scotia Division

Importance: High

Hi Annastacia,

I hope you're doing well 😊

As per our telephone conversation just now, since Canadian Corps of Commissionaires, Nova Scotia Division has not yet been able to submit its subsequent compliance assessment which was due on April 1, 2019, I am attaching a Reporting Extension request form. I will ask that you please complete it, have it signed by a senior official and return it to me asap. This way, we can hopefully grant a formal extension which will not reflect a late submission for your Organization.

I'm here to help so if you have additional questions or concerns, please do not hesitate to let me know.

Thanks again and have a great day!

Céline Brown

Agente de programme, Équipe de l'équité en milieu de travail, Programme du travail

Emploi et Développement social Canada / Gouvernement du Canada

celine.brown@labour-travail.gc.ca / Tél. : 819-654-4400

Program Officer, Workplace Equity Team, Labour Program

Employment and Social Development Canada / Government of Canada

celine.brown@labour-travail.gc.ca / Tel: 819-654-4400

From: Brown, Celine E [NC] **On Behalf Of** EE-EME

Sent: April-03-19 8:54 AM

To: 'Annastacia Clarke' <aclarke@commissionaires.ns.ca>

Subject: RE: Commissionaires Nova Scotia

Good morning Annastacia,

I can certainly help you 😊

First, please note that your username is annastacia.clarke and your Employer # for WEIMS is 10000475. You can use this information to gain access to WEIMS and/or reset your password if required.

In order to update access to WEIMS, please use the authorization form above to add and/or remove anyone. Currently yourself and Carl Gannon have access for your organization. As for updating the new Director of HR's information, once you gain access to the system again, you will be able to go in and select "update your employer information" directly through WEIMS and update it.

I hope this information is helpful; I am here to help answer any other questions or concerns you may have.

Please confirm to me that you've gained access as your submission is now past due from April 1, 2019.

Thanks again and have a great day!

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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

From: Annastacia Clarke <aclarke@commissionaires.ns.ca>

Sent: April-02-19 1:50 PM

To: EE-EME <ee-eme@hrsdcc-rhdcc.gc.ca>

Subject: FW: Commissionaires Nova Scotia

Trying to reach someone (see message below) for assistance. ...

Can someone please reply or contact me?

Thank you.

Regards,

AMC

From: Annastacia Clarke

Sent: Tuesday, April 2, 2019 2:48 PM

To: 'Céline.brown@labour-travail.gc.ca'

Subject: Commissionaires Nova Scotia

Hi Celine:

We've had some changes to our leadership here at Commissionaires, and are currently updating our Human Resources systems and data collection. I have been unable to access WEIMS using the Employer # 121396451 and my user name [REDACTED] I just updated my password, but that hasn't helped to get me into the system. I'm happy to try to use the data I can find to update WEIMS. Can you help me get in, and also advise how to update your office with our new address, and the new Director of HR's information? [REDACTED]

Thanks very much.

Regards,

AMC

ANNASTACIA CLARKE
Human Resources Manager
COMMISSIONAIRES NOVA SCOTIA
T 902 480 2119
C 902 222 0611



Statement of Confidentiality

This message (including attachments) may contain confidential or privileged information intended for a specific individual or organization. If you have received this communication in error, please notify the sender immediately. If you are not the intended recipient, you are not authorized to use, disclose, distribute, copy, or print this email, and should promptly delete this email from your entire computer system. Thank you.



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

Reporting Period 2016-09-23 to 2019-07-24

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Nova Scotia	996	462	0	1458	Halifax	639	277	0	916
Total Employees in Canada				1458	N.S. less CMA	357	185	0	542
					Total Employees in Canada				1458



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	16	15	1				2	2		1	1	
	Total	16	15	1				2	2		1	1	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	2	2									
	Total	4	2	2									
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2					1	1				
	Total	2	2					1	1				



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

001487

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	59	50	9	11	11		8	5	3	3	3	
	Total	59	50	9	11	11		8	5	3	3	3	
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	3	7	2		2	3	1	2	1		1
	Total	10	3	7	2		2	3	1	2	1		1
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	6	4	1		1	1		1			
	Total	10	6	4	1		1	1		1			
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	894	714	180	107	85	22	105	89	16	39	30	9
	Total	894	714	180	107	85	22	105	89	16	39	30	9



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

001488

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		996	793	203	121	96	25	120	98	22	44	34	10



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

001489

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	456	353	103	39	30	9	54	39	15	24	15	9
	Total	456	353	103	39	30	9	54	39	15	24	15	9
Total Number of Employees		462	357	105	39	30	9	54	39	15	24	15	9



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	996	793	203	121	96	25	120	98	22	44	34	10
Total Number of Employees	996	793	203	121	96	25	120	98	22	44	34	10



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

001491

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	462	357	105	39	30	9	54	39	15	24	15	9
Total Number of Employees	462	357	105	39	30	9	54	39	15	24	15	9



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	5	5										
Professionals	2	1	1									
Supervisors	4	3	1	1	1					1	1	
Administrative and Senior Clerical Personnel	1		1	1		1						
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	235	176	59	34	28	6	17	11	6	7	6	1
Total Number of Employees Hired	249	186	63	36	29	7	17	11	6	8	7	1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1		1							1		1
Professionals	1		1									
Administrative and Senior Clerical Personnel	2		2							1		1
Clerical Personnel	2	1	1									
Intermediate Sales and Service Personnel	287	216	71	23	17	6	25	20	5	11	7	4
Total Number of Employees Hired	293	217	76	23	17	6	25	20	5	13	7	6



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	7	6	1									
Supervisors	1	1										
Intermediate Sales and Service Personnel	277	228	49	5	4	1	22	16	6	9	7	2
Total Number of Employees Terminated	286	236	50	5	4	1	22	16	6	9	7	2



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Nova Scotia

Reporting Period 2016-09-23 to 2019-07-24

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	7	5	2				2	2		1		1
Professionals	1		1									
Administrative and Senior Clerical Personnel	2		2							1		1
Intermediate Sales and Service Personnel	500	373	127	19	15	4	52	42	10	17	11	6
Total Number of Employees Terminated	510	378	132	19	15	4	54	44	10	19	11	8



Workplace Equity Information Management System - Canadian Corps of Commissionaires Nova Scotia Division

Workforce Analysis - Detailed Report

Date: 2019-07-27

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	27.6 %	0	0	National
02 : Middle and Other Managers	National	16	1	6.3 %	39.4 %	6	-5	National
03 : Professionals		4	2	50.0 %	53.6 %	2	0	
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	42.7 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	1	100.0 %	66.6 %	1	0	National
4021 : College and other vocational instructors	National	1	0	0.0 %	53.8 %	1	-1	National
4163 : Business development officers and marketing researchers and consultants	National	1	1	100.0 %	51.3 %	1	0	National
04 : Semi-Professionals and Technicians		2	0	0.0 %	17.7 %	0	0	
2281 : Computer network technicians	Nova Scotia	2	0	0.0 %	17.7 %	0	0	Nova Scotia
05 : Supervisors		62	10	16.1 %	61.7 %	38	-28	
Employment Equity Occupational Group	Halifax	38	7	18.4 %	59.4 %	23	-16	Halifax
Employment Equity Occupational Group	N.S. less CMA	24	3	12.5 %	65.3 %	16	-13	N.S. less CMA
07 : Administrative and Senior Clerical Personnel		10	7	70.0 %	81.5 %	8	-1	
Employment Equity Occupational Group	Halifax	9	6	66.7 %	80.9 %	7	-1	Halifax
Employment Equity Occupational Group	N.S. less CMA	1	1	100.0 %	86.8 %	1	0	N.S. less CMA
10 : Clerical Personnel		13	5	38.5 %	69.9 %	9	-4	
Employment Equity Occupational Group	Halifax	12	5	41.7 %	69.7 %	8	-3	Halifax
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	72.3 %	1	-1	N.S. less CMA
11 : Intermediate Sales and Service Personnel		1350	283	21.0 %	68.6 %	926	-643	
Employment Equity Occupational Group	Halifax	840	179	21.3 %	65.7 %	552	-373	Halifax
Employment Equity Occupational Group	N.S. less CMA	510	104	20.4 %	73.3 %	374	-270	N.S. less CMA



Workforce Analysis - Detailed Report

Date: 2019-07-27

Women

Employment Equity Occupational Group	Internal Location	Women					Recruitment Area
		All Employees #	Representation #	Representation %	Availability %	Availability #	
Total		1458	308	21.2 %	67.9 %	989	-681

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-07-27

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	16	0	0.0 %	2.7 %	0	0	National
03 : Professionals		4	0	0.0 %	2.2 %	0	0	
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	2.1 %	0	0	National
4021 : College and other vocational instructors	National	1	0	0.0 %	3.0 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		2	0	0.0 %	4.3 %	0	0	
2281 : Computer network technicians	Nova Scotia	2	0	0.0 %	4.3 %	0	0	Nova Scotia
05 : Supervisors		62	11	17.7 %	4.2 %	3	8	
Employment Equity Occupational Group	Halifax	38	5	13.2 %	3.6 %	1	4	Halifax
Employment Equity Occupational Group	N.S. less CMA	24	6	25.0 %	5.2 %	1	5	N.S. less CMA
07 : Administrative and Senior Clerical Personnel		10	2	20.0 %	4.1 %	0	2	
Employment Equity Occupational Group	Halifax	9	2	22.2 %	4.0 %	0	2	Halifax
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	5.0 %	0	0	N.S. less CMA
10 : Clerical Personnel		13	1	7.7 %	4.0 %	1	0	
Employment Equity Occupational Group	Halifax	12	1	8.3 %	3.9 %	0	1	Halifax
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	5.6 %	0	0	N.S. less CMA
11 : Intermediate Sales and Service Personnel		1350	146	10.8 %	5.2 %	70	76	
Employment Equity Occupational Group	Halifax	840	84	10.0 %	4.3 %	36	48	Halifax
Employment Equity Occupational Group	N.S. less CMA	510	62	12.2 %	6.7 %	34	28	N.S. less CMA
Total		1458	160	11.0 %	5.1 %	74	86	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-07-27

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	16	1	6.3 %	17.6 %	3	-2	National
03 : Professionals		4	0	0.0 %	21.4 %	1	-1	
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	26.4 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	18.8 %	0	0	National
4021 : College and other vocational instructors	National	1	0	0.0 %	14.9 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	25.7 %	0	0	National
04 : Semi-Professionals and Technicians		2	0	0.0 %	8.7 %	0	0	
2281 : Computer network technicians	Nova Scotia	2	0	0.0 %	8.7 %	0	0	Nova Scotia
05 : Supervisors		62	3	4.8 %	5.7 %	4	-1	
Employment Equity Occupational Group	Halifax	38	2	5.3 %	6.9 %	3	-1	Halifax
Employment Equity Occupational Group	N.S. less CMA	24	1	4.2 %	3.7 %	1	0	N.S. less CMA
07 : Administrative and Senior Clerical Personnel		10	1	10.0 %	6.2 %	1	0	
Employment Equity Occupational Group	Halifax	9	1	11.1 %	6.7 %	1	0	Halifax
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	1.5 %	0	0	N.S. less CMA
10 : Clerical Personnel		13	0	0.0 %	7.6 %	1	-1	
Employment Equity Occupational Group	Halifax	12	0	0.0 %	8.1 %	1	-1	Halifax
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	1.9 %	0	0	N.S. less CMA
11 : Intermediate Sales and Service Personnel		1350	63	4.7 %	8.0 %	108	-45	
Employment Equity Occupational Group	Halifax	840	49	5.8 %	11.3 %	95	-46	Halifax
Employment Equity Occupational Group	N.S. less CMA	510	14	2.7 %	2.6 %	13	1	N.S. less CMA
Total		1458	68	4.7 %	8.0 %	118	-50	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-07-27

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	17	2	11.8 %	5.0 %	1	1	National
03 : Professionals	National	4	0	0.0 %	8.9 %	0	0	National
04 : Semi-Professionals and Technicians	National	2	1	50.0 %	7.6 %	0	1	National
05 : Supervisors	National	62	8	12.9 %	27.5 %	17	-9	National
07 : Administrative and Senior Clerical Personnel	National	10	3	30.0 %	10.0 %	1	2	National
10 : Clerical Personnel	National	13	1	7.7 %	9.3 %	1	0	National
11 : Intermediate Sales and Service Personnel	National	1350	159	11.8 %	10.8 %	146	13	National
Total		1458	174	12.0 %	11.4 %	166	8	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2019-07-27

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



Workforce Analysis - Detailed Report

Date: 2019-07-27

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



Workplace Equity Information Management System - Canadian Corps of Commissionaires Nova Scotia Division

Workforce Analysis - Summary Report

Date: 2019-07-27

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	0	0.0 %	27.6 %	0	0
02 : Middle and Other Managers	16	1	6.3 %	39.4 %	6	-5
03 : Professionals	4	2	50.0 %	53.6 %	2	0
04 : Semi-Professionals and Technicians	2	0	0.0 %	17.7 %	0	0
05 : Supervisors	62	10	16.1 %	61.7 %	38	-28
07 : Administrative and Senior Clerical Personnel	10	7	70.0 %	81.5 %	8	-1
10 : Clerical Personnel	13	5	38.5 %	69.9 %	9	-4
11 : Intermediate Sales and Service Personnel	1350	283	21.0 %	68.6 %	926	-643
Total	1458	308	21.2 %	67.9 %	989	-681

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-07-27

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	16	0	0.0 %	2.7 %	0	0
03 : Professionals	4	0	0.0 %	2.2 %	0	0
04 : Semi-Professionals and Technicians	2	0	0.0 %	4.3 %	0	0
05 : Supervisors	62	11	17.7 %	4.2 %	3	8
07 : Administrative and Senior Clerical Personnel	10	2	20.0 %	4.1 %	0	2
10 : Clerical Personnel	13	1	7.7 %	4.0 %	1	0
11 : Intermediate Sales and Service Personnel	1350	146	10.8 %	5.2 %	70	76
Total	1458	160	11.0 %	5.1 %	74	86

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-07-27

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	1	0	0.0 %	11.5 %	0	0
02 : Middle and Other Managers	16	1	6.3 %	17.6 %	3	-2
03 : Professionals	4	0	0.0 %	21.4 %	1	-1
04 : Semi-Professionals and Technicians	2	0	0.0 %	8.7 %	0	0
05 : Supervisors	62	3	4.8 %	5.7 %	4	-1
07 : Administrative and Senior Clerical Personnel	10	1	10.0 %	6.2 %	1	0
10 : Clerical Personnel	13	0	0.0 %	7.6 %	1	-1
11 : Intermediate Sales and Service Personnel	1350	63	4.7 %	8.0 %	108	-45
Total	1458	68	4.7 %	8.0 %	118	-50

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-07-27

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	17	2	11.8 %	5.0 %	1	1
03 : Professionals	4	0	0.0 %	8.9 %	0	0
04 : Semi-Professionals and Technicians	2	1	50.0 %	7.6 %	0	1
05 : Supervisors	62	8	12.9 %	27.5 %	17	-9
07 : Administrative and Senior Clerical Personnel	10	3	30.0 %	10.0 %	1	2
10 : Clerical Personnel	13	1	7.7 %	9.3 %	1	0
11 : Intermediate Sales and Service Personnel	1350	159	11.8 %	10.8 %	146	13
Total	1458	174	12.0 %	11.4 %	166	8

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-07-27

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



Workforce Analysis - Summary Report

Date: 2019-07-27

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	09	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	07	27

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	27.40
02	Middle & Other Managers	37	8	38.90
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	0	0	0.00
11	Intermediate Sales & Service Personnel	1,684	351	67.80
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		1,722	359	67.2

Table 5: Women

Subsequent/Current Workforce Analysis

All Employees		Women	
		Representation	Availability*
#	#	%	
1	0	27.60	
16	1	39.40	
4	2	53.60	
2	0	17.70	
62	10	61.70	
0	0	0.00	
10	7	81.50	
0	0	0.00	
0	0	0.00	
13	5	69.90	
1,350	283	68.60	
0	0	0.00	
0	0	0.00	
0	0	0.00	
1,458	308	67.9	

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Canadian Corps of Commissionaires Nova Scotia Division
 [Date: 2019-07-27]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	09	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	07	27

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	1	0	2.90
02	Middle & Other Managers	37	1	2.20
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	0	0	0.00
11	Intermediate Sales & Service Personnel	1,684	52	3.50
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		1,722	53	3.5

*** Source:**
2011 National Household Survey

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	1	0	3.20	
	16	0	2.70	
	4	0	2.20	
	2	0	4.30	
	62	11	4.20	
	0	0	0.00	
	10	2	4.10	
	0	0	0.00	
	0	0	0.00	
	13	1	4.00	
	1,350	146	5.20	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	1,458	160	5.1	

*** Source:**
2016 Census

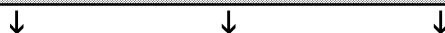
Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	09	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	07	27

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	1	0	10.10
02	Middle & Other Managers	37	0	15.00
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	0	0	0.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	0	0	0.00
11	Intermediate Sales & Service Personnel	1,684	79	6.60
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		1,722	79	6.80

*** Source:**

2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
	1	0	11.50	
	16	1	17.60	
	4	0	21.40	
	2	0	8.70	
	62	3	5.70	
	0	0	0.00	
	10	1	6.20	
	0	0	0.00	
	0	0	0.00	
	13	0	7.60	
	1,350	63	8.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
Total		1,458	68	

*** Source:**

2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Canadian Corps of Commissionaires Nova Scotia Division
 [Date: 2019-07-27]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	09	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	07	27

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
01/02	Managers	38	2	4.30
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	0	1	0.00
05	Supervisors	0	8	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	0	3	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	0	1	0.00
11	Intermediate Sales & Service Personnel	1,684	159	5.60
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		1,722	174	5.60

*** Source:**
2012 Canadian Survey on Disability

Employment Equity Occupational Group (EEOG)		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
	Managers	17	2	5.00
	Professionals	4	0	8.90
	Semi-Professionals & Technicians	2	1	7.60
	Supervisors	62	8	27.50
	Supervisors: Crafts & Trades	0	0	0.00
	Administrative & Senior Clerical Personnel	10	3	10.00
	Skilled Sales & Service Personnel	0	0	0.00
	Skilled Crafts & Trades Workers	0	0	0.00
	Clerical Personnel	13	1	9.30
	Intermediate Sales & Service Personnel	1,350	159	10.80
	Semi-Skilled Manual Workers	0	0	0.00
	Other Sales & Service Personnel	0	0	0.00
	Other Manual Workers	0	0	0.00
	Total	1,458	174	11.4

*** Source:**
2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

Start Date of Flow Data		
YYYY	MM	DD
2016	09	29

End Date of Flow Data		
YYYY	MM	DD
2019	07	27

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women				
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National		
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
	#	#	#	#	#	#	#	#	#	#	#	#	
01 Senior Managers	1	0	0	0	0	0	0	0	0	1	0	0	0
02 Middle & Other Managers	5	0	1	1	4	0	0	0	7	1	7	2	
03 Professionals	2	1	1	1	0	0	0	0	0	0	1	1	
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0	
05 Supervisors	4	1	0	0	6	2	0	0	1	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	1	1	2	2	0	0	0	0	0	0	2	2	
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0	
10 Clerical Personnel	1	1	2	1	0	0	0	0	0	0	0	0	
11 Intermediate Sales & Service Personnel	235	59	287	71	0	0	0	0	277	49	500	127	
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	
Total	249	63	293	76	10	2	0	0	286	50	510	132	

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

Start Date of Flow Data		
YYYY	MM	DD
2016	09	29

End Date of Flow Data		
YYYY	MM	DD
2019	07	27

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	0	1	0	4	0	0	0	7	0	7	0
03 Professionals	2	0	1	0	0	0	0	0	0	0	1	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	4	1	0	0	6	1	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	1	2	0	0	0	0	0	0	0	2	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	2	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	235	34	287	23	0	0	0	0	277	5	500	19
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	249	36	293	23	10	1	0	0	286	5	510	19

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

Start Date of Flow Data		
YYYY	MM	DD
2016	09	29

End Date of Flow Data		
YYYY	MM	DD
2019	07	27

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	0	0	0	0	1	0	0	0
02 Middle & Other Managers	5	0	1	0	4	1	0	0	7	0	7	2
03 Professionals	2	0	1	0	0	0	0	0	0	0	1	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	4	0	0	0	6	2	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	2	0	0	0	0	0	0	0	2	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	2	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	235	17	287	25	0	0	0	0	277	22	500	52
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	249	17	293	25	10	3	0	0	286	22	510	54

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

Start Date of Flow Data		
YYYY	MM	DD
2016	09	29

End Date of Flow Data		
YYYY	MM	DD
2019	07	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

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

↓ ↓ ↓ ↓

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
#	#	#	#

↓ ↓ ↓ ↓

Table 12: Members of Visible Minorities

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

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	5	0	1	1
03 Professionals	2	0	1	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	4	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	2	1
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	2	0
11 Intermediate Sales & Service Personnel	235	7	287	11
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	249	8	293	13

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	6	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	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	10	0	0	0

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	7	0	7	1
03 Professionals	0	0	1	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	2	1
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	277	9	500	17
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	286	9	510	19

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001518

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected	YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2016-09-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-09-29	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	1	0.0%	0.0%	0	100.0%	0.0%	0	0	0	0.0%	0	0	0	0	27.4%	0	0	0.0%	0.0%	
02	Middle & Other Managers	37	-24.4%	0.0%	0	52.8%	2.0%	2	2	8	2.0%	0	6	10.0%	38.9%	-6	-6	21.6%	21.6%		
03	Professionals	0	0.0%	0	0	50.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
04	Semi-Professionals & Tech	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
05	Supervisors	0	0.0%	0	0	3.2%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	0	0.0%	0	0	40.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
08	Skilled Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
11	Intermediate Sales & Service	1,684	-7.1%	0.0%	0	51.2%	15.0%	758	758	351	15.0%	158	949	76	10.0%	67.8%	-791	-873	20.8%	16.0%	
12	Semi-Skilled Manual	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		1,722	-5.4%	0	0	50.1%	0	0	0	359	0.0%	0	798	0	0	67.2%	-798	-798	20.8%	20.8%	

† 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 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	10	0.0	15	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	10	0.0	15	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		20		30		

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001519

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		From - To								
		2016-09-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-09-29	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	%	#	#	%	%							
01	Senior Managers	1	0.0%	0.0%	0	100.0%	0.0%	0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02	Middle & Other Managers	37	-24.4%	0.0%	0	52.8%	2.0%	2	2	1	2.0%	0	0	0	0	2.2%	0	0	2.7%	2.7%	
03	Professionals	0	0.0%	0	0	50.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
04	Semi-Professionals & Tech	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
05	Supervisors	0	0.0%	0	0	3.2%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	0	0.0%	0	0	40.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
11	Intermediate Sales & Service	1,684	-7.1%	5.0%	253	51.2%	15.0%	758	1,011	52	15.0%	23	39	30	3.0%	3.5%	-7	-9	3.1%	3.0%	
12	Semi-Skilled Manual	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		1,722	-5.4%		0	50.1%		0	0	53	0.0%	0	7	0		3.5%	-7	-7	3.1%	3.1%	

† 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 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	3	0.0	3	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		3		3		

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)	All Employees																		Persons with Disabilities																	
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years															
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		YYYY - YYYY																					
	2016-09-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-09-29	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019																						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%																	
01/02 Managers	38	-12.2%	0.0%	0	76.4%	0.0%	0	0	2	0.0%	0	0	0	0	4.3%	0	0	5.3%	5.3%																	
03 Professionals	0	0.0%	0.0%	0	50.0%	2.0%	0	0	0	2.0%	0	0	0	5.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
04 Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	0.0%	1	1	#DIV/0!	#DIV/0!																	
05 Supervisors	0	0.0%	0.0%	0	3.2%	0.0%	0	0	8	0.0%	0	-8	0	0.0%	0.0%	8	8	#DIV/0!	#DIV/0!																	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
07 Administrative & Sr Clerical	0	0.0%	0.0%	0	40.0%	0.0%	0	0	3	0.0%	0	-3	0	0.0%	0.0%	3	3	#DIV/0!	#DIV/0!																	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
10 Clerical Personnel	0	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	0.0%	1	1	#DIV/0!	#DIV/0!																	
11 Intermediate Sales & Service	1,684	-7.1%	5.0%	253	51.2%	15.0%	758	1,011	159	15.0%	72	21	20	2.0%	5.6%	65	-1	9.4%	5.5%																	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
Total	1,722	-5.4%	0.0%	0	50.1%	0.0%	0	0	174	0.0%	0	-78	0	5.6%	78	78	10.1%	10.1%																		

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	8.5	
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	10	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		10		

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001521

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	From - To									
		2016-09-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-09-29	Annually	Over 3 Years	2016	2019									
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01	Senior Managers	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%		
02	Middle & Other Managers	37	-24.4%		0	52.8%	2.0%	2	2	0	2.0%	0	6	8.5%	15.0%	-6	-6	0.0%	0.0%			
03	Professionals	0	0.0%		0	50.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
04	Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
05	Supervisors	0	0.0%		0	3.2%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	0	0.0%		0	40.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
11	Intermediate Sales & Service	1,684	-7.1%	5.0%	253	51.2%	15.0%	758	1,011	79	15.0%	36	85	86	8.5%	6.6%	-32	1	4.7%	6.7%		
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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/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		1,722	-5.4%		0	50.1%		0	0	79	0.0%	0	38	0	6.8%	-38	-38	4.6%	4.6%			

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	8.5	0	8.5	
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	8.5	10	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		10		

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001522

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To		YYYY - YYYY								
		2019-07-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-07-27	Annually	Over 3 Years	2019		2022						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	1	0.0%	0.0%	0	100.0%	5.0%	0	0	0	5.0%	0	0	0	27.6%	0	0	0.0%	0.0%		
02	Middle & Other Managers	16	-24.4%	0.0%	0	52.8%	5.0%	2	2	1	5.0%	0	5	1	40.0%	39.4%	-5	-4	6.3%	12.5%	
03	Professionals	4	0.0%	0.0%	0	50.0%	5.0%	1	1	2	5.0%	0	0	0	53.6%	0	0	50.0%	50.0%		
04	Semi-Professionals & Tech	2	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	17.7%	0	0	0.0%	0.0%		
05	Supervisors	62	0.0%	3.0%	6	3.2%	15.0%	28	34	10	15.0%	5	37	17	50.0%	61.7%	-28	-20	16.1%	32.4%	
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	10	0.0%	0.0%	0	40.0%	5.0%	2	2	7	5.0%	1	2	0	0.0%	81.5%	-1	-2	70.0%	60.0%	
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	13	0.0%	0.0%	0	0.0%	5.0%	2	2	5	5.0%	1	5	1	50.0%	69.9%	-4	-4	38.5%	38.5%	
11	Intermediate Sales & Service	1,350	-7.1%	3.0%	122	51.2%	15.0%	608	730	283	15.0%	127	854	365	50.0%	68.6%	-643	-489	21.0%	35.4%	
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		1,458	-5.4%	2.9%	128	50.1%	14.7%	643	771	308	14.7%	136	905	386	50.0%	67.9%	-682	-519	21.1%	35.2%	

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	40.0		
03	Professionals	0.0		
04	Semi-Professionals & Tech	0.0		
05	Supervisors	50.0	50.0	This goal exceeds the security industry female participation rate (23%), and significantly exceeds the Canadian veteran female rate (12%) Regardless, the LMA Present Availability identified in column Q (above) must be used - capping at 50% for the Women's category
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0	0.0	
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	50.0		
11	Intermediate Sales & Service	50.0	50.0	This goal exceeds the security industry female participation rate (23%), and significantly exceeds the Canadian veteran female rate (12%) Regardless, the LMA Present Availability identified in column Q (above) must be used - capping at 50% for the Women's category
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		50.0	50.0	

N/A

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		All Employees										Subsequent/Current Short-term Goals											
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number			Turnover (Replacement of Terminated Employees)	Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	YYYY-MM-DD	Actual		Projected	From - To										
		2019-07-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-07-27	Annually		Over 3 Years	YYYY - YYYY										
		#	%	%	#	%	%	#	#	#	%	#	2019	2022	%	%	%	#	#	%	%		
01	Senior Managers	1	0.0%	0.0%	0	100.0%	5.0%	0	0	0	5.0%	0	0	0	0	0	3.2%	0	0	0.0%	0.0%		
02	Middle & Other Managers	16	-24.4%	0.0%	0	52.8%	5.0%	2	2	0	5.0%	0	0	0	0	0	2.7%	0	0	0.0%	0.0%		
03	Professionals	4	0.0%	0.0%	0	50.0%	5.0%	1	1	0	5.0%	0	0	0	0	0	2.2%	0	0	0.0%	0.0%		
04	Semi-Professionals & Tech	2	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0	0	4.3%	0	0	0.0%	0.0%		
05	Supervisors	62	0.0%	3.0%	6	3.2%	15.0%	28	34	11	15.0%	5	-3	0	0	0	4.2%	8	3	17.7%	8.8%		
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	10	0.0%	0.0%	0	40.0%	5.0%	2	2	2	5.0%	0	-2	0	0	0	4.1%	2	2	20.0%	20.0%		
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	13	0.0%	0.0%	0	0.0%	5.0%	2	2	1	5.0%	0	0	0	0	0	4.0%	0	0	7.7%	7.7%		
11	Intermediate Sales & Service	1,350	-7.1%	3.0%	122	51.2%	15.0%	608	730	146	15.0%	66	-3	0	0	0	5.2%	76	3	10.8%	5.4%		
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		1,458	-5.4%	2.9%	128	50.1%	14.7%	643	771	160	14.7%	71	-8	0	0	0	5.1%	86	8	11.0%	5.6%		

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		No goals were required for any EEOG's under the Aboriginal Peoples category since there are no present gaps identified under column R (above)
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	0.0		
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees								Subsequent/Current Short-term Goals											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3-Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						
	2019-07-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-07-27	Annually	Over 3 Years	2019	2022	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	17	-12.2%	0.0%	0	76.4%	5.0%	3	3	2	5.0%	0	-1	0	5.0%	1	1	11.8%	11.8%		
03 Professionals	4	0.0%	0.0%	0	50.0%	5.0%	1	1	0	5.0%	0	0	0	8.9%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	2	0.0%	0.0%	0	0.0%	5.0%	0	0	1	5.0%	0	-1	0	7.6%	1	1	50.0%	50.0%		
05 Supervisors	62	0.0%	3.0%	6	3.2%	15.0%	28	34	8	15.0%	4	15	9	27.5%	27.5%	-9	-6	12.9%	19.1%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	10	0.0%	0.0%	0	40.0%	5.0%	2	2	3	5.0%	0	-2	0	10.0%	2	2	30.0%	30.0%		
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	13	0.0%	0.0%	0	0.0%	5.0%	2	2	1	5.0%	0	0	0	9.3%	0	0	7.7%	7.7%		
11 Intermediate Sales & Service	1,350	-7.1%	3.0%	122	51.2%	15.0%	608	730	159	15.0%	72	72	0	10.8%	13	-72	11.8%	5.9%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	1,458	-5.4%	2.9%	128	50.1%	14.7%	643	771	174	14.7%	77	84	88	11.4%	11.4%	8	4	11.9%	11.7%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	0.0		
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	27.5	27.5	
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	0.0		
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	11.4	11.4	

Federal Contractors Program Achievement Report

Part 3: Goals

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001525

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals													
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	YYYY - YYYY						
		2019-07-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-07-27	Annually	Over 3 Years	Annually		Over 3 Years	2019						2022
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	1	0.0%	0.0%	0	100.0%	5.0%	0	0	0	5.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%		
02	Middle & Other Managers	16	-24.4%	0.0%	0	52.8%	5.0%	2	2	1	5.0%	0	2	0	17.6%	17.6%	-2	-2	6.3%	6.3%		
03	Professionals	4	0.0%	0.0%	0	50.0%	5.0%	1	1	0	5.0%	0	1	0	21.4%	21.4%	-1	-1	0.0%	0.0%		
04	Semi-Professionals & Tech	2	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	8.7%	8.7%	0	0	0.0%	0.0%		
05	Supervisors	62	0.0%	3.0%	6	3.2%	15.0%	28	34	3	15.0%	1	2	2	5.7%	5.7%	-1	0	4.8%	5.9%		
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	10	0.0%	0.0%	0	40.0%	5.0%	2	2	1	5.0%	0	0	0	6.2%	6.2%	0	0	10.0%	10.0%		
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	13	0.0%	0.0%	0	0.0%	5.0%	2	2	0	5.0%	0	1	0	7.6%	7.6%	-1	-1	0.0%	0.0%		
11	Intermediate Sales & Service	1,350	-7.1%	3.0%	122	51.2%	15.0%	608	730	63	15.0%	28	83	58	8.0%	8.0%	-45	-25	4.7%	6.3%		
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		1,458	-5.4%	2.9%	128	50.1%	14.7%	643	771	68	14.7%	30	89	62	8.0%	8.0%	-49	-27	4.7%	6.3%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers					
02	Middle & Other Managers		17.6		17.6	
03	Professionals		21.4		21.4	
04	Semi-Professionals & Tech					
05	Supervisors		5.7		5.7	
06	Supervisors: Crafts & Trades					
07	Administrative & Sr Clerical				6.2	
08	Skilled Sales & Service					
09	Skilled Crafts & Trades					
10	Clerical Personnel		7.6		7.6	
11	Intermediate Sales & Service		8.0		8.0	Goal is to match intake to Nova Scotia visible minority population. The LMA Present Availability identified in column Q (above) must be used
12	Semi-Skilled Manual					
13	Other Sales & Service					
14	Other Manual Workers					
Total			8.0		8.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001526

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	1	0	0.0	27.4	0	0	0.0																
	2019	1	0	0.0	27.6	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	37	8	21.6	38.9	14	-6	55.6																
	2019	16	1	6.3	39.4	6	-5	15.9	6	1	16.7	2	-1	4	0	0.0	1	-1	14	3	21.4	3	0	
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	2019	4	2	50.0	53.6	2	0	93.3	3	2	66.7	2	0	0	0	0.0	0	0	1	1	100.0	0	1	
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																
	2019	2	0	0.0	17.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	62	10	16.1	61.7	38	-28	26.1	4	1	25.0	2	-1	6	2	33.3	0	2	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	10	1	10.0	10	10.0	0.0	0.0	15	6.7	0.0	0.0		
	2022	10	1	10.0			40.0	25.0			40.0	25.0		
03 Professionals	2019	3	2	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	2	66.7			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	10	3	30.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	3	30.0			50.0	60.0			50.0	60.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001527

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
07 Administrative & Senior Clerical	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	10	7	70.0	81.5	8	-1	85.9	3	3	100.0	2	1	0	0	0.0	0	0	0	2	2	100.0	0	2	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	13	5	38.5	69.9	9	-4	55.0	3	2	66.7	2	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	1,684	351	20.8	67.8	1,142	-791	30.7																	
	2019	1,350	283	21.0	68.6	926	-643	30.6	522	130	24.9	358	-228	0	0	0.0	0	0	0	777	176	22.7	162	14	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	3	3	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	3	100.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	3	2	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	2	66.7			50.0	133.3			50.0	133.3	
11 Intermediate Sales & Service Personnel	2019	522	130	24.9	10	1300.0	0.0	0.0	15	866.7	0.0	0.0	
	2022	522	130	24.9			50.0	49.8			50.0	49.8	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	1,722	359	20.8	67.2	1,157	-798	31.0																
	2019	1,458	308	21.1	67.9	990	-682	31.1	542	139	25.6	368	-229	10	2	20.0	2	0	796	182	22.9	166	16	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	552	141	25.5	20	705.0	0.0	0.0	30	470.0	0.0	0.0		
	2022	552	141	25.5			50.0	51.1			50.0	51.1		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001529

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	1	0	0.0	2.9	0	0	0.0																
	2019	1	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	37	1	2.7	2.2	1	0	122.9																
	2019	16	0	0.0	2.7	0	0	0.0	6	0	0.0	0	0	0	4	0	0.0	0	0	14	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	2019	4	0	0.0	2.2	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																
	2019	2	0	0.0	4.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	62	11	17.7	4.2	3	8	422.4	4	1	25.0	0	1	6	1	16.7	0	1	1	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	%				
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	10	2	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	2	20.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001530

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2016	0	0	0.0	0.0	0	0	0.0																
	2019	10	2	20.0	4.1	0	2	487.8	3	1	33.3	0	1	0	0	0.0	0	0	0	2	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	13	1	7.7	4.0	1	0	192.3	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	1,684	52	3.1	3.5	59	-7	88.2																
	2019	1,350	146	10.8	5.2	70	76	208.0	522	57	10.9	27	30	0	0	0.0	0	0	0	777	24	3.1	24	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2019	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	1	33.3			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			0.0	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2019	522	57	10.9	3	1900.0	0.0	0.0	3	1900.0	0.0	0.0	
	2022	522	57	10.9			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001531

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	1,722	53	3.1	3.5	60	-7	87.9																
	2019	1,458	160	11.0	5.1	74	86	215.2	542	59	10.9	28	31	10	1	10.0	0	1	796	24	3.0	24	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	552	60	10.9	3	2000.0	0.0	0.0	3	2000.0	0.0	0.0		
	2022	552	60	10.9			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001532

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
01 & 02 Managers	2016	38	2	5.3	4.3	2	0	122.4																
	2019	17	2	11.8	5.0	1	1	235.3	7	0	0.0	0	0	4	1	25.0	0	1	15	2	13.3	1	1	
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	2019	4	0	0.0	8.9	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	0	1	0.0	0.0	0	1	0.0																
	2019	2	1	50.0	7.6	0	1	657.9	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
05 Supervisors	2016	0	8	0.0	0.0	0	8	0.0																
	2019	62	8	12.9	27.5	17	-9	46.9	4	0	0.0	1	-1	6	2	33.3	0	2	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	11	1	9.1	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	11	1	9.1			0.0	0.0			0.00	0.0		
03 Professionals	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	8.50	0.0		
	2022	3	0	0.0			0.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		
05 Supervisors	2019	10	2	20.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	10	2	20.0			27.5	72.7			27.50	72.7		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001533

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
07 Administrative & Senior Clerical	2016	0	3	0.0	0.0	0	3	0.0																
	2019	10	3	30.0	10.0	1	2	300.0	3	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	0	1	0.0	0.0	0	1	0.0																
	2019	13	1	7.7	9.3	1	0	82.7	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	1,684	159	9.4	5.6	94	65	168.6																
	2019	1,350	159	11.8	10.8	146	13	109.1	522	42	8.0	56	-14	0	0	0.0	0	0	777	74	9.5	73	1	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	522	42	8.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	522	42	8.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	10	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001534

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	1,722	174	10.1	5.6	96	78	180.4																	
	2019	1,458	174	11.9	11.4	166	8	104.7	542	42	7.7	62	-20	10	3	30.0	1	2	796	76	9.5	80	-4		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments	
		Flow Data			Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
Total	2019	552	45	8.2	0	0.0	0.0	0.0	0.0	10	450.0	0.0	0.0	
	2022	552	45	8.2			11.4	71.5				11.4	71.5	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001535

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
01 Senior Managers	2016	1	0	0.0	10.1	0	0	0.0																
	2019	1	0	0.0	11.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	37	0	0.0	15.0	6	-6	0.0																
	2019	16	1	6.3	17.6	3	-2	35.5	6	1	16.7	1	0	4	0	0.0	0	0	14	1	7.1	0	0	1
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	2019	4	0	0.0	21.4	1	-1	0.0	3	0	0.0	1	-1	0	0	0.0	0	0	1	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	0	0	0.0	0.0	0	0	0.0																
	2019	2	0	0.0	8.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	62	3	4.8	5.7	4	-1	84.9	4	1	25.0	0	1	6	0	0.0	0	0	1	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2019	10	1	10.0	0	0.0	8.5	117.6	0	0.0	8.5	117.6	
	2022	10	1	10.0			17.6	56.8			17.6	56.8	
03 Professionals	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			21.4	0.0			21.4	0.0	
04 Semi-Professionals & Technicians	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2019	10	1	10.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	10	1	10.0			5.7	175.4			5.7	175.4	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001536

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
07 Administrative & Senior Clerical	2016	0	0	0.0	0.0	0	0	0.0																
	2019	10	1	10.0	6.2	1	0	161.3	3	1	33.3	0	1	0	0	0.0	0	0	0	2	1	50.0	0	1
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	13	0	0.0	7.6	1	-1	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	1,684	79	4.7	6.6	111	-32	71.1																
	2019	1,350	63	4.7	8.0	108	-45	58.3	522	18	3.4	42	-24	0	0	0.0	0	0	0	777	26	3.3	36	-10
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments	
		Flow Data			Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%				
07 Administrative & Senior Clerical	2019	3	1	33.3	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2022	3	1	33.3			0.0	0.0			6.2	537.6		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2022	3	0	0.0			7.6	0.0			7.6	0.0		
11 Intermediate Sales & Service Personnel	2019	522	18	3.4	0	0.0	8.5	40.6	0.0	10	180.0	0.0	0.0	0.0
	2022	522	18	3.4			8.0	43.1			8.0	43.1		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Canadian Corps of Commissionaires Nova Scotia Division

[Date: 2019-07-27]

001537

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	1,722	79	4.6	6.8	117	-38	67.5																
	2019	1,458	68	4.7	8.0	117	-49	58.3	542	21	3.9	43	-22	10	0	0.0	0	0	0	796	28	3.5	37	-9

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	552	21	3.8	0	0.0	0.0	0.0	10	210.0	0.0	0.0		
	2022	552	21	3.8			8.0	47.6			8.0	47.6		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Canadian Corps of Commissionaires Nova Scotia Division
[Date: 2019-07-27]

Efforts

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

Required measures:

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

Other measures:

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

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

While we have made partial efforts in the above areas, these efforts need to be much more precise and focused for the coming period in each of the above, We have established an Equity committee going forward to support a much more coherent and focused effort.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Commissionaires' mandate from the federal government requires emphasis on employing veterans of the Canadian Armed Forces and RCMP: Commissionaires Nova Scotia employs 64% veterans. This makes our available labour force of women, aboriginals and visible minorities significantly lower than the general population availability.

- Any reorganization or other corporate structural changes.

From time to time contracts are won or lost however the overall organization has been constant in structure.

- Acquisitions, mergers or transfers of employees.

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

Contract loss at the Halifax International Airport resulted in the layoff of 95 full-time and 76

part-time employees at the Supervisor and Intermediate Service Personnel levels.

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

- Other.

Additional Details

Please provide any additional information (optional):

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

Employer Name: Canadian Corps of Commissionaires Nova Scotia Division

Primary Location: Halifax, Nova Scotia

Number of Employees: 1458

Organization Overview: NAICS 5616 (Investigation and security services)

Commissionaires is a private, not-for-profit Canadian company with the highest retention rate in the industry, currently employing more than 21,000 people. Commissionaires are a well-trained, diverse team of all ages, primarily composed of former military and RCMP. Our strength is rooted in our security guarding services, where we emphasize prevention and diffusing conflict.

Key Dates – First Year Assessment

Initiated: 2016-09-22
Received: 2016-09-23
Closed: 2016-10-05
Workforce 2016-09-23
Analysis:

Key Dates – Subsequent Assessment

Initiated: 2019-07-30
Received: 2019-07-31
Workforce 2019-07-27
Analysis:

DATA VERIFICATION

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

Yes No

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

Yes No

Comments: The Workforce Analysis Summary Report submitted was dated 2016-09-29; an updated one was printed to match the date on the Detailed Report of 2019-07-27. I updated

the information on the Achievement Report as well since the information entered was from 2016.

ASSESSMENT OF REASONABLE PROGRESS

Women

02	Middle & Other Managers	Goal not met (10% achieved)
11	Inter. Sales & Service Personnel	Goal met at 1300%

Assessment/Observations

- EEOG 02: There were ten new entrants and one was a woman. With an LMA rate of 38.9%, at least three would have been expected.

Aboriginal Peoples

11	Inter. Sales & Service Personnel	Goal met at 1900%
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Assessment/Observations

- None

Persons with Disabilities

Assessment/Observations

- There were no gaps identified for persons with disabilities during their previous compliance assessment.

Members of Visible Minorities

02	Middle & Other Managers	No goal set
11	Inter. Sales & Service Personnel	No goal set

Assessment/Observations

- EEOG 02: There were ten new entrants and one was a woman. With an LMA rate of 15.0%, at least one would have been expected.
- EEOG 11: There were 522 new entrants and 18 were women. With an LMA rate of 6.6%, at least 34 would have been expected.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

ASSESSMENT OF GOALS

- Out of five required goals:
 - Two were met at 80% or above;
 - One had a percentage of the goal completed;
 - Two had no goal set.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-5	40.0	40.0	6.3	39.4
05	Supervisors	-28	50.0	50.0	16.1	61.7
07	Admin. & Senior Clerical Personnel	-1	N/A	N/A	70.0	81.5
10	Clerical Personnel	-4	50.0	50.0	38.5	69.9
11	Interm. Sales & Service Personnel	-643	50.0	50.0	21.0	68.6

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Aboriginal Peoples

Observations:

- There are no gaps identified for Aboriginal Peoples.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
05	Supervisors	-9	27.5	27.5	12.9	27.5

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-2	17.6	17.6	6.3	17.6
03	Professionals	-1	21.4	21.4	0.0	21.4
05	Supervisors	-1	5.7	5.7	4.8	5.7
10	Clerical Personnel	-1	7.6	7.6	0.0	7.6
11	Interm. Sales & Service Personnel	-45	8.0	8.0	4.7	8.0

Observations:

- Goals have been set appropriately at, or higher, than 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:

- We noted that the organization has set hiring and promotion goals for the representation of women above 50% in one EEOG even though their representation was already over 50%. Please note that the Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.
- As a number of gaps are still present, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in all these designated groups.
 - A guide for completing an ESR is available at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.

- Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.
- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Name of Analyst: Céline Brown

Date: October 17, 2019

Nyirasafari, Ange AN [NC]

From: Brown, Celine E [NC] on behalf of EE-EME
Sent: November 8, 2019 1:46 PM
To: 'Patrick Hartling'
Cc: 'Annastacia Clarke'
Subject: Government of Canada Agreement Number: 10000475 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Patrick Hartling:

I am writing to inform you that the subsequent compliance assessment initiated on July 30, 2019 has been completed. As a result of the assessment, Canadian Corps of Commissionaires Nova Scotia Division has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- We noted that the organization has set hiring and promotion goals for the representation of women above 50% in one EEOG even though their representation was already over 50%. Please note that the Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.
- As a number of gaps are still present, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in all these designated groups.
 - A guide for completing an ESR is available at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.
- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

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

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

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

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

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

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

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

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

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

Sincerely,

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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