



OFFICIAL USE ONLY
Agreement N°:

Labour Program
Federal Contractors Program

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Corps canadien des Commissionnaires (division du Quebec)	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Commissionnaires du Quebec	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464 561612	Total number of employees in Canada (Permanent Full-time and/or Part-time) 3100 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 201 rue Laurier est, bureau 400	City Montreal	Province QC	Postal Code H2T 3E6
Telephone Number 514-273-8578			

EMPLOYMENT EQUITY CONTACT			
Name (print) Luc Goyette	Title Director of Corporate Services		
Telephone Number 514-273-8578 ext 232	E-mail Address lgoyette@cccmtl.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	

CERTIFICATION
The above-named organization:
<ul style="list-style-type: none"> having a combined workforce of 100 or more permanent full-time and/or permanent part-time employees in Canada, AND intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a supply arrangement, valued at \$1,000,000 or more (including applicable taxes)
hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please contact the Labour Program at the email address provided at the bottom of this form.
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Guy Gendron	Title Chief Executive Officer		
Telephone Number 514-273-8578	E-mail Address ggendron@cccmtl.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2015-06-30		

Privacy Notice:
The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).
Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

RETURN INSTRUCTIONS
IMPORTANT
<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@hrscd-rhdcc.gc.ca



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the report: 2018-05-01 to 2019-01-18

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area		
	Permanent full time	Permanent part-time	Temporary	Total number of employees			
Quebec	3162	780	0	3942	Montreal	2493	572
					Quebec	669	208
Total number of employees in Canada				3942	Total number of employees as of Canada		3942



FEDERAL CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-05-18 to 2019-01-18

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	19	13	6									
	Total	19	13	6									
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	9	6	3							1	1	
	Total	9	6	3							1	1	
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	106	89	17							18	16	2
	Total	106	89	17							18	16	2



FEDERAL CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-05-18 to 2019-01-18

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	9	4	5							2	1	1
	Total	9	4	5							2	1	1
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	23	16	7				1	1		8	7	1
	Total	23	16	7				1	1		8	7	1
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2995	2431	564	18	10	8	69	61	8	1025	917	108
	Total	2995	2431	564	18	10	8	69	61	8	1025	917	108
Total number of employees		3162	2559	603	18	10	8	70	62	8	1054	942	112



FEDERAL CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2016-05-18 to 2019-01-18

002354

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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 Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3		3									
	Total	3		3									
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	8	7	1							2	2	
	Total	8	7	1							2	2	
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	766	599	167	2	2		7	6	1	275	236	39
	Total	766	599	167	2	2		7	6	1	275	236	39



FEDERAL CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2016-05-18 to 2019-01-18

002355

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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		780	608	172	2	2		7	6	1	277	238	39



FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

Reporting period 2016-05-18 to 2019-01-18

Salary Range	All employees			Aboriginal			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
Less than \$15,000	3162	2559	603	18	10	8	70	62	8	1054	942	112
Total number of employees	3162	2559	603	18	10	8	70	62	8	1054	942	112



FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Part-time / National

Reporting period 2016-05-18 to 2019-01-18

002357

Salary Range	All employees			Aboriginal			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
Less than \$5,000	780	608	172	2	2		7	6	1	277	238	39
Total number of employees	780	608	172	2	2		7	6	1	277	238	39



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-05-18 to 2019-01-18

Occupational Category	All employees			Aboriginal			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 management and other directors	10	7	3									
Professionals	5	4	1									
Semi-professional and technical staff	1	1										
Supervisors	18	14	4							6	4	2
Administrative and main office staff	6	2	4							2	1	1
Clerical staff	14	7	7							4	3	1
Intermediate sales and service personnel	2484	1989	495	10	7	3	23	19	4	905	799	106
Total number of employees hired	2538	2024	514	10	7	3	23	19	4	917	807	110



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2016-05-18 to 2019-01-18

Occupational Category	All employees			Aboriginal			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
Semi-professional and technical staff	1	1								1	1	
Supervisors	2	1	1									
Administrative and main office staff	4		4				1		1			
Clerical staff	9	8	1							2	2	
Intermediate sales and service personnel	1894	1449	445	3	2	1	7	6	1	436	377	59
Total number of employees hired	1910	1459	451	3	2	1	8	6	2	439	380	59



Canadian Corps of Commissionaires (Quebec Division) (Certificate # 10000206)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Full time / National

Reporting period 2016-05-18 to 2019-01-18

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			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 management and other directors	3	1	2									
Professionals	1		1									
Supervisors	2	2							1	1		
Clerical staff	1	1										
Total number of employees promoted	7	4	3						1	1		
Total number of promotions	8	5	3						1	1		



Canadian Corps of Commissionaires (Quebec Division) (Certificate # 10000206)

002361

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Part-time / National

Reporting period 2016-05-18 to 2019-01-18

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical staff	1	1										
Total number of employees promoted	1	1										
Total number of promotions	1	1										



FEDERAL CONTRACTING PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

Reporting period 2016-05-18 to 2019-01-18

Occupational Category	All employees			Aboriginal			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 management and other directors	6	4	2									
Semi-professional and technical staff	1	1										
Administrative and main office staff	9		9							1		1
Clerical staff	10	3	7							2	1	1
Intermediate sales and service personnel	2111	1681	430	8	6	2	12	11	1	532	466	66
Total number of employees whose employment was terminated	2137	1689	448	8	6	2	12	11	1	535	467	68



FEDERAL CONTRACTING PROGRAMS: CEASES OF EMPLOYMENT

Part-time / National

Reporting period 2016-05-18 to 2019-01-18

Occupational Category	All employees			Aboriginal			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
Professionals	1	1										
Semi-professional and technical staff	1	1								1	1	
Administrative and main office staff	1		1				1		1			
Clerical staff	4	4										
Intermediate sales and service personnel	1483	1136	347	3	2	1	2	2		226	200	26
Total number of employees whose employment was terminated	1490	1142	348	3	2	1	3	2	1	227	201	26



Workplace Equity Information Management System - Canadian Corps of Commissionaires (Quebec Division)

Default Workforce Analysis System - Detailed Report

Date: 2019-02-01

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference#	Place of recruitment
			#	%	%	#		
02: Middle management and other directors	National	19	6	31.6 %	39.4 %	7	-1	National
03: Professionals		9	3	33.3 %	57.7 %	5	-2	
1121: Human Resources Professionals	National	5	3	60.0 %	73.2 %	4	-1	National
2172 : Database Analysts and Data Administrators	National	3	0	0.0 %	33.0 %	1	-1	National
4021: College teachers and other vocational instructors	National	1	0	0.0 %	53.8 %	1	-1	National
04: Semi-professional and technical staff		1	1	100.0 %	14.0 %	0	1	
2281 : Computer Network Technicians	Quebec	1	1	100.0 %	14.0 %	0	1	Quebec
05: Supervisors		109	18	16.5 %	50.5 %	55	-37	
Employment Equity Occupational Group	Montreal	103	18	17.5 %	50.5 %	52	-34	Montreal
Employment Equity Occupational Group	Quebec	6	0	0.0 %	51.5 %	3	-3	Quebec
07: Administrative and Senior Clerical Staff		12	8	66.7 %	80.8 %	10	-2	
Employment Equity Occupational Group	Montreal	9	7	77.8 %	80.9 %	7	0	Montreal
Employment Equity Occupational Group	Quebec	3	1	33.3 %	80.4 %	2	-1	Quebec
10 : Office staff		31	8	25.8 %	61.2 %	19	-11	
Employment Equity Occupational Group	Montreal	27	8	29.6 %	61.6 %	17	-9	Montreal
Employment Equity Occupational Group	Quebec	4	0	0.0 %	58.6 %	2	-2	Quebec
11: Intermediate sales and service personnel		3761	731	19.4 %	22.4 %	842	-111	
6541 : Security guards and related occupations in security services	Montreal	2900	542	18.7 %	22.6 %	655	-113	Montreal
6541 : Security guards and related occupations in security services	Quebec	861	189	22.0 %	21.9 %	189	0	Quebec
Total		3942	775	19.6 %	23.8 %	938	-163	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



Workplace Equity Information Management System - Canadian Corps of Commissionaires (Quebec Division)

Default Workforce Analysis System - Detailed Report

Date: 2019-02-01

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference#	Place of recruitment
			#	%	%	#		
02: Middle management and other directors	National	19	0	0.0 %	2.7 %	1	-1	National
03: Professionals		9	0	0.0 %	2.6 %	0	0	
1121: Human Resources Professionals	National	5	0	0.0 %	3.1 %	0	0	National
2172 : Database Analysts and Data Administrators	National	3	0	0.0 %	1.5 %	0	0	National
4021: College teachers and other vocational instructors	National	1	0	0.0 %	3.0 %	0	0	National
04: Semi-professional and technical staff		1	0	0.0 %	1.1 %	0	0	
2281 : Computer Network Technicians	Quebec	1	0	0.0 %	1.1 %	0	0	Quebec
05: Supervisors		109	0	0.0 %	0.8 %	1	-1	
Employment Equity Occupational Group	Montreal	103	0	0.0 %	0.8 %	1	-1	Montreal
Employment Equity Occupational Group	Quebec	6	0	0.0 %	2.0 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		12	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Montreal	9	0	0.0 %	0.8 %	0	0	Montreal
Employment Equity Occupational Group	Quebec	3	0	0.0 %	1.4 %	0	0	Quebec
10 : Office staff		31	0	0.0 %	1.1 %	0	0	
Employment Equity Occupational Group	Montreal	27	0	0.0 %	1.0 %	0	0	Montreal
Employment Equity Occupational Group	Quebec	4	0	0.0 %	1.6 %	0	0	Quebec
11: Intermediate sales and service personnel		3761	20	0.5 %	1.1 %	41	-21	
6541 : Security guards and related occupations in security services	Montreal	2900	18	0.6 %	0.9 %	26	-8	Montreal
6541 : Security guards and related occupations in security services	Quebec	861	2	0.2 %	1.6 %	14	-12	Quebec
Total		3942	20	0.5 %	1.1 %	43	-23	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



Workplace Equity Information Management System - Canadian Corps of Commissionaires (Quebec Division)

Default Workforce Analysis System - Detailed Report

Date: 2019-02-01

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence#	Place of recruitment
			Representation #	Availability %	Availability %	Representation #		
02: Middle management and other directors	National	19	0	0.0 %	17.6 %	3	-3	National
03: Professionals		9	1	11.1 %	22.7 %	2	-1	
1121: Human Resources Professionals	National	5	1	20.0 %	16.7 %	1	0	National
2172 : Database Analysts and Data Administrators	National	3	0	0.0 %	35.5 %	1	-1	National
4021: College teachers and other vocational instructors	National	1	0	0.0 %	14.9 %	0	0	National
04: Semi-professional and technical staff		1	0	0.0 %	16.5 %	0	0	
2281 : Computer Network Technicians	Quebec	1	0	0.0 %	16.5 %	0	0	Quebec
05: Supervisors		109	18	16.5 %	19.5 %	21	-3	
Employment Equity Occupational Group	Montreal	103	18	17.5 %	20.4 %	21	-3	Montreal
Employment Equity Occupational Group	Quebec	6	0	0.0 %	3.2 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		12	2	16.7 %	11.8 %	1	1	
Employment Equity Occupational Group	Montreal	9	2	22.2 %	14.6 %	1	1	Montreal
Employment Equity Occupational Group	Quebec	3	0	0.0 %	3.3 %	0	0	Quebec
10 : Office staff		31	10	32.3 %	18.3 %	6	4	
Employment Equity Occupational Group	Montreal	27	10	37.0 %	20.4 %	6	4	Montreal
Employment Equity Occupational Group	Quebec	4	0	0.0 %	4.1 %	0	0	Quebec
11: Intermediate sales and service personnel		3761	1300	34.6 %	24.8 %	933	367	
6541 : Security guards and related occupations in security services	Montreal	2900	1257	43.3 %	30.4 %	882	375	Montreal
6541 : Security guards and related occupations in security services	Quebec	861	43	5.0 %	5.8 %	50	-7	Quebec
Total		3942	1331	33.8 %	24.5 %	966	365	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data



Workplace Equity Information Management System - Canadian Corps of Commissionaires (Quebec Division)

Default Workforce Analysis System - Detailed Report

Date: 2019-02-01

002367

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	#		
01/02 : Executives	National	19	0	0.0 %	5.0 %	1	-1	National
03: Professionals	National	9	0	0.0 %	8.9 %	1	-1	National
04: Semi-professional and technical staff	National	1	0	0.0 %	7.6 %	0	0	National
05: Supervisors	National	109	0	0.0 %	27.5 %	30	-30	National
07: Administrative and Senior Clerical Staff	National	12	0	0.0 %	10.0 %	1	-1	National
10 : Office staff	National	31	1	3.2 %	9.3 %	3	-2	National
11: Intermediate sales and service personnel	National	3761	76	2.0 %	10.8 %	406	-330	National
Total		3942	77	1.9 %	11.2 %	442	-365	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2017 Canadian Disability Survey and internal employer data.



Default Workforce Analysis System - Detailed Report

Date: 2019-02-01

Reasons why an occupational category or area of recruitment has been changed.

We have modified the analysis of category 11 in relation to the competencies that are more specific for our security guards: obtaining a BSP license, obtaining a first aid card, resident in Canada for at least 5 years, no criminal record, minimum of 18 years of age and a secondary 3, available 24/7.

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers 03: Professionals	EEOG	National
04: Semi-professional and technical staff	NOC	National
	NOC	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	NOC (EEOG default)	CMA



Default Workforce Analysis System - Detailed Report

Date: 2019-02-01

002369

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 :	CPEME	National
Supervisors	CPEME	National
07: Administrative and Senior Clerical Staff 10:	CPEME	National
Clerical Staff	CPEME	National
11: Intermediate sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	



Workplace Equity Information Management System - Canadian Corps of Commissionaires (Quebec Division)

Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Difference #
		#	%	%	#	
02: Middle management and other directors	19	6	31.6 %	39.4 %	7	-1
03: Professionals	9	3	33.3 %	57.7 %	5	-2
04: Semi-professional and technical staff	1	1	100.0 %	14.0 %	0	1
05: Supervisors	109	18	16.5 %	50.5 %	55	-37
07: Administrative and Senior Clerical Staff	12	8	66.7 %	80.8 %	10	-2
10 : Office staff	31	8	25.8 %	61.2 %	19	-11
11: Intermediate sales and service personnel	3761	731	19.4 %	22.4 %	842	-111
Total	3942	775	19.6 %	23.8 %	938	-163

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Canadian Corps of Commissionaires (Quebec Division)

Default Workforce Analysis System - Summary Report

Date: 2019-02-01

002371

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
02: Middle management and other directors	19	0	0.0 %	2.7 %	1	-1
03: Professionals	9	0	0.0 %	2.6 %	0	0
04: Semi-professional and technical staff	1	0	0.0 %	1.1 %	0	0
05: Supervisors	109	0	0.0 %	0.8 %	1	-1
07: Administrative and Senior Clerical Staff	12	0	0.0 %	1.0 %	0	0
10 : Office staff	31	0	0.0 %	1.1 %	0	0
11: Intermediate sales and service personnel	3761	20	0.5 %	1.1 %	41	-21
Total	3942	20	0.5 %	1.1 %	43	-23

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Canadian Corps of Commissionaires (Quebec Division)

Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities		Differ ence#
		Representation #	Availability %	
02: Middle management and other directors	19	0	0.0 %	3
03: Professionals	9	1	11.1 %	2
04: Semi-professional and technical staff	1	0	0.0 %	0
05: Supervisors	109	18	16.5 %	21
07: Administrative and Senior Clerical Staff	12	2	16.7 %	1
10 : Office staff	31	10	32.3 %	6
11: Intermediate sales and service personnel	3761	1300	34.6 %	933
Total	3942	1331	33.8 %	966

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - Canadian Corps of Commissionaires (Quebec Division)

Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities		Differ ence#		
		Representation #	Availability %			
01/02 : Executives	19	0	0.0 %	5.0 %	1	-1
03: Professionals	9	0	0.0 %	8.9 %	1	-1
04: Semi-professional and technical staff	1	0	0.0 %	7.6 %	0	0
05: Supervisors	109	0	0.0 %	27.5 %	30	-30
07: Administrative and Senior Clerical Staff	12	0	0.0 %	10.0 %	1	-1
10 : Office staff	31	1	3.2 %	9.3 %	3	-2
11: Intermediate sales and service personnel	3761	76	2.0 %	10.8 %	406	-330
Total	3942	77	1.9 %	11.2 %	442	-365

The total does not necessarily equal the sum of the components due to rounding.



Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Reasons why an occupational category or area of recruitment has been changed.

We have modified the analysis of category 11 in relation to the competencies that are more specific for our security guards: obtaining a BSP license, obtaining a first aid card, resident in Canada for at least 5 years, no criminal record, minimum of 18 years of age and a secondary 3, available 24/7.

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle and Other Managers 03: Professionals	EEOG	National
04: Semi-professional and technical staff	NOC	National
	NOC	Provincial
05: Supervisors	EEOG	CMA
07: Administrative and Senior Clerical Staff	EEOG	CMA
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	NOC (EEOG default)	CMA



Default Workforce Analysis System - Summary Report

Date: 2019-02-01

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
07: Administrative and Senior Clerical Staff 10: Clerical Staff	CPEME	National
11: Intermediate sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
18	05	2016

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
18	1	2019

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	9	3	27.4
02	Middle & Other Managers	8	2	38.9
03	Professionals	12	5	67.5
04	Semi-Professionals & Technicians	2	1	20.7
05	Supervisors	14	4	51.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9	7	80.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	8	5	62.3
11	Intermediate Sales & Service Personnel	1,942	349	61.6
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		2,004	376	61.4

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		0	0	0.0
		19	6	39.4
		9	3	57.7
		1	1	14.0
		109	18	50.5
		0	0	0.0
		12	8	80.9
		0	0	0.0
		0	0	0.0
		31	8	61.2
		3,761	731	22.4
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		3,942	775	23.8

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
18	05	2016

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
18	1	2019

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	9	0	2.9
02	Middle & Other Managers	8	0	2.2
03	Professionals	12	0	2.5
04	Semi-Professionals & Technicians	2	0	0.5
05	Supervisors	14	0	0.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9	0	0.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	8	0	0.7
11	Intermediate Sales & Service Personnel	1,942	6	0.9
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		2,004	6	0.9

*** Source:**
2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

All Employees		Aboriginal Peoples	
		Representation	Availability*
#	#	%	
0	0	0.0	
19	0	2.7	
9	0	2.6	
1	0	1.1	
109	0	0.8	
0	0	0.0	
12	0	1.0	
0	0	0.0	
0	0	0.0	
31	0	1.1	
3,761	20	1.1	
0	0	0.0	
0	0	0.0	
0	0	0.0	
3,942	20	1.1	

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Start Date of Flow Data		
YYYY	MM	DD
18	05	2016

End Date of Flow Data		
YYYY	MM	DD
18	1	2019

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

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Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	10	3	0	0
03 Professionals	5	1	0	0
04 Semi-Professionals & Technicians	1	0	1	0
05 Supervisors	18	4	2	1
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	4	4	4
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	14	7	9	1
11 Intermediate Sales & Service Personnel	2,484	495	1,894	445
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	2,538	514	1,910	451

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	0	0	0	0
	3	2	0	0
	1	1	0	0
	0	0	0	0
	2	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	1	0	1	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
Total	7	3	1	0

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	0	0	0	0
	6	2	0	0
	0	0	1	0
	1	0	1	0
	0	0	0	0
	0	0	0	0
	9	9	1	1
	0	0	0	0
	0	0	0	0
	10	7	4	0
	2,111	430	1,483	347
	0	0	0	0
	0	0	0	0
	0	0	0	0
Total	2,137	448	1,490	348

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Start Date of Flow Data		
YYYY	MM	DD
18	05	2016

End Date of Flow Data		
YYYY	MM	DD
18	1	2019

Data from Form 4 - Employees Hired

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Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	10	0	0	0
03 Professionals	5	0	0	0
04 Semi-Professionals & Technicians	1	0	1	0
05 Supervisors	18	0	2	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	4	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	14	0	9	0
11 Intermediate Sales & Service Personnel	2,484	10	1,894	3
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	2,538	10	1,910	3

Data from Form 5 - Employees Promoted

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Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	1	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	7	0	1	0

Data from Form 6 - Employees Terminated

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Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	6	0	0	0
03 Professionals	0	0	1	0
04 Semi-Professionals & Technicians	1	0	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	10	0	4	0
11 Intermediate Sales & Service Personnel	2,111	8	1,483	3
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	2,137	8	1,490	3

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Start Date of Flow Data		
YYYY	MM	DD
18	05	2016

End Date of Flow Data		
YYYY	MM	DD
18	1	2019

Data from Form 4 - Employees Hired

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Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

Data from Form 5 - Employees Promoted

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Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

Data from Form 6 - Employees Terminated

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Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	10	0	0	0
03 Professionals	5	0	0	0
04 Semi-Professionals & Technicians	1	0	1	0
05 Supervisors	18	0	2	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	4	1
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	14	0	9	0
11 Intermediate Sales & Service Personnel	2,484	23	1,894	7
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	2,538	23	1,910	8

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	1	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	7	0	1	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	6	0	0	0
03 Professionals	0	0	1	0
04 Semi-Professionals & Technicians	1	0	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	0	1	1
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	10	0	4	0
11 Intermediate Sales & Service Personnel	2,111	12	1,483	2
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	2,137	12	1,490	3

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Start Date of Flow Data		
YYYY	MM	DD
18	05	2016

End Date of Flow Data		
YYYY	MM	DD
18	1	2019

Data from Form 4 - Employees Hired

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Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	10	0	0	0
03 Professionals	5	0	0	0
04 Semi-Professionals & Technicians	1	0	1	1
05 Supervisors	18	6	2	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	2	4	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	14	4	9	2
11 Intermediate Sales & Service Personnel	2,484	905	1,894	436
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	2,538	917	1,910	439

Data from Form 5 - Employees Promoted

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Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	2	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	1	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	7	1	1	0

Data from Form 6 - Employees Terminated

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Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	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	0	0	0	0
02 Middle & Other Managers	6	0	0	0
03 Professionals	0	0	1	0
04 Semi-Professionals & Technicians	1	0	1	1
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	1	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	10	2	4	0
11 Intermediate Sales & Service Personnel	2,111	532	1,483	226
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	2,137	535	1,490	227

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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	From - To			YYYY - YYYY						
	18-05-2016	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	18-05-2016	Annually	Over 3 Years	Years	2016	2019	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	9	-100.0%		0	0.0%		0	0	3	0.0%	0	-1	0		27.4%	1	1	33.3%	33.3%	
02 Middle & Other Managers	8	33.4%		0	44.4%		0	0	2	0.0%	0	1	0		38.9%	-1	-1	25.0%	25.0%	
03 Professionals	12	-9.1%		0	9.5%		0	0	5	0.0%	0	3	0		67.5%	-3	-3	41.7%	41.7%	
04 Semi-Professionals & Tech	2	-20.6%		0	133.3%		0	0	1	0.0%	0	-1	0		20.7%	1	1	50.0%	50.0%	
05 Supervisors	14	98.2%		0	0.0%		0	0	4	0.0%	0	3	0		51.0%	-3	-3	28.6%	28.6%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	9	10.1%		0	95.2%		0	0	7	0.0%	0	0	0		80.8%	0	0	77.8%	77.8%	
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	8	57.1%		0	71.8%		0	0	5	0.0%	0	0	0		62.3%	0	0	62.5%	62.5%	
11 Intermediate Sales & Service	1,942	24.6%		0	126.0%		0	0	349	0.0%	0	847	0		61.6%	-847	-847	18.0%	18.0%	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	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	2,004	25.3%		0	122.0%		0	0	376	0.0%	0	854	0		61.4%	-854	-854	18.8%	18.8%	

† 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	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires(division du Quebec)

2019-01-18

14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees							Aboriginal Peoples											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	Present Availability	Present Gap	Projected Gap	Present Representation					
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	Hires Required Over 3 Years	2016	2019	%	#	#	%	%	
		18-05-2016	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01	Senior Managers	9	-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	8	33.4%		0	44.4%		0	0	0.0%	0	0	0	2.2%	0	0	0.0%	0.0%		
03	Professionals	12	-9.1%		0	9.5%		0	0	0.0%	0	0	0	2.5%	0	0	0.0%	0.0%		
04	Semi-Professionals & Tech	2	-20.6%		0	133.3%		0	0	0.0%	0	0	0	0.5%	0	0	0.0%	0.0%		
05	Supervisors	14	98.2%		0	0.0%		0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	9	10.1%		0	95.2%		0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	8	57.1%		0	71.8%		0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%		
11	Intermediate Sales & Service	1,942	24.6%		0	126.0%		0	6	0.0%	0	11	0	0.9%	-11	-11	0.3%	0.3%		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	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	#DIV/0!	#DIV/0!		
Total		2,004	25.3%		0	122.0%		0	6	0.0%	0	12	0	0.9%	-12	-12	0.3%	0.3%		

† 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 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires(division du Quebec)

2019-01-18

14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	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					
		18-05-2016	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	18-05-2016	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%		
01/02	Managers	17	-33.3%		0	22.2%		0	0	0	0.0%	0	1	0		4.3%	-1	-1	0.0%	0.0%
03	Professionals	12	-9.1%		0	9.5%		0	0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%
04	Semi-Professionals & Tech	2	-20.6%		0	133.3%		0	0	0	0.0%	0	0	0		4.6%	0	0	0.0%	0.0%
05	Supervisors	14	98.2%		0	0.0%		0	0	0	0.0%	0	2	0		13.9%	-2	-2	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	9	10.1%		0	95.2%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	8	57.1%		0	71.8%		0	0	0	0.0%	0	1	0		7.0%	-1	-1	0.0%	0.0%
11	Intermediate Sales & Service	1,942	24.6%		0	126.0%		0	0	27	0.0%	0	82	0		5.6%	-82	-82	1.4%	1.4%
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		2,004	25.3%		0	122.0%		0	0	27	0.0%	0	85	0		5.6%	-85	-85	1.3%	1.3%

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

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

Table 6: Persons with Disabilities

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

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Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

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Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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	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
			Actual	Projected		Actual	Projected				From - To	From - To								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2016	2019	%	#	#	%	%		
		18-05-2016	#	%	%	#	%	%	#	#	%	#	%	#	%	%	%	%	%	
01	Senior Managers	9	-100.0%		0	0.0%		0	0	0.0%	0	1	0		10.1%	-1	-1	0.0%	0.0%	
02	Middle & Other Managers	8	33.4%		0	44.4%		0	0	0.0%	0	1	0		15.0%	-1	-1	0.0%	0.0%	
03	Professionals	12	-9.1%		0	9.5%		0	0	0.0%	0	2	0		15.6%	-2	-2	0.0%	0.0%	
04	Semi-Professionals & Tech	2	-20.6%		0	133.3%		0	0	0.0%	0	0	0		9.9%	0	0	0.0%	0.0%	
05	Supervisors	14	98.2%		0	0.0%		0	0	0.0%	0	2	0		14.6%	-2	-2	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	9	10.1%		0	95.2%		0	0	0.0%	0	1	0		8.6%	-1	-1	0.0%	0.0%	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	8	57.1%		0	71.8%		0	0	0.0%	0	1	0		13.6%	-1	-1	0.0%	0.0%	
11	Intermediate Sales & Service	1,942	24.6%		0	126.0%		0	0	0.0%	0	-56	0		18.1%	56	56	21.0%	21.0%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	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	#DIV/0!	#DIV/0!	
Total		2,004	25.3%		0	122.0%		0	0	0.0%	0	-49	0		17.9%	49	49	20.4%	20.4%	

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

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

Table 8: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

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Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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										Women				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years						
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY					
	18-1-2019	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	18-1-2019	Annually	Over 3 Years	#	%	%	%	#	#	%	%						
	#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	#	#	%	%						
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!						
02 Middle & Other Managers	19	33.4%		0	44.4%		0	0	6	0.0%	0	1	0	39.4%	39.4%	-1	-1	31.6%	31.6%						
03 Professionals	9	-9.1%		0	9.5%		0	0	3	0.0%	0	2	0	33.3%	57.7%	-2	-2	33.3%	33.3%						
04 Semi-Professionals & Tech	1	-20.6%		0	133.3%		0	0	1	0.0%	0	-1	0	14.0%	14.0%	1	1	100.0%	100.0%						
05 Supervisors	109	98.2%		0	0.0%		0	0	18	0.0%	0	37	0	22.4%	50.5%	-37	-37	16.5%	16.5%						
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!						
07 Administrative & Sr Clerical	12	10.1%		0	95.2%		0	0	8	0.0%	0	2	0	80.9%	80.9%	-2	-2	66.7%	66.7%						
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!						
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!						
10 Clerical Personnel	31	57.1%		0	71.8%		0	0	8	0.0%	0	11	0	25.8%	61.2%	-11	-11	25.8%	25.8%						
11 Intermediate Sales & Service	3,761	24.6%		0	126.0%		0	0	731	0.0%	0	111	0	22.4%	22.4%	-111	-111	19.4%	19.4%						
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!						
13 Other Sales & Service	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	#DIV/0!	#DIV/0!						
Total	3,942	25.3%		0	122.0%		0	0	775	0.0%	0	163	0	23.8%	23.8%	-163	-163	19.7%	19.7%						

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0%	
02 Middle & Other Managers		39.4		0.0%	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
03 Professionals		33.3		0.0%	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
04 Semi-Professionals & Tech		14.0		0.0%	Objective already met. To be maintained.
05 Supervisors		22.4		0.0%	Availability more or less reflects security realities (most supervisors come from the field). Our objective is to achieve a ratio equivalent to that of security officers (category 11).
06 Supervisors: Crafts & Trades		0.0		0.0%	
07 Administrative & Sr Clerical		80.9		0.0%	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
08 Skilled Sales & Service		0.0		0.0%	
09 Skilled Crafts & Trades		0.0		0.0%	
10 Clerical Personnel		25.8		0.0%	To be met only if there is staff turnover. Availability more or less reflects security realities (most office employees come from the field). Our objective is to achieve a ratio equivalent to that of secur
11 Intermediate Sales & Service		22.4		0.0%	Full employment: Hire those who apply and meet the requirements, including having a Bureau de la Sécurité Privé licence and having lived in Canada for at least five years. Complex: The security o
12 Semi-Skilled Manual		0.0		0.0%	
13 Other Sales & Service		0.0		0.0%	
14 Other Manual Workers		0.0		0.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Total		0.0	0.0%
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Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	18-1-2019	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	%	%	%	%	#	#	%	%	
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	19	33.4%		0	44.4%		0	0	0	0.0%	0	1	0	2.7%	2.7%	-1	-1	0.0%	0.0%
03 Professionals	9	-9.1%		0	9.5%		0	0	0	0.0%	0	0	0	2.6%	2.6%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	1	-20.6%		0	133.3%		0	0	0	0.0%	0	0	0	1.1%	1.1%	0	0	0.0%	0.0%
05 Supervisors	109	98.2%		0	0.0%		0	0	0	0.0%	0	1	0	0.8%	0.8%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	12	10.1%		0	95.2%		0	0	0	0.0%	0	0	0	1.0%	1.0%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	31	57.1%		0	71.8%		0	0	0	0.0%	0	0	0	1.1%	1.1%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	3,761	24.6%		0	126.0%		0	0	20	0.0%	0	21	0	0.5%	1.1%	-21	-21	0.5%	0.5%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#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	3,942	25.3%		0	122.0%		0	0	20	0.0%	0	23	0		1.1%	-23	-23	0.5%	0.5%

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		2.7		2.7	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
03 Professionals		2.6		0.0	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
04 Semi-Professionals & Tech		1.1		0.0	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
05 Supervisors		0.8		0.0	Our contract clients can choose their supervisor. Full employment. Hire those who apply and meet the requirements, including having a Bureau de la Sécurité Privé licence and having lived in Canada
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		1.0		0.0	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
08 Skilled Sales & Service		0.0		2.2	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		1.1		0.0	To be met only if there is staff turnover. Our wages for office employees are low on the market (non-profit organization). Our choice of applicants is limited as wages are not very attractive.
11 Intermediate Sales & Service		0.5		0.0	Full employment situation. Hire those who apply and meet the requirements, including having a Bureau de la Sécurité Privé licence and having lived in Canada for at least five years.
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		1.8	
14 Other Manual Workers		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	From - To								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	Years	18	21	%	#	#	%	%	
		18-1-2019	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01/02 Managers	19	-33.3%		0	22.2%		0	0	0	0.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%	
03 Professionals	9	-9.1%		0	9.5%		0	0	0	0.0%	0	1	0	8.9%	8.9%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	1	-20.6%		0	133.3%		0	0	0	0.0%	0	0	0	7.6%	7.6%	0	0	0.0%	0.0%	
05 Supervisors	109	98.2%		0	0.0%		0	0	0	0.0%	0	30	0	2.0%	27.5%	-30	-30	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	12	10.1%		0	95.2%		0	0	0	0.0%	0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	31	57.1%		0	71.8%		0	0	1	0.0%	0	2	0	6.5%	9.3%	-2	-2	3.2%	3.2%	
11 Intermediate Sales & Service	3,761	24.6%		0	126.0%	27.0%	3,046	3,046	76	27.0%	62	392	122	4.0%	10.8%	-330	-270	2.0%	3.6%	
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	3,942	25.3%		0	122.0%		0	0	77	0.0%	0	365	0		11.2%	-365	-365	2.0%	2.0%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		0.0	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
03 Professionals		8.9		0.0	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
04 Semi-Professionals & Tech		7.6		0.0	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
05 Supervisors		2.0		0.0	ent to that of security officers (category 11). Our contract clients can choose their supervisor. Full employment: Hire those who apply and meet the requirements, including having a Bureau de la Séc
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		10.0		0.0	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		6.5		0.0	Over one third of our employees with disabilities refuse to self-identify on the questionnaire. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
11 Intermediate Sales & Service		4.0		0.0	Full employment: Hire those who apply and meet the requirements, including having a Bureau de la Sécurité Privé licence and having lived in Canada for at least five years. Over one third of our em
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (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					
	18-1-2019	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	19	33.4%		0	44.4%		0	0	0	0.0%	0	3	0	10.5%	17.6%	-3	-3	0.0%	0.0%
03 Professionals	9	-9.1%		0	9.5%		0	0	1	0.0%	0	1	0	22.7%	22.7%	-1	-1	11.1%	11.1%
04 Semi-Professionals & Tech	1	-20.6%		0	133.3%		0	0	0	0.0%	0	0	0	16.5%	16.5%	0	0	0.0%	0.0%
05 Supervisors	109	98.2%		0	0.0%		0	0	18	0.0%	0	3	0	19.5%	19.5%	-3	-3	16.5%	16.5%
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	12	10.1%		0	95.2%		0	0	2	0.0%	0	-1	0	11.8%	11.8%	1	1	16.7%	16.7%
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	31	57.1%		0	71.8%		0	0	10	0.0%	0	-4	0	18.3%	18.3%	4	4	32.3%	32.3%
11 Intermediate Sales & Service	3,761	24.6%		0	126.0%		0	0	1,300	0.0%	0	-367	0	24.8%	24.8%	367	367	34.6%	34.6%
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	3,942	25.3%		0	122.0%		0	0	1,331	0.0%	0	-365	0	24.5%	24.5%	365	365	33.8%	33.8%

† 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		10.5		0.0	To be met only if there is staff turnover. Government criteria require us to hire only applicants who have lived in Canada for over five years. Also, our wages for office employees are low on the mar
03 Professionals		22.7		0.0	To be met only if there is staff turnover. Government criteria require us to hire only applicants who have lived in Canada for over five years. Also, our wages for office employees are low on the mar
04 Semi-Professionals & Tech		16.5		0.0	ment criteria require us to hire only applicants who have lived in Canada for over five years. Also, our wages for office employees are low on the market (non-profit organization). Our choice of app
05 Supervisors		19.5		0.0	To be met only if there is staff turnover. Government criteria require us to hire only applicants who have lived in Canada for over five years.
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		11.8		0.0	Objective already met. To be maintained.
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		18.3		0.0	Objective already met. To be maintained.
11 Intermediate Sales & Service		24.8		0.0	Objective already met. To be maintained.
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Corps canadien des Commissionnaires(division du Quebec)

2019-01-18

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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				
		#	#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	18	9	3	33.3	27.4	2	1	121.7																
	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	18	8	2	25.0	38.9	3	-1	64.3																
	18	19	6	31.6	39.4	7	-1	80.1	10	3	30.0	4	-1	3	2	66.7	1	1	6	2	33.3	2	1	
03 Professionals	18	12	5	41.7	67.5	8	-3	61.7																
	18	9	3	33.3	57.7	5	-2	57.8	5	1	20.0	3	-2	1	1	100.0	0	1	1	0	0.0	0	0	
04 Semi-Professionals & Technicians	18	2	1	50.0	20.7	0	1	241.5																
	18	1	1	100.0	14.0	0	1	714.3	2	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	1	-1	
05 Supervisors	18	14	4	28.6	51.0	7	-3	56.0																
	18	109	18	16.5	50.5	55	-37	32.7	20	5	25.0	10	-5	2	0	0.0	1	-1	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	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		Women		Women		
		#	%	#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	18	7	5	71.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	7	5	71.4			39.4	181.3			0.0	0.0		
03 Professionals	18	5	2	40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	5	2	40.0			33.3	120.1			0.0	0.0		
04 Semi-Professionals & Technicians	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			14.0	0.0			0.0	0.0		
05 Supervisors	18	22	5	22.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	22	5	22.7			22.4	101.5			0.0	0.0		
06 Supervisors: Crafts & Trades	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#		
07 Administrative & Senior Clerical	18	9	7	77.8	80.8	7	0	96.3																
	18	12	8	66.7	80.9	10	-2	82.4	10	8	80.0	8	0	0	0	0.0	0	0	0	10	10	100.0	8	2
08 Skilled Sales & Service Personnel	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	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	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	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	18	8	5	62.5	62.3	5	0	100.3																
	18	31	8	25.8	61.2	19	-11	42.2	23	8	34.8	14	-6	2	0	0.0	1	-1	14	7	50.0	9	-2	
11 Intermediate Sales & Service Personnel	18	1,942	349	18.0	61.6	1,196	-847	29.2																
	18	3,761	731	19.4	22.4	842	-111	86.8	4,378	940	21.5	981	-41	0	0	0.0	0	0	3,594	777	21.6	646	131	
12 Semi-Skilled Manual Workers	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	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	18	0	8	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	8	0.0			80.9	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	18	11	8	72.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	11	8	72.7			25.8	281.9			0.0	0.0		
11 Intermediate Sales & Service Personnel	18	784	940	119.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	784	940	119.9			22.4	535.3			0.0	0.0		
12 Semi-Skilled Manual Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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			EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#		
13 Other Sales & Service Personnel	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	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	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	18	2,004	376	18.8	61.4	1,230	-854	30.6																
	18	3,942	775	19.7	23.8	938	-163	82.6	4,448	965	21.7	1,059	-94	8	3	37.5	2	1	3,627	796	21.9	681	115	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	18	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	21	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	18	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	21	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	18	829	968	116.8	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	21	829	968	116.8			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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	18	9	0	0.0	2.9	0	0	0.0																
	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	18	8	0	0.0	2.2	0	0	0.0																
	18	19	0	0.0	2.7	1	-1	0.0	10	0	0.0	0	0	0	3	0	0.0	0	0	6	0	0.0	0	0
03 Professionals	18	12	0	0.0	2.5	0	0	0.0																
	18	9	0	0.0	2.6	0	0	0.0	5	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0
04 Semi-Professionals & Technicians	18	2	0	0.0	0.5	0	0	0.0																
	18	1	0	0.0	1.1	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	0
05 Supervisors	18	14	0	0.0	0.8	0	0	0.0																
	18	109	0	0.0	0.8	1	-1	0.0	20	0	0.0	0	0	2	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	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	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	18	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	7	0	0.0			2.7	0.0			2.7	0.0		
03 Professionals	18	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	5	0	0.0			2.6	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			1.1	0.0			0.0	0.0		
05 Supervisors	18	22	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	22	0	0.0			0.8	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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	18	9	0	0.0	0.7	0	0	0.0																	
	18	12	0	0.0	1.0	0	0	0.0	10	0	0.0	0	0	0	0	0	0.0	0	0	0	10	0	0.0	0	0
08 Skilled Sales & Service Personnel	18	0	0	0.0	0.0	0	0	0.0																	
	18	0	0	0.0	0.0	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	18	0	0	0.0	0.0	0	0	0.0																	
	18	0	0	0.0	0.0	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	18	8	0	0.0	0.7	0	0	0.0																	
	18	31	0	0.0	1.1	0	0	0.0	23	0	0.0	0	0	0	2	0	0.0	0	0	0	14	0	0.0	0	0
11 Intermediate Sales & Service Personnel	18	1,942	6	0.3	0.9	17	-11	34.3																	
	18	3,761	20	0.5	1.1	41	-21	48.3	4,378	13	0.3	48	-35	0	0	0.0	0	0	0	3,594	11	0.3	11	0	0
12 Semi-Skilled Manual Workers	18	0	0	0.0	0.0	0	0	0.0																	
	18	0	0	0.0	0.0	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	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0										
08 Skilled Sales & Service Personnel	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0							2.2	0.0		
09 Skilled Crafts & Trades Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0							0.0	0.0		
10 Clerical Personnel	18	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	11	0	0.0							0.0	0.0		
11 Intermediate Sales & Service Personnel	18	784	13	1.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	784	13	1.7				331.6			0.0	0.0		
12 Semi-Skilled Manual Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0							0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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		Actual	Expected	Difference		
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#		
13 Other Sales & Service Personnel	18	0	0	0.0	0.0	0	0	0.0															
	18	0	0	0.0	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	18	0	0	0.0	0.0	0	0	0.0															
	18	0	0	0.0	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	18	2,004	6	0.3	0.9	18	-12	33.3															
	18	3,942	20	0.5	1.1	43	-23	46.1	4,448	13	0.3	49	-36	8	0	0.0	0	0	0	3,627	11	0.3	11

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + 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	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	18	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	21	0	0	0.0			0.0	0.0			1.8	0.0		
14 Other Manual Workers	18	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	21	0	0	0.0			0.0	0.0			0.0	0.0		
Total	18	829	13	1.6	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	21	829	13	1.6			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

002405

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	18	17	0	0.0	4.3	1	-1	0.0																
	18	19	0	0.0	5.0	1	-1	0.0	10	0	0.0	1	-1	3	0	0.0	0	0	0	6	0	0.0	0	0
03 Professionals	18	12	0	0.0	3.8	0	0	0.0																
	18	9	0	0.0	8.9	1	-1	0.0	5	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0
04 Semi-Professionals & Technicians	18	2	0	0.0	4.6	0	0	0.0																
	18	1	0	0.0	7.6	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	0
05 Supervisors	18	14	0	0.0	13.9	2	-2	0.0																
	18	109	0	0.0	27.5	30	-30	0.0	20	0	0.0	6	-6	2	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	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	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	18	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	7	0	0.0			5.0	0.0			0.0	0.0		
03 Professionals	18	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	5	0	0.0			8.9	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			7.6	0.0			0.0	0.0		
05 Supervisors	18	22	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	22	0	0.0			2.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

002406

Part 6: Results - Persons with Disabilities

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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	18	9	0	0.0	3.4	0	0	0.0																
	18	12	0	0.0	10.0	1	-1	0.0	10	1	10.0	1	0	0	0	0	0.0	0	0	10	1	10.0	0	1
08 Skilled Sales & Service Personnel	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	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	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	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	18	8	0	0.0	7.0	1	-1	0.0																
	18	31	1	3.2	9.3	3	-2	34.7	23	0	0.0	2	-2	2	0	0.0	0	0	14	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	18	1,942	27	1.4	5.6	109	-82	24.8																
	18	3,761	76	2.0	10.8	406	-330	18.7	4,378	30	0.7	473	-443	0	0	0.0	0	0	3,594	14	0.4	50	-36	
12 Semi-Skilled Manual Workers	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	18	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	1	0.0			10.0	0.0				0.0		
08 Skilled Sales & Service Personnel	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0				0.0		
09 Skilled Crafts & Trades Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0				0.0		
10 Clerical Personnel	18	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	11	0	0.0			6.5	0.0				0.0		
11 Intermediate Sales & Service Personnel	18	784	30	3.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	784	30	3.8			4.0	95.7				0.0		
12 Semi-Skilled Manual Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0				0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

002407

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		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	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	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	18	2,004	27	1.3	5.6	112	-85	24.1																
	18	3,942	77	2.0	11.2	442	-365	17.4	4,448	31	0.7	498	-467	8	0	0.0	0	0	0	3,627	15	0.4	49	-34

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0										
14 Other Manual Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0										
Total	18	829	31	3.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	829	31	3.7										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

002408

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	18	9	0	0.0	10.1	1	-1	0.0																
	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	18	8	0	0.0	15.0	1	-1	0.0																
	18	19	0	0.0	17.6	3	-3	0.0	10	0	0.0	2	-2	3	0	0.0	0	0	0	6	0	0.0	0	0
03 Professionals	18	12	0	0.0	15.6	2	-2	0.0																
	18	9	1	11.1	22.7	2	-1	48.9	5	0	0.0	1	-1	1	0	0.0	0	0	1	0	0.0	0	0	0
04 Semi-Professionals & Technicians	18	2	0	0.0	9.9	0	0	0.0																
	18	1	0	0.0	16.5	0	0	0.0	2	1	50.0	0	1	0	0	0.0	0	0	2	1	50.0	0	1	
05 Supervisors	18	14	0	0.0	14.6	2	-2	0.0																
	18	109	18	16.5	19.5	21	-3	84.7	20	6	30.0	4	2	2	1	50.0	0	1	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	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	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0										
02 Middle & Other Managers	18	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	7	0	0.0			10.5	0.0				0.0		
03 Professionals	18	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	5	0	0.0			22.7	0.0				0.0		
04 Semi-Professionals & Technicians	18	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	1	0.0			16.5	0.0				0.0		
05 Supervisors	18	22	7	31.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	22	7	31.8			19.5	163.2				0.0		
06 Supervisors: Crafts & Trades	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0				0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

002409

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			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	EE Result				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	18	9	0	0.0	8.6	1	-1	0.0																	
	18	12	2	16.7	11.8	1	1	141.2	10	2	20.0	1	1	0	0	0.0	0	0	0	10	1	10.0	0	1	
08 Skilled Sales & Service Personnel	18	0	0	0.0	0.0	0	0	0.0																	
	18	0	0	0.0	0.0	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	18	0	0	0.0	0.0	0	0	0.0																	
	18	0	0	0.0	0.0	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	18	8	0	0.0	13.6	1	-1	0.0																	
	18	31	10	32.3	18.3	6	4	176.3	23	6	26.1	4	2	2	0	0.0	0	0	14	2	14.3	0	2		
11 Intermediate Sales & Service Personnel	18	1,942	408	21.0	18.1	352	56	116.1																	
	18	3,761	1,300	34.6	24.8	933	367	139.4	4,378	1,341	30.6	1,086	255	0	0	0.0	0	0	3,594	758	21.1	755	3		
12 Semi-Skilled Manual Workers	18	0	0	0.0	0.0	0	0	0.0																	
	18	0	0	0.0	0.0	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	18	0	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	2	0.0			11.8	0.0				0.0		
08 Skilled Sales & Service Personnel	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0				0.0		
09 Skilled Crafts & Trades Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0				0.0		
10 Clerical Personnel	18	11	6	54.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	11	6	54.5			18.3	298.1				0.0		
11 Intermediate Sales & Service Personnel	18	784	1,341	171.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	784	1,341	171.0			24.8	689.7				0.0		
12 Semi-Skilled Manual Workers	18	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	21	0	0	0.0			0.0	0.0				0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Corps canadien des Commissionnaires (division du Quebec)

2019-01-18

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						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	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	18	0	0	0.0	0.0	0	0	0.0																
	18	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	18	2,004	408	20.4	17.9	359	49	113.7																
	18	3,942	1,331	33.8	24.5	966	365	137.8	4,448	1,356	30.5	1,090	266	8	1	12.5	2	-1	3,627	762	21.0	738	24	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	18	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	21	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	18	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	21	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	18	829	1,357	163.7	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	21	829	1,357	163.7			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Corps canadien des Commissionnaires(division du Quebec)
2019-01-18

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

- Any reorganization or other corporate structural changes.

New chief executive officer (changes to the direction and vision, variety of security services offered). For example, the following additions were made to the security-officer service line: advisory services, event-related security-officer contracts, cyber surveillance, investigations, pardon applications, fingerprinting, etc.

- Acquisitions, mergers or transfers of employees.

Centralization: Merger of our Montreal and Quebec City offices, and elimination of some regional offices (e.g., Matane office).

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

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

Other.

High turnover rate among our security officers. For example, in 2018, we hired 1,875 field employees (security officers and supervisors) and had 1,590 terminations of employment.

Additional Details

Please provide any additional information (optional):

[1] We have to take two different pools into account: veterans (in line with our social mission) and civilians across Quebec. [2] Government criteria require us to hire only applicants who have lived in Canada for over five years. [3] Our contract clients have very specific requirements and can choose their security officers and supervisors (in accordance with the collective agreement). Meeting their requirements is complex, given the full-employment situation. Clients are free to choose their service provider every time their contract is up for renewal. We lose and are awarded contracts every year (competitive bidding process). Every time we are awarded a contract, we hire 90% of the employees who had been previously assigned to this contract. Every time we lose a contract, we lose our employees who had been assigned to these contracts (high employee turnover impact).

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

Employer Name: Corps canadien des Commissionnaires (division du Québec)

Primary Location: Montréal (Québec)

Number of Employees: 3942

- Montréal (QC) 3065
- Québec (QC) 877

Organization Overview:

NAICS 5616 – Investigation and Security Services

Corps canadien des Commissionnaires is a Canadian non-profit security corporation created to provide employment to former members. The company's line of business includes providing detective, guard, and armored car services.

Key Dates – First Year Assessment

Initiated: 2016-01-28
 Received: 2016-05-19
 Closed: 2019-05-27
 Workforce Analysis: 2016-05-18

Key Dates – Subsequent Assessment

Initiated: 2019-01-28
 Received: 2019-02-01
 Workforce Analysis: 2019-01-18

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

- The previous compliance assessment revealed 15 gaps; however, no goals were set. The previous assessment accepted that the company be found in compliance without setting goals for the area of under-representation.

Women

02	Middle & Other Managers	No goal set (gap -1)
03	Professionals	No goal set (gap -3)
05	Supervisors	No goal set (gap -3)
11	Intermediate Sales & Service Personnel	No goal set (gap -847)

Assessment/Observations

- None

Aboriginal Peoples

11	Intermediate Sales & Service Personnel	No goal set (gap -11)
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Assessment/Observations

- None

Persons with Disabilities

01/02	Managers	No goal set (gap -1)
05	Supervisors	No goal set (gap -2)
10	Clerical Personnel	No goal set (gap -1)
11	Intermediate Sales & Service Personnel	No goal set (gap -82)

Assessment/Observations

- None

Members of Visible Minorities

01	Senior Managers	No goal set (gap -1)
02	Middle & Other Managers	No goal set (gap -1)
03	Professionals	No goal set (gap -2)
05	Supervisors	No goal set (gap -2)
07	Administrative & Senior Clerical Personnel	No goal set (gap -1)
10	Clerical Personnel	No goal set (gap -1)

Assessment/Observations

- None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Given that no goals were set during the previous compliance assessment, an assessment of reasonable efforts is therefore not possible.

ASSESSMENT OF GOALS

- A goal has been set for every gap in representation uncovered by the workforce analysis. All short-term and long-term goals were set in percentage format and are, at minimum, equal to LMA.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	39.4	39.4	31.6	39.4
03	Professionals	-2	50.0	50.0	33.3	57.7
05	Supervisors	-37	50.0	50.0	16.5	50.5
07	Admin & Senior Clerical Personnel	-2	-	-	66.7	80.8
10	Clerical Personnel	-11	50.0	50.0	25.8	61.2
11	Intermediate Sales & Service Personnel	-111	22.4	22.4	19.4	22.4

Observations:

- A goal is not required in EEOG 07 given that the current representation is over 50%.

Aboriginal Peoples

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

02	Middle & Other Managers	-1	2.7	2.7	0.0	2.7
05	Supervisors	-1	0.8	0.8	0.0	0.8
11	Intermediate Sales & Service Personnel	-21	1.1	1.1	0.5	1.1

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	5.0	5.0	0.0	5.0
03	Professionals	-1	8.9	8.9	0.0	8.9
05	Supervisors	-30	27.5	27.5	0.0	27.5
07	Admin & Senior Clerical Personnel	-1	10.0	10.0	0.0	10.0
10	Clerical Personnel	-2	9.3	9.3	3.2	9.3
11	Intermediate Sales & Service Personnel	-330	10.8	10.8	2.0	10.8

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-3	17.6	17.6	0.0	17.6
03	Professionals	-1	22.7	22.7	11.1	22.7
05	Supervisors	-3	19.5	19.5	16.5	19.5

Observations: None

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, considering their unique circumstances, I recommend the closing letter include the following:

- The Canadian Corps of Commissionaires (Quebec Division) shows several gaps in the representation of women and persons with disabilities, with some occupational categories showing relatively high gaps.
- We encourage you to put in place special measures to ensure the achievement of the objectives set during this evaluation. You may wish to contact designated group employment access organizations in your area to identify qualified candidates who could be considered next time you begin a process to fill a vacancy.

Name of Analyst: Maurice N. Yakibonge

Date: 2018-02-07

This information is also available in English, upon request

Mr. Parent,

Please be advised that the subsequent conformity assessment undertaken on January 28, 2019 is now complete. The assessment concluded that the Canadian Corps of Commissionaires (Quebec Division) is in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent compliance assessment was to verify whether your company has maintained compliance with FCP requirements and has made reasonable progress and/or made reasonable efforts to achieve employment equity.

After reviewing the information presented by the Canadian Corps of Commissionaires (Quebec Division), we have made recommendations that will ensure the success of their employment equity program:

- Canadian Corps of Commissionaires (Quebec division) has many gaps in the representation of women and persons with disabilities, with some fairly large gaps in certain occupational groups.
- We encourage you to implement special measures so you can achieve the goals set for you in this evaluation. You could consider contacting organizations that work to ensure members of designated groups can access employment in your region, in order to identify qualified candidates whom you could consider the next time you launch a process to fill a vacant position.

Under the FCP, your company will undergo subsequent conformity assessments every three years. The next assessment will be initiated on January 28, 2022. Future conformity assessments will focus on making reasonable progress towards achieving the objectives set by your company.

When the Canadian Corps of Commissionaires (Quebec Division) receives notification of the next assessment, you will be required to provide the following information prior to the due date :

- Forms 1 to 6 for national workforce data;
- an updated workforce analysis;
- A completed Achievement Report that includes your revised short- and long-term numerical goals based on identified gaps in representation.

These documents will allow the Labour Program to assess whether your company has made reasonable progress since the previous assessment. If this is not the case, the Canadian Corps of Commissionaires (Quebec Division) will need to demonstrate that it has made reasonable efforts to achieve its objectives. We invite your company to develop an action plan that will help it achieve its objectives.

The FCP does not set out the measures to be adopted. Each federal contractor is encouraged to adopt employment equity measures which are useful and relevant to their business. The following are examples of evidence that a company has made reasonable efforts:

- Implementation of initiatives that promote a diverse and inclusive workplace;
- taking steps to remove barriers to employment;
- Developing tailored programs to attract and retain designated group members in areas where they are under-represented;

- Establishment of accountability mechanisms approved by senior management to ensure objectives are met.

Labour Program officers are available to answer your questions and guide you. You can also visit our website to access various tools and a series of training modules. In particular, we invite you to continue to use the [Workplace Equity Information Management System \(WEIMS\)](#). This system will help produce your workforce analysis; it also contains other data analysis tools such as the Achievement Report and a series of training modules.

For more information about your obligations under the FCP, please contact us by e-mail at ee-eme@hrsdc-rhdcc.gc.ca.

We are grateful for your cooperation in conformity assessment and wish you continued success in creating a diverse and inclusive workplace.

Employment Equity Team

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



ee-eme@hrsdc-rhdcc.gc.ca is 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!