



Human Resources and Skills Development Canada / Ressources humaines et Développement des compétences Canada

Labour Program / Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°: 070104

s.24(1)

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Fort Garry Fire Trucks Ltd.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 336211	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 106 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standards-norme/nalcs-aclan/2002/nalcs-aclan02i-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) RR#2 53 Berzen Cutoff Road	City Winnipeg	Province MB	Postal Code R3C 2E6
	Telephone Number 204-594-3473	Fax Number 204-694-3230	

EMPLOYMENT EQUITY CONTACT	
Name (print) Patti Schwab	Title Assistant Controller
Telephone Number 204-594-3489	E-mail Address pschwab@fgft.ca

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> * having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more 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 refer to: http://www.hrddc.gc.ca/eng/labour/equality/foe/index.shtml 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) Richard D Suche	Title President
Telephone Number 204-594-3470	E-mail Address rsuche@fgft.ca
Signature 	Date 2013-08-12

RETURN INSTRUCTIONS
IMPORTANT * The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (613) 963-8788 or by e-mail at: ee-eme@hrddc-rhdcc.gc.ca



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

Reporting Period 2016-01-29 to 2019-05-27

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	1	1	0	2	Calgary	1	0	0	1
Manitoba	114	5	0	119	Toronto	1	1	0	2
Prince Edward Island	0	1	0	1	Winnipeg	114	5	0	119
Alberta	1	0	0	1	P.E.I.	0	1	0	1
Total Employees in Canada				123	Total Employees in Canada				123



Fort Garry Fire Trucks Ltd. (certificate # 10000337)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-01-29 to 2019-05-27

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3	1		1									
	2	1	1										
	1	1	1					1	1				
	Total	4	3	1				1	1				
Middle and Other Managers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3												
	2	1	1										
	1	4	4		2	2		2	2		2	2	
	Total	6	6		2	2		2	2		2	2	
Professionals Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3												
	2	1	1										
	1	5	2	3							4	1	3
	Total	7	4	3							4	1	3
Semi-Professionals and Technicians Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 30,000 - \$34,999	4	2	2										
	3	2	2										
	2												
	1	1	1										
	Total	5	5										



Fort Garry Fire Trucks Ltd. (certificate # 10000337)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2016-01-29 to 2019-05-27

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 40,000 - \$44,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Supervisors: Crafts and Trades Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3	3	3								1	1	
	2	1	1										
	1	2	2								1	1	
	Total	7	7								2	2	
Administrative and Senior Clerical Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1									
	3												
	2												
	1	1		1									
	Total	2		2									
Skilled Sales and Service Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: Under \$5,000	4	4	4					1	1				
	3	9	7	2									
	2												
	1	1	1										
	Total	14	12	2				1	1				



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-01-29 to 2019-05-27

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1		1	1							
	3	1	1										
	2	4	4		3	3		2	2		1	1	
	1	6	6					1	1		3	3	
	Total		12	12		4	4		3	3		4	4
Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 25,000 - \$29,999	4	2	1	1									
	3	1		1									
	2	1		1				1		1			
	1	5	3	2				1		1	1	1	
	Total		9	4	5				2		2	1	1
Intermediate Sales and Service Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 40,000 - \$44,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
Semi-Skilled Manual Workers Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 25,000 - \$29,999	4	2	2										
	3	10	10		1	1					3	3	
	2	9	9								6	6	
	1	25	25					1	1		8	8	
	Total		46	46		1	1		1	1		17	17



Fort Garry Fire Trucks Ltd. (certificate # 10000337)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-01-29 to 2019-05-27

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other Manual Workers Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4												
	3												
	2												
	1	1	1								1	1	
	Total		1	1							1	1	
Total Number of Employees		116	100	16	7	7		10	8	2	31	28	3



Fort Garry Fire Trucks Ltd. (certificate # 10000337)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National
Reporting Period 2016-01-29 to 2019-05-27

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 20,000 - \$24,999	4	1		1									
	3												
	2												
	1	1	1										
	Total	2	1	1									
Semi-Professionals and Technicians Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Administrative and Senior Clerical Personnel Top Range: \$ 20,000 - \$24,999 Bottom Range: \$ 20,000 - \$24,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Skilled Sales and Service Personnel Top Range: \$ 10,000 - \$14,999 Bottom Range: \$ 5,000 - \$ 9,999	4	1	1					1	1				
	3												
	2												
	1	1	1										
	Total	2	2					1	1				



Fort Garry Fire Trucks Ltd. (certificate # 10000337)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National
Reporting Period 2016-01-29 to 2019-05-27

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 10,000 - \$14,999 Bottom Range: \$ 10,000 - \$14,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		7	3	4				1	1				



Fort Garry Fire Trucks Ltd. (certificate # 10000337)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2016-01-29 to 2019-05-27

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	1	1										
\$ 25,000 - \$29,999	6	5	1							2	2	
\$ 30,000 - \$34,999	25	23	2				2	1	1	6	6	
\$ 35,000 - \$37,499	8	8								3	3	
\$ 37,500 - \$39,999	5	3	2				1		1	3	3	
\$ 40,000 - \$44,999	15	11	4							5	5	
\$ 45,000 - \$49,999	20	15	5	3	3		1	1		6	4	2
\$ 50,000 - \$59,999	25	24	1	3	3		6	6		6	5	1
\$ 60,000 - \$69,999	5	5										
\$ 70,000 - \$84,999	3	3		1	1							
\$ 85,000 - \$99,999	2	1	1									
\$100,000 and over	1	1										
Total Number of Employees	116	100	16	7	7		10	8	2	31	28	3



Fort Garry Fire Trucks Ltd. (certificate # 10000337)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National
Reporting Period 2016-01-29 to 2019-05-27

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 5,000 - \$ 7,499	1	1										
\$ 10,000 - \$12,499	2	1	1				1	1				
\$ 20,000 - \$22,499	2	1	1									
\$ 35,000 - \$39,999	2		2									
Total Number of Employees	7	3	4				1	1				



Fort Garry Fire Trucks Ltd. (certificate # 10000337)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2016-01-29 to 2019-05-27

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	4	1	3							3		3
Semi-Professionals and Technicians	2	2										
Supervisors	1	1										
Skilled Sales and Service Personnel	7	5	2				1		1			
Skilled Crafts and Trades Workers	9	9		2	2					2	2	
Clerical Personnel	9	4	5	1		1	3	1	2	1	1	
Semi-Skilled Manual Workers	31	31		1	1					11	11	
Other Manual Workers	1	1										
Total Number of Employees Hired	64	54	10	4	3	1	4	1	3	17	14	3



Fort Garry Fire Trucks Ltd. (certificate # 10000337)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Temporary / National

Reporting Period 2016-01-29 to 2019-05-27

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical Personnel	1		1									
Total Number of Employees Hired	1		1									



Fort Garry Fire Trucks Ltd. (certificate # 10000337)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-01-29 to 2019-05-27

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



Fort Garry Fire Trucks Ltd. (certificate # 10000337)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2016-01-29 to 2019-05-27

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

Fort Garry Fire Trucks Ltd. (certificate # 10000337)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-01-29 to 2019-05-27

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	1	1					1	1				
Professionals	2	1	1									
Semi-Professionals and Technicians	2	1	1									
Supervisors	2	2										
Supervisors: Crafts and Trades	1	1										
Skilled Sales and Service Personnel	3	2	1	1	1		1		1			
Skilled Crafts and Trades Workers	9	9		1	1		2	2		1	1	
Clerical Personnel	8	3	5	2		2	1	1				
Intermediate Sales and Service Personnel	1	1		1	1							
Semi-Skilled Manual Workers	19	19		1	1					10	10	
Other Manual Workers	2	2										
Total Number of Employees Terminated	51	43	8	6	4	2	5	4	1	11	11	



Fort Garry Fire Trucks Ltd. (certificate # 10000337)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-01-29 to 2019-05-27

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1	1		1	1							
Semi-Skilled Manual Workers	1	1								1	1	
Total Number of Employees Terminated	2	2		1	1					1	1	



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Detailed Report

Date: 2019-05-27

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	1	25.0 %	27.6 %	1	0	National
02 : Middle and Other Managers	National	6	0	0.0 %	39.4 %	2	-2	National
03 : Professionals		9	4	44.4 %	20.0 %	2	2	
1121 : Human resources professionals	National	1	1	100.0 %	73.2 %	1	0	National
2132 : Mechanical engineers	National	4	3	75.0 %	9.5 %	0	3	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	10.7 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	27.7 %	0	0	National
04 : Semi-Professionals and Technicians		6	1	16.7 %	17.8 %	1	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	2	0	0.0 %	19.1 %	0	0	Manitoba
2253 : Drafting technologists and technicians	Manitoba	3	1	33.3 %	17.0 %	1	0	Manitoba
05 : Supervisors		1	1	100.0 %	52.8 %	1	0	
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	52.8 %	1	0	Winnipeg
06 : Supervisors: Crafts and Trades		7	0	0.0 %	9.9 %	1	-1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Manitoba	2	0	0.0 %	5.0 %	0	0	Manitoba
9214 : Supervisors, plastic and rubber products manufacturing	Manitoba	1	0	0.0 %	15.2 %	0	0	Manitoba
9221 : Supervisors, motor vehicle assembling	Manitoba	4	0	0.0 %	11.1 %	0	0	Manitoba
07 : Administrative and Senior Clerical Personnel		3	3	100.0 %	82.0 %	2	1	
Employment Equity Occupational Group	Winnipeg	3	3	100.0 %	82.0 %	2	1	Winnipeg
08 : Skilled Sales and Service Personnel		16	2	12.5 %	23.6 %	4	-2	
6221 : Technical sales specialists - wholesale trade	Manitoba	13	2	15.4 %	22.9 %	3	-1	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	2	0	0.0 %	27.9 %	1	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Prince Edward Island	1	0	0.0 %	25.0 %	0	0	Prince Edward Island
09 : Skilled Crafts and Trades Workers		12	0	0.0 %	2.1 %	0	0	
7237 : Welders and related machine operators	Manitoba	6	0	0.0 %	1.9 %	0	0	Manitoba



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Detailed Report

Date: 2019-05-27

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	1	0	0.0 %	2.6 %	0	0	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Manitoba	5	0	0.0 %	2.2 %	0	0	Manitoba
10 : Clerical Personnel		10	6	60.0 %	68.3 %	7	-1	
Employment Equity Occupational Group	Winnipeg	10	6	60.0 %	68.3 %	7	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		2	2	100.0 %	66.3 %	1	1	
Employment Equity Occupational Group	Winnipeg	2	2	100.0 %	66.3 %	1	1	Winnipeg
12 : Semi-Skilled Manual Workers		46	0	0.0 %	14.2 %	7	-7	
Employment Equity Occupational Group	Winnipeg	46	0	0.0 %	14.2 %	7	-7	Winnipeg
14 : Other Manual Workers		1	0	0.0 %	19.5 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	19.5 %	0	0	Winnipeg
Total		123	20	16.3 %	23.5 %	29	-9	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Detailed Report

Date: 2019-05-27

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	6	2	33.3 %	2.7 %	0	2	National
03 : Professionals		9	0	0.0 %	1.3 %	0	0	
1121 : Human resources professionals	National	1	0	0.0 %	3.1 %	0	0	National
2132 : Mechanical engineers	National	4	0	0.0 %	1.0 %	0	0	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	1.3 %	0	0	National
04 : Semi-Professionals and Technicians		6	0	0.0 %	4.7 %	0	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	2	0	0.0 %	5.7 %	0	0	Manitoba
2253 : Drafting technologists and technicians	Manitoba	3	0	0.0 %	4.1 %	0	0	Manitoba
05 : Supervisors		1	0	0.0 %	10.3 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	10.3 %	0	0	Winnipeg
06 : Supervisors: Crafts and Trades		7	0	0.0 %	3.8 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Manitoba	2	0	0.0 %	13.3 %	0	0	Manitoba
9214 : Supervisors, plastic and rubber products manufacturing	Manitoba	1	0	0.0 %	0.0 %	0	0	Manitoba
9221 : Supervisors, motor vehicle assembling	Manitoba	4	0	0.0 %	0.0 %	0	0	Manitoba
07 : Administrative and Senior Clerical Personnel		3	0	0.0 %	9.2 %	0	0	
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	9.2 %	0	0	Winnipeg
08 : Skilled Sales and Service Personnel		16	0	0.0 %	4.6 %	1	-1	
6221 : Technical sales specialists - wholesale trade	Manitoba	13	0	0.0 %	5.5 %	1	-1	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	2	0	0.0 %	1.2 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Prince Edward Island	1	0	0.0 %	0.0 %	0	0	Prince Edward Island
09 : Skilled Crafts and Trades Workers		12	4	33.3 %	10.5 %	1	3	
7237 : Welders and related machine operators	Manitoba	6	0	0.0 %	10.7 %	1	-1	Manitoba



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Detailed Report

Date: 2019-05-27

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	1	1	100.0 %	5.2 %	0	1	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Manitoba	5	3	60.0 %	11.2 %	1	2	Manitoba
10 : Clerical Personnel		10	0	0.0 %	11.4 %	1	-1	
Employment Equity Occupational Group	Winnipeg	10	0	0.0 %	11.4 %	1	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		2	0	0.0 %	10.6 %	0	0	
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	10.6 %	0	0	Winnipeg
12 : Semi-Skilled Manual Workers		46	1	2.2 %	9.8 %	5	-4	
Employment Equity Occupational Group	Winnipeg	46	1	2.2 %	9.8 %	5	-4	Winnipeg
14 : Other Manual Workers		1	0	0.0 %	16.3 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	16.3 %	0	0	Winnipeg
Total		123	7	5.7 %	7.6 %	8	-1	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Detailed Report

Date: 2019-05-27

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	6	2	33.3 %	17.6 %	1	1	National
03 : Professionals		9	4	44.4 %	32.2 %	3	1	
1121 : Human resources professionals	National	1	0	0.0 %	16.7 %	0	0	National
2132 : Mechanical engineers	National	4	4	100.0 %	30.7 %	1	3	National
2133 : Electrical and electronics engineers	National	2	0	0.0 %	39.6 %	1	-1	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	38.6 %	0	0	National
04 : Semi-Professionals and Technicians		6	0	0.0 %	30.2 %	2	-2	
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	2	0	0.0 %	37.6 %	1	-1	Manitoba
2253 : Drafting technologists and technicians	Manitoba	3	0	0.0 %	25.2 %	1	-1	Manitoba
05 : Supervisors		1	0	0.0 %	25.4 %	0	0	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	25.4 %	0	0	Winnipeg
06 : Supervisors: Crafts and Trades		7	2	28.6 %	10.7 %	1	1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Manitoba	2	1	50.0 %	9.2 %	0	1	Manitoba
9214 : Supervisors, plastic and rubber products manufacturing	Manitoba	1	0	0.0 %	27.3 %	0	0	Manitoba
9221 : Supervisors, motor vehicle assembling	Manitoba	4	1	25.0 %	7.4 %	0	1	Manitoba
07 : Administrative and Senior Clerical Personnel		3	0	0.0 %	15.9 %	0	0	
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	15.9 %	0	0	Winnipeg
08 : Skilled Sales and Service Personnel		16	0	0.0 %	11.9 %	2	-2	
6221 : Technical sales specialists - wholesale trade	Manitoba	13	0	0.0 %	9.9 %	1	-1	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	2	0	0.0 %	22.8 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Prince Edward Island	1	0	0.0 %	16.7 %	0	0	Prince Edward Island
09 : Skilled Crafts and Trades Workers		12	4	33.3 %	21.4 %	3	1	
7237 : Welders and related machine operators	Manitoba	6	3	50.0 %	26.6 %	2	1	Manitoba



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Detailed Report

Date: 2019-05-27

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	1	1	100.0 %	16.9 %	0	1	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Manitoba	5	0	0.0 %	16.0 %	1	-1	Manitoba
10 : Clerical Personnel		10	1	10.0 %	23.3 %	2	-1	
Employment Equity Occupational Group	Winnipeg	10	1	10.0 %	23.3 %	2	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		2	0	0.0 %	31.4 %	1	-1	
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	31.4 %	1	-1	Winnipeg
12 : Semi-Skilled Manual Workers		46	17	37.0 %	38.2 %	18	-1	
Employment Equity Occupational Group	Winnipeg	46	17	37.0 %	38.2 %	18	-1	Winnipeg
14 : Other Manual Workers		1	1	100.0 %	29.6 %	0	1	
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	29.6 %	0	1	Winnipeg
Total		123	31	25.2 %	26.8 %	33	-2	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Detailed Report

Date: 2019-05-27

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	10	3	30.0 %	5.0 %	1	2	National
03 : Professionals	National	9	0	0.0 %	8.9 %	1	-1	National
04 : Semi-Professionals and Technicians	National	6	0	0.0 %	7.6 %	0	0	National
05 : Supervisors	National	1	0	0.0 %	27.5 %	0	0	National
06 : Supervisors: Crafts and Trades	National	7	0	0.0 %	10.1 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	3	0	0.0 %	10.0 %	0	0	National
08 : Skilled Sales and Service Personnel	National	16	2	12.5 %	8.0 %	1	1	National
09 : Skilled Crafts and Trades Workers	National	12	3	25.0 %	7.8 %	1	2	National
10 : Clerical Personnel	National	10	2	20.0 %	9.3 %	1	1	National
11 : Intermediate Sales and Service Personnel	National	2	0	0.0 %	10.8 %	0	0	National
12 : Semi-Skilled Manual Workers	National	46	1	2.2 %	10.3 %	5	-4	National
14 : Other Manual Workers	National	1	0	0.0 %	6.8 %	0	0	National
Total		123	11	9.0 %	9.1 %	11	0	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2019-05-27

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2019-05-27

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Summary Report

Date: 2019-05-27

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	4	1	25.0 %	27.6 %	1	0
02 : Middle and Other Managers	6	0	0.0 %	39.4 %	2	-2
03 : Professionals	9	4	44.4 %	20.0 %	2	2
04 : Semi-Professionals and Technicians	6	1	16.7 %	17.8 %	1	0
05 : Supervisors	1	1	100.0 %	52.8 %	1	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	9.9 %	1	-1
07 : Administrative and Senior Clerical Personnel	3	3	100.0 %	82.0 %	2	1
08 : Skilled Sales and Service Personnel	16	2	12.5 %	23.6 %	4	-2
09 : Skilled Crafts and Trades Workers	12	0	0.0 %	2.1 %	0	0
10 : Clerical Personnel	10	6	60.0 %	68.3 %	7	-1
11 : Intermediate Sales and Service Personnel	2	2	100.0 %	66.3 %	1	1
12 : Semi-Skilled Manual Workers	46	0	0.0 %	14.2 %	7	-7
14 : Other Manual Workers	1	0	0.0 %	19.5 %	0	0
Total	123	20	16.3 %	23.5 %	29	-9

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Summary Report

Date: 2019-05-27

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	4	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	6	2	33.3 %	2.7 %	0	2
03 : Professionals	9	0	0.0 %	1.3 %	0	0
04 : Semi-Professionals and Technicians	6	0	0.0 %	4.7 %	0	0
05 : Supervisors	1	0	0.0 %	10.3 %	0	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	3.8 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	9.2 %	0	0
08 : Skilled Sales and Service Personnel	16	0	0.0 %	4.6 %	1	-1
09 : Skilled Crafts and Trades Workers	12	4	33.3 %	10.5 %	1	3
10 : Clerical Personnel	10	0	0.0 %	11.4 %	1	-1
11 : Intermediate Sales and Service Personnel	2	0	0.0 %	10.6 %	0	0
12 : Semi-Skilled Manual Workers	46	1	2.2 %	9.8 %	5	-4
14 : Other Manual Workers	1	0	0.0 %	16.3 %	0	0
Total	123	7	5.7 %	7.6 %	8	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Summary Report

Date: 2019-05-27

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	4	0	0.0 %	11.5 %	0	0
02 : Middle and Other Managers	6	2	33.3 %	17.6 %	1	1
03 : Professionals	9	4	44.4 %	32.2 %	3	1
04 : Semi-Professionals and Technicians	6	0	0.0 %	30.2 %	2	-2
05 : Supervisors	1	0	0.0 %	25.4 %	0	0
06 : Supervisors: Crafts and Trades	7	2	28.6 %	10.7 %	1	1
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	15.9 %	0	0
08 : Skilled Sales and Service Personnel	16	0	0.0 %	11.9 %	2	-2
09 : Skilled Crafts and Trades Workers	12	4	33.3 %	21.4 %	3	1
10 : Clerical Personnel	10	1	10.0 %	23.3 %	2	-1
11 : Intermediate Sales and Service Personnel	2	0	0.0 %	31.4 %	1	-1
12 : Semi-Skilled Manual Workers	46	17	37.0 %	38.2 %	18	-1
14 : Other Manual Workers	1	1	100.0 %	29.6 %	0	1
Total	123	31	25.2 %	26.8 %	33	-2

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Fort Garry Fire Trucks Ltd.

Workforce Analysis - Summary Report

Date: 2019-05-27

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	10	3	30.0 %	5.0 %	1	2
03 : Professionals	9	0	0.0 %	8.9 %	1	-1
04 : Semi-Professionals and Technicians	6	0	0.0 %	7.6 %	0	0
05 : Supervisors	1	0	0.0 %	27.5 %	0	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	10.1 %	1	-1
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	10.0 %	0	0
08 : Skilled Sales and Service Personnel	16	2	12.5 %	8.0 %	1	1
09 : Skilled Crafts and Trades Workers	12	3	25.0 %	7.8 %	1	2
10 : Clerical Personnel	10	2	20.0 %	9.3 %	1	1
11 : Intermediate Sales and Service Personnel	2	0	0.0 %	10.8 %	0	0
12 : Semi-Skilled Manual Workers	46	1	2.2 %	10.3 %	5	-4
14 : Other Manual Workers	1	0	0.0 %	6.8 %	0	0
Total	123	11	9.0 %	9.1 %	11	0

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-05-27

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-05-27

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Fort Garry Fire Trucks

[Date: 2019-05-27]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	1	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	05	27

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	2	0	27.40
02	Middle & Other Managers	8	1	38.90
03	Professionals	7	2	12.40
04	Semi-Professionals & Technicians	7	1	23.50
05	Supervisors	5	3	54.20
06	Supervisors: Crafts & Trades	8	0	11.70
07	Administrative & Senior Clerical Personnel	3	3	81.10
08	Skilled Sales & Service Personnel	10	0	25.20
09	Skilled Crafts & Trades Workers	19	0	1.20
10	Clerical Personnel	11	8	67.90
11	Intermediate Sales & Service Personnel	2	1	65.50
12	Semi-Skilled Manual Workers	28	0	14.50
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	3	0	22.10
Total		113	19	25.2

Table 5: Women

Subsequent/Current Workforce Analysis

All Employees		Women	
		Representation	Availability*
#	#	%	
4	1	26.70	
6	0	39.40	
9	4	20.00	
6	1	17.80	
1	1	52.80	
7	0	9.90	
3	3	82.00	
16	2	23.60	
12	0	2.10	
10	6	68.30	
2	2	66.30	
46	0	14.20	
0	0	0.00	
1	0	19.50	
123	20	0.0	

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Fort Garry Fire Trucks

[Date: 2019-05-27]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	1	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	05	27

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	2	0	2.90
02	Middle & Other Managers	8	2	2.20
03	Professionals	7	0	0.80
04	Semi-Professionals & Technicians	7	1	5.40
05	Supervisors	5	0	11.80
06	Supervisors: Crafts & Trades	8	0	5.00
07	Administrative & Senior Clerical Personnel	3	0	8.50
08	Skilled Sales & Service Personnel	10	1	4.60
09	Skilled Crafts & Trades Workers	19	4	9.60
10	Clerical Personnel	11	1	9.80
11	Intermediate Sales & Service Personnel	2	1	9.80
12	Semi-Skilled Manual Workers	28	1	10.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	3	0	16.80
Total		113	11	7.8

*** Source:**
2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		4	0	3.20
		6	2	2.70
		9	0	1.30
		6	0	4.70
		1	0	10.30
		7	0	3.80
		3	0	9.20
		16	0	4.60
		12	4	10.50
		10	0	11.40
		2	0	10.60
		46	1	9.80
		0	0	0.00
		1	0	16.30
Total		123	7	0.0

*** Source:**
2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Fort Garry Fire Trucks
[Date: 2019-05-27]

Data from First/Previous Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	1	29

Data from Subsequent/Current Workforce Analysis
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↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	05	27

Employment Equity Occupational Group (EOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
01	Senior Managers	2	0	10.10
02	Middle & Other Managers	8	2	15.00
03	Professionals	7	2	30.80
04	Semi-Professionals & Technicians	7	0	19.30
05	Supervisors	5	0	15.90
06	Supervisors: Crafts & Trades	8	2	15.50
07	Administrative & Senior Clerical Personnel	3	0	11.10
08	Skilled Sales & Service Personnel	10	0	9.60
09	Skilled Crafts & Trades Workers	19	6	11.30
10	Clerical Personnel	11	0	17.00
11	Intermediate Sales & Service Personnel	2	0	23.20
12	Semi-Skilled Manual Workers	28	14	27.90
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	3	1	23.40
Total		113	27	18.8

Employment Equity Occupational Group (EOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		4	0	11.50
		6	2	17.60
		9	4	32.20
		6	0	30.20
		1	0	25.40
		7	2	10.70
		3	0	15.90
		16	0	11.90
		12	4	21.40
		10	1	23.30
		2	0	31.40
		46	17	38.20
		0	0	0.00
		1	1	29.60
Total		123	31	0.0

* Source:
2011 National Household Survey

* Source:
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Fort Garry Fire Trucks

[Date: 2019-05-27]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	1	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	05	27

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	10	2	4.30
03	Professionals	7	0	3.80
04	Semi-Professionals & Technicians	7	1	4.60
05	Supervisors	5	0	13.90
06	Supervisors: Crafts & Trades	8	0	7.80
07	Administrative & Senior Clerical Personnel	3	0	3.40
08	Skilled Sales & Service Personnel	10	2	3.50
09	Skilled Crafts & Trades Workers	19	3	3.80
10	Clerical Personnel	11	0	7.00
11	Intermediate Sales & Service Personnel	2	0	5.60
12	Semi-Skilled Manual Workers	28	1	4.80
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	3	0	5.30
Total		113	9	5.2

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		10	3	5.00
		9	0	8.90
		6	0	7.60
		1	0	27.50
		7	0	10.10
		3	0	10.00
		16	2	8.00
		12	3	7.80
		10	2	9.30
		2	0	10.80
		46	1	10.30
		0	0	0.00
		1	0	6.80
Total		123	11	0.0

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

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fort Garry Fire Trucks

[Date: 2019-05-27]

Start Date of Flow Data		
YYYY	MM	DD
2016	1	29

End Date of Flow Data		
YYYY	MM	DD
2019	05	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EOG)

Table 1: Women

Full-time / National		Part-time / National	
All Employees Hired	Women Hired	All Employees Hired	Women Hired
#	#	#	#

Table 5: Women

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#

Table 9: Women

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	4	3	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	7	2	0	0
09 Skilled Crafts & Trades Workers	9	0	0	0
10 Clerical Personnel	9	5	1	1
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	31	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	1	0	0	0
Total	64	10	1	1

01 Senior Managers	3	1	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	0	0	1	1
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	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	1	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	7	1	1	1

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	2	1	0	0
04 Semi-Professionals & Technicians	2	1	1	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	3	1	0	0
09 Skilled Crafts & Trades Workers	9	0	0	0
10 Clerical Personnel	8	5	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	19	0	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	2	0	0	0
Total	51	8	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fort Garry Fire Trucks

[Date: 2019-05-27]

Start Date of Flow Data		
YYYY	MM	DD
2016	1	29

End Date of Flow Data		
YYYY	MM	DD
2019	05	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	3	0	0	0	1	0	0	0
02 Middle & Other Managers	0	0	0	0	2	0	0	0	1	0	0	0
03 Professionals	4	0	0	0	0	0	1	0	2	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0	0	0	0	0	2	0	1	1
05 Supervisors	1	0	0	0	0	0	0	0	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	7	0	0	0	0	0	0	0	3	1	0	0
09 Skilled Crafts & Trades Workers	9	2	0	0	1	0	0	0	9	1	0	0
10 Clerical Personnel	9	1	1	0	0	0	0	0	8	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	1	1	0	0
12 Semi-Skilled Manual Workers	31	1	0	0	1	0	0	0	19	1	1	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	1	0	0	0	0	0	0	0	2	0	0	0
Total	64	4	1	0	7	0	1	0	51	6	2	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fort Garry Fire Trucks

[Date: 2019-05-27]

Start Date of Flow Data		
YYYY	MM	DD
2016	1	29

End Date of Flow Data		
YYYY	MM	DD
2019	05	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	3	0	0	0	1	0	0	0
02 Middle & Other Managers	0	0	0	0	2	1	0	0	1	1	0	0
03 Professionals	4	0	0	0	0	0	1	0	2	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0	0	0	0	0	2	0	1	0
05 Supervisors	1	0	0	0	0	0	0	0	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	7	1	0	0	0	0	0	0	3	1	0	0
09 Skilled Crafts & Trades Workers	9	0	0	0	1	0	0	0	9	2	0	0
10 Clerical Personnel	9	3	1	0	0	0	0	0	8	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0
12 Semi-Skilled Manual Workers	31	0	0	0	1	0	0	0	19	0	1	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	1	0	0	0	0	0	0	0	2	0	0	0
Total	64	4	1	0	7	1	1	0	51	5	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Fort Garry Fire Trucks

[Date: 2019-05-27]

Start Date of Flow Data		
YYYY	MM	DD
2016	1	29

End Date of Flow Data		
YYYY	MM	DD
2019	05	27

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	3	0	0	0	1	0	0	0
02 Middle & Other Managers	0	0	0	0	2	0	0	0	1	0	0	0
03 Professionals	4	3	0	0	0	0	1	0	2	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0	0	0	0	0	2	0	1	0
05 Supervisors	1	0	0	0	0	0	0	0	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	7	0	0	0	0	0	0	0	3	0	0	0
09 Skilled Crafts & Trades Workers	9	2	0	0	1	0	0	0	9	1	0	0
10 Clerical Personnel	9	1	1	0	0	0	0	0	8	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0
12 Semi-Skilled Manual Workers	31	11	0	0	1	0	0	0	19	10	1	1
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	1	0	0	0	0	0	0	0	2	0	0	0
Total	64	17	1	0	7	0	1	0	51	11	2	1

Federal Contractors Program Achievement Report

Part 3: Goals

Fort Garry Fire Trucks

[Date: 2019-05-27]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										First/Previous Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		YYYY - YYYY						
		2016-1-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-1-29	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	2	26.0%		0	33.3%	27.4%	2	2	0	27.4%	0	1	1	27.4%	27.4%	-1	0	0.0%	50.0%		
02	Middle & Other Managers	8	-9.1%		0	14.3%	38.9%	9	9	1	38.9%	1	3	4	38.9%	38.9%	-2	1	12.5%	50.0%		
03	Professionals	7	8.7%		0	25.0%		0	0	2	0.0%	0	-1	0		12.4%	1	1	28.6%	28.6%		
04	Semi-Professionals & Tech	7	-5.0%	5.0%	1	46.2%	37.8%	8	9	1	37.8%	1	2	2	23.5%	23.5%	-1	0	14.3%	25.0%		
05	Supervisors	5	-41.5%	11.8%	2	66.7%	29.8%	4	6	3	29.8%	3	4	0		54.2%	0	-4	60.0%	0.0%		
06	Supervisors: Crafts & Trades	8	-4.4%		0	13.3%	19.5%	5	5	0	19.5%	0	1	1	11.7%	11.7%	-1	0	0.0%	12.5%		
07	Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	3	0.0%	0	-1	0		81.1%	1	1	100.0%	100.0%		
08	Skilled Sales & Service	10	17.0%	9.6%	3	23.1%	25.2%	8	11	0	25.2%	0	3	3	25.2%	25.2%	-3	0	0.0%	23.1%		
09	Skilled Crafts & Trades	19	-14.2%		0	58.1%		0	0	0	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%		
10	Clerical Personnel	11	-3.1%	4.0%	1	76.2%	20.0%	7	8	8	20.0%	5	5	0		67.9%	1	-5	72.7%	25.0%		
11	Intermediate Sales & Service	2	0.0%		0	50.0%		0	0	1	0.0%	0	0	0		65.5%	0	0	50.0%	50.0%		
12	Semi-Skilled Manual	28	18.0%	10.0%	8	54.1%	14.5%	12	20	0	14.5%	0	5	3	14.5%	14.5%	-4	-2	0.0%	8.3%		
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	3	-30.7%	16.0%	1	100.0%	22.9%	2	3	0	22.9%	0	1	1	22.1%	22.1%	-1	0	0.0%	25.0%		
Total		113	2.9%		0	44.9%		0	0	19	0.0%	0	9	0		25.2%	-9	-9	16.8%	16.8%		

[†] 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	1	27.4	1	50.0	No turnover within this category in the last 3 years
02	Middle & Other Managers	4	38.9	1	13.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	2	23.5	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	1	11.7	1	13.0	No growth within this category in the last 3 years
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	3	25.2	1	10.0	
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	3	14.5	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	1	22.1	1	33.0	
Total		15		5		

Federal Contractors Program Achievement Report

Part 3: Goals

Fort Garry Fire Trucks

[Date: 2019-05-27]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	YYYY - YYYY					
		2016-1-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-1-29	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019						
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01	Senior Managers	2	26.0%		0	33.3%	27.4%	2	2	0	27.4%	0	0	0		2.9%	0	0	0.0%	0.0%	
02	Middle & Other Managers	8	-9.1%		0	14.3%	38.9%	9	9	2	38.9%	2	0	0		2.2%	2	0	25.0%	0.0%	
03	Professionals	7	8.7%		0	25.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	7	-5.0%	5.0%	1	46.2%	37.8%	8	9	1	37.8%	1	0	0		5.4%	1	0	14.3%	0.0%	
05	Supervisors	5	-41.5%	11.8%	2	66.7%	29.8%	4	6	0	29.8%	0	1	1	11.8%	11.8%	-1	0	0.0%	14.3%	
06	Supervisors: Crafts & Trades	8	-4.4%		0	13.3%	19.5%	5	5	0	19.5%	0	0	0		5.0%	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		8.5%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	10	17.0%	9.6%	3	23.1%	25.2%	8	11	1	25.2%	1	1	0		4.6%	1	-1	10.0%	0.0%	
09	Skilled Crafts & Trades	19	-14.2%		0	58.1%		0	0	4	0.0%	0	-2	0		9.6%	2	2	21.1%	21.1%	
10	Clerical Personnel	11	-3.1%	4.0%	1	76.2%	20.0%	7	8	1	20.0%	1	1	0		9.8%	0	-1	9.1%	0.0%	
11	Intermediate Sales & Service	2	0.0%		0	50.0%		0	0	1	0.0%	0	-1	0		9.8%	1	1	50.0%	50.0%	
12	Semi-Skilled Manual	28	18.0%	10.0%	8	54.1%	14.5%	12	20	1	14.5%	0	3	2	10.0%	10.0%	-2	-1	3.6%	8.3%	
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	3	-30.7%	16.0%	1	100.0%	22.9%	2	3	0	22.9%	0	1	1	16.8%	16.8%	-1	0	0.0%	25.0%	
Total		113	2.9%		0	44.9%		0	0	11	0.0%	0	-2	0		7.8%	2	2	9.7%	9.7%	

† 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 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	1	11.8	1	20.0	
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	2	10.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	1	16.8	1	33.0	
Total		4		2		

Federal Contractors Program Achievement Report

Part 3: Goals

Fort Garry Fire Trucks

[Date: 2019-05-27]

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)	All Employees											First/Previous Short-term Goals								
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	YYYY - YYYY						
	2016-1-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-1-29	Annually	Over 3 Years	2016	2019	%	#	#	%	%			
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01/02 Managers	10	8.4%		0	23.8%	37.0%	11	11	2	37.0%	2	0	0	4.3%	2	0	20.0%	0.0%		
03 Professionals	7	8.7%		0	25.0%		0	0	0	0.0%	0	0	0	3.8%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	7	-5.0%	5.0%	1	46.2%	37.8%	8	9	1	37.8%	1	0	0	4.6%	1	0	14.3%	0.0%		
05 Supervisors	5	-41.5%	11.8%	2	66.7%	29.8%	4	6	0	29.8%	0	1	1	13.9%	13.9%	-1	0	0.0%	14.3%	
06 Supervisors: Crafts & Trades	8	-4.4%		0	13.3%	19.5%	5	5	0	19.5%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	10	17.0%	9.6%	3	23.1%	25.2%	8	11	2	25.2%	2	0	0	3.5%	2	0	20.0%	0.0%		
09 Skilled Crafts & Trades	19	-14.2%		0	58.1%		0	0	3	0.0%	0	-2	0	3.8%	2	2	15.8%	15.8%		
10 Clerical Personnel	11	-3.1%	4.0%	1	76.2%	20.0%	7	8	0	20.0%	0	1	1	7.0%	7.0%	-1	0	0.0%	8.3%	
11 Intermediate Sales & Service	2	0.0%		0	50.0%		0	0	0	0.0%	0	0	0	5.6%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	28	18.0%	10.0%	8	54.1%	14.5%	12	20	1	14.5%	0	1	0	4.8%	0	-1	3.6%	2.8%		
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	3	-30.7%	16.0%	1	100.0%	22.9%	2	3	0	22.9%	0	0	0	5.3%	0	0	0.0%	0.0%		
Total	113	2.9%		0	44.9%		0	0	9	0.0%	0	-3	0	5.2%	3	3	8.0%	8.0%		

[†] 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 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	1	13.9	1	20.0	
06 Supervisors: Crafts & Trades	0	7.8	1	13.0	No growth within this category in the last 3 years
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	1	7.0	1	9.0	
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	2		3		

Federal Contractors Program Achievement Report

Part 3: Goals

Fort Garry Fire Trucks

[Date: 2019-05-27]

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
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		YYYY - YYYY						
		2016-1-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-1-29	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	2	26.0%		0	33.3%	27.4%	2	2	0	27.4%	0	0	0	10.1%	0	0	0.0%	0.0%			
02	Middle & Other Managers	8	-9.1%		0	14.3%	38.9%	9	9	2	38.9%	2	1	0	15.0%	1	-1	25.0%	0.0%			
03	Professionals	7	8.7%		0	25.0%		0	0	2	0.0%	0	0	0	30.8%	0	0	28.6%	28.6%			
04	Semi-Professionals & Tech	7	-5.0%	5.0%	1	46.2%	37.8%	8	9	0	37.8%	0	2	2	19.3%	19.3%	-1	0	0.0%	25.0%		
05	Supervisors	5	-41.5%	11.8%	2	66.7%	29.8%	4	6	0	29.8%	0	1	1	15.9%	15.9%	-1	0	0.0%	14.3%		
06	Supervisors: Crafts & Trades	8	-4.4%		0	13.3%	19.5%	5	5	2	19.5%	1	0	0	15.5%	1	0	25.0%	12.5%			
07	Administrative & Sr Clerical	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	11.1%	0	0	0.0%	0.0%			
08	Skilled Sales & Service	10	17.0%	9.6%	3	23.1%	25.2%	8	11	0	25.2%	0	1	1	9.6%	9.6%	-1	0	0.0%	7.7%		
09	Skilled Crafts & Trades	19	-14.2%		0	58.1%		0	0	6	0.0%	0	-4	0	11.3%	4	4	31.6%	31.6%			
10	Clerical Personnel	11	-3.1%	4.0%	1	76.2%	20.0%	7	8	0	20.0%	0	2	1	17.0%	17.0%	-2	-1	0.0%	8.3%		
11	Intermediate Sales & Service	2	0.0%		0	50.0%		0	0	0	0.0%	0	0	0	23.2%	0	0	0.0%	0.0%			
12	Semi-Skilled Manual	28	18.0%	10.0%	8	54.1%	14.5%	12	20	14	14.5%	6	2	0	27.9%	6	-2	50.0%	22.2%			
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	3	-30.7%	16.0%	1	100.0%	22.9%	2	3	1	22.9%	1	1	0	23.4%	0	-1	33.3%	0.0%			
Total		113	2.9%		0	44.9%		0	0	27	0.0%	0	-6	0	18.8%	6	6	23.9%	23.9%			

[†] 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	2	19.3	0	0.0	
05	Supervisors	1	15.9	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	1	9.6	1	10.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	1	17.0	1	9.0	
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		5		2		

Federal Contractors Program Achievement Report

Part 3: Goals

Fort Garry Fire Trucks

[Date: 2019-05-27]

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	YYYY - YYYY								
		2019-05-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-05-27	Annually	Over 3 Years	2019		2022						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	4	26.0%		0	33.3%		0	0	1	0.0%	0	0	0	26.7%	0	0	25.0%	25.0%		
02	Middle & Other Managers	6	-9.1%		0	14.3%	10.0%	2	0	2	10.0%	0	2	1	39.4%	39.4%	-2	-1	0.0%	16.7%	
03	Professionals	9	8.7%	2.0%	1	25.0%	10.0%	3	4	4	10.0%	1	-1	0	20.0%	20.0%	2	1	44.4%	30.0%	
04	Semi-Professionals & Tech	6	-5.0%		0	46.2%	5.0%	1	1	1	5.0%	0	0	0	17.8%	0	0	16.7%	16.7%		
05	Supervisors	1	-41.5%		0	66.7%	0.5%	0	0	1	0.5%	0	0	0	52.8%	0	0	100.0%	100.0%		
06	Supervisors: Crafts & Trades	7	-4.4%		0	13.3%	10.0%	2	2	0	10.0%	0	1	0	9.9%	9.9%	-1	-1	0.0%	0.0%	
07	Administrative & Sr Clerical	3	0.0%		0	0.0%	10.0%	1	1	3	10.0%	1	0	0	82.0%	1	0	100.0%	66.7%		
08	Skilled Sales & Service	16	17.0%		0	23.1%	8.0%	4	4	2	8.0%	0	2	1	23.6%	23.6%	-2	-1	12.5%	18.8%	
09	Skilled Crafts & Trades	12	-14.2%		0	58.1%	5.0%	2	2	0	5.0%	0	0	0	2.1%	0	0	0.0%	0.0%		
10	Clerical Personnel	10	-3.1%		0	76.2%	10.0%	3	3	6	10.0%	2	3	2	50.0%	68.3%	-1	-1	60.0%	60.0%	
11	Intermediate Sales & Service	2	0.0%		0	50.0%	10.0%	1	1	2	10.0%	1	0	0	66.3%	1	0	100.0%	50.0%		
12	Semi-Skilled Manual	46	18.0%		0	54.1%	3.0%	4	4	0	3.0%	0	7	1	14.2%	14.2%	-7	-6	0.0%	2.2%	
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	1	-30.7%		0	100.0%		0	0	0	0.0%	0	0	0	19.5%	0	0	0.0%	0.0%		
Total		123	2.9%		0	44.9%		0	0	20	0.0%	0	-20	0	0.0%	20	20	16.3%	16.3%		

[†] 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 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	39.4	10.0	Low turnover in this category
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	9.9	9.9	Low turnover in this category
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	23.6	23.6	
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	50.0		
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	14.2	14.2	Low present availability
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Fort Garry Fire Trucks

[Date: 2019-05-27]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	YYYY - YYYY					
		2019-05-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-05-27	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022						
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01	Senior Managers	4	26.0%		0	33.3%	0	0	0	0.0%	0	0	0	0		3.2%	0	0	0.0%	0.0%	
02	Middle & Other Managers	6	-9.1%		0	14.3%	10.0%	2	2	10.0%	1	-1	0	0		2.7%	2	1	33.3%	16.7%	
03	Professionals	9	8.7%	2.0%	1	25.0%	10.0%	3	4	10.0%	0	0	0	0		1.3%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	6	-5.0%		0	46.2%	5.0%	1	1	5.0%	0	0	0	0		4.7%	0	0	0.0%	0.0%	
05	Supervisors	1	-41.5%		0	66.7%	0.5%	0	0	0.5%	0	0	0	0		10.3%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	7	-4.4%		0	13.3%	10.0%	2	2	10.0%	0	0	0	0		3.8%	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	3	0.0%		0	0.0%	10.0%	1	1	10.0%	0	0	0	0		9.2%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	16	17.0%		0	23.1%	8.0%	4	4	8.0%	0	1	0	4.6%	4.6%	-1	-1	0.0%	0.0%		
09	Skilled Crafts & Trades	12	-14.2%		0	58.1%	5.0%	2	2	5.0%	1	-2	0		10.5%	3	2	33.3%	25.0%		
10	Clerical Personnel	10	-3.1%		0	76.2%	10.0%	3	3	10.0%	0	1	0	11.4%	11.4%	-1	-1	0.0%	0.0%		
11	Intermediate Sales & Service	2	0.0%		0	50.0%	10.0%	1	1	10.0%	0	0	0	0		10.6%	0	0	0.0%	0.0%	
12	Semi-Skilled Manual	46	18.0%		0	54.1%	3.0%	4	4	3.0%	0	4	0	9.8%	9.8%	-4	-4	2.2%	2.2%		
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	1	-30.7%		0	100.0%		0	0	0.0%	0	0	0	0		16.3%	0	0	0.0%	0.0%	
Total		123	2.9%		0	44.9%		0	0	0.0%	0	-7	0		0.0%	7	7	5.7%	5.7%		

† 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 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	0.0		
03	Professionals	0.0		
04	Semi-Professionals & Tech	0.0		
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	4.6	4.6	Low present availability within the EEOG and the equity category
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	11.4	11.4	Low present availability within the EEOG and the equity category
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	9.8	9.8	Low present availability within the EEOG and the equity category
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Fort Garry Fire Trucks

[Date: 2019-05-27]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees											Subsequent/Current Short-term Goals								
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To YYYY - YYYY						
	2019-05-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-05-27	Annually	Over 3 Years	2019	2022								
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01/02 Managers	10	8.4%		0	23.8%	6.5%	2	2	3	6.5%	1	-2	0	5.0%	3	2	30.0%	20.0%		
03 Professionals	9	8.7%	2.0%	1	25.0%	10.0%	3	4	0	10.0%	0	1	0	8.9%	8.9%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	6	-5.0%		0	46.2%	5.0%	1	1	0	5.0%	0	0	0	7.6%	0	0	0.0%	0.0%		
05 Supervisors	1	-41.5%		0	66.7%	0.5%	0	0	0	0.5%	0	0	0	27.5%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	7	-4.4%		0	13.3%	10.0%	2	2	0	10.0%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	3	0.0%		0	0.0%	10.0%	1	1	0	10.0%	0	0	0	10.0%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	16	17.0%		0	23.1%	8.0%	4	4	2	8.0%	0	-1	0	8.0%	8.0%	1	1	12.5%	12.5%	
09 Skilled Crafts & Trades	12	-14.2%		0	58.1%	5.0%	2	2	3	5.0%	0	-2	0	7.8%	2	2	25.0%	25.0%		
10 Clerical Personnel	10	-3.1%		0	76.2%	10.0%	3	3	2	10.0%	1	0	0	9.3%	1	0	20.0%	10.0%		
11 Intermediate Sales & Service	2	0.0%		0	50.0%	10.0%	1	1	0	10.0%	0	0	0	10.8%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	46	18.0%		0	54.1%	3.0%	4	4	1	3.0%	0	4	0	10.3%	10.3%	-4	-4	2.2%	2.2%	
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	1	-30.7%		0	100.0%		0	0	0	0.0%	0	0	0	6.8%	0	0	0.0%	0.0%		
Total	123	2.9%		0	44.9%		0	0	11	0.0%	0	-11	0	0.0%	11	11	8.9%	8.9%		

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	0.0		
03 Professionals	8.9	8.9	Low present availability
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	10.1	10.1	Low present availability
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.0		
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	10.3	10.3	Low present availability
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Fort Garry Fire Trucks

[Date: 2019-05-27]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Terminated Employees		YYYY - YYYY								
		2019-05-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-05-27	Annually	Over 3 Years	2019	2022								
		#	%	%	#	%	%	#	#	%	#	#	%								
01	Senior Managers	4	26.0%		0	33.3%	0	0	0	0.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%		
02	Middle & Other Managers	6	-9.1%		0	14.3%	10.0%	2	2	10.0%	1	0	0	0	17.6%	1	0	33.3%	16.7%		
03	Professionals	9	8.7%	2.0%	1	25.0%	10.0%	3	4	10.0%	1	0	0	0	32.2%	1	0	44.4%	30.0%		
04	Semi-Professionals & Tech	6	-5.0%		0	46.2%	5.0%	1	1	5.0%	0	2	0	30.2%	30.2%	-2	-2	0.0%	0.0%		
05	Supervisors	1	-41.5%		0	66.7%	0.5%	0	0	0.5%	0	0	0	0	25.4%	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	7	-4.4%		0	13.3%	10.0%	2	2	10.0%	1	0	0	0	10.7%	1	0	28.6%	14.3%		
07	Administrative & Sr Clerical	3	0.0%		0	0.0%	10.0%	1	1	10.0%	0	0	0	0	15.9%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	16	17.0%		0	23.1%	8.0%	4	4	8.0%	0	2	0	11.9%	11.9%	-2	-2	0.0%	0.0%		
09	Skilled Crafts & Trades	12	-14.2%		0	58.1%	5.0%	2	2	5.0%	1	0	0	0	21.4%	1	0	33.3%	25.0%		
10	Clerical Personnel	10	-3.1%		0	76.2%	10.0%	3	3	10.0%	0	1	1	23.3%	23.3%	-1	0	10.0%	20.0%		
11	Intermediate Sales & Service	2	0.0%		0	50.0%	10.0%	1	1	10.0%	0	1	0	31.4%	31.4%	-1	-1	0.0%	0.0%		
12	Semi-Skilled Manual	46	18.0%		0	54.1%	3.0%	4	4	3.0%	2	3	2	38.2%	38.2%	-1	-1	37.0%	37.0%		
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	1	-30.7%		0	100.0%		0	0	0.0%	0	-1	0	0	29.6%	1	1	100.0%	100.0%		
Total		123	2.9%		0	44.9%		0	0	0.0%	0	-31	0	0	0.0%	31	31	25.2%	25.2%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		0.0			
02	Middle & Other Managers		0.0			
03	Professionals		0.0			
04	Semi-Professionals & Tech		30.2		30.2	
05	Supervisors		0.0			
06	Supervisors: Crafts & Trades		0.0			
07	Administrative & Sr Clerical		0.0			
08	Skilled Sales & Service		11.9		11.9	Low present availability
09	Skilled Crafts & Trades		0.0			
10	Clerical Personnel		23.3			
11	Intermediate Sales & Service		31.4		31.4	
12	Semi-Skilled Manual		38.2		38.2	
13	Other Sales & Service		0.0			
14	Other Manual Workers		0.0			
Total			0.0			

Federal Contractors Program Achievement Report

Part 4: Results - Women

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	2	0	0.0	27.4	1	-1	0.0																
	2019	4	1	25.0	26.7	1	0	93.6	0	0	0.0	0	0	0	3	1	33.3	0	1	1	0	0.0	0	0
02 Middle & Other Managers	2016	8	1	12.5	38.9	3	-2	32.1																
	2019	6	0	0.0	39.4	2	-2	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	1	0	0.0	0	0
03 Professionals	2016	7	2	28.6	12.4	1	1	230.4																
	2019	9	4	44.4	20.0	2	2	222.2	4	3	75.0	1	2	1	1	100.0	0	1	2	1	50.0	1	0	
04 Semi-Professionals & Technicians	2016	7	1	14.3	23.5	2	-1	60.8																
	2019	6	1	16.7	17.8	1	0	93.6	2	0	0.0	0	0	0	0	0.0	0	0	3	1	33.3	0	1	
05 Supervisors	2016	5	3	60.0	54.2	3	0	110.7																
	2019	1	1	100.0	52.8	1	0	189.4	1	0	0.0	1	-1	0	0	0.0	0	0	2	0	0.0	1	-1	
06 Supervisors: Crafts & Trades	2016	8	0	0.0	11.7	1	-1	0.0																
	2019	7	0	0.0	9.9	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	2019	3	1	33.3	1	100.0	27.4	121.7	1	100.0	50.0	66.7		
	2022	3	1	33.3			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	2	0	0.0	4	0.0	38.9	0.0	1	0.0	13.0	0.0		
	2022	2	0	0.0			39.4	0.0			10.0	0.0		
03 Professionals	2019	5	4	80.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	4	80.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	2	0	0.0	2	0.0	23.5	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	1	0.0	11.7	0.0	1	0.0	13.0	0.0		
	2022	0	0	0.0			9.9	0.0			9.9	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	3	3	100.0	81.1	2	1	123.3																
	2019	3	3	100.0	82.0	2	1	122.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	10	0	0.0	25.2	3	-3	0.0																
	2019	16	2	12.5	23.6	4	-2	53.0	7	2	28.6	2	0	0	0	0.0	0	0	0	3	1	33.3	0	1
09 Skilled Crafts & Trades Workers	2016	19	0	0.0	1.2	0	0	0.0																
	2019	12	0	0.0	2.1	0	0	0.0	9	0	0.0	0	0	0	1	0	0.0	0	0	9	0	0.0	0	0
10 Clerical Personnel	2016	11	8	72.7	67.9	7	1	107.1																
	2019	10	6	60.0	68.3	7	-1	87.8	10	6	60.0	7	-1	0	0	0.0	0	0	0	8	5	62.5	6	-1
11 Intermediate Sales & Service Personnel	2016	2	1	50.0	65.5	1	0	76.3																
	2019	2	2	100.0	66.3	1	1	150.8	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	1	-1
12 Semi-Skilled Manual Workers	2016	28	0	0.0	14.5	4	-4	0.0																
	2019	46	0	0.0	14.2	7	-7	0.0	31	0	0.0	4	-4	1	0	0.0	0	0	0	20	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2019	7	2	28.6	3	66.7	25.2	113.4	1	200.0	10.0	285.7	
	2022	7	2	28.6			23.6	121.1			23.6	121.1	
09 Skilled Crafts & Trades Workers	2019	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	10	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	10	6	60.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	10	6	60.0			50.0	120.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2019	32	0	0.0	3	0.0	14.5	0.0	0	0.0	0.0	0.0	
	2022	32	0	0.0			14.2	0.0			14.2	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		All Employees	Workforce							Hires				Promotions				Terminations						
			Women							Women				Women				Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	3	0	0.0	22.1	1	-1	0.0																
	2019	1	0	0.0	19.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
Total	2016	113	19	16.8	25.2	28	-9	66.7																
	2019	123	20	16.3	0.0	0	20	0.0	65	11	16.9	0	11	8	2	25.0	1	1	53	8	15.1	9	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Women				Women				Women				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	1	0	0.0	1	0.0	22.1	0.0	1	0.0	33.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	73	13	17.8	15	86.7	0.0	0.0	5	260.0	0.0	0.0		
	2022	73	13	17.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	2	0	0.0	2.9	0	0	0.0																
	2019	4	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	8	2	25.0	2.2	0	2	1,136.4																
	2019	6	2	33.3	2.7	0	2	1,234.6	0	0	0.0	0	0	0	2	0	0.0	1	-1	1	0	0.0	0	0
03 Professionals	2016	7	0	0.0	0.8	0	0	0.0																
	2019	9	0	0.0	1.3	0	0	0.0	4	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	7	1	14.3	5.4	0	1	264.6																
	2019	6	0	0.0	4.7	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	3	1	33.3	0	1
05 Supervisors	2016	5	0	0.0	11.8	1	-1	0.0																
	2019	1	0	0.0	10.3	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	8	0	0.0	5.0	0	0	0.0																
	2019	7	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	#	%		
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2022	3	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2019	2	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2022	2	0	0.0			0.0	0.0			0.0	0.0	
03 Professionals	2019	5	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2022	5	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2022	2	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2019	1	0	0.0	1	0.0	11.8	0.0	1	0.0	20.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	3	0	0.0	8.5	0	0	0.0																
	2019	3	0	0.0	9.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	10	1	10.0	4.6	0	1	217.4																
	2019	16	0	0.0	4.6	1	-1	0.0	7	0	0.0	0	0	0	0	0.0	0	0	0	3	1	33.3	0	1
09 Skilled Crafts & Trades Workers	2016	19	4	21.1	9.6	2	2	219.3																
	2019	12	4	33.3	10.5	1	3	317.5	9	2	22.2	1	1	1	0	0.0	0	0	0	9	1	11.1	2	-1
10 Clerical Personnel	2016	11	1	9.1	9.8	1	0	92.8																
	2019	10	0	0.0	11.4	1	-1	0.0	10	1	10.0	1	0	0	0	0.0	0	0	0	8	2	25.0	1	1
11 Intermediate Sales & Service Personnel	2016	2	1	50.0	9.8	0	1	510.2																
	2019	2	0	0.0	10.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	1	100.0	1	1
12 Semi-Skilled Manual Workers	2016	28	1	3.6	10.0	3	-2	35.7																
	2019	46	1	2.2	9.8	5	-4	22.2	31	1	3.2	3	-2	1	0	0.0	0	0	0	20	1	5.0	1	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	#	%		
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2019	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	7	0	0.0			4.6	0.0			4.6	0.0	
09 Skilled Crafts & Trades Workers	2019	10	2	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	10	2	20.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	10	1	10.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	10	1	10.0			11.4	87.7			11.4	87.7	
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2019	32	1	3.1	2	50.0	10.0	31.3	0	0.0	0.0	0.0	
	2022	32	1	3.1			9.8	31.9			9.8	31.9	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	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	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	3	0	0.0	16.8	1	-1	0.0																
	2019	1	0	0.0	16.3	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
Total	2016	113	11	9.7	7.8	9	2	124.8																
	2019	123	7	5.7	0.0	0	7	0.0	65	4	6.2	0	4	8	0	0.0	1	-1	53	7	13.2	5	2	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	1	0	0.0	1	0.0	16.8	0.0	1	0.0	33.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	73	4	5.5	4	100.0	0.0	0.0	2	200.0	0.0	0.0		
	2022	73	4	5.5			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2016	10	2	20.0	4.3	0	2	465.1																
	2019	10	3	30.0	5.0	1	3	600.0	0	0	0.0	0	0	0	5	1	20.0	1	0	2	1	50.0	0	1
03 Professionals	2016	7	0	0.0	3.8	0	0	0.0																
	2019	9	0	0.0	8.9	1	-1	0.0	4	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	7	1	14.3	4.6	0	1	310.6																
	2019	6	0	0.0	7.6	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
05 Supervisors	2016	5	0	0.0	13.9	1	-1	0.0																
	2019	1	0	0.0	27.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	8	0	0.0	7.8	1	-1	0.0																
	2019	7	0	0.0	10.1	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	5	1	20.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	5	1	20.0			0.0	0.0			0.00	0.0		
03 Professionals	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	5	0	0.0			8.9	0.0			8.90	0.0		
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	2	0	0.0			0.0	0.0			0.00	0.0		
05 Supervisors	2019	1	0	0.0	1	0.0	13.9	0.0	1	0.0	20.00	0.0		
	2022	1	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	7.8	0.0	1	0.0	13.00	0.0		
	2022	0	0	0.0			10.1	0.0			10.10	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	3	0	0.0	3.4	0	0	0.0																
	2019	3	0	0.0	10.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	10	2	20.0	3.5	0	2	571.4																
	2019	16	2	12.5	8.0	1	1	156.3	7	1	14.3	1	0	0	0	0.0	0	0	0	3	1	33.3	1	0
09 Skilled Crafts & Trades Workers	2016	19	3	15.8	3.8	1	2	415.5																
	2019	12	3	25.0	7.8	1	2	320.5	9	0	0.0	1	-1	1	0	0.0	0	0	0	9	2	22.2	1	1
10 Clerical Personnel	2016	11	0	0.0	7.0	1	-1	0.0																
	2019	10	2	20.0	9.3	1	1	215.1	10	3	30.0	1	2	0	0	0.0	0	0	0	8	1	12.5	0	1
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	5.6	0	0	0.0																
	2019	2	0	0.0	10.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	28	1	3.6	4.8	1	0	74.4																
	2019	46	1	2.2	10.3	5	-4	21.1	31	0	0.0	3	-3	1	0	0.0	0	0	0	20	0	0.0	1	-1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	7	1	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	1	14.3			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	10	3	30.0	1	300.0	7.0	428.6	1	300.0	9.0	333.3		
	2022	10	3	30.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	32	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	32	0	0.0			10.3	0.0			10.3	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	3	0	0.0	5.3	0	0	0.0																	
	2019	1	0	0.0	6.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0
Total	2016	113	9	8.0	5.2	6	3	153.2																	
	2019	123	11	8.9	0.0	0	11	0.0	65	4	6.2	0	4	8	1	12.5	1	0	53	5	9.4	4	1	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	73	5	6.8	2	250.0	0.0	0.0	3	166.7	0.0	0.0		
	2022	73	5	6.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	2	0	0.0	10.1	0	0	0.0																
	2019	4	0	0.0	11.5	0	0	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2016	8	2	25.0	15.0	1	1	166.7																
	2019	6	2	33.3	17.6	1	1	189.4	0	0	0.0	0	0	0	2	0	0.0	1	-1	1	0	0.0	0	0
03 Professionals	2016	7	2	28.6	30.8	2	0	92.8																
	2019	9	4	44.4	32.2	3	1	138.0	4	3	75.0	1	2	1	0	0.0	0	0	0	2	0	0.0	1	-1
04 Semi-Professionals & Technicians	2016	7	0	0.0	19.3	1	-1	0.0																
	2019	6	0	0.0	30.2	2	-2	0.0	2	0	0.0	1	-1	0	0	0.0	0	0	0	3	0	0.0	0	0
05 Supervisors	2016	5	0	0.0	15.9	1	-1	0.0																
	2019	1	0	0.0	25.4	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	8	2	25.0	15.5	1	1	161.3																
	2019	7	2	28.6	10.7	1	1	267.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	#	%		
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	3	0	0.0			0.0	0.0			0.0	0.0	0.0
02 Middle & Other Managers	2019	2	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	2	0	0.0			0.0	0.0			0.0	0.0	0.0
03 Professionals	2019	5	3	60.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	5	3	60.0			0.0	0.0			0.0	0.0	0.0
04 Semi-Professionals & Technicians	2019	2	0	0.0	2	0.0	19.3	0.0	0.0	0	0.0	0.0	0.0
	2022	2	0	0.0			30.2	0.0			30.2	0.0	0.0
05 Supervisors	2019	1	0	0.0	1	0.0	15.9	0.0	0.0	0	0.0	0.0	0.0
	2022	1	0	0.0			0.0	0.0			0.0	0.0	0.0
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	3	0	0.0	11.1	0	0	0.0																
	2019	3	0	0.0	15.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	10	0	0.0	9.6	1	-1	0.0																
	2019	16	0	0.0	11.9	2	-2	0.0	7	0	0.0	1	-1	0	0	0.0	0	0	0	3	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	19	6	31.6	11.3	2	4	279.5																
	2019	12	4	33.3	21.4	3	1	155.8	9	2	22.2	2	0	1	0	0.0	0	0	0	9	1	11.1	3	-2
10 Clerical Personnel	2016	11	0	0.0	17.0	2	-2	0.0																
	2019	10	1	10.0	23.3	2	-1	42.9	10	1	10.0	2	-1	0	0	0.0	0	0	0	8	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	2	0	0.0	23.2	0	0	0.0																
	2019	2	0	0.0	31.4	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	28	14	50.0	27.9	8	6	179.2																
	2019	46	17	37.0	38.2	18	-1	96.7	31	11	35.5	12	-1	1	0	0.0	1	-1	20	11	55.0	10	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2019	7	0	0.0	1	0.0	9.6	0.0	1	0.0	10.0	0.0	
	2022	7	0	0.0			11.9	0.0			11.9	0.0	
09 Skilled Crafts & Trades Workers	2019	10	2	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	10	2	20.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2019	10	1	10.0	1	100.0	17.0	58.8	1	100.0	9.0	111.1	
	2022	10	1	10.0			23.3	42.9			0.0	0.0	
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			31.4	0.0			31.4	0.0	
12 Semi-Skilled Manual Workers	2019	32	11	34.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	32	11	34.4			38.2	90.0			38.2	90.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Fort Garry Fire Trucks

[Date: 2019-05-27]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		All Employees	Workforce							Hires				Promotions				Terminations						
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	3	1	33.3	23.4	1	0	142.5																
	2019	1	1	100.0	29.6	0	1	337.8	1	0	0.0	0	0	0	0.0	0	0	0	2	0	0.0	1	-1	
Total	2016	113	27	23.9	18.8	21	6	127.1																
	2019	123	31	25.2	0.0	0	31	0.0	65	17	26.2	0	17	8	0	0.0	2	-2	53	12	22.6	13	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Visible Minorities				Visible Minorities				Visible Minorities				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	73	17	23.3	5	340.0	0.0	0.0	2	850.0	0.0	0.0		
	2022	73	17	23.3			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Fort Garry Fire Trucks
[Date: 2019-05-27]

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Fort Garry Fire Trucks

Primary Location: Winnipeg, Manitoba

Number of Employees: 123

- Manitoba 119
- Ontario 2
- Prince Edward Island 1
- Alberta 1

Organization Overview: 336120 (Special purpose highway vehicles (e.g., firefighting vehicles) assembling on heavy chassis of own manufacture)

Fort Garry Fire Trucks (FGFT) builds fire trucks, custom-built pumpers, aerial ladders, water delivery tankers and related fire-fighting equipment. Customers are mainly cities, towns, and municipalities throughout Canada the US and abroad.

Key Dates – First Year Assessment

Initiated: 2016-02-18
 Received: 2016-02-18
 Closed: 2016-03-15
 Workforce
 Analysis: 2016-02-02

Key Dates – Subsequent Assessment

Initiated: 2019-11-01
 Received: 2019-06-12
 Workforce
 Analysis: 2019-05-27

DATA VERIFICATION

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

Yes No

Comments:



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

Yes No

Comments:

2019-11-08: Employer accepted minor changes on the Workforce Analysis Tool

ASSESSMENT OF REASONABLE PROGRESS

Women

01	Senior Managers	Goal met at 100%.
02	Middle & Other Managers	Goal not met (0% achieved).
04	Semi-Professionals & Technicians	Goal not met (0% achieved).
06	Supervisors: Crafts & Trades	Goal not met (0% achieved).
08	Skilled Sales & Service Personnel	Goal not met (66.7.4% achieved)
12	Semi-Skilled Manual Workers	Goal not met (0% achieved)
14	Other Manual Workers	Goal not met (0% achieved).

Assessment/Observations

- EEOG 02: Out of two new entrants in this EEOG, none was from this designated group. With an LMA rate of 38.9%, the goal was unattainable.
- EEOG 04: Out of two new entrants in this EEOG, none was from this designated group. With an LMA rate of 23.5%, the goal of hiring two women in this EEOG unattainable.
- EEOG 06: Given that there were no new entrants in this category, the goal was unattainable.
- EEOG 12: Out of 32 new entrants in this EEOG, none was a woman. With an LMA rate of 14.5%, four women should have been hired/promoted in this EEOG.
- EEOG 14: Out of 3 new entrants in this EEOG, none was a woman. With an LMA rate of 22.1%, the goal was unattainable.

Aboriginal Peoples

05	Supervisors	Goal not met (0% achieved)
12	Semi-Skilled Manual Workers	Goal not met (31.3 % achieved)
14	Other Manual Workers	Goal not met (0% achieved)

Assessment/Observations

- EEOG 5: Given that there was 1 new entrant in this EEOG, the goal was unattainable

- EEOG 12: Out of 32 new entrants, one was an Aboriginal person (3.1% of new hires). Given the LMA rate of 10%, two more people that are Aboriginal should have been hired in this EEOG (a total of three).
- EEOG 14: Out of 3 new entrants, eleven were Aboriginal people were hired in this EEOG. Given the LMA rate of 16.8%, the goal was unachievable.

Persons with Disabilities

05	Supervisors	Goal not met (0% achieved)
06	Supervisors: Crafts & Trades	Goal not met (0% achieved)
10	Clerical Personnel	Goal met at 300%

Assessment/Observations

- EEOG 5: One person was hired in this EEOG. The goal was unattainable.
- EEOG 06: One person was hired in this EEOG. The goal was unattainable.

Members of Visible Minorities

04	Semi-Professionals & Technicians	Goal not met (0% achieved)
05	Supervisors	Goal not met (0% achieved)
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
10	Clerical Personnel	Goal met at 100%

Assessment/Observations

- EEOG 04: Out of two new hires, none was from this designated group. Given the LMA rate of 19.3%, the goal was unattainable.
- EEOG 05: One new entrant hired/promoted from this designated group. The goal was unattainable.
- EEOG 08: Out of seven new entrants in this EEOG, none was from this designated group. Given the LMA rate of 17.0%, one person from this designated group should have been hired.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- *17 goals were set. Three goals were met at 100% or over, 10 were unattainable given the number of people hired and/or LMA rates and four goals were not achieved.*

ASSESSMENT OF GOALS

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01	Senior Managers	0			25.0	27.6
02	Middle & Other Managers	-2	39.4	39.4	0.0	39.4
03	Professionals	2	-		44.4	20.0
04	Semi-Professionals & Technicians	0	-	-	16.7	17.8
05	Supervisors	0	-	-	100.0	52.8
06	Supervisors: Crafts & Trades	-1	9.9	9.9	0.0	9.9
07	Admin. & Senior Clerical Personnel	1	-	-	100.0	82.0
08	Skilled Sales & Service Personnel	-2	23.6	23.6	12.5	23.6
09	Skilled Crafts & Trades Workers	0	-	-	0.0	2.1
10	Clerical Personnel	-1	50.0	-	60.0	68.3
11	Inter. Sales & Service Personnel	1	-	-	100.0	66.3
12	Semi-Skilled Manual Workers	-7	14.2	14.2	0.0	14.2
14	Other Manual Workers	0	-	-	0.0	19.5

Observations:

- No long-term goal set for EEOG Clerical Personnel as projected representation is over 50%. All other goals were set according to requirements.
- Employer indicates that there is a low turnover in EEOGs 02, 06, and 12.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01	Senior Managers	0	-	-	0.0	3.2

02	Middle & Other Managers	2	-	-	33.3	2.7
03	Professionals	0	-	-	0.0	1.3
04	Semi-Professionals & Technicians	0	-	-	0.0	4.7
05	Supervisors	0	-	-	0.0	10.3
06	Supervisors: Crafts & Trades	0	-	-	0.0	3.8
07	Admin. & Senior Clerical Personnel	0	-	-	0.0	9.2
08	Skilled Sales & Service Personnel	-1	4.6	4.6	0.0	4.6
09	Skilled Crafts & Trades Workers	3	-	-	33.3	10.5
10	Clerical Personnel	-1	11.4	11.4	0.0	11.4
11	Inter. Sales & Service Personnel	0	-	-	0.0	10.6
12	Semi-Skilled Manual Workers	-4	9.8	9.8	2.2	9.8
14	Other Manual Workers	0	-	-	0.0	16.3

Observations:

- Employer indicates that there is a low turnover in EEOGs 08, 10, and 12.
- All goals were set according to requirements.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01/02	Managers	2	-	-	30.0	5.0
03	Professionals	-1	8.9	8.9	0.0	8.9
04	Semi-Professionals & Technicians	0	-	-	0.0	7.6
05	Supervisors	0	-	-	0.0	27.5
06	Supervisors: Crafts & Trades	-1	10.1	10.1	0.0	10.1
07	Admin. & Senior Clerical Personnel	0	-	-	0.0	10.0
08	Skilled Sales & Service Personnel	1	-	-	12.5	8.0
09	Skilled Crafts & Trades Workers	2	-	-	25.0	7.8
10	Clerical Personnel	1	-	-	20.0	9.3
11	Inter. Sales & Service Personnel	0	-	-	0.0	10.8
12	Semi-Skilled Manual Workers	-4	10.3	10.4	2.2	10.3
14	Other Manual Workers	0	-	-	0.0	6.8

Observations:

- All goals were set according to requirements.

- Employer indicates that there is a low turnover in EEOGs 03, 06, and 12.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	0	-	-	0.0	11.5
02	Middle & Other Managers	1	-	-	33.3	17.6
03	Professionals	1	-	-	44.4	32.2
04	Semi-Professionals & Technicians	-2	30.2	30.2	0.0	30.2
05	Supervisors	0	-	-	0.0	25.4
06	Supervisors: Crafts & Trades	1	-	-	28.6	10.7
07	Admin. & Senior Clerical Personnel	1	-	-	0.0	15.9
08	Skilled Sales & Service Personnel	-2	11.9	11.9	0.0	11.9
09	Skilled Crafts & Trades Workers	1	-	-	33.3	21.4
10	Clerical Personnel	-1	23.3	23.3	10.0	23.3
11	Inter. Sales & Service Personnel	-1	31.4	31.4	0.0	31.4
12	Semi-Skilled Manual Workers	-1	38.2	38.2	37.0	38.2
14	Other Manual Workers	1	-	-	100.0	29.6

Observations:

- All goals were set according to requirements.
- Employer indicates that there is a low turnover in EEOG 08.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances I recommend that the closing letter include the following:

- The employer has demonstrated through their second compliance assessment that some progress has been made towards achieving employment equity in the workplace, especially with persons with disabilities.
- For a number of Employment Equity Occupational Groups (EEOGs), goals were unattainable, given the low employee turnover.
- It is recommended that Fort Garry Fire Trucks continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups through the use of permanent full-time and permanent part-time employment when vacancies arise.
- It is recommended that an Employment Systems Review (ESR) be conducted as a tool to identify potential barriers to the future recruitment and retention of individuals in each designated group. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules):
https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070

Name of Analyst: Olga Arnaoudova

Date: November 20, 2019

Nyirasafari, Ange AN [NC]

From: Arnaudova, Olga O [NC] on behalf of EE-EME
Sent: December 16, 2019 4:39 PM
To: 'ssuche@fgft.ca'
Cc: 'pschwab@fgft.ca'
Subject: Subject: Government of Canada Agreement Number: 10000337 – Notification of Compliance with the Federal Contractors Program

Importance: High

Expires: June 13, 2020 12:00 AM

Subject: Government of Canada Agreement Number: 10000337 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Richard D. Suche:

I am writing to inform you that the subsequent compliance assessment initiated on 2019-06-26 has been completed. As a result of the assessment, Fort Garry Fire Trucks has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Fort Garry Fire Trucks's employment equity program.

- The employer has demonstrated through their second compliance assessment that some progress has been made towards achieving employment equity in the workplace, especially with persons with disabilities.
- For a number of Employment Equity Occupational Groups (EEOGs), goals were unattainable, given the low employee turnover.
- It is recommended that Fort Garry Fire Trucks continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups through the use of permanent full-time and permanent part-time employment when vacancies arise.
- It is recommended that an Employment Systems Review (ESR) be conducted as a tool to identify potential barriers to the future recruitment and retention of individuals in each designated group. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sqiemt-weims/emp/W.2.3msM.1intlntf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on **June 26, 2020**. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

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

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

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

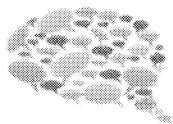
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Fort Garry Fire Trucks continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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