Employment and Emploi et Développement social Cenada

Labour Program Federal Contractors Program PROTECTED WHEN COMPLETED - 8 OFFICIAL USE ONLY Agreement N°:

Agreement to Implement Employment Equity

✓ New Agreement	(All sections i	must be complet	ed)		
Revised Agreement					
	ORG	ANIZATION	***************************************		
Legal Name of Organization			Parent company	is located outsid	le Canada
The British Columbia Corps	of Commissionaire	S		Yes	[No
Operating Name (if different from Legal Name	of Organization)		Business Numb	uer	
Commissionaires BC					
			Total number of (Permanent Full-	emp,	t-Time) 1,168
Organization's North American Industry Class To find your organization's four-digit NAICS or http://www.statcan.gc.ca/subjects-sujets/stanc	ode please visit: tard-norme/naics-scian/2007/i		Federally F	Regulated	
561612 - Security Guards, F				*	
Address (building number, street, suite, etc.)	HEA	D OFFICE	***************************************	16-4-4	
801, 595 Howe Street		Vancouver		Province BC	Postal Code V6C 2T5
		Telephone Number			
		604-646-3330)		•
	EMPLOYMENT	EQUITY CONT/	ACT		***************************************
Name (print) Jamie Read		Title Director, Hu	man Resour	nes.	
Telephone Number	E-mail Address	L			age of Correspondence
604-646-3344	hr-dir@commission	aires.bc.ca		[v] English	French
	CFRT	IFICATION		······································	
 having a combined workforce of 100 intending to bid on, or being in receip Supply Arrangement, valued at \$1,00 hereby certifies its commitment to implem instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/eng Important note: If an audit of the Agreem the procurement instrument(s) with the G 	t of, a federal government 0,000 or more (including a ient or maintain employme contractors Program requin n/labour/equality/fcp/index.	goods or services opplicable taxes) nt equity on an on-gements. For more in shiml:	contract, standing going basis, bey information on he	g offer or contr ond the period ow to implemen	of the procurement
		NATORY			
NOTE: The signatory must be the Chief contract on behalf of the organization	Executive Officer OR an ac		an executive po	sition with lega	al authority to sign a
Name (print)		Title	· · · · · · · · · · · · · · · · · · ·	***************************************	
Dan Popowich Telephone Number	TE-mail Address	CEO		Oraferrad Lana	uage of Correspondence
•	@commissionai	res.bc.ca		Fingl	
	<u></u>	Date (YYYY-MM-DD	}	C.J 9.	L
		2016	03 Z	_ Z	

Continue to a Confirmation of CON	nder the authority of se	action 42 of the <i>Emplo</i>	yment Equity Act	to determine ya	r eligibility for the Federal
Contractors Program (FCP). Completion of this form is mandatory. Refusal I	n provide nersonal information	n will recent in the even	mization's some t	mine mineral cu t	h. rons
to bid List, loss or the right to bid on rederal go	vernment goods or services co	ontracts of any value a	and may also resu	It in the terminat	ion of the contract.
The information you provide may be used and/disclosures of your personal information will ne	or disclosed for policy analysis var result in an administrative	s, research and/or eve decision being made	iluation purposes. about you.	However, these	additional uses and/or
Your personal information is administered in ac your personal information, which is described in government publication entitled <i>Info Source</i> , what accessed online at any Service Canada Centre	i rersonal information bank b iich is available at the followin				
	RETURN II	NSTRUCTIONS			
IMPORTANT					
 The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.gc. 	it Employment Equity for ca.	m must be sent to	the Labour Pr	ogram by	

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) <u>The British Columbia Corps of</u> <u>Commissionaires</u> (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) <u>100267</u>, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) February 4th, 2018 for the following reason(s):

(Please describe) Although new hires have been given the EE survey upon hiring, a large portion of EE information for new hires was not correctly input into our HRIS system. We will have to go back for the majority of hires for 2017 and re-input the information.

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: Ryan Kuramoto Position Title: Director, Human Resources

Email address: Kuramoto@commissionaires.bc.ca

Telephone number: <u>604.646.3332</u>

Business address: 801 595 Howe Street, Box 22, Vancouver, BC, V6C 2T5

Signature:

Date: December 27, 2017

From: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca> On Behalf Of EE-EME

Sent: January 9, 2018 2:58 PM

To: 'Ryan Kuramoto' <Kuramoto@commissionaires.bc.ca>; EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>

Subject: RE: Federal contractors program

Good afternoon.

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

As requested, we hereby grant you an extension until February 5th, 2018.

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

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program Employment and Social Development Canada / Government of Canada maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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

From: Ryan Kuramoto [mailto:Kuramoto@commissionaires.bc.ca]

Sent: December-27-17 2:42 PM

To: EE-EME

Subject: RE: Federal contractors program

Hi there.

Great, thank you for confirming the contacts.

As for the extension, an extra month will give us enough time to re-input the missing information. Please find attached the extension request form.

If you require any other information, please let me know. Thank you again!

Sincerely.

Ryan

From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On

Behalf Of ee-eme@hrsdc-rhdcc.gc.ca

Sent: Wednesday, December 27, 2017 10:19 AM

To: Ryan Kuramoto < Kuramoto@commissionaires.bc.ca>; ee-eme@hrsdc-rhdcc.gc.ca

Subject: RE: Federal contractors program

Hi Ryan,

Thank you for your e-mail. We have Dan Popowich and Jeff Ho as contacts on the account (as well as yourself).

Regarding an extension, that should be possible, would a month extra be sufficient? Please complete and return the attached Request for extension form in order for us to proceed with an extension.

If you have any questions, please do not hesitate to contact us.

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!

From: Ryan Kuramoto [mailto:Kuramoto@commissionaires.bc.ca]

Sent: 2017-12-27 12:42 PM

To: EE-EME

Subject: RE: Federal contractors program

Good morning,

Great, thanks for the info. Can you please advise who the primary contact is on the account? I believe we may have submit a request to change to myself recently, but I'd like to know who other correspondence has gone to in the past?

Finally, with respect to my previous email below, can we please request an extension to the Jan 4 deadline? We've uncovered an issue with our tracking and a large portion of our information was not captured. Please let me know if this is possible?

If you require any other information or have any questions, please let me know.

Thank you! Sincerely,

Ryan



RYAN KURAMOTO
Director, Human Resources
COMMISSIONAIRES BC
T 604 646 3330 x 2300
E Kuramoto@commissionaires.bc.ca

Celebrating 90 Years





From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] **On Behalf Of** ee-eme@hrsdc-rhdcc.gc.ca

Sent: Wednesday, December 27, 2017 7:21 AM

To: Ryan Kuramoto < Kuramoto@commissionaires.bc.ca>; ee-eme@hrsdc-rhdcc.gc.ca

Subject: RE: Federal contractors program

Good morning Ryan,

Thank you for your e-mail. The assessment completed in 2016 was based on a contract awarded on 2014-01-04 and was due on a negotiated submission date of 2016-06-02.

As required by the *Employment Equity Act* and *Employment Equity Regulations*, Contractors who have completed a compliance assessment, based on a contract awarded after 2013-06-30, are required to submit a subsequent compliance assessment on the fourth anniversary of their contract awarded date, and then every three years after (on the anniversary of the contract awarded date). Volunteer employers are also required to submit a subsequent compliance assessment every three years on the anniversary date of the first submission.

We hope this clarifies the situation and provides further details regarding why we are asking for The British Columbia Corps of Commissionaires to complete a subsequent compliance assessment for 2018-01-04.

If you have any questions, please do not hesitate to contact us.

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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

From: Ryan Kuramoto [mailto:Kuramoto@commissionaires.bc.ca]

Sent: 2017-12-21 4:51 PM

To: EE-EME

Subject: RE: Federal contractors program

Hi there.

Hope this email finds you well!

With respect to the below, can you please advise what the date was of our initial assessmet/submission? Not exactly sure when that occurred the first time, so just trying to determine what the deadlines would be. I understand that our last submission was done in May of last year, so just want to clarify why we are due again in Jan 2018 per your definitions below?

Also, we have uncovered a significant issue with our employment equity tracking in our system; a large portion of our information was not appropriately tracked. Is there a possibility of an extension to the deadline?

Please let me know. Thanks for your time! Sincerely,

Rvan

From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-

travail.gc.ca] On Behalf Of ee-eme@hrsdc-rhdcc.gc.ca

Sent: Monday, November 27, 2017 11:58 AM

To: Ryan Kuramoto < Kuramoto@commissionaires.bc.ca>; ee-eme@hrsdc-

rhdcc.gc.ca

Subject: RE: Federal contractors program

Good afternoon Ryan,

Excellent questions:

- 1) Are we currently in compliance with our requirements for this program? YES The British Columbia Corps of Commissionaires is currently in compliance with the Federal Contractors Program.
- 2) How/where would I know when our requirements and deadlines are? We e-mail reminders to employers as they approach compliance assessment deadlilnes. For your information, contractors are assessed one year after the contract awarded date, then 4 years after the contract awarded date, and every 3 years after that.

If you have any questions or problems, please do not hesitate to contact us.

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Ryan Kuramoto [mailto:Kuramoto@commissionaires.bc.ca]

Sent: 2017-11-24 3:12 PM

To: EE-EME

Subject: RE: Federal contractors program

Hello,

Thank you for your email!

We'll begin preparations for our upcoming deadline, however I have two additional questions:

- 1) Are we currently in compliance with our requirements for this program?
- 2) How/where would I know when our requirements and deadlines are?

Sorry for the questions! I've just started with this organization and I am trying to get up to speed with where we are with our various programs.

Thank you again.

Sincerely,

Ryan

From: ward.normandin@labour-travail.gc.ca

[mailto:ward.normandin@labour-travail.gc.ca] On Behalf Of ee-

eme@hrsdc-rhdcc.gc.ca

Sent: Friday, November 24, 2017 11:38 AM

To: Ryan Kuramoto < Kuramoto@commissionaires.bc.ca>; ee-

eme@hrsdc-rhdcc.gc.ca

Subject: RE: Federal contractors program

Good afternoon Ryan,

Thank you for your e-mail. The British Columbia Corps of Commissionaires is coming up on the Second Compliance Assessment, which is due on January 4th, 2018.

We have attached some documents to help you complete the compliance assessment. The Contractors Quick Reference Guide will guide you through the process and the requirements. We are also here to help you each step of the way and are happy to answer any questions you may have.

Please contact us should you have any questions or problems.

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Ryan Kuramoto [mailto:Kuramoto@commissionaires.bc.ca]

Sent: 2017-11-23 5:01 PM

To: EE-EME

Subject: Federal contractors program

Hello!

Can you please confirm whether there are any annual reporting requirements for employers participating in the Federal contractors program?

Thank you! Sincerely,



RYAN KURAMOTO
Director, Human Resources
COMMISSIONAIRES BC
T 604 646 3330 x 3332
E Kuramoto@commissionaires.bc.ca

Celebrating 90 Years

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The British Columbia Corps of Commissionaires (certificate # 100267)

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

Reporting Period 2016-06-02 to 2018-05-09

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

			Province				Cens	us Metropolitan	Areas	
		anent I-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
British Columbia		464	1131	0	1595	Vancouver	330	515	0	845
Total Employees in 0	Canada				1595	Abbotsford - Mission	47	44	0	91
						Kelowna	74	375	0	449
						B.C. less CMAs	s 13	197	0	210
						Total Employe	es in Canada	→		1595



The British Columbia Corps of Commissionaires (certificate # 100267) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2016-06-02 to 2018-05-09

Occupational Group		,	All Employee:	3		original Peo	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: \$ 60,000 - \$64,999	3												
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1	1										
	Total	1	1										
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Supervisors	4	11	10	1				1	1		1	1	
Top Range: \$ 40,000 - \$44,999	3	12	11	1				2	1	1	1	1	
Bottom Range: Under \$5,000	2	4	4					1	1		1	1	
	1	16	13	3							3	2	1
	Total	43	38	5				4	3	1	6	5	-
Administrative and Senior Clerical Personnel	4	3	2	1							3	2	1
Top Range: \$ 40,000 - \$44,999	3	3	2	1							2	2	
Bottom Range: Under \$5,000	2	3	1	2							3	1	2
	1	8	5	3							5	3	2
	Total	17	10	7							13	8	

Page 1 of 4 Canada

Total		_	Bottom Range: Under \$5,000	Top Range: Under \$5,000	Other Sales and Service Personnel 4	Total	_	Bottom Range: Under \$5,000	Top Range: \$ 45,000 - \$49,999	Intermediate Sales and Service Personnel 4	Total	_	Bottom Range: \$ 25,000 - \$29,999 2	Top Range: \$ 25,000 - \$29,999	Clerical Personnel 4	Salary Range Col. 1	
464	146	146				254	21	57	151	25	2	2				l otal Col. 2	
354	108	108				196	16	48	117	15						Col. 3	All Employees
110	38	38				58	5	9	34	10	2	2				Women Col. 4	
11	4	4				7	2		51							Col. 5	
51	2	2				3	1		2							Men Col. 6	Aboriginal Peoples
6	2	2				4	1		မ							Women Col. 7	es
21	3	3				14	2	4	7	1						Col. 8	Perso
18	3	3				12	_	4	6	1						Men Col. 9	Persons with Disabilities
3						2	1		_							Women Col. 10	ilities
111	38	38				53	5	12	32	4	1	1				l otal Col. 11	Member
82	26	26				43	4	9	26	4						Men Col. 12	Members of Visible Minorities
29	12	12				10		ω	6		1					Women Col. 13	inorities

Occupational Group		D	All Employees		Ab	Aboriginal Peoples	oles	Persi	Persons with Disabilities	oilities	Member	Members of Visible Minorities	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
COI		Col. 2	د ال	C0I. 4	Col. 5	Col. 6	COI. /	Col. o	C0I. 9	C01. 10	C0I. 11	C01. 12	C0I. 13
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1											
Supervisors	4	3	2	1									
Top Range: \$ 40,000 - \$44,999	ယ	မ	မ										
Bottom Range: Under \$5,000	2	ယ	ယ										
	_	14	6	8	2	_	_				3	2	
	Total	23	14	9	2	1	1				3	2	
Administrative and Senior Clerical Personnel	4	2									2	1	
Top Range: \$ 15,000 - \$19,999	ဒ												
Bottom Range: Under \$5,000	2												
	1	6	2	4							2		2
	Total	8	3	5							4	1	ω
Intermediate Sales and Service Personnel	4	မ	ယ					_	_				
Top Range: \$ 65,000 - \$69,999	သ	14	1	3	4	2	2	1	1		4	4	
Bottom Range: Under \$5,000	2	159	125	34	7	5	2	11	9	2	25	20	51
	1	549	366	183	23	8	15	25	17	8	80	57	23
	Total	725	505	220	34	15	19	38	28	10	109	81	28

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National Reporting Period 2016-06-02 to 2018-05-09

Total Number of Employees			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Other Sales and Service Personnel	Salary Range Col. 1	Occupational Group
	Total	1	2	ω	4	QTR	
1130	373	373				Total Col. 2	Α
777	254	254				Men Col. 3	All Employees
353	119	119				Women Col. 4	<i>"</i>
60	24	24				Total Col. 5	Abı
25	9	9				Men Col. 6	Aboriginal Peoples
35	15	15				Women Col. 7	les
46	8	8				Total Col. 8	Perso
88	5	5				Men Col. 9	Persons with Disabilities
5.	3	3				Women Col. 10	oilities
215	99	99				Total Col. 11	Member
164	80	80				Men Col. 12	Members of Visible Minorities
51	19	19				Women Col. 13	1inorities

The British Columbia Corps of Commissionaires (certificate # 100267)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2016-06-02 to 2018-05-09

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	206	154	52	6	3	3	5	4	1	55	37	18
\$ 15,000 - \$19,999	25	20	5				3	3		6	4	2
\$ 20,000 - \$24,999	52	44	8	1		1	5	4	1	11	9	2
\$ 25,000 - \$29,999	106	82	24	4	2	2	4	3	1	25	22	3
\$ 30,000 - \$34,999	50	38	12				2	2		10	6	4
\$ 35,000 - \$37,499	12	5	7							2	2	
\$ 37,500 - \$39,999	6	5	1				1	1				
\$ 40,000 - \$44,999	5	4	1				1	1		1	1	
\$ 45,000 - \$49,999	1	1								1	1	
\$ 60,000 - \$69,999	1	1										
Total Number of Employees	464	354	110	11	5	6	21	18	3	111	82	29

Canadä

-45

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National Reporting Period 2016-06-02 to 2018-05-09

Total Number of Employees	\$ 50,000 and over	\$ 40,000 - \$49,999	\$ 35,000 - \$39,999	\$ 30,000 - \$34,999	\$ 25,000 - \$29,999	\$ 22,500 - \$24,999	\$ 20,000 - \$22,499	\$ 17,500 - \$19,999	\$ 15,000 - \$17,499	\$ 12,500 - \$14,999	\$ 10,000 - \$12,499	\$ 7,500 - \$ 9,999	\$ 5,000 - \$ 7,499	Under \$5,000	Salary Range	
1130	မ	5	9	14	38	26	38	43	29	55	53	49	70	698	Total Col. 1	
777	3	5	6	11	31	20	30	33	23	38	39	31	49	458	Men Col. 2	All Employees
353			3	3	7	6	8	10	6	17	14	18	21	240	Women Col. 3	
60			3	2	2	2		2	2	1	1	1	2	42	Total Col. 4	At
25			4	2	4	2		1		1			1	16	Men Col. 5	Aboriginal Peoples
35			2		1			1	2		1	1	1	26	Women Col. 6	es
46	_		1	1	2	3	2	3	1	3	2	2	4	21	Total Col. 7	Pers
33	_		1	1	1	2	2	3	1	3	2	1	3	12	Men Col. 8	Persons with Disabilities
13					1	1						1	1	9	Women Col. 9	ilities
215		3	_	2	6	4	9	5	4	7	5	7	11	151	Total Col. 10	Membe
164		<u>.</u> 3		2	4	. 4	7	4	3	3	3	5	10	115	Men Col. 11	Members of Visible Minorities
51					2	•	2	1	1	4	2	2	1	36	Women Col. 12	inorities

The British Columbia Corps of Commissionaires (certificate # 100267)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2016-06-02 to 2018-05-09

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Supervisors	17	13	4							2	1	1
Administrative and Senior Clerical Personnel	8	5	3							4	2	2
Clerical Personnel	2		2									
Other Sales and Service Personnel	146	113	33	3	2	1	3	3		37	28	9
Total Number of Employees Hired	174	132	42	3	2	1	3	3		43	31	12

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National Reporting Period 2016-06-02 to 2018-05-09

		All Employees		А	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	_	1										
Supervisors	5	3	2	1	1					2	1	
Administrative and Senior Clerical Personnel	10	3	7							2		
Other Sales and Service Personnel	448	317	131	28	15	13	13	9	4	119	95	_
Total Number of Employees Hired	464	324	140	29	16	13	13	9	4	123	96	

The British Columbia Corps of Commissionaires (certificate # 100267) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2016-06-02 to 2018-05-09

	Employe	ees promoted (Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Crown		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Supervisors	10	9	1							2	1	1
Intermediate Sales and Service Personnel	7	7					1	1		3	3	
Other Sales and Service Personnel	4	3	1							2	1	1
Total Number of Employees Promoted	21	19	2				1	1		7	5	2
Total Number of Promotions	25	23	2				1	1		9	7	2

Form 5 B

- 6

	Employe	es promoted (l	≣mployees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to w	hich they have	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.	noted.)
	,	All Employees		AI	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	าorities
Occupational Gloup	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Supervisors	2	2		1	1							
Intermediate Sales and Service Personnel	5	4	1							2	2	
Total Number of Employees Promoted	7	6	1	1	1					2	2	
Total Number of Promotions	8	7	1	ے	1					3	3	

The British Columbia Corps of Commissionaires (certificate # 100267)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2016-06-02 to 2018-05-09

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mir	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Supervisors	7	4	3							1		1
Administrative and Senior Clerical Personnel	3	2	1							1		1
Clerical Personnel	3	1	2				1	1				
Intermediate Sales and Service Personnel	43	38	5	2	2		2	2		6	6	
Other Sales and Service Personnel	36	29	7				1	1		9	8	1
Total Number of Employees Terminated	93	75	18	2	2		4	4		17	14	3

Canada

- 6

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National Reporting Period 2016-06-02 to 2018-05-09

		All Employees			Aboriginal Peoples		Pers	Persons with Disabilities	llities	Member	e Mir	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	5	3	2									
Administrative and Senior Clerical Personnel	6	1	5							1		
Intermediate Sales and Service Personnel	53	43	10	2	1	1	1	1		10	9	
Other Sales and Service Personnel	146	112	34	10	8	2	6	4	2	38	29	
Total Number of Employees Terminated	210	159	51	12	9	3	7	5	2	49	88	

Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

Workforce Analysis - Detailed Report

Date: 2018-05-09

Women

				Women		
Internal Location	All Employees	Repres			•	ap Recruitment Area
	#	#	%	%	#	#
National	1	0	0.0 %	38.9 %	0	0 National
	2	0	0.0 %	42.0 %	1	-1
National	2	0	0.0 %	42.0 %	1	-1 National
	66	14	21.2 %	58.0 %	38	-24
Abbotsford - Mission	7	1	14.3 %	63.4 %	4	-3 Abbotsford - Mission
Kelowna	18	8	44.4 %	71.0 %	13	-5 Kelowna
Vancouver	41	5	12.2 %	51.4 %	21	-16 Vancouver
	25	12	48.0 %	79.0 %	20	-8
Vancouver	25	12	48.0 %	79.0 %	20	-8 Vancouver
	2	2	100.0 %	70.0 %	1	1
Vancouver	2	2	100.0 %	70.0 %	1	1 Vancouver
	980	278	28.4 %	67.4 %	661 -	383
Abbotsford - Mission	54	15	27.8 %	68.0 %	37	-22 Abbotsford - Mission
B.C. less CMAs	185	74	40.0 %	72.4 %	134	-60 B.C. less CMAs
Kelowna	329	97	29.5 %	68.4 %	225 -	128 Kelowna
Vancouver	412	92	22.3 %	64.2 %	265	173 Vancouver
	519	157	30.3 %	58.4 %	303 -	146
Abbotsford - Mission	30	11	36.7 %	65.1 %	20	-9 Abbotsford - Mission
B.C. less CMAs	24	7	29.2 %	63.2 %	15	-8 B.C. less CMAs
Kelowna	102	35	34.3 %	57.6 %	59	-24 Kelowna
Vancouver	363	104	28.7 %	57.8 %	210 -	106 Vancouver
	National National Abbotsford - Mission Kelowna Vancouver Vancouver Abbotsford - Mission B.C. less CMAs Kelowna Vancouver Abbotsford - Mission B.C. less CMAs Kelowna Kelowna Kelowna	Mational # National 1 2 National 2 National 2 66 Abbotsford - Mission 7 Kelowna 18 Vancouver 41 25 2 Vancouver 2 980 Abbotsford - Mission 54 B.C. less CMAs 185 Kelowna 329 Vancouver 412 519 Abbotsford - Mission 30 B.C. less CMAs 24 Kelowna 102	Mational # # National 1 0 National 2 0 National 2 0 Kelowna 66 14 Abbotsford - Mission 7 1 Kelowna 18 8 Vancouver 41 5 25 12 Vancouver 25 12 Vancouver 2 2 Abbotsford - Mission 54 15 B.C. less CMAs 185 74 Kelowna 329 97 Vancouver 412 92 Abbotsford - Mission 30 11 B.C. less CMAs 24 7 Kelowna 102 35	Internal Location All Employees Representation Mational 1 0 0.0 % National 2 0 0.0 % National 2 0 0.0 % National 2 0 0.0 % Abbotsford - Mission 7 1 14.3 % Kelowna 18 8 44.4 % Vancouver 41 5 12.2 % Vancouver 25 12 48.0 % Vancouver 2 2 100.0 % Vancouver 2 2 100.0 % Abbotsford - Mission 54 15 27.8 % Kelowna 329 97 29.5 % Vancouver 412 92 22.3 % Vancouver 412 92 22.3 % Abbotsford - Mission 30 11 36.7 % Abbotsford - Mission 30 11 36.7 % B.C. less CMAs 24 7 29.2 % Kelowna <td># # % % National 1 0 0.0 % 38.9 % 12 0 0.0 % 42.0 % National 2 0 0.0 % 42.0 % 66 14 21.2 % 58.0 % Abbotsford - Mission 7 1 14.3 % 63.4 % Kelowna 18 8 44.4 % 71.0 % Vancouver 41 5 12.2 % 51.4 % Vancouver 25 12 48.0 % 79.0 % Vancouver 2 2 100.0 % 70.0 % Vancouver 2 2 100.0 % 70.0 % Abbotsford - Mission 54 15 27.8 % 68.0 % B.C. less CMAs 185 74 40.0 % 72.4 % Vancouver 412 92 22.3 % 64.2 % Abbotsford - Mission 30 11 36.7 % 65.1 % Abbotsford - Mission 30 11 36.7 %</td> <td> National 1 0 0.0 % 38.9 % 0 </td>	# # % % National 1 0 0.0 % 38.9 % 12 0 0.0 % 42.0 % National 2 0 0.0 % 42.0 % 66 14 21.2 % 58.0 % Abbotsford - Mission 7 1 14.3 % 63.4 % Kelowna 18 8 44.4 % 71.0 % Vancouver 41 5 12.2 % 51.4 % Vancouver 25 12 48.0 % 79.0 % Vancouver 2 2 100.0 % 70.0 % Vancouver 2 2 100.0 % 70.0 % Abbotsford - Mission 54 15 27.8 % 68.0 % B.C. less CMAs 185 74 40.0 % 72.4 % Vancouver 412 92 22.3 % 64.2 % Abbotsford - Mission 30 11 36.7 % 65.1 % Abbotsford - Mission 30 11 36.7 %	National 1 0 0.0 % 38.9 % 0



Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

009352

Workforce Analysis - Detailed Report

Date: 2018-05-09

Women

Total	Employment Equity Occupational Group
	Internal Location
1595	All Employees #
463 29.1% 64.2%	Representation # %
64.2 % 1024	Women Availability %
4 -561	# Gap
	Recruitment Area

Sources: 2011 National Household Survey and employer's internal data

Total may not equal sum of components due to rounding.

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2018-05-23



Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

Workforce Analysis - Detailed Report

Date: 2018-05-09

Aboriginal Peoples

				`	ginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Avail %	lability #	Gap #	Recruitment Area
02 : Middle and Other Managers	National	1	0	0.0 %	2.2 %	0	0	National
03 : Professionals		2	0	0.0 %	1.6 %	0	0	
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	1.6 %	0	0	National
05 : Supervisors		66	2	3.0 %	4.0 %	3	-1	
Employment Equity Occupational Group	Abbotsford - Mission	7	1	14.3 %	6.6 %	0	1	Abbotsford - Mission
Employment Equity Occupational Group	Kelowna	18	1	5.6 %	6.3 %	1	0	Kelowna
Employment Equity Occupational Group	Vancouver	41	0	0.0 %	2.6 %	1	-1	Vancouver
07 : Administrative and Senior Clerical Personnel		25	0	0.0 %	2.1 %	1	-1	
Employment Equity Occupational Group	Vancouver	25	0	0.0 %	2.1 %	1	-1	Vancouver
10 : Clerical Personnel		2	0	0.0 %	2.4 %	0	0	
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.4 %	0	0	Vancouver
11 : Intermediate Sales and Service Personnel		980	41	4.2 %	4.5 %	44	-3	
Employment Equity Occupational Group	Abbotsford - Mission	54	3	5.6 %	4.2 %	2	1	Abbotsford - Mission
Employment Equity Occupational Group	B.C. less CMAs	185	9	4.9 %	9.6 %	18	-9	B.C. less CMAs
Employment Equity Occupational Group	Kelowna	329	19	5.8 %	4.5 %	15	4	Kelowna
Employment Equity Occupational Group	Vancouver	412	10	2.4 %	2.3 %	9	1	Vancouver
13 : Other Sales and Service Personnel		519	28	5.4 %	4.3 %	22	6	
Employment Equity Occupational Group	Abbotsford - Mission	30	1	3.3 %	3.7 %	1	0	Abbotsford - Mission
Employment Equity Occupational Group	B.C. less CMAs	24	5	20.8 %	12.7 %	3	2	B.C. less CMAs
Employment Equity Occupational Group	Kelowna	102	8	7.8 %	8.3 %	8	0	Kelowna
Employment Equity Occupational Group	Vancouver	363	14	3.9 %	2.7 %	10	4	Vancouver
Total		1595	71	4.5 %	4.4 %	70	1	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

009354

Workforce Analysis - Detailed Report

Date: 2018-05-09

Members of Visible Minorities

				Members o	Members of Visible Minorities			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Avail %	Availability (Gap #	Recruitment Area
02 : Middle and Other Managers	National	<u> </u>	0	0.0 %	15.0 %	0	0	National
03 : Professionals		2	0	0.0 %	21.6 %	0	0	
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	21.6 %	0	0	National
05 : Supervisors		66	9	13.6 %	31.3 %	21	岩	
Employment Equity Occupational Group	Abbotsford - Mission	7	<u> </u>	14.3 %	26.8 %	2	4	Abbotsford - Mission
Employment Equity Occupational Group	Kelowna	18	<u> </u>	5.6 %	5.6 %	<u> </u>	0	Kelowna
Employment Equity Occupational Group	Vancouver	41	7	17.1 %	43.4 %	18	<u>+</u>	Vancouver
07 : Administrative and Senior Clerical Personnel		25	17	68.0 %	35.3 %	9	∞	
Employment Equity Occupational Group	Vancouver	25	17	68.0 %	35.3 %	9	8	Vancouver
10 : Clerical Personnel		2	_	50.0 %	42.3 %	<u> </u>	0	
Employment Equity Occupational Group	Vancouver	2	_	50.0 %	42.3 %	<u> </u>	0	Vancouver
11 : Intermediate Sales and Service Personnel		980	162	16.5 %	24.7 %	242	-80	
Employment Equity Occupational Group	Abbotsford - Mission	54	ω	5.6 %	23.4 %	13	- <u>-</u>	Abbotsford - Mission
Employment Equity Occupational Group	B.C. less CMAs	185	7	3.8 %	5.3 %	10	<u>မ</u>	B.C. less CMAs
Employment Equity Occupational Group	Kelowna	329	17	5.2 %	7.1 %	23	ტ	Kelowna
Employment Equity Occupational Group	Vancouver	412	135	32.8 %	47.5 %	196	-61	Vancouver
13 : Other Sales and Service Personnel		519	137	26.4 %	42.9 %	223	-86 6	
Employment Equity Occupational Group	Abbotsford - Mission	30	2	6.7 %	28.6 %	9	-7	Abbotsford - Mission
Employment Equity Occupational Group	B.C. less CMAs	24	<u> </u>	4.2 %	6.9 %	2	<u>.</u>	B.C. less CMAs
Employment Equity Occupational Group	Kelowna	102	6	5.9 %	9.1 %	9	<u>ن</u>	Kelowna
Employment Equity Occupational Group	Vancouver	363	128	35.3 %	55.9 %	203	-75	Vancouver
Total		1595	326	20.4 %	31.1 %	496	-170	
Total may not equal sum of components due to rounding.								

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

Workforce Analysis - Detailed Report

Date: 2018-05-09

Persons with Disabilities

				Persons	with Disabili	ties		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	1	0	0.0 %	4.3 %	0	0	National
03 : Professionals	National	2	0	0.0 %	3.8 %	0	0	National
05 : Supervisors	National	66	4	6.1 %	13.9 %	9	-5	National
07 : Administrative and Senior Clerical Personnel	National	25	0	0.0 %	3.4 %	1	-1	National
10 : Clerical Personnel	National	2	0	0.0 %	7.0 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	980	52	5.3 %	5.6 %	55	-3	National
13 : Other Sales and Service Personnel	National	519	11	2.1 %	6.3 %	33	-22	National
Total		1595	67	4.2 %	6.1 %	98	-31	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

009356

Workforce Analysis - Detailed Report

Date: 2018-05-09

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

2018-05-23

Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

009357

Workforce Analysis - Detailed Report

Date: 2018-05-09

WFA Defaults - Persons with Disabilities

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

Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

Workforce Analysis - Summary Report

Date: 2018-05-09

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap	
	#	#	%	%	#	#	
02 : Middle and Other Managers	1	0	0.0 %	38.9 %	0	0	
03 : Professionals	2	0	0.0 %	42.0 %	1	-1	
05 : Supervisors	66	14	21.2 %	58.0 %	38	-24	
07 : Administrative and Senior Clerical Personnel	25	12	48.0 %	79.0 %	20	-8	
10 : Clerical Personnel	2	2	100.0 %	70.0 %	1	1	
11 : Intermediate Sales and Service Personnel	980	278	28.4 %	67.4 %	661	-383	
13 : Other Sales and Service Personnel	519	157	30.3 %	58.4 %	303	-146	
Total	1595	463	29.1 %	64.2 %	1024	-561	



Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

009359

Workforce Analysis - Summary Report

Date: 2018-05-09

Aboriginal Peoples

			Aborig	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Represe	Representation	Availability	ability	Gap
	#	#	%	%	#	#
02 : Middle and Other Managers	1	0	0.0 %	2.2 %	0	0
03 : Professionals	Ν	0	0.0 %	1.6 %	0	0
05 : Supervisors	66	2	3.0 %	4.0 %	ω	<u>.</u>
07 : Administrative and Senior Clerical Personnel	25	0	0.0 %	2.1 %	_	<u>.</u>
10 : Clerical Personnel	2	0	0.0 %	2.4 %	0	0
11 : Intermediate Sales and Service Personnel	980	41	4.2 %	4.5 %	4	&
13 : Other Sales and Service Personnel	519	28	5.4 %	4.3 %	22	o
Total	1595	71	4.5 %	4.4 %	70	<u> </u>



Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

Workforce Analysis - Summary Report

Date: 2018-05-09

Members of Visible Minorities

			Members o	f Visible Min	orities		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
02 : Middle and Other Managers	1	0	0.0 %	15.0 %	0	0	
03 : Professionals	2	0	0.0 %	21.6 %	0	0	
05 : Supervisors	66	9	13.6 %	31.3 %	21	-12	
07 : Administrative and Senior Clerical Personnel	25	17	68.0 %	35.3 %	9	8	
10 : Clerical Personnel	2	1	50.0 %	42.3 %	1	0	
11 : Intermediate Sales and Service Personnel	980	162	16.5 %	24.7 %	242	-80	
13 : Other Sales and Service Personnel	519	137	26.4 %	42.9 %	223	-86	
Total	1595	326	20.4 %	31.1 %	496	-170	



Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

009361

Workforce Analysis - Summary Report

Date: 2018-05-09

Persons with Disabilities

			Persons v	Persons with Disabilities	ίδ	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	oility	Gap
	#	#	%	%	#	#
01/02 : Managers	1	0	0.0 %	4.3 %	0	0
03 : Professionals	2	0	0.0 %	3.8 %	0	0
05 : Supervisors	66	4	6.1 %	13.9 %	9	Ġn
07 : Administrative and Senior Clerical Personnel	25	0	0.0 %	3.4 %	_	<u>.</u>
10 : Clerical Personnel	N	0	0.0 %	7.0 %	0	0
11 : Intermediate Sales and Service Personnel	980	52	5.3 %	5.6 %	55	င် ာ
13 : Other Sales and Service Personnel	519	11	2.1 %	6.3 %	33	-22
Total	1595	67	4.2 %	6.1%	98	31



Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

009362

Workforce Analysis - Summary Report

Date: 2018-05-09

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Workplace Equity Information Management System - The British Columbia Corps of Commissionaires

Workforce Analysis - Summary Report

Date: 2018-05-09

WFA Defaults - Persons with Disabilities

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

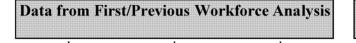


Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]



Data from First/Previous Workforce Analysis YYYY MM DD

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Data from S	ubsequent/Curre Analysis	nt Workforce
J	\	\

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	05	09

		Table 1: Women			
		First/Pr	evious Workforce A	Analysis	
Empl	nument Fauity Occupational Court (FFOC)	All Employees	Won	nen	
ешрк	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	1	0	27.40	
02	Middle & Other Managers	1	0	38.90	
03	Professionals	0	0	0.00	
04	Semi-Professionals & Technicians	0	0	0.00	
05	Supervisors	52	12	58.30	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	14	7	79.00	
08	Skilled Sales & Service Personnel	0	0	0.00	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	3	2	70.00	
11	Intermediate Sales & Service Personnel	1,075	292	67.30	
12	Semi-Skilled Manual Workers	0	0	0.00	
13	Other Sales & Service Personnel	0	0	0.00	

14

Total

Other Manual Workers

2016

* Source:	
2006 Census of Canada	

313

1,146

·	Гable 5: Women			
Subsequent	/Current Workford	e Analysis		
All Employees	Women			
	Representation	Availability*		
#	#	%		
0	0	0.00		
1	0	38.90		
2	0	42.00		
0	0	0.00		
66	14	58.00		
0	0	0.00		
25	12	79.00		
0	0	0.00		
0	0	0.00		
2	2	70.00		
980	278	67.40		
0	0	0.00		
519	157	58.40		
0	0	0.00		
1,595	463	64.2		

* Source				
2006 Cer	nsus of Ca	ınada		

Federal Contractors Program Achievement Report The British Columbia Corps of Commissionaires Part 1: Workforce Analysis [Date: 2018-05-22]

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Data from Subsequent/Current Workforce

4.3	46	1,146	
0.00	0	0	Other Manual Workers
0.00	0	0	Other Sales & Service Personnel
0.00	0	0	Semi-Skilled Manual Workers
4.40	45	1,075	Intermediate Sales & Service Personnel
2.40	0	3	Clerical Personnel
0.00	0	0	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
2.10	0	14	Administrative & Senior Clerical Personnel
0.00	0	0	Supervisors: Crafts & Trades
4.10	<u></u>	52	Supervisors
0.00	0	0	Semi-Professionals & Technicians
0.00	0	0	Professionals
2.20	0		Middle & Other Managers
2.90	0	1	Senior Managers
0%	#	#	
Availability*	Representation		o) ment Edun) Occubational Otoub (EEOO)
l Peoples	Aboriginal Peoples	All Employees	ovment Famity Occupational Cropp (FFOC)
nalysis	First/Previous Workforce Analysis	First/Pro	
oples	Table 2: Aboriginal Peoples	Table	

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Subsequent	Subsequent/Current Workforce Analysis	ce Analysis
All Employees	Aboriginal Peoples	ıl Peoples
	Representation	Availability*
#	#	0%
0	0	0.0
1	0	2.2
2	0	1.6
0	0	0.0
66	2	4.0
0	0	0.0
25	0	2.1
0	0	0.0
0	0	0.0
2	0	2.4
980	41	4.5
0	0	0.0
519	28	4.3

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Source.
* Source:

2006 Census of Canada	Source:

2006 Census of Canada

* Source:

Federal Contractors Program Achievement Report The British Columbia Corps of Commissionaires Part 1: Workforce Analysis [Date: 2018-05-22]

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25.3	197	1,146	
0.00	9	0	Other Manual Workers
0.00	0	0	Other Sales & Service Personnel
0.00	0	0	Semi-Skilled Manual Workers
24.90	178	1,075	Intermediate Sales & Service Personnel
42.30	1	<u>ω</u>	Clerical Personnel
0.00	0	0	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
35.30	13	14	Administrative & Senior Clerical Personnel
0.00	0	0	Supervisors: Crafts & Trades
30.50	5	52	Supervisors
0.00	0	0	Semi-Professionals & Technicians
0.00	0	0	Professionals
15.00	0	1	Middle & Other Managers
10.10	0	1	Senior Managers
%	#	#	
Availability*	Representation		oyment Eduny Occupational Oroup (EEOO)
ible Minorities	Members of Visible Minorities	All Employees	over and Family Occupational Crown (FFOC)
nalysis	First/Previous Workforce Analysis	First/Pro	
Minorities	Table 3: Members of Visible Minorities	Table 3: Me	

#		All Employees	Subsequent	Table 7: Me
#	Representation	Members of Vi	Subsequent/Current Workforce Analysis	Table 7: Members of Visible Minorities
0/0	Availability*	Members of Visible Minorities	ce Analysis	e Minorities

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															#		
1,595	0	519	0	980	2	0	0	25	0	66	0	2	_	0			
326	0	137	0	162	1	0	0	17	0	9	0	0	0	0	#	Representation	
31.1	0.0	42.9	0.0	24.7	42.3	0.0	0.0	35.3	0.0	31.3	0.0	21.6	15.0	0.0	%	Availability*	

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Part 1: Workforce Analysis

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Data from First/Previous Workforce Analysis

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		Table 4:	Persons with Di	sabilities			
		First/Previous Workforce Analysis					
Emalo	umant Equity Occupational Crown (EEOC)	All Employees	Persons with Disabilities				
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*			
		#	#	%			
01/02	Managers	2	0	4.30			
03	Professionals	0	0	0.00			
04	Semi-Professionals & Technicians	0	0	0.00			
05	Supervisors	52	4	13.90			
06	Supervisors: Crafts & Trades	0	0	0.00			
07	Administrative & Senior Clerical Personnel	14	0	3.40			
08	Skilled Sales & Service Personnel	0	0	0.00			
09	Skilled Crafts & Trades Workers	0	0	0.00			
10	Clerical Personnel	3	1	7.00			
11	Intermediate Sales & Service Personnel	1,075	55	5.60			
12	Semi-Skilled Manual Workers	0	0	0.00			
13	Other Sales & Service Personnel	0	0	0.00			
14	Other Manual Workers	0	0	0.00			
Total		1,146	60	6.0			

Table 8: Persons with Disabilities								
Subsequent	/Current Workfore	e Analysis						
All Employees	Persons with	Disabilities						
	Representation	Availability*						
#	#	%						
1	0	4.3						
2	0	3.8						
0	0	0.0						
66	4	13.9						
0	0	0.0						
25	0	3.4						
0	0	0.0						
0	0	0.0						
2	0	7.0						
980	52	5.6						
0	0	0.0						
519	11	6.3						
0	0	0.0						
1,595	67	6.1						

* Source:	
2006 Census of Canada	

* Source: 2006 Census of Canada

Part 2: Flow Data Analysis

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

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Data from Form 4 - Employees Hired

Table 1: Women

	140	464	42	174	Total
	0	0	0	0	14 Other Manual Workers
	131	448	33	146	13 Other Sales & Service Personnel
	0	0	0	0	12 Semi-Skilled Manual Workers
	0	0	0	0	11 Intermediate Sales & Service Personnel
	0	0	2	2	10 Clerical Personnel
	0	0	0	0	09 Skilled Crafts & Trades Workers
	0	0	0	0	08 Skilled Sales & Service Personnel
	7	10	3	8	07 Administrative & Senior Clerical Personnel
	0	0	0	0	06 Supervisors: Crafts & Trades
	2	Ų,	4	17	05 Supervisors
	0	0	0	0	04 Semi-Professionals & Technicians
	0		0	1	03 Professionals
	0	0	0	0	02 Middle & Other Managers
	0	0	0	0	01 Senior Managers
#	#	#	#	#	
All Employee Promoted	Women Hired	All Employees Hired	Women Hired	All Employees Hired	Employment Equity Occupational Group (EEOG)
Full-tin	Part-time / National	Part-time	Full-time / National	Full-time	

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Data from Form 5 - Employees Promoted

	Table 5:	Women		
ull-time	ull-time / National	Part-time / National	/ National	Fu
All nployees omoted	Women Promoted	All Employees Promoted	Women Promoted	Em Ten
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
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1	#	All Joyces Te	ll-time / National	
0	#	Women Terminated	ational	
0	#	All Employees Terminated	Part-time	Table 7. Homen
0	#	Women Terminated	Part-time / National	

51	210	18	93
0	0	0	0
34	146	7	36
0	0	0	0
10	53	5	43
0	0	2	رن
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0	0	0	0
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0	0	0	0
2	5	ىن	7
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	
#	#	#	#
Women Terminated	All Employees Terminated	Women Terminated	All Employees Terminated
/ National	Part-time / National	/National	Full-time / National
	Women	Table 9:	

Part 2: Flow Data Analysis

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

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Data from Form 4 - Employees Hired

Table 2: Aboriginal Peoples

	Full-time	Full-time / National	Part-time / National	/ National	Full-time
mployment Equity Occupational Group EOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted
	#	#	#	#	#
Senior Managers	0	0	0	0)
2 Middle & Other Managers	0	0	0	0	
Professionals		0	_	0	_
Semi-Professionals & Technicians	0	0	0	0	
Supervisors	17	0	5	1	1(
Supervisors: Crafts & Trades	0	0	0	0	
Administrative & Senior Clerical Personnel		0	10	0	_
8 Skilled Sales & Service Personnel	0	0	0	0	
9 Skilled Crafts & Trades Workers	0	0	0	0	
O Clerical Personnel	2	0	0	0	
Intermediate Sales & Service Personnel	0	0	0	0	
Semi-Skilled Manual Workers	0	0	0	0	
Other Sales & Service Personnel	146	رن	448	28	
Other Manual Workers	0	0	0	0	

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10 Clerical Personnel

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14 Other Manual Workers 13 Other Sales & Service Persor

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Employment Equity Occupation

Data from Form 5 - Employees Promoted

Tab ull-time	Table 6: Aboriginal Peoples ull-time / National Part-time / National	iginal Peo Part-time	inal Peoples Part-time / National	3
All omoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	En Ter
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
10	0	2	1	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
7	0	5	0	
				-

Data from Form 6 - Employees Terminated

ated Terminated #	#		
		#	#
A	All Employees Terminated	Aboriginal Peoples Terminated	All ployees minated
Part-time / National	Part-	Ill-time / National	II-time
Peoples	rigina	Table 10: Aboriginal Peoples	Tabl
←	←	←	←

12	210	2	93
0	0	0	0
10	146	0	36
0	0	0	0
2	53	2	43
0	0	0	3
0	0	0	0
0	0	0	0
0	6	0	3
0	0	0	0
0	5	0	7
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	1
#	#	#	#
Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	All mployees rminated
/National	Part-time / National	full-time / National	'ull-time

Part 2: Flow Data Analysis

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Start	Date of Flow	Data
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2018	05	09
YYYY	MM	DD
End I	Date of Flow	Data

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Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

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	Table	3: Persons	with Disa	bilities
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	0	1	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	17	0	5	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	10	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	146	3	448	13
14 Other Manual Workers	0	0	0	0

Total

174

Full-time	/ National	Part-time	/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
0	o	0	0
0	0	0	0
0	0	0	0
10	0	2	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
7	1	5	0
0	0	0	0
4	0	0	0
0	0	0	0
21	1	7	0

Table 1	Table 11: Persons with Disabilities					
Full-time	/ National	Part-time	/ National			
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated			
#	#	#	#			
1	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
7	0	5	0			
0	0	0	0			
3	0	6	0			
0	0	0	0			
0	0	0	0			
3	1	0	0			
43	2	53	1			
0	0	0	0			
36	1	146	6			
0	0	0	0			
93	4	210	7			

Part 2: Flow Data Analysis

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

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Start Date of Flow Data	DD	MM	AAAA
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2018	YYYY	End I
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Data from Form 4 - Employees Hired

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Table 4: Members of Visible

Full-time / National

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Employment Equity Occupational Group

Employees

Visible Minorities Members of

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	2	7	7	21	123	464
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	2	5	33	7	0	0
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	#	#	#	#	#	#
En Ter	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Hired	All loyees red
国	/ National	Part-time / National	'National	Full-time / National	t-time / National	t-time.
Ta	1 inorities	f Visible N	Table 8: Members of Visible Minorities	Table 8: I	sible Minorities	ible N
	←	←	←	←	←	—

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Supervisors

Supervisors: Crafts & Trades

Administrative & Senior Clerical Personnel

Semi-Professionals & Technicians

Middle & Other Managers

Professionals

Senior Managers

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Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

10 Clerical Personnel

Intermediate Sales & Service Personnel

14 Other Manual Workers

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Other Sales & Service Personnel Semi-Skilled Manual Workers

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	from Fori	n 5 - Emp
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Data from Form 6 - Employees Terminated

0 1	#	All Imployees erminated	Full-time	able 12:	←
0	#	Members of Visible Minorities Terminated	Full-time / National	Members	←
000	#	All Employees Terminated	Part-time	able 12: Members of Visible Minorities	←
0 0	#	Members of Visible Minorities Terminated	Part-time / National	Minorities	←

49	210	17	93
0	0	0	0
38	146	9	36
0	0	0	0
10	53	6	43
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Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Ferminated
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Data for First/Previous Goals	[Date: 2018-05-22]	The British Columbia Corps of Commissionaires	Part 3: Goals	Federal Contractors Program Achievement Report	2
			00	937	2

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Occupational Group (EEOG)	Fig. 7					Data sources:	A B
1,146				vice 1,075				ical	ades		ch_		rs		#	2016-06-02	DD-INW-AAA	Number				←	From Workforce Analysis	С
11.6%	0 0.0%	0.0%	0.0%	75 -3.0%	3 -12.6%	0.0%	0.0%	14 21.3%	0.0%	52 8.3%	0.0%	0.0%	1 0.0%	1 -100.0%	9%	Annually	D Actual	Grew				←		ļ
	0.0%	0.0%	0.0%	5.0%	5.0%	0.0%	0.0%	5.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Projected	Growth (New Positions)				←	Data Entry (Е
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22.1%	0.0%	70.1%	0.0%	9.3%	120.0%	0.0%	0.0%	46.2%	0.0%	20.3%	0.0%	0.0%	0.0%	200.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	yees			←		G
	0.0%	0.0%	0.0%	3.0%	5.0%	0.0%	0.0%	5.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Projected	placement of Te Employees)				←	Data C	Н
0	0	0	0	97	0	0	0	2	0	∞	0	0	0	0	#	Over 3 Years						←	CxHx3	Ι
0	0	0	0	258	0	0	0	4	0	16	0	0	0	0	#	Vears	Hires Over 3	Anticipated				←	F + 1	J
313	0	0	0	292	2	0	0	7	0	12	0	0	0	0	#	2016-06-02	AAAAWW-DD	Number		First/		←	From Workforce Analysis	К
0.0%	0.0%	0.0%	0.0%	3.0%	5.0%	0.0%	0.0%	5.0%	0.0%	5.0%	0.0%	0.0%		0.0%	%	Annually		Turnover (Replacement of Terminated Employees)		First/Previous Short-term Goals	Table 1: Wo	←	Equivalent to H	L
0	0	0	0	26	0	0	0	_	0	2	0	0	0	0	#	Over 3 Years		placement of Employees		ort-term Go	Vomen	←	KxLx3	
455	0	0	0	566	0	0	0	7	0	25	0	0	0	0	*	Years	Over 3	Hires		oals		←	(F x Q) - R + M	
0	0	0	0	77	0	0	0	ယ	0	9	0	0	0	0	#	2016	AAAA - AAAA	3 Year Goals From - To				←	J x P	0
	0.0%	0.0%	0.0%	30.0%	10.0%	0.0%	0.0%	79.0%	0.0%	58.3%	0.0%	0.0%	0.0%	0.0%	%	2019	1337	Soals To	Wo			←	Data Entry	P
67.0%	0.0%	0.0%	0.0%	67.3%	70.0%	0.0%	0.0%	79.0%	0.0%	58.3%	0.0%	0.0%	38.9%	27.4%	%		Availability	7	Women			←	<u>∞</u> . €	
-455	0	0	0	-431	0	0	0	4	0	-18	0	0	0	0	#		Present Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-455	0	0	0	-489	0	0	0	4	0	-16	0	0	0	0	#		Gap					←	(K - M + O) - ((C + F) x Q)	s
27.3%	#DIV/0!	#DIV/0!	#DIV/0!	27.2%	66.7%	#DIV/0!	#DIV/0!	50.0%	#DIV/0!	23.1%	#DIV/0!	#DIV/0!	0.0%	0.0%	%		Representation	7				←	K÷C	Т
% 27.3%)! #DIV/0!)! #DIV/0!)! #DIV/0!	% 27.8%	66.7%)! #DIV/0!)! #DIV/0!	6 56.3%	**	% 31.7%)! #DIV/0!)! #DIV/0!		0.0%	9%	rears	Representation in 3	Projected				←	From (K - M + Workforce O) - ((C + K + C + F) Analysis F) x Q) (K - M + O) + (C + F)	R S T U

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 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.

13	12	Ξ	10	09	08	07	06	05	04	03	02	01				
13 Other Sales & Service	12 Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	occupanional aroup (care or	Occumational terms		
ıles & So	illed Ma	fiate Sal	Personn	∵rafts &	Sales & S	trative &	ors: Cra	ors	ofession	onals	& Other	Aanagers	or out	Cronn		
ervice	nual	es & Ser	el	Trades	Service	کr Cler کا	fts & Tra		als & Te		Managei	•	buo's,	FFOC		
_		vice				ical	ades		라		·S					
		77											#	Short-term Goals		
3			<u> </u>	<u> </u>		3 7	<u> </u>	9	-	<u> </u>		-	9%	rm Goa		
0.0%	0.0%	30.0%	10.0%	0.0%	0.0%	9.0%	0.0%	58.3%	0.0%	0.0%	0.0%	0.0%	,		Women	
0	0	0	0	0	0	0	0	0	0	0	0	0	#	long-te		
													9%	Long-term Goals		
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		s		
																Table
																Table 2: Women
																men
														Co		
														Comments		
														isi		
		L														

Part 3: Goals The British Columbia Corps of Commissionaires
The British Columbia Corps of Commissionaires
[Date: 2018-05-22]
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Data for First/Previous Goals	[Date: 2018-05-22]	The British Columbia Corps of Commissionaires	Part 3: Goals	Federal Contractors Program Achievement Report
			00	09374

Total	14	13	12	Ξ	10	09	08	07	06	05	04	03	02	01			Occu	5					Data	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			Occupational Group (EEOG)	The state of the s					Data sources:	В
1,146	0	0	0	1,075	3	0	0	14	0	52	0	0	_	_	#	2016-06-02	YYYY-MM-DD	Number				←	From Workforce Analysis	С
11.6%	0.0%	0.0%	0.0%	-3.0%	-12.6%	0.0%	0.0%	21.3%	0.0%	8.3%	0.0%	0.0%	0.0%	-100.0%	9%	Annually	Actual	Grew				←	From Workforce Analysis [†]	D
				5.0%						5.0%					%	Annually	Projected	Growth (New Positions)				←	From Workforce Data Entry CxEx3	Е
0	0	0	0	161	0	0	0	0	0	∞	0	0	0	0	*	Over 3 Years	ted		All Employees			←	;	Ŧ
22.1%	0.0%	70.1%	0.0%	9.3%	120.0%	0.0%	0.0%	46.2%	0.0%	20.3%	0.0%	0.0%	0.0%	200.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	doyees			←	From Flow Data Analysis & Workforce Analysis‡	G
				3.0%						5.0%					%	Annually	Projected	placement of T Employees)				←	Data Entry	Н
0	0	0	0	97	0	0	0	0	0	∞	0	0	0	0	*	Over 3 Years		erminated				←	CxHx3	ı
0	0	0	0	258	0	0	0	0	0	16	0	0	0	0	#	Tears	Hires Over 3	Anticipated				←	F) + I	J
46	0			45	0			0				_		_	#	2016-06-02	AAA-WW-DD	Number		First/	Tabl	←	From Workforce Analysis	К
0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of		First/Previous Shor	Table 3: Aborigi	←	Equivalent to H	L
0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		urnover (Replacement of Terminated Employees)		ort-term Goals	ginal Peoples	←	KxLx3	3
3	0	0	0	13	0	0	0	0	0	_	0	0	0	0	#	Years	Over 3	Hires		oals	ples	←	(F x Q) - R + M	z
0	0	0	0	13	0	0	0	0	0	0	0	0	0	0	#	2016	AAAA - AAAA	3 Year Goals From - To				←	JxP	0
				5.0%						2.0%					%	2019	1111	Goals - To	Aborigin			←	Data Entry	P
4.3%	0.0%	0.0%	0.0%	4.4%	2.4%	0.0%	0.0%	2.1%	0.0%	4.1%	0.0%	0.0%	2.2%	2.9%	%		Availability	7	Aboriginal Peoples			←	From Workforce Analysis	Q
-3	0	0	0	-2	0	0	0	0	0	<u>-</u>	0	0	0	0	#		Present Gap					←	From Workforce Analysis	R
-3	0	0	0	0	0	0	0	0	0	<u>.</u>	0	0	0	0	#	•	Gap					←	(K - M + O) - ((C + F) x Q)	s
4.0%	#DIV/0	#DIV/0!	#DIV/0!	4.2%	0.0%		#DIV/0!	0.0%	#DIV/0!	1.9%	#DIV/0!	#DIV/0!	0.0%	0.0%	%		Representation	,				←	K+C	T
)% 4.0%	/0! #DIV/0!		/0! #DIV/0!	2% 4.4%	0.0%		/0! #DIV/0!		/0! #DIV/0!		/0! #DIV/0!	/0! #DIV/0!		0.0%	9%	Years	Repr	Projected				←	(K - M + 0) ÷ (C + F)	U

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 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.

13	12	Ξ	10	09	08	07	06	05	04	03	02	01				
13 Other Sales & Service	12 Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers		Occumational Group (FFOG)	The second of th	
es & Serv	led Manu	ate Sales	ersonnel	afts & Tı	les & Sei	ative & S	rs: Crafts	rs	fessionals	nals	Other M	magers	and a design	quity Frank		
rice	ıal	& Servic		ades	vice	ir Clerica	& Trade		& Tech		anagers			FOG:		
		Ö				1	š						7	Sh		
0	0	13	0	0	0	0	0	0	0	0	0	0	#	Short-term Goals	ř	
0.0	0.0	5.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	9%	Goals	Aboriginal Peoples	
<u> </u>	<u> </u>)	0	<u> </u>		0	0	<u> </u>	0	0	#	Long	il People	
0	0	0	0	0	0	0	0	0	0	0	0	0		Long-term Goals	S	
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	ioals		
																Table
																94: Ab
																lable 4: Aboriginal Peoples
																l Peopl
														Comments		es
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			L	L				L	L		L					

Total	14 Other Manual Workers			
13 0 0 00	[Date: 2018-05-22]	The British Columbia Corps of Commissionaires	Part 3: Goals	Federal Contractors Program Achievement Report

Part 3: Goals

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Ī									Data f	or First/P	Pravione (Coale							
l									Data	01 1 11 30 1	TOTIOUS	10415							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
r	↓	↓	↓	↓	↓	↓	↓	↓				<u></u>	↓	↓	↓	↓	↓	↓	<u> </u>
										Persons									
									First/	Previous Sh	ort-term G	oals							
				All En	ployees										th Disabilitie	S			
	Number	Grow	rth (New Posit	tions)	Turnover (Re		Terminated		Number	Turnover (Re	enlacement of			r Goals					Projected
Employment Equity			,		 	Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-06-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-06-02	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	6/0	#	#	#	%	#	#	#	%	%	#	#	%	9/4
01/02 Managers	2	-50.0%		0	100.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		13.9%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	52		5.0%	8	20.3%	5.0%	8	16	4	5.0%	1	4	2	13.9%	0.0%	-3	5	7.7%	8.3%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	0.070	5.0%	0	0.0% 46.2%	5.0%	0	0	0	0.0%	0	0	0	5.0%	3.4% 0.0%		0	#DIV/0! 0.0%	#DIV/0! 0.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service	14 0	0.0%	3.0%	2	0.0%	3.0%	2	4	0	5.0% 0.0%	0	0	"	3.0%	0.0%	1 %	"	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	٥	٥	"		7.0%	1 %	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	-12.6%	5.0%	0	120.0%	5.0%	0	0	1	5.0%	١	-1	١	5.0%	5.6%		1	33.3%	33.3%
11 Intermediate Sales & Service	1,075	-3.0%	5.0%	161	1 8	3.0%	97	258	55		5	10	14	5.6%	0.0%	.5	64	5.1%	5.2%
12 Semi-Skilled Manual	0	0.0%	5.570	1 0	0.0%	2.070	0	0	0	0.0%	0	0	l 0	5.570	0.0%	م ا	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	70.1%		0	0	0	0.0%	0	0	l 0		0.0%	م ا	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		6.0%	. 0	0	#DIV/0!	#DIV/0!
Total	1,146	11.6%		0	22.1%		0	0	60	0.0%	0	#REF!	0		#REF!	-9	#REF!	5.2%	5.2%

[†] 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.

t 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
	P	ersons with Disab	ilities	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals Loi	ng-term Goals	Comments
•	#	% #	# %	
01/02 Managers	0	0.0	0.0	
03 Professionals	0	0.0	0.0	
04 Semi-Professionals & Tech	0	0.0	0.0	
05 Supervisors	2	13.9	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0.0	
07 Administrative & Sr Clerical	0	5.0	0.0	
08 Skilled Sales & Service	0	0.0	0.0	
09 Skilled Crafts & Trades	0	0.0	0.0	
10 Clerical Personnel	0	5.0	0.0	
11 Intermediate Sales & Service	14	5.6	0.0	
12 Semi-Skilled Manual	0	0.0	0.0	
13 Other Sales & Service	0	0.0	0.0	
14 Other Manual Workers	0	0.0	0.0	
Total	16		0	009376

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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers		Occupational Group (EEOG)	Faring Street					Data sources:	A B	
1,1						_		erical	rades		ech		ers		#	2016-06-02	YYYY-MNI-DD	Number				←	From Workforce Analysis	С
1,146 11.6%	0 0.0%	0.0%	0.0%	1,075 -3.0%	3 -12.6%	0.0%	0.0%	14 21.3%	0 0.0%	52 8.3%	0 0.0%	0 0.0%	1 0.0%	1 -100.0%	9%)2 Annually	DD Actual	Gre				←		D
				5.0%	5.0%			5.0%		5.0%		-			%	Annually	Projected	Growth (New Positions)				←	Data Entry (Е
0	0	0	0	161	0 1	0	0	2	0	8	0	0	0	0 2	#	Over 3 Years An			All Employees			←	From Flow Data Workforce Data Entry C x E x 3 Analysis & Analysis * Analysis*	F
22.1%	0.0%	70.1%	0.0%	9.3%	120.0%	0.0%	0.0%	46.2%	0.0%	20.3%	0.0%	0.0%	0.0%	200.0%	%	Annually A	Actual	Turnover (Replacement of Terminated Employees)	ees			←		G
				3.0%	5.0%			5.0%		5.0%					%	Annually	Projected	placement of Ter Employees)				←	Data C	Н
0	0	0	0	97	0	0	0	2	0	∞	0	0	0	0	*	Over 3 Years						←	CxHx3	I
0	0	0	0	258	0	0	0	4	0	16	0	0	0	0	#	Teals	Hires Over 3	Anticipated				←	F + I	J
197	0	0	0	178	1	0	0	13	0	5	0	0	0	0	Ħ	2016-06-02	DD-WW-AAAA	Number		First/l	Table 7: M	←	From Workforce Analysis	K
0.0%	0.0%	0.0%	0.0%	3.0%	5.0%	0.0%	0.0%	5.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of Terminated Employees)		First/Previous Short-term Goals	able 7: Members of V	←	Equivalent _I	L
0	0	0	0	16	0	0	0	2	0	_	0	0	0	0	#	Over 3 Years	1			rt-term Go	Visible M	←	KxLx3	3
93	0	0	0	146	0	0	0	-2-	0	14	0	0	0	0	*	Years	Over 3	Hires		als	isible Minorities	←	(F x Q) - R + M	z
0	0	0	0	52	0	0	0	0	0	2	0	0	0	0	#	2016	1111-1111	3 Year Goals From - To	Mem			←	JxP D	0
				20.0%	10.0%			10.0%		10.0%					%	2019		oals To	bers of Vis			←	Data Entry	P
25.3%	0.0%	0.0%	0.0%	24.9%	42.3%	0.0%	0.0%	35.3%	0.0%	30.5%	0.0%	0.0%	15.0%	10.1%	%		Availability	7	Members of Visible Minorities			←	From Workforce Analysis	Q
-93	0	0	0	-90	0	0	0	~	0	÷	0	0	0	0	#		Present Gap		ies			←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-93	0	0	0	-94	0	0	0	5	0	-12	0	0	0	0	#		Gap	; :				←	(K - M + O) - ((C + F) x Q)	s
17.2%	#DIV/0!	#DIV/0!	#DIV/0!	16.6%	33.3%	#DIV/0!	#DIV/0!	92.9%	#DIV/0!	9.6%	#DIV/0!	#DIV/0!	0.0%	0.0%	%		Representation	7				←	K+C	T
6 17.2%	#DIV/0!	#DIV/0!	#DIV/0!	6 17.3%	6 33.3%	#DIV/0!	#DIV/0!	68.8%	#DIV/0!	6 10.0%	#DIV/0!	#DIV/0!	0.0%	0.0%	%	reals	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	M N O P Q R S T U

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 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.

13	12	=	10	9	08	07	06	05	04	03	02	01				
13 Other Sales & Service	12 Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	09 Skilled Crafts & Trades	Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers		Occupational Group (FFOC)		
ales &	killed N	ediate Sa	1 Persor	Crafts &	Sales &	strative	isors: C	isors	rofessio	ionals	& Othe	Manage				
Service	fanual	ales & S	mel	& Trade	Service	& Sr C	rafts &		nals &		r Mana	rs				
		ervice		σ,	()	lerical	Trades		Tech		gers		,	9		
													#	Sho		
0	0	52	0	0	0	0	0	2	0	0	0	0		Short-term Goals	Memb	
0	0.0	20	10.0	0	0	10	0	10.0	0	0	0	0	9%	Goals	ers of V	
0.0	.0	.0	.0	.0	0.0	0	0	0.	0.0	0.0	.0	0.0		50	isible N	
0	0	0	0	0	0	0	0	0	0	0	0	0	#	Long-term Goals	Members of Visible Minorities	
0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	%	1 Goals	es	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0			L	
																Ta
																Table 8: Members of Visible Minorities
																Memb
																ers of
																Visibl
																e Mine
														Comments		orities
														tents		

		Federal Contractors Program Achievement Report									
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	[Date: 2018-05-22]										
14 Other Manual Workers 0	0.0 0 0.0										
Total 54	0										

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-	2
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D.	K I
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0	ALA III
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0	HIRIG
Coal	Pram /
Coals	Pram A
Coals	A IIIRJE
Coak	SLAIII A
Coals	gram Ac
Coals	gram Aci
Coak	gram Acu
Coals	gram Acm
Coals	деяш Асша
Coals	дгаш Асше
Coals	дгаш Асше
Part 3: Goals	gram Acmey
Coals	gram Acmev
Coals	Fram Acmeve
Goals	ZIAIII ACIIIEVE
Coals	gram Acmever
Coals	gram Acmeven
Coals	gram Acmevem
Coak	Zram Acmeveme
Coals	Zram Acmeveme
Coals	Zram Acmevemen
Coals	Zram Aemevemen
Coals	Fram Achievement
Coals	Zram Acmevement
Coals	gram Achievement
Coals	gram Aemevement
Coals	gram Acmevement B
Coals	gram Aemevement K
Coak	gram Achievement Ro
Goals	gram Acilievement Ke
Coals	gram Acmevement Kej
Goals	дгаш Асшечешеш кер
Goals	gram Acmevement Repo
Coals	gram Achievement Repo
Goals	дуящ жешелени керо
Goals	gram Achievement Repor
Coals	gram Acmevement Repor
Coals	gram Acmevement Report
Coals	Federal Contractors Program Achievement Report
Coals	gram Acmevement Report
Coals	gram Acmevement Report
Coak	gram Acmevement Report
Goals	gram Acmevement Report
Coals	gram Acmevement Report
Coals	gram Acmevement Report
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The British Columbia Corps of Commissionaires [Date: 2018-05-22]

Data for Subsequent/Current Goals

Total	14	13	12	11	10	09	08	07	06	05	04	03	02	01			Occup						Data s	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			Occupational Group (EEOG)						Data sources:	В
1,595	0	519	0	980	2	0	0	25	0	66	0	2		0	#	2018-05-09	YYYY-MM-DD	Number				←	From Workforce Analysis	С
11.6%	0.0%	0.0%	0.0%	-3.0%	-12.6%	0.0%	0.0%	21.3%	0.0%	8.3%	0.0%	0.0%	0.0%	-100.0%	%	Annually	Actual	Gre				←	From Workforce Analysis [†]	D
ó	6	9.5%	6	6 13.5%	<u> </u>	6	<u> </u>	10.0%	6	6 12.0%	6	6 1.0%	0	6	%	Annually	Pro	Growth (New Positions)				←) Data Entr	E
0	0	148	0	6 397	0	0	0	8	0	6 24	0	0	0	0	*	Over 3 Years	Projected	itions)	All En			←	From Workforce Data Entry C x E x 3	Ŧ
22.1%	0.0%	70.1%	0.0%	9.3%	120.0%	0.0%	0.0%	46.2%	0.0%	20.3%	0.0%	0.0%	0.0%	200.0%	%	Annually	Actual	Turnover (R	All Employees			←	From Flow Data Analysis & Workforce Analysis [‡]	G
					5.0%			5.0%		5.0%					%	Annually	Projected	Turnover (Replacement of Terminated Employees)				←	Data Entry	Н
0	0	0	0	88	0	0	0	4	0	10	0	0	0	0	#	Over 3 Years	ected	Terminated				←	СхНх3	I
		148		485				_		3					*	TOTAL	Hires Over 3	Anticipated				←	F) + I	J
0 4	0	1	0		0	0	0	12	0	34	0	0	0	0	*	2018-05-09	DG-WW-AAAA	Number		Subsec		←	From Workforce Analysis	K
463 0.0%	0 0.0%	157 0.0%	0 0.0%	278 3.0%	2 5.0%	0.0%	0.0%	12 5.0%	0 0.0%	14 5.0%	0.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Repl		Subsequent/Current SI	Table 9	←	e Equivalent e to H	T
%	%	<u>%</u>	<u>%</u>		<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	#	Over 3 Years		urnover (Replacement of Terminated Employees)			Table 9: Women	←	nt KxLx3	M
0 561	0	0 233	0	25 675	<u> </u>	0	0	2 1	0	2 4	0	0	0	0	*	Years	Over 3			ort-term Goals		←	3 (F x Q) - R + M	Z
	0	3 86	0	5 327		0	0	16	0	40 2	0		0	0	#	2018		Т	-			←	JxP	0
0	0	6 58.4%	0		0 70.0%	0	0	9 79.0%	0	0 58.0%	0	0 43.0%	0 38.9%	0	%	2021	1111-1111	3 Year Goals From - To	=			←	Data Entry	P
64.2%	0.0%	58.4%	0.0%	67.4%	70.0%	0.0%	0.0%	79.0%	0.0%	58.0%	0.0%	42.0%	_	0.0%	%		Availability	3	Women			←	From Workforce Analysis	Q
% -561		% -146	<u>%</u>	% -383	<u>%</u>	<u>%</u>	<u>%</u>		<u>%</u>	% -24	<u>%</u>	<u>~</u> -	<u>%</u>	<u>~</u>	#		Present Gap					←		R
1 -561		6 -147	0	3 -348		0	0		0	4 -20	0		0	0	#		P Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	S
	0 #		0 #			0 #	0 #	7	0 #		0 #	_	0	0 #	%		Representation					←	+ · · K + C	T
29.0%	#DIV/0!	30.3%	#DIV/0!	28.4%	100.0%	#DIV/0!	#DIV/0!	48.0%	#DIV/0!	21.2%	#DIV/0!	0.0%	0.0%	#DIV/0!										
29.0%	#DIV/0!	36.4%	#DIV/0!	42.1%	100.0%	#DIV/0!	#DIV/0!	57.6%	#DIV/0!	35.6%	#DIV/0!	0.0%	0.0%	#DIV/0!	%	rears	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 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.

			Occupa	01 S	02 N	03 P.	04 S	05 St	06 St	07 A	08 S	09 Si	10 C	11 lc	12 S	13 0	-
	Free Free Free Free Free Free Free Free	Comparation Education	Occupational Oroup (EEOO)	01 Senior Managers	02 Middle & Other Managers	03 Professionals	04 Semi-Professionals & Tech	05 Supervisors	06 Supervisors: Crafts & Trades	Administrative & Sr Clerical	08 Skilled Sales & Service	09 Skilled Crafts & Trades	10 Clerical Personnel	Intermediate Sales & Service	12 Semi-Skilled Manual	13 Other Sales & Service	
	-	Short-term Goals	9/6														The state of the s
	Women	s Long-term Goals		0.0	0.4	0.4	0.0	0.6	0.0	0.8	0.0	0.0	0.7	0.7	0.0	0.6	
		oals	9/6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
I able 10: W																	
); women		•															
		Comments															

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Part 3: Goals	
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Part 3: Goals

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

										Data for	Subseque	nt/Curre	nt Goals							
Α	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data s	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
i		↓	1		1	<u> </u>	1	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	\	<u> </u>		1	<u> </u>
											11: Abor	•								
										Subsequ	ent/Curren	t Short-teri	m Goals							
					All En	nployees			Г		T		T			ial Peoples	ı			ı
		Number	Grov	vth (New Posit	ions)	Turnover (Re	placement o Employees)			Number	Turnover (R	eplacement of	Hires		r Goals					
	oyment Equity		Actual	Proje		Actual		iected	Anticipated Hires Over 3	YYYY-MM-DD		Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Оссиј	oational Group (EEOG)	YYYY-MM-DD	Actuai	110)		Actual	110	Over 3	Years	1111-MM-DD		Ι	Over 3 Years			Availability	resent Gap	Gap	Representation	Years
		2018-05-09	Annually	Annually	Over 3 Years	Annually	Annually	Vears		2018-05-09	Annually	Over 3 Years	Tears	2018	2021					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02	Middle & Other Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.2%	2.2%	0	0	0.0%	0.0%
03	Professionals	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.6%	1.6%	0	0	0.0%	0.0%
04	Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05	Supervisors	66	8.3%	1.0%	2	20.3%	5.0%	10	12	2	5.0%	0	1	0	4.0%	4.0%	-1	-1	3.0%	2.9%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	25	21.3%	1.0%	1	46.2%		0	1	0	0.0%	0	1	0	2.1%	2.1%	-1	-1	0.0%	0.0%
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0		0	2.407	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	2	-12.6%	2.00/	0	120.0%	2.00	0	0	0	0.0%	1 4	0	0	2.4%	2.4%	0	0	0.0%	0.0%
111	Intermediate Sales & Service	980	-3.0%	3.0%	88		3.0%	88	176	41		4	11	8	4.5%	4.5%	-3	-3	4.2%	4.2% #DIV/0!
12	Semi-Skilled Manual	ľ	0.0%		0	0.0%		1 0	0	"	0.0%	1 0] 0		4.207	0.0%			#DIV/0!	
13	Other Sales & Service	519	0.0% 0.0%		0	70.1%				28	0.0%	0	-6		4.3%	4.3% 0.0%	6	6	5.4% #DIV/0!	5.4% #DIV/0!
-	Other Manual Workers	1,595	0.0% 11.6%		- 0	0.0%		1 0	0	71		1 0	-1	0		4.4%	0	0	#DIV/0! 4.5%	#DIV/0! 4.5%
Total		1,393	11.0%		U	22.1%		1 0	0	/1	0.0%	1 0	-1	<u> </u>		4.4%	1	1	4.5%	4.5%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

				Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter	Aboriginal Peo	oples ong-term Goals	Comments
Occupational Group (EEOG)		%	%	
01 Senior Managers		0.0%	0.0	
02 Middle & Other Managers		2.2%	0.0	
03 Professionals		1.6%	0.0	
04 Semi-Professionals & Tech		0.0%	0.0	
05 Supervisors		4.0%	0.0	
06 Supervisors: Crafts & Trades		0.0%	0.0	
07 Administrative & Sr Clerical		2.1%	0.0	
08 Skilled Sales & Service		0.0%	0.0	
09 Skilled Crafts & Trades		0.0%	0.0	
10 Clerical Personnel		2.4%	0.0	
11 Intermediate Sales & Service		4.5%	0.0	
12 Semi-Skilled Manual		0.0%	0.0	
13 Other Sales & Service		4.3%	0.0	009382
14 Other Manual Workers		0.0%	0.0	

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers			Occupational Group (EFOG)	F 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					Data sources:	A B
	rs	e		Service		les	ce	Clerical	ک Trades		¿ Tech				•	9 							
1,595	0	519	0	980	2	0	0	25	0	66	0	2		*	2018-05-09	YYYY-MM-DD	Number				←	From Workforce Analysis	С
11.6%	0.0%	0.0%	0.0%	-3.0%	-12.6%	0.0%	0.0%	21.3%	0.0%	8.3%	0.0%	0.0%	-50.0%	%	Annually	Actual	Grawl				←	From Workforce Data Entry Analysis [†]	D
		1.5%		0.1%				1.0%		5.0%				%	Annually	Pro	Growth (New Positions)				←	Data Entry	Е
				-				_		1				*	Over 3 Years	Projected	tions)	AHE			+	CxEx	Ŧ
0 22.	0 0.	23 70.	0 0.	3 9.	0 120.0%	0 0.	0 0.	1 46.	0 0.	0 20.	0 0.	0 0.	0 100.0%	%	Annually	Actual	Turnove	All Employees			←	From Flow Data C x E x 3 Analysis & Workforce Analysis [‡]	G
22.1%	0.0%	70.1%	0.0%	9.3%		0.0%	0.0%	46.2%	0.0%	20.3%	0.0%	0.0%	.0%	%	ly Annually	=	Turnover (Replacement of Terminated Employees)				↓	low Data s & Entry rce is‡	Н
				3.0%	5.0%			5.0%		5.0%						Projected	ent of Term vees)				,		
0	0	0	0	88	0	0	0	4	0	10	0	0	0	*	Over 3 Years	Н	l				←	CxHx3	1
0	0	23	0	91	0	•	•		0	20	•	0	0	#	rears	Hires Over 3	Anticipated				←	F + I	J
														*	2018-05-09	DD-WW-AAAA	Number		Subse	Table	←	From Workforce Analysis	К
67	0	=	0	52	0	0	0	0	0	4	0	0	0					_	Subsequent/Current Sh	able 13: Persons wi	,		
0.0%	0.0%	0.0%	0.0%	3.0%	5.0%	0.0%	0.0%	5.0%	0.0%	5.0%	0.0%	0.0%	0.0%	%	Annually		Turnover (Replacement of Terminated Employees)		irrent Shi		Ţ	Equivalent K to H	
0	0	0	0	S	0	0	0	0	0	_	0	0	0	#	Over 3 Years			_	ort-term Goals	th Disabilities	↓	xLx3 (Z
30	0	23	0	8	0	0	0	_	0	8	0	0	0	*	Years	Over 3	Hires		Goals	ilities	←	(F x Q) - R + M	į
0			_		0	_	_	0	_	1.0	_	_	0	#	2018	1,1,1,1	3 Yes				←	JхР	0
		6.3%		5.6%	0			3.4%		13.9%		3.8%	4.3%	%	2021	¥¥¥¥ - ¥¥¥¥	3 Year Goals From - To	Persons wi			←	Data Entry	
6.1%	0.0%	6.3%	0.0%	5.6%	7.0%	0.0%	0.0%	3.4%	0.0%	13.9%	0.0%	3.8%	4.3%	%		Availability	P	Persons with Disabilities			+	From Workforce Analysis	P Q
-30		-22												#		Present Gap					+	From Workforce Analysis	R
	0		0	ယ	0	0	0	<u> </u>	0	Ċ	0	0	0	#		ip Gap					+	From (K - M + Workforce O) - ((C + Analysis F) x Q)	
-30	0	-22	0	ა	0	0	0	<u></u>	0	-2	0	0	0					-					
4.2%	#DIV/0!	2.1%	#DIV/0!	5.3%	0.0%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	6.1%	#DIV/0!	0.0%	0.0%	%		Representation						K÷C	T
4.2%	#DIV/0!	2.2%	#DIV/0!	5.3%	0.0%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	7.9%	#DIV/0!	0.0%	0.0%	%	rears	Representation in 3	Projected				←	(K - M + O) - (C + F)	S T U

++ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 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.

	14 Otl	13 Oth	12 Ser	11 Int	10 Cle	09 Ski	08 Ski	07 Ad	06 Su	05 Su ₁	04 Ser	03 Pro	01/02 Managers	Occupan			
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	magers	comm Group (E.	Desirational Grams (FFOG)	and Faulty	
	kers	ice	ıal	& Service		ades	vice	ir Clerical	& Trades		& Tech			200)	ROCA		
															Short-		
														%	Short-term Goals	Persons with Disabilities	
	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0			vith Disal	
															Long-term Goals	ilities	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goals		
																	Table
																	Table 14: Persons w
																	ons with
																	vith Disabilities
															Comments		lities
															ents		
000000000000000000000000000000000000000																	

Part 3: Goals

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
<u> </u>						\		J	<u> </u>	<u> </u>		·↓	\	V				↓	↓
								Γ	Table 15: N				S						
									Subsequ	ent/Current	Short-terr	n Goals							
				All En	ployees										isible Minor	ities			
	Number	Grov	wth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnover (R.	eplacement of		3 Year						
Employment Equity					ļ.,,	Employees)		Anticipated			Employees)	Hires Required	Fron		Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD		1	Over 3	YYYY	· YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-05-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-05-09	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	H	%	#	#	Н	%	%	#	#	%	%
01 Senior Managers	0	-100.0%	1	0	200.0%		0	0	0	0.0%	0	0	0	,,	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	15.0%	15.0%	0	0	0.0%	0.0%
03 Professionals	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	21.6%	21.6%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	66	8.3%	6.0%	12	20.3%	5.0%	10	22	9	5.0%	1	16	7	31.3%	31.3%	-12	-9	13.6%	19.2%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	25	21.3%		0	46.2%	5.0%	4	4	17	5.0%	3	-5	1	35,3%	35.3%	8	6	68.0%	60.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	-12.6%		0	120.0%	5.0%	0	0	1	5.0%	0	0	0	42.3%	42.3%	0	0	50.0%	50.0%
11 Intermediate Sales & Service	980	-3.0%	2.8%	81	9.3%		0	81	162		0	100	20	24.7%	24.7%	-80	-80	16.5%	17.2%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.070	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	519	0.0%	5.5%	86	70.1%	3.0%	47	133	137		12	135	57	42.9%	42.9%	-86	-78	26.4%	30.1%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,595	11.6%		0	22.1%		0	0	326	0.0%	0	170	0		31.1%	-170	-170	20.4%	20.4%

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

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

				Table 16: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Mem Short-ter	bers of Visible Mino m Goals Long-	orities term Goals	Comments
Occupational Group (EEGG)		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.2	0.0	
03 Professionals		0.2	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.3	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.4	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.4	0.0	
11 Intermediate Sales & Service		0.2	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.4	0.0	009385
14 Other Manual Workers		0.0	0.0	

18-05-22]	[Date: 2018-05-22]
orps of Commissionaires	The British Columbia Corps of Commissi
Goals	Part 3: Goals
ram Achievement Report	Federal Contractors Program Achievemen

Federal Contractors Program Achievement Report Part 4: Results - Women The British Columbia Corps of Commissionaires [Date: 2018-05-22] В C E F G Н K M N 0 P o R T U V W D L \mathbf{S} X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $V \div U x$ $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P x$ Part 2: Flow U x F ÷ 100 Flow Data Workforce Workforce E - H Flow Data K x G ÷ 100 L-N Flow Data P x F ÷ 100 Q - S V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Difference Gap Expected Expected Actual Expected % # % # % % % # % # # # 2016 0 0.0 27.4 0.0 01 Senior Managers 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 2016 0.0 38.9 0.0 Middle & Other 0 02 Managers 2018 0 0.0 38.9 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0.0 03 Professionals 2018 0 0.0 42.0 -1 0.0 0.0 0 0.0 0 0.0 Semi-Professionals & 2016 0 0.0 0.0 0.0 Technicians 0.0 0.0 2018 0 0.0 0 0.0 0 0.0 0 0.0 2016 52 12 23.1 58.3 30 -18 39.6 05 Supervisors 2018 66 14 21.2 58.0 38 -24 36.6 22 27.3 13 12 8.3 12 5 41.7 Supervisors: Crafts & 2016 0 0.0 0.0 0.0 Trades 0 0.0 0.0 0.0 2018 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0.0 0 0.0 0.0 0.0 Middle & Other 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Managers 2021 0 0.0 0.4 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 0 0.0 0.4 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Semi-Professionals & Technicians 2021 0 0.0 0.0 0.0 0.0 0.0 2018 22 2 9.1 22.2 0.6 1559.3 0.0 0.0 0.0 05 Supervisors 2021 22 2 9.1 0.6 1567.4 0.0 0.0 2018 0.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2021 0 0.0 0.0 0.0 0.0

Λ 7.1		11 S	_	10	T 60) S		07			(EEOG)	Occi	Emp			Data sources] [12 v		11 S	-	10 C	_	09 3. S	S		07 s		(EEOG)	Cecu	Emp			Data sources	A				
Workers	Semi-Skilled Manual	Service Personnel	ntermediate (Clerical Personnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &			Š	Occupational Group	Employment Equity			urces:		Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales	Clerical Personnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Administrative & Senior Clerical)(u)	Occupational Group	Employment Equity			urces:	В				
	Manual	nnel		nnel	ers	&	nnel	&		e &				roup.	Juity						Manual		Sales &	nnel	SIS	&	nnel	&	al &			roup	luity								
2021	2018	2021	2021	2018	2021	2018	2021	2018	2021	2018	#			Year	•					2018	2016	2018	2016	2018	2018	2016	2018	2016	2016 2018	#			Year				С				
		-84									#:		Employees	Š.		Ne	←	Part 2: Flow Data Analysis				980	1 075						1 2	#	Employees	All			←	Part 1: Workforce Analysis	D				
0			- <u>84</u> -1		0			0		9	*			¥	Flow Data	New Entrants	←	Part 2: W Flow Data Analysis					25	2 5			0	0	14 25 1	#		Г			←	Part 1: Workforce Analysis	E				
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.0	0.0000000000000000000000000000000000000				.0	.0	.0	.0	.4	.4	it:	Gen	Cont				-	Part 3: Goals						0 70.0				.0 0.0	.0 79.0 .0 79.0	9%	Ą	,	Workforce	force A	←	Part 1: Workforce Analysis	G				
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0	0	<u></u>	6 0	0	0	0	0	0	9	9	41:					Goals	←	F+Ix 100 Part 3: Goals		0	0		4	9 1		0	0	0	∞ ₃	#	Employees	AII			- -	Part 2: Flow Data Analysis	К		The British Columbia Corps of Commissionaires		Federal Contractors Program Achievement Report
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0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Met	Percent of				_	F + M x 100		0		0		_	0		0		14	#	Expected D				 	K x G ÷ 100	Z	22]	f Comi	omen	chieve
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Total		14 Workers	Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:		Total	Workers	14 Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	АВ				
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8 363 1 363	T			1 416	8 416	#	Employees	All		Net	+	Part 2: Flow Flow Data Analysis Analysis	8 1,595				51		#	Employees	All	7		←	Part 1: Workforce Analysis	D				
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89		1	0		0	Ħ	Goal				+	Part 3: Goals	64.2	67.0	0.0	0.0	58.4	0.0	%	Availability	Women	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
130.3			0.0		0.0	9/6	Percent of Goal Met	W ₀	Short-te		+	E ÷ G x 100	1,024	768	0	0	3(0	#:	ability	men		alysis	←	D x G ÷ 100	Н				
0.0	0.0		0.0	0.6	0.0	9/6	Geal	Women	Short-term Goals		+	Part 3: Goals	-561		0	0	-14	0	#	Gap				←	Е-Н	-				
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0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	en	n Goals		+	ls 3:	28.5		0.0		27.6		%	ual	¥	Hires		←	L+K x 100	3	Date: 2010-03-22	a Corp	cesuits	rograi
0.0	0.0	0 0	0.0	0.0	0.0	%	Percent of Goal Met				•	+	410		0		347		#	Expected	Women			<u>_</u>	K x G ÷ 100	Z	03-22J		Part 4: Results - Women	n Achie
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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples The British Columbia Corps of Commissionaires [Date: 2018-05-22] В C E F G Н K M Ν 0 P 0 R Т U V W D L S X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources x 100 Data Analysis Data Analysis Data Analysis x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Actual Difference Gap Expected Expected Expected % # % % % # % # # # % # 2016 0 0.0 2.9 0.0 01 Senior Managers 2018 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2016 0.0 2.2 Middle & Other 0 0.0 02 Managers 2018 0 0.0 2.2 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0.0 03 Professionals 2018 0 0.0 1.6 0.0 0.0 0 0.0 0 0.0 Semi-Professionals & 2016 0 0.0 0.0 0.0 Technicians 0.0 0.0 2018 0 0.0 0 0.0 0 0.0 0 0.0 2016 52 1.9 46.9 4.1 05 Supervisors 2018 66 2 3.0 4.0 -1 75.8 22 4.5 12 8.3 12 0 0.0 0.0 Supervisors: Crafts & 2016 0 0.0 0.0 Trades 0 0.0 0.0 2018 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0 0.0 0.0 0.0 0.0 Middle & Other 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 02 Managers 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 2021 0 0.0 0.0 0.0 0.0 0.0 2018 22 2 9.1 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 22 2 9.1 0.0 22727.3 0.0 0.0 2018 Supervisors: Crafts & 0 0.0 0.0 2.0 0.0 0.0 0.0 0.0 Trades 2021 0 0.0 0.0 0.0 0.0

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CO INTERIOR	od Manus				orkers	A. 0.	rsonnel	ac &	rical	itive &				Group	Equity						ed Manua	ISOILIEI			rsonnel	orkers	afts &	rsonnel	les &	ative & rical			Group	Equity					В				
	+	2021	+	2018	2021	201	2021	2018	2021	2018	#	Π		1 021			_			8107	_	╀	& 2016	2018	2016	2018	2016	2018	2016	2016 2018	#	Γ		Year					С				
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											20	1	- Const	Aboriginal Peoples	Short-term Goals		←	•	Part 3: Goals	0	0				0	0	0	0	0	0	#4.	Gap				•	- 5	n G	-				
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	0.0	0.0	0	0.0	0.0	0.0	0.0	0 0		0.0	%	Goal Met	Percent of	Aboriginal Peoples	Long-term Goals		←	•	E + K x		>	c	>	0		0		0		0	#	Actual				•	Analysis	Part 2:	Т	Date:	lumbi	· Cesures	tors
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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities The British Columbia Corps of Commissionaires [Date: 2018-05-22] В \mathbf{C} E F G Н M Ν 0 P 0 R Т U V W D K L \mathbf{S} X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources x 100 Data Analysis Data Analysis Data Analysis x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions** Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Difference Gap Expected Expected Actual Expected % # % % % # # % # # # % # 2016 0 0.0 10.1 0.0 01 Senior Managers 2018 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2016 0.0 15.0 Middle & Other 0 0.0 02 Managers 2018 0 0.0 15.0 0.0 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.0 0.0 03 Professionals 2018 0 0.0 21.6 0.0 0.0 0 0.0 0 0.0 Semi-Professionals & 2016 0 0.0 0.0 0.0 Technicians 0.0 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 2016 52 5 9.6 30.5 16 -11 31.5 05 Supervisors 2018 66 9 13.6 31.3 21 -12 43.6 22 18.2 12 2 16.7 12 8.3 Supervisors: Crafts & 2016 0 0.0 0.0 0.0 Trades 0.0 0.0 2018 0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0 0.0 0.0 0.0 0.0 Middle & Other 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Managers 2021 0 0.0 0.2 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 0 0.0 0.2 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 Semi-Professionals & Technicians 2021 0 0.0 0.0 0.0 0.0 0.0 2018 22 5 22.7 250.0 10.0 227.3 0.0 0.0 0.0 05 Supervisors 2021 22 5 22.7 0.3 7261.1 0.0 0.0 2018 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2021 0 0.0 0.0 0.0 0.0

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Other Sales & Service	2016	0	0	0.0	0.0	: I	0	0.0															
Personnel	2018 2016	519 0	137 0	26.4	42.9 0.0		-86	61.5 0.0	594	156	26.3	255	-99	4	2	50.0	0	2	182	47	25.8	0	47
14 Other Manual Workers	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2016	1,146	197	17.2	25.3	290	-93	67.9															
Total	2018	1,595	326	20.4	31.1	496	-170	65.7	638	166	26.0	198	-32	28	9	32.1	5	4	303	66	21.8	52	14
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											
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Occupational Group (EEOG)		All Employees	Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					·	Commen	IS				
	#	H	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service Personnel	2018 2021	416	111	26.7 26.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2021	416 0	111 0	0.0	0	0.0	0.4	6219.7 0.0	0	0.0	0.0	0.0											
Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											
Total	2018	363	109	30.0	54	201.9	0.0	0.0	0	0.0	0.0	0.0											
	2021	363	109	30.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts The British Columbia Corps of Commissionaires [Date: 2018-05-22]

Efforts

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

Requi	red 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):
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please p	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: The British Columbia Corps of Commissionaires

Primary Location: Vancouver, British Columbia

Number of Employees: 1595

Vancouver - 845 Kelowna - 449

Abbotsford/Mission - 91

Organization Overview:

NAICS: 5616 – Investigation and Security Services.

The British Columbia Corps of Commissionaires is a member division of the Commissionaires and provide security services in mainland BC, including the southern interior and northern communities. They provide security guard related services to diverse clients such as ports, airports, courthouses and commercial facilities.

Key Dates – First Year Assessment

Initiated: 2016-05-02 Received: 2016-06-02 Closed: 2016-06-13 WFA: 2016-02-06

Key Dates – Subsequent Assessment

Initiated: 2018-01-10 Received: 2018-05-23 WFA: 2018-05-09

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:

The period reported on the Achievement report is 2016-06-02 to 2018-05-09. The data from the current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.



ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, many gaps were found in different EEOG's in all four designated groups. The Company set some of the short-term and long-term goals in numerical format in the previous assessment.

Women

0!	Supervisors	Goal not met (77.8% achieved)
07	Administrative & Senior Clerical	Goal met (333.3% achieved)
1:	Intermediate Sales & Service Personnel	Goal not met (1.3% achieved)

Assessment/Observations:

- The company had set two goals in numerical and percentage format. For the purpose of this assessment, only percentage format is being used.
- EEOG 05 Out of 34 new entrants, seven were women, and the market availability is 58.3%. The company set a goal of hiring or promoting nine individuals but achieved 77.8% of the goal set.
- EEOG 07 Out of 18 new entrants, 10 were women, and the market availability is 79.0%. The company set a goal of hiring or promoting three individuals and achieved 333.3% of the goal set.
- EEOG 11 Out of 12 new entrants, one was a woman, and the market availability is 67.3%. The company set a goal of hiring or promoting 77 individuals but achieved 1.3% of the goal set.

Aboriginal Peoples

05	Supervisors	Goal not set
11	Intermediate Sales & Service Personnel	Goal not met (0.0% achieved)

Assessment/Observations:

- EEOG 02 Out of 34 new entrants, two were Aboriginal persons, and the market availability is 4.1%. The company did not set a goal in the previous assessment and thus reasonable effort cannot be assessed.
- EEOG 11 Out of 12 new entrants, zero were Aboriginal persons, and the market availability is 4.4%. The company set a goal of hiring or promoting 13 individuals but achieved 0.0% of the goal set.

Persons with Disabilities

05	Supervisors	Goal not met (0.0% achieved)
11	Intermediate Sales & Service Personnel	Goal not met (7.1 % achieved)

Assessment/Observations:

- EEOG 01 & 02 Out of 34 new entrants, zero were persons with disabilities, and the market availability is 13.9%. The company set a goal of hiring or promoting two individuals but achieved 0.0% of the goal set.
- EEOG 11 Out of 12 new entrants, one was a person with disabilities, and the market availability is 5.6%. The company set a goal of hiring or promoting 14 individuals but achieved 7.1% of the goal set.

Members of Visible Minorities

05	Supervisors	Goal met (300.0 % achieved)
11	Intermediate Sales & Service Personnel	Goal not met (9.6 % achieved)

Assessment/Observations:

- EEOG 02 Out of 34 new entrants, six were visible minorities, and the market availability is 30.5%. The company set a goal of hiring or promoting 10.0% and achieved 300% of the goal set.
- EEOG 03 Out of the 12 new entrants, five were visible minorities, and the market availability is 24.9%. The company set a goal of hiring or promoting 52 individuals but achieved 9.6% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2016-06-02 to 2018-05-09. During their initial assessment, the organization set seven short-term goals and only two were met above 80%.

ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format.
- All short-term and long term goals are set at labour market availability.

Women

Workforce Analysis Results		Goals				
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
(EEOG)		Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-1	43.0	42.0	0.0	42.0
05	Supervisors	-24	50.0	50.0	21.2	58.0
07	Admin & Senior Clerical Personnel	-10	50.0	50.0	48.0	79.0
11	Intermediate Sales and Services	-383	50.0	50.0	28.4	67.4
13	Other Sales and Service Personnel	-146	50.0	50.0	30.3	58.4

Observations:

- Although availability is higher in EEOG's 05, 07, 11 and 13, goals were appropriately set at 50% so as not to encourage the occupational clustering of women in these occupations, and to ensure that they are inclusive of all genders.
- In EEOG 02, the short-term goal has been set a little higher than market availability in order to close the gap, and then, the long-term goal matches the market availability in order to maintain the representation of women in this EEOG.

Aboriginal Peoples

Workforce Analysis Results		Goals				
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	# or %	# or %	%	%
05	Supervisors	-1	4.0	4.0	3.0	4.0
07	Admin & Senior Clerical Personnel	-1	2.1	2.1	0.0	2.1
11	Intermediate Sales & Services	-3	4.5	4.5	4.2	4.5

Observations:

Persons with Disabilities

Workforce Analysis Results			Goals			
Employ	ment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
(EEOG)		Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	# or %	# or %	%	%
01/02	Managers	-4	4.3	4.3	0.0	4.3
05 Supervisors		-5	13.9	13.9	6.1	13.9
07 Administrative & Senior Clerical		-1	3.4	3.4	0.0	3.4
11	Intermediate Sales & Services	-3	5.6	5.6	5.3	5.6
13	Other Sales & Service Personnel	-22	6.3	6.3	2.1	6.3

Observations:

Members of Visible Minorities

Workforce Analysis Results		Goals				
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3	Long- term (+3	Representation	LMA
#	Description	#	years) # or %	years) # or %	%	%
	•					
05	Supervisors	-12	31.3	31.3	13.6	31.3
11	Intermediate Sales & Services	-80	24.7	24.7	16.5	24.7
13	Other Sales & Service Personnel	-86	42.9	42.9	26.4	42.9

Observations:

RECOMMENDATION

I recommend that	the employer	be found
⊠in compliance	□in non-com	pliance

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:

- Given that The British Columbia Corps Commissionaire has quite a few gaps in all four designated groups, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals from these designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Neena Sharan

Date: August 21, 2018

From: Sharan, Neena N [NC] Sent: October 2, 2018 9:07 AM

To: 'Frost@commissionaires.bc.ca' <Frost@commissionaires.bc.ca>; 'torbica@commissionaires.bc.ca' <torbica@commissionaires.bc.ca>; 'ho@commissionaires.bc.ca' <ho@commissionaires.bc.ca> **Subject:** Government of Canada Agreement Number: 100267 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Jeffrey Ho

I am writing to inform you that the subsequent compliance assessment initiated on January 04, 2018 has been completed. As a result of the assessment, The British Columbia Corps of Commissionaires has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of The British Columbia Corps of Commissionaires employment equity program.

- Given that The British Columbia Corps Commissionaire has quite a few gaps in all four
 designated groups, the company may want to consider conducting an employment systems
 review to identify any potential barriers to the recruitment and retention of individuals from these
 designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on January 04, 2021. 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, The British Columbia Corps of Commissionaires will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish The British Columbia Corps of Commissionaires 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.qc.ca



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!