

s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°: 100267

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization The British Columbia Corps of Commissionaires	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Commissionaires BC	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number <small>To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm</small> 561612 - Security Guards, Patrol Services	Total number of employees (Permanent Full-Time and/or Part-Time) 1,168 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 801, 595 Howe Street	City Vancouver	Province BC	Postal Code V6C 2T5
Telephone Number 604-646-3330			

EMPLOYMENT EQUITY CONTACT			
Name (print) Jamie Read	Title Director, Human Resources		
Telephone Number 604-646-3344	E-mail Address hr-dir@commissionaires.bc.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Dan Popowich	Title CEO		
Telephone Number [REDACTED]	E-mail Address @commissionaires.bc.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Date (YYYY-MM-DD) 2016 03 22			

under the authority of section 42 of the *Employment Equity Act* to determine your eligibility for the Federal Contractors Program (FCP).

Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca.



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) **The British Columbia Corps of Commissionaires** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **100267**, 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: **604.646.3332**

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

Signature: _____

Date: **December 27, 2017**

s.19(1)

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@hrsdcc-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@hrsdcc-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 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. [REDACTED]

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@hrsdcc.gc.ca
Sent: Wednesday, December 27, 2017 10:19 AM
To: Ryan Kuramoto <Kuramoto@commissionaires.bc.ca>; ee-eme@hrsdcc.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@hrsdcc.gc.ca

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



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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

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From: ward.normandin@labour-travail.gc.ca [<mailto:ward.normandin@labour-travail.gc.ca>] **On Behalf Of** ee-eme@hrsdcc.gc.ca
Sent: Wednesday, December 27, 2017 7:21 AM
To: Ryan Kuramoto <Kuramoto@commissionaires.bc.ca>; ee-eme@hrsdcc.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@hrsdcc.gc.ca

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



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

From: 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 assessment/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,

Ryan

From: ward.normandin@labour-travail.gc.ca [<mailto:ward.normandin@labour-travail.gc.ca>] **On Behalf Of** ee-eme@hrsdcc.gc.ca
Sent: Monday, November 27, 2017 11:58 AM
To: Ryan Kuramoto <Kuramoto@commissionaires.bc.ca>; ee-eme@hrsdcc-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 deadlines. 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@hrsdcc-rhdcc.gc.ca

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdcc-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?

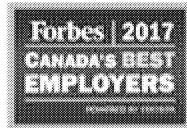
Thank you!
Sincerely,



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

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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				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
British Columbia	464	1131	0	1595	Vancouver	330	515	0	845
Total Employees in Canada				1595	Abbotsford - Mission	47	44	0	91
					Kelowna	74	375	0	449
					B.C. less CMAs	13	197	0	210
					Total Employees 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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Supervisors Top Range: \$ 40,000 - \$44,999 Bottom Range: Under \$5,000	4	11	10	1				1	1		1	1	
	3	12	11	1				2	1	1	1	1	
	2	4	4					1	1		1	1	
	1	16	13	3							3	2	1
	Total	43	38	5				4	3	1	6	5	1
Administrative and Senior Clerical Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: Under \$5,000	4	3	2	1							3	2	1
	3	3	2	1							2	2	
	2	3	1	2							3	1	2
	1	8	5	3							5	3	2
	Total	17	10	7							13	8	5



The British Columbia Corps of Commissioners (certificate # 100267)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2016-06-02 to 2018-05-09

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

The British Columbia Corps of Commissioners (certificate # 100267)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / National
 Reporting Period 2016-06-02 to 2018-05-09

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1		1	1													
	Total		1	1													
Supervisors Top Range: \$ 40,000 - \$44,999 Bottom Range: Under \$5,000	4		3	2	1												
	3		3	3													
	2		3	3													
	1		14	6	8	2	1	1	1				3	2	1		
	Total		23	14	9	2	1	1	1				3	2	1		
Administrative and Senior Clerical Personnel Top Range: \$ 15,000 - \$19,999 Bottom Range: Under \$5,000	4		2	1	1									2	1		1
	3																
	2																
	1		6	2	4									2			2
	Total		8	3	5									2	1		3
Intermediate Sales and Service Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: Under \$5,000	4		3	3								1	1				
	3		14	11	3	4	2	2	1	1	1	1	1	4	4		
	2		159	125	34	7	5	2	2	11	9	2	25	20	5		
	1		549	366	183	23	8	15	15	25	17	8	80	57	23		
	Total		725	505	220	34	15	19	38	28	10	109	81	28			



The British Columbia Corps of Commissioners (certificate # 100267)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / National
 Reporting Period 2016-06-02 to 2018-05-09

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1	373	254	119	24	9	15	8	5	3	99	80	19				
	Total	373	254	119	24	9	15	8	5	3	99	80	19				
Total Number of Employees		1130	777	353	60	25	35	46	33	13	215	164	51				



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

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

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

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



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

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

The British Columbia Corps of Commissioners (certificate # 100267)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Part-Time / National
 Reporting Period 2016-06-02 to 2018-05-09

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Supervisors	5	3	2	1	1					2	1	1
Administrative and Senior Clerical Personnel	10	3	7							2		2
Other Sales and Service Personnel	448	317	131	28	15	13	13	9	4	119	95	24
Total Number of Employees Hired	464	324	140	29	16	13	13	9	4	123	96	27



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

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



The British Columbia Corps of Commissioners (certificate # 100267)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Part-Time / National
 Reporting Period 2016-06-02 to 2018-05-09

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

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



The British Columbia Corps of Commissioners (certificate # 100267)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

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

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



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

Workforce Analysis - Detailed Report

Date: 2018-05-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
02 : Middle and Other Managers	National	1	0	0.0 %	38.9 %	0	0	National
03 : Professionals		2	0	0.0 %	42.0 %	1	-1	
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	42.0 %	1	-1	National
05 : Supervisors		66	14	21.2 %	58.0 %	38	-24	
Employment Equity Occupational Group	Abbotsford - Mission	7	1	14.3 %	63.4 %	4	-3	Abbotsford - Mission
Employment Equity Occupational Group	Kelowna	18	8	44.4 %	71.0 %	13	-5	Kelowna
Employment Equity Occupational Group	Vancouver	41	5	12.2 %	51.4 %	21	-16	Vancouver
07 : Administrative and Senior Clerical Personnel		25	12	48.0 %	79.0 %	20	-8	
Employment Equity Occupational Group	Vancouver	25	12	48.0 %	79.0 %	20	-8	Vancouver
10 : Clerical Personnel		2	2	100.0 %	70.0 %	1	1	
Employment Equity Occupational Group	Vancouver	2	2	100.0 %	70.0 %	1	1	Vancouver
11 : Intermediate Sales and Service Personnel		980	278	28.4 %	67.4 %	661	-383	
Employment Equity Occupational Group	Abbotsford - Mission	54	15	27.8 %	68.0 %	37	-22	Abbotsford - Mission
Employment Equity Occupational Group	B.C. less CMAs	185	74	40.0 %	72.4 %	134	-60	B.C. less CMAs
Employment Equity Occupational Group	Kelowna	329	97	29.5 %	68.4 %	225	-128	Kelowna
Employment Equity Occupational Group	Vancouver	412	92	22.3 %	64.2 %	265	-173	Vancouver
13 : Other Sales and Service Personnel		519	157	30.3 %	58.4 %	303	-146	
Employment Equity Occupational Group	Abbotsford - Mission	30	11	36.7 %	65.1 %	20	-9	Abbotsford - Mission
Employment Equity Occupational Group	B.C. less CMAs	24	7	29.2 %	63.2 %	15	-8	B.C. less CMAs
Employment Equity Occupational Group	Kelowna	102	35	34.3 %	57.6 %	59	-24	Kelowna
Employment Equity Occupational Group	Vancouver	363	104	28.7 %	57.8 %	210	-106	Vancouver

Workforce Analysis - Detailed Report

Date: 2018-05-09

Women

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

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 Commissioners

Workforce Analysis - Detailed Report

Date: 2018-05-09

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

Workforce Analysis - Detailed Report

Date: 2018-05-09

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
02 : Middle and Other Managers	National	1	0	0.0 %	0	0	National
03 : Professionals	National	2	0	0.0 %	0	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	0	0	National
05 : Supervisors	Abbotsford - Mission	66	9	13.6 %	21	-12	Abbotsford - Mission
Employment Equity Occupational Group	Abbotsford - Mission	7	1	14.3 %	2	-1	Abbotsford - Mission
Employment Equity Occupational Group	Kelowna	18	1	5.6 %	1	0	Kelowna
Employment Equity Occupational Group	Vancouver	41	7	17.1 %	18	-11	Vancouver
07 : Administrative and Senior Clerical Personnel	Vancouver	25	17	68.0 %	9	8	Vancouver
Employment Equity Occupational Group	Vancouver	25	17	68.0 %	9	8	Vancouver
10 : Clerical Personnel	Vancouver	2	1	50.0 %	1	0	Vancouver
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	1	0	Vancouver
11 : Intermediate Sales and Service Personnel	Abbotsford - Mission	980	162	16.5 %	242	-80	Abbotsford - Mission
Employment Equity Occupational Group	Abbotsford - Mission	54	3	5.6 %	13	-10	Abbotsford - Mission
Employment Equity Occupational Group	B.C. less CMAs	185	7	3.8 %	10	-3	B.C. less CMAs
Employment Equity Occupational Group	Kelowna	329	17	5.2 %	23	-6	Kelowna
Employment Equity Occupational Group	Vancouver	412	135	32.8 %	196	-61	Vancouver
13 : Other Sales and Service Personnel	Abbotsford - Mission	519	137	26.4 %	223	-86	Abbotsford - Mission
Employment Equity Occupational Group	Abbotsford - Mission	30	2	6.7 %	9	-7	Abbotsford - Mission
Employment Equity Occupational Group	B.C. less CMAs	24	1	4.2 %	2	-1	B.C. less CMAs
Employment Equity Occupational Group	Kelowna	102	6	5.9 %	9	-3	Kelowna
Employment Equity Occupational Group	Vancouver	363	128	35.3 %	203	-75	Vancouver
Total		1595	326	20.4 %	496	-170	

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 Commissioners

Workforce Analysis - Detailed Report

Date: 2018-05-09

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
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



Workforce Analysis - Detailed Report

Date: 2018-05-09

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed 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



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

Workforce Analysis - Summary Report

Date: 2018-05-09

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-05-09

Aboriginal Peoples

Employment Equity Occupational Group	All Employees		Aboriginal Peoples			
	#	Representation %	Availability %	Availability #	Gap #	
02 : Middle and Other Managers	1	0.0 %	2.2 %	0	0	
03 : Professionals	2	0.0 %	1.6 %	0	0	
05 : Supervisors	66	3.0 %	4.0 %	3	-1	
07 : Administrative and Senior Clerical Personnel	25	0.0 %	2.1 %	1	-1	
10 : Clerical Personnel	2	0.0 %	2.4 %	0	0	
11 : Intermediate Sales and Service Personnel	980	4.2 %	4.5 %	44	-3	
13 : Other Sales and Service Personnel	519	5.4 %	4.3 %	22	6	
Total	1595	7.1 %	4.4 %	70	1	

Total may not equal sum of components due to rounding.



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

Workforce Analysis - Summary Report

Date: 2018-05-09

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-05-09

Persons with Disabilities

Employment Equity Occupational Group	All Employees		Representation		Persons with Disabilities		Availability		Gap	
	#	%	#	%	#	%	#	%	#	%
01/02 : Managers	1	0.0%	0	0.0%	0	4.3%	0	0.0%	0	0.0%
03 : Professionals	2	0.0%	0	0.0%	0	3.8%	0	0.0%	0	0.0%
05 : Supervisors	66	6.1%	4	6.1%	9	13.9%	9	14.6%	-5	-8.2%
07 : Administrative and Senior Clerical Personnel	25	0.0%	0	0.0%	1	3.4%	1	1.6%	-1	-1.6%
10 : Clerical Personnel	2	0.0%	0	0.0%	0	7.0%	0	0.0%	0	0.0%
11 : Intermediate Sales and Service Personnel	980	5.3%	52	5.3%	55	5.6%	55	5.6%	-3	-0.3%
13 : Other Sales and Service Personnel	519	2.1%	11	2.1%	33	6.3%	33	6.3%	-22	-4.2%
Total	1595	6.1%	67	4.2%	98	6.1%	98	6.1%	-31	-4.2%

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-09

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 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

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	02

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	09

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	27.40
02	Middle & Other Managers	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	Other Manual Workers	0	0	0.00
Total		1,146	313	67.0

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		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
Total		1,595	463	64.2

*** Source:**
2006 Census of Canada

*** Source:**
2006 Census of Canada

Federal Contractors Program Achievement Report

Part 1 : Workforce Analysis

The British Columbia Corps of Commissioners

[Date: 2018-05-22]

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	02

Data from Subsequent/Current Workforce Analysis

↓

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↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	09

Employment Equity Occupational Group (EEOG)

Table 2: Aboriginal Peoples

	First/Previous Workforce Analysis		
	All Employees	Aboriginal Peoples	
		Representation	Availability*
#	#	%	%
01 Senior Managers	1	0	2.90
02 Middle & Other Managers	1	0	2.20
03 Professionals	0	0	0.00
04 Semi-Professionals & Technicians	0	0	0.00
05 Supervisors	52	1	4.10
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	14	0	2.10
08 Skilled Sales & Service Personnel	0	0	0.00
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	3	0	2.40
11 Intermediate Sales & Service Personnel	1,075	45	4.40
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	46	4.3

Table 6: Aboriginal Peoples

	Subsequent/Current Workforce Analysis		
	All Employees	Aboriginal Peoples	
		Representation	Availability*
#	#	%	%
0	0	0	0.0
1	0	0	2.2
2	0	0	1.6
0	0	0	0.0
66	2	4.0	4.0
0	0	0.0	0.0
25	0	2.1	2.1
0	0	0.0	0.0
0	0	0.0	0.0
2	0	2.4	2.4
980	41	4.5	4.5
0	0	0.0	0.0
519	28	4.3	4.3
0	0	0.0	0.0
Total	1,595	71	4.4

* Source:

2006 Census of Canada

* Source:

2006 Census of Canada

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

The British Columbia Corps of Commissioners

[Date: 2018-05-22]

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Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	02

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	09

Employment Equity Occupational Group (EEOG)

Table 3: Members of Visible Minorities

	First/Previous Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
	#	#	%
01 Senior Managers	1	0	10.10
02 Middle & Other Managers	1	0	15.00
03 Professionals	0	0	0.00
04 Semi-Professionals & Technicians	0	0	0.00
05 Supervisors	52	5	30.50
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	14	13	35.30
08 Skilled Sales & Service Personnel	0	0	0.00
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	3	1	42.30
11 Intermediate Sales & Service Personnel	1,075	178	24.90
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	197	25.3

Table 7: Members of Visible Minorities

	Subsequent/Current Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
	#	#	%
0 Senior Managers	0	0	0.0
1 Middle & Other Managers	1	0	15.0
2 Professionals	2	0	21.6
0 Semi-Professionals & Technicians	0	0	0.0
66 Supervisors	66	9	31.3
0 Supervisors: Crafts & Trades	0	0	0.0
25 Administrative & Senior Clerical Personnel	25	17	35.3
0 Skilled Sales & Service Personnel	0	0	0.0
0 Skilled Crafts & Trades Workers	0	0	0.0
2 Clerical Personnel	2	1	42.3
980 Intermediate Sales & Service Personnel	980	162	24.7
0 Semi-Skilled Manual Workers	0	0	0.0
519 Other Sales & Service Personnel	519	137	42.9
0 Other Manual Workers	0	0	0.0
Total	1,595	326	31.1

* Source:

2006 Census of Canada

* Source:

2006 Census of Canada

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

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	06	02

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	09

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			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

* Source:
2006 Census of Canada

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		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
Total		1,595	67	6.1

* Source:
2006 Census of Canada

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
The British Columbia Corps of Commissioners

[Date: 2018-05-22]

Start Date of Flow Data			
YYYY	MM	DD	
2016	06	02	

End Date of Flow Data			
YYYY	MM	DD	
2018	05	09	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women Hired				Table 5: Women Promoted				Table 9: Women Terminated			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	1	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	0	1	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	17	4	5	2	10	1	2	0	7	3	5	2
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	3	10	7	0	0	0	0	3	1	6	5
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	2	0	0	0	0	0	0	3	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	7	0	5	1	43	5	53	10
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	146	33	448	131	4	1	0	0	36	7	146	34
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	174	42	464	140	21	2	7	1	93	18	210	51

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Start Date of Flow Data			
YYYY	MM	DD	
2016	06	02	

End Date of Flow Data			
YYYY	MM	DD	
2018	05	09	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired #	Aboriginal Peoples Hired #	All Employees Hired #	Aboriginal Peoples Hired #	All Employees Promoted #	Aboriginal Peoples Promoted #	All Employees Promoted #	Aboriginal Peoples Promoted #	All Employees Terminated #	Aboriginal Peoples Terminated #	All Employees Terminated #	Aboriginal Peoples Terminated #
01 Senior Managers	0	0	0	0	0	0	0	0	1	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	0	1	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	17	0	5	0	10	0	2	1	7	0	5	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	10	0	0	0	0	0	3	0	6	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	0	0	0	0	0	0	0	3	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	7	0	5	0	43	2	53	2
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	146	0	448	0	4	0	0	0	36	0	146	10
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	174	3	464	29	21	0	7	1	93	2	210	12

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Start Date of Flow Data		
YYYY	MM	DD
2016	06	02

End Date of Flow Data		
YYYY	MM	DD
2018	05	09

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

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

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	3	464	13

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

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

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	10	0	2	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	7	1	5	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	4	0	0	0
14 Other Manual Workers	0	0	0	0
Total	21	1	7	0

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

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

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	7	0	5	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	6	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	3	1	0	0
11 Intermediate Sales & Service Personnel	43	2	53	1
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	36	1	146	6
14 Other Manual Workers	0	0	0	0
Total	93	4	210	7

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Start Date of Flow Data			
YYYY	MM	DD	
2016	06	02	

End Date of Flow Data			
YYYY	MM	DD	
2018	05	09	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired #	Members of Visible Minorities Hired #	All Employees Hired #	Members of Visible Minorities Hired #	All Employees Promoted #	Members of Visible Minorities Promoted #	All Employees Promoted #	Members of Visible Minorities Promoted #	All Employees Terminated #	Members of Visible Minorities Terminated #	All Employees Terminated #	Members of Visible Minorities Terminated #
01 Senior Managers	0	0	0	0	0	0	0	0	1	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	0	1	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	17	2	5	2	10	2	2	0	7	1	5	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	4	10	2	0	0	0	0	3	1	6	1
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2	0	0	0	0	0	0	0	3	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	7	3	5	2	43	6	53	10
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	146	37	448	119	4	2	0	0	36	9	146	38
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	174	43	464	123	21	7	7	2	93	17	210	49

Federal Contractors Program Achievement Report
Part 3: Goals

The British Columbia Corps of Commissioners
[Date: 2018-05-22]

009372

Data for First/Previous Goals

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

Table 1: Women

Occupational Group (EOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2016						2019
		Annual %	Annual %	#	Annual %	Annual %	#			Annual %	Annual %	#		From - To %	#						#
01 Senior Managers	1	-100.0%	0.0%	0	200.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	27.4%	0	0	0.0%	0.0%	
02 Middle & Other Managers	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	38.9%	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	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	52	8.3%	5.0%	8	20.3%	5.0%	8	16	5.0%	2	5.0%	25	9	9	58.3%	58.3%	-18	-16	23.1%	31.7%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	14	21.3%	5.0%	2	46.2%	5.0%	2	4	5.0%	1	5.0%	7	3	3	79.0%	79.0%	-4	-4	50.0%	56.3%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	3	-12.6%	5.0%	0	120.0%	5.0%	0	0	5.0%	0	5.0%	0	0	0	10.0%	70.0%	0	0	66.7%	66.7%	
11 Intermediate Sales & Service	1,075	-3.0%	5.0%	161	9.3%	3.0%	97	258	3.0%	26	3.0%	566	77	77	30.0%	67.3%	-431	-489	27.2%	27.8%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%	0.0%	0	70.1%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	1,146	11.6%		0	22.1%		0	0	0.0%	0	0.0%	455	0	0		67.0%	-455	-455	27.3%	27.3%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women		Comments	
	Short-term Goals	Long-term Goals		
	#	%	#	%
01 Senior Managers	0	0.0%	0	0.0
02 Middle & Other Managers	0	0.0%	0	0.0
03 Professionals	0	0.0%	0	0.0
04 Semi-Professionals & Tech	0	0.0%	0	0.0
05 Supervisors	9	58.3%	0	0.0
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0
07 Administrative & Sr Clerical	3	79.0%	0	0.0
08 Skilled Sales & Service	0	0.0%	0	0.0
09 Skilled Crafts & Trades	0	0.0%	0	0.0
10 Clerical Personnel	0	0.0%	0	0.0
11 Intermediate Sales & Service	77	30.0%	0	0.0
12 Semi-Skilled Manual	0	0.0%	0	0.0
13 Other Sales & Service	0	0.0%	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

14	Other Manual Workers	0	0.0%	0	0.0
Total		89		0	

Federal Contractors Program Achievement Report
Part 3: Goals
The British Columbia Corps of Commissioners

[Date: 2018-05-22]

009374

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Occupational Group (EOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	%					
		2016-06-02	2016-06-02	2016-06-02	2016-06-02	2016-06-02	2016-06-02			2016	2019	%		%	#					
01 Senior Managers	1	-100.0%	0	0	200.0%	0	0	0	0	0.0%	0	0	0	0	2.9%	0	0	0	0.0%	0.0%
02 Middle & Other Managers	1	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	2.2%	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%	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	52	8.3%	8	5.0%	20.3%	8	16	1	1	5.0%	0	1	0	2.0%	4.1%	-1	-1	1.9%	1.7%	
06 Supervisors: Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	14	21.3%	0	0	46.2%	0	0	0	0	0.0%	0	0	0	0	2.1%	0	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	-12.6%	0	0	120.0%	0	0	0	0	0.0%	0	0	0	0	2.4%	0	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1,075	-3.0%	161	5.0%	9.3%	97	258	4	13	3.0%	4	13	0	5.0%	4.4%	-2	-2	4.2%	4.4%	
12 Semi-Skilled Manual	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0	0	70.1%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	1,146	11.6%	221	5.0%	22.1%	46	133	3	46	0.0%	3	3	0	4.3%	-3	-3	-3	4.0%	4.0%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Short-term Goals		Long-term Goals		Comments
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	2.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	13	5.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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009375

The British Columbia Corps of Commissionaires

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I4	Other Manual Workers	0	0.0	0	0.0
Total		13		0	

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The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																			
		All Employees							Persons with Disabilities												
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
		2016-06-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-06-02	Annually	Over 3 Years	2016	2019	2016	2019	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%			
01/02	Managers	2	-50.0%		0	100.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	0.0%
03	Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	#DIV/0!
04	Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	13.9%	0	0	#DIV/0!	#DIV/0!
05	Supervisors	52	8.3%	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%	8.3%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	3.4%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	14	21.3%	5.0%	2	46.2%	5.0%	2	4	0	5.0%	0	0	0	5.0%	0.0%	0	0	0.0%	0.0%	0.0%
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/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%	7.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	3	-12.6%	5.0%	0	120.0%	5.0%	0	0	1	5.0%	0	-1	0	5.0%	5.6%	1	1	33.3%	33.3%	33.3%
11	Intermediate Sales & Service	1,075	-3.0%	5.0%	161	9.3%	3.0%	97	258	55	3.0%	5	10	14	5.6%	0.0%	-5	64	5.1%	5.2%	5.2%
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0	70.1%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	6.0%	0	0	#DIV/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%	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.

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

Table 6: Persons with Disabilities

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

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The British Columbia Corps of Commissionaires
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The British Columbia Corps of Commissioners

[Date: 2018-05-22]

009378

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Occupational Group (EOG)	All Employees										Members of Visible Minorities										
	Number		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	2016-06-02	Annual	Projected	Annual	Actual	Projected	Over 3 Years	Years	2016-06-02	Annual	Projected	Over 3 Years	Years	From - To	2016	2019					
01 Senior Managers	1	-100.0%	0	0.0%	200.0%	0	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0.0%	0.0%
02 Middle & Other Managers	1	0.0%	0	0.0%	0.0%	0	0	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	0	0	0	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	0	0	0	0	0	0.0%	0.0%
05 Supervisors	52	8.3%	8	5.0%	20.3%	8	16	5	5.0%	1	14	2	10.0%	2	10.0%	30.5%	-11	-12	9.6%	10.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	14	21.3%	2	5.0%	46.2%	2	4	13	5.0%	2	-5	0	10.0%	0	10.0%	35.3%	8	5	92.9%	68.8%	
08 Skilled Sales & Service	0	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%
10 Clerical Personnel	3	-12.6%	0	5.0%	120.0%	0	0	0	5.0%	0	0	0	0	0	10.0%	42.3%	0	0	33.3%	33.3%	
11 Intermediate Sales & Service	1,075	-3.0%	161	5.0%	9.3%	97	258	178	3.0%	16	146	52	20.0%	0	20.0%	24.9%	-90	-94	16.6%	17.3%	
12 Semi-Skilled Manual	0	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
13 Other Sales & Service	0	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
Total	1,146	11.6%	0	5.0%	22.1%	0	0	0	0.0%	0	93	0	0	0	0	25.3%	-93	-93	17.2%	17.2%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	#	%	
01 Senior Managers	0	0.0	0
02 Middle & Other Managers	0	0.0	0
03 Professionals	0	0.0	0
04 Semi-Professionals & Tech	0	0.0	0
05 Supervisors	2	10.0	0
06 Supervisors: Crafts & Trades	0	0.0	0
07 Administrative & Sr Clerical	0	10.0	0
08 Skilled Sales & Service	0	0.0	0
09 Skilled Crafts & Trades	0	0.0	0
10 Clerical Personnel	0	10.0	0
11 Intermediate Sales & Service	52	20.0	0
12 Semi-Skilled Manual	0	0.0	0
13 Other Sales & Service	0	0.0	0

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14	Other Manual Workers	0	0.0	0	0.0
Total		54		0	

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The British Columbia Corps of Commissioners

[Date: 2018-05-22]

009380

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals													
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	2018-05-09	Actual	Annual %	Projected	Over 3 Years	Actual	Annual %	Projected	Over 3 Years	2018-05-09	Annual %	Over 3 Years	2018	2021	2018	2021								
01 Senior Managers	0	-100.0%		0	0	200.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	1	0.0%		0	0	0.0%		0	0	0	0.0%	0	0	0	38.9%	0	0	0	38.9%	0.0%	0	0	0.0%	0.0%
03 Professionals	2	0.0%	1.0%	0	0	0.0%		0	1	0	0.0%	0	1	0	43.0%	0	0	0	42.0%	0.0%	-1	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	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	66	8.3%	12.0%	24	24	20.3%	5.0%	10	34	14	5.0%	2	40	20	58.0%	-24	0	-20	58.0%	21.2%	-24	0	21.2%	35.6%
06 Supervisors: Crafts & Trades	0	0.0%		0	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	25	21.3%	10.0%	8	8	46.2%	5.0%	4	12	12	5.0%	2	16	9	79.0%	-8	-7	79.0%	48.0%	48.0%	-8	0	48.0%	57.6%
08 Skilled Sales & Service	0	0.0%		0	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%
10 Clerical Personnel	2	-12.6%		0	0	120.0%	5.0%	0	0	2	5.0%	0	-1	0	70.0%	0	1	0	70.0%	100.0%	1	0	100.0%	100.0%
11 Intermediate Sales & Service	980	-3.0%	13.5%	397	397	9.3%	3.0%	88	485	278	3.0%	25	675	327	67.4%	-383	-348	67.4%	28.4%	28.4%	0	0	28.4%	42.1%
12 Semi-Skilled Manual	0	0.0%		0	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%
13 Other Sales & Service	519	0.0%	9.5%	148	148	70.1%	0.0%	0	148	157	0.0%	0	233	86	58.4%	-146	-147	58.4%	30.3%	30.3%	-146	0	30.3%	36.4%
14 Other Manual Workers	0	0.0%		0	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,595	11.6%		0	0	22.1%		0	0	463	0.0%	0	561	0	64.2%	-561	-561	64.2%	29.0%	29.0%	0	0	29.0%	29.0%

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.4	0.0	
03 Professionals	0.4	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.6	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.8	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.7	0.0	
11 Intermediate Sales & Service	0.7	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.6	0.0	
14 Other Manual Workers	0.0	0.0	

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Total		0.0	0.0
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[Date: 2018-05-22]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-05-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-09	Annually	Over 3 Years	#	%	%	#	%	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	%	#	%	%	
01 Senior Managers	0	-100.0%		0	200.0%		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%	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%	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%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	-12.6%		0	120.0%		0	0	0	0.0%	0	0	0	2.4%	2.4%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	980	-3.0%	3.0%	88	9.3%	3.0%	88	176	41	3.0%	4	11	8	4.5%	4.5%	-3	-3	4.2%	4.2%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	519	0.0%		0	70.1%		0	0	28	0.0%	0	-6	0	4.3%	4.3%	6	6	5.4%	5.4%
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	1,595	11.6%		0	22.1%		0	0	71	0.0%	0	-1	0		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)^{1/3} - 1) x 100.

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0%		0.0	
02 Middle & Other Managers		2.2%		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	
14 Other Manual Workers		0.0%		0.0	

Federal Contractors Program Achievement Report
Part 3: Goals

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Total

0.0

Federal Contractors Program Achievement Report
Part 3: Goals

The British Columbia Corps of Commissioners

[Date: 2018-05-22]

009384

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Occupational Group (EOG)	All Employees										Subsequent/Current Short-term Goals																			
	Number		Growth (New Positions)				Turnover (Replacement of Terminated Employees)				Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)				Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
	2018-05-09	#	Actual Annually	Projected Annually	Over 3 Years	#	Actual Annually	Projected Annually	Over 3 Years	#	2018-05-09	#	Actual Annually	Projected Annually	Over 3 Years	#	2018	2021	%	%	#	#						%	%	
01/02 Managers	1		-50.0%		0	100.0%		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%
03 Professionals	2		0.0%		0	0.0%		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0.0%	0.0%	
05 Supervisors	66		8.3%		10	20.3%		10	20	4	5.0%		1	3	13.9%		-5	-5	0	0	0	0	0	0	0	0	0	6.1%	7.9%	
06 Supervisors: Crafts & Trades	0		0.0%		0	0.0%		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	25		21.3%		1	46.2%		4	5	0	5.0%		0	0	3.4%		-1	-1	0	0	0	0	0	0	0	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0		0.0%		0	0.0%		0	0	0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0		0.0%		0	0.0%		0	0	0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	
10 Clerical Personnel	2		-12.6%		0	120.0%		0	0	0	5.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	980		-3.0%		3	9.3%		88	91	52	3.0%		5	8	5.6%		-3	-3	0	0	0	0	0	0	0	0	0	5.3%	5.3%	
12 Semi-Skilled Manual	0		0.0%		0	0.0%		0	0	0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	
13 Other Sales & Service	519		0.0%		23	70.1%		0	23	11	0.0%		0	23	6.3%		-22	-22	0	0	0	0	0	0	0	0	0	2.1%	2.2%	
14 Other Manual Workers	0		0.0%		0	0.0%		0	0	0	0.0%		0	0	0.0%		0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	
Total	1,595		11.6%		0	22.1%		0	0	67	0.0%		0	30	6.1%		-30	-30	0	0	0	0	0	0	0	0	0	4.2%	4.2%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)³ - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2 x 100.

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.1	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.1	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.1	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2018-05-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-09	Annually	Over 3 Years	Years	2018	2021	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	-100.0%		0	200.0%		0	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%	0.0%
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%	0.0%
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	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%	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%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	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	0.0%	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	0.0%	0	0	0	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	3.0%	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%	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.

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01 Senior Managers	0.0		0.0		
02 Middle & Other Managers	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		
14 Other Manual Workers	0.0		0.0		

Federal Contractors Program Achievement Report
Part 3: Goals

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#			
01 Senior Managers	2016	1	0	0.0	27.4	0	0	0.0																	
	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	1	0	0.0	0	0
02 Middle & Other Managers	2016	1	0	0.0	38.9	0	0	0.0																	
	2018	1	0	0.0	38.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	42.0	1	-1	0.0	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	52	12	23.1	58.3	30	-18	39.6																	
	2018	66	14	21.2	58.0	38	-24	36.6	22	6	27.3	13	-7	12	1	8.3	3	-2	12	5	41.7	3	2		
06 Supervisors: Crafts & Trades	2016	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.4	0.0	0	0.0	0.0	0.0		
03 Professionals	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0	0	0.0	0.4	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2018	22	2	9.1	9	22.2	0.6	1559.3	0	0.0	0.0	0.0		
	2021	22	2	9.1	0.6	1567.4	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report
Part 4: Results - Women
The British Columbia Corps of Commissioners

[Date: 2018-05-22]

009388

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																					
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100
Data sources:																								↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
Employment Equity (EEOG)																								Workforce Analysis										Flow Data Analysis											
		Year		Workforce										Hires										Promotions										Terminations											
		All Employees		Women					All Employees					Women					All Employees					Women					All Employees					Women											
		#		Representation %		Availability %		Gap #		EE Result %		#		Actual %		Expected #		Difference #		#		Actual %		Expected #		Difference #		#		Actual %		Expected #		Difference #											
07	Administrative & Senior Clerical	2016	14	7	50.0	79.0	11	-4	63.3	18	10	55.6	14	-4	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	9	6	66.7	5	2													
07	Administrative & Senior Clerical	2018	25	12	48.0	79.0	20	-8	60.8	18	10	55.6	14	-4	0	0.0	0	0	0	0	0	0.0	0	0	0	0	9	6	66.7	5	2														
08	Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0												
08	Skilled Sales & Service Personnel	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	0	0	0	0	0	0	0	0	0	0												
09	Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0												
09	Skilled Crafts & Trades Workers	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	0	0	0	0	0	0	0	0	0	0	0											
10	Clerical Personnel	2016	3	2	66.7	70.0	2	0	95.2	2	2	100.0	1	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	3	2	66.7	2	0	0													
10	Clerical Personnel	2018	2	2	100.0	70.0	1	1	142.9	2	2	100.0	1	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	3	2	66.7	2	0	0													
11	Intermediate Sales & Service Personnel	2016	1,075	292	27.2	67.3	723	-431	40.4	0	0	0.0	0	0	12	1	8.3	3	-2	96	15	15.6	26	-11	0	0	0	0	0	0	0	0	0												
11	Intermediate Sales & Service Personnel	2018	980	278	28.4	67.4	661	-383	42.1	0	0	0.0	0	0	12	1	8.3	3	-2	96	15	15.6	26	-11	0	0	0	0	0	0	0	0	0												
12	Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0												
12	Semi-Skilled 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	0	0	0	0	0	0	0	0	0	0												

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

Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments	
		All Employees	Women Actual	Women %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %		
07	Administrative & Senior Clerical	2018	9	4	44.4	3	133.3	0.8	5625.9	0	0.0	
07	Administrative & Senior Clerical	2021	9	4	44.4	3	133.3	0.8	5625.9	0	0.0	
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	
08	Skilled Sales & Service Personnel	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	
10	Clerical Personnel	2018	-1	0	0.0	0	0.0	0.1	0.0	0	0.0	
10	Clerical Personnel	2021	-1	0	0.0	0	0.0	0.7	0.0	0	0.0	
11	Intermediate Sales & Service Personnel	2018	-84	-14	16.7	77	-18.2	0.3	5555.6	0	0.0	
11	Intermediate Sales & Service Personnel	2021	-84	-14	16.7	77	-18.2	0.3	5555.6	0	0.0	
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	
12	Semi-Skilled Manual Workers	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	

Federal Contractors Program Achievement Report
Part 4: Results - Women
The British Columbia Corps of Commissioners

009389

[Date: 2018-05-22]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y		
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X		
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓		
Employment Equity Occupational Group (EEOG)																										
		Year	Workforce Analysis										Hires					Flow Data Analysis					Terminations			
			All Employees	Women					All Employees					Women					All Employees		Women					
		#	#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #			
13	Other Sales & Service Personnel	2018	0	0.0	0.0	0	0.0	594	164	276	347	-183	4	1	25.0	0	1	182	41	22.5	0	41				
		2021	519	30.3	58.4	-146	51.8	164	276	347	-183	4	1	25.0	0	1	182	41	22.5	0	41					
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			
		2021	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0			
Total		2018	1,146	31.3	67.0	-455	40.8	638	182	28.5	410	-228	28	3	10.7	8	-5	303	69	22.8	83	-14				
		2021	1,595	46.3	64.2	-561	45.2	638	182	28.5	410	-228	28	3	10.7	8	-5	303	69	22.8	83	-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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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments	
		All Employees		Women		All Employees		Women		All Employees		Women			
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %		
13	Other Sales & Service Personnel	2018	416	29.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	416	29.8	0	0.0	0.6	5104.1	0	0.0	0	0.0	0	0.0	
14	Other Manual Workers	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total		2018	363	32.0	89	130.3	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	363	32.0	116	32.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#			
01 Senior Managers	2016	1	0	0.0	2.9	0	0	0.0																	
	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	1	0	0.0	0	0
02 Middle & Other Managers	2016	1	0	0.0	2.2	0	0	0.0																	
	2018	1	0	0.0	2.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	1.6	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	52	1	1.9	4.1	2	-1	46.9																	
	2018	66	2	3.0	4.0	3	-1	75.8	22	1	4.5	1	0	12	1	8.3	0	1	12	0	0.0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
03 Professionals	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
05 Supervisors	2018	22	2	9.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	22	2	9.1	0.0	0.0	22727.3	0.0	0.0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	2.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		

**Federal Contractors Program Achievement Report
Part 5: Results - Aboriginal Peoples
The British Columbia Corps of Commissioners**

[Date: 2018-05-22]

009392

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																			
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
Employment Equity Occupational Group (EEOG)																							Workforce Analysis										Flow Data Analysis										
		Year		Workforce										Hires										Promotions										Terminations									
		All Employees		Aboriginal Peoples					All Employees					Aboriginal Peoples					All Employees					Aboriginal Peoples					All Employees					Aboriginal Peoples									
		#		Representation %		Availability %		Gap #		EE Result %		#		Actual %		Expected #		Difference #		#		Actual %		Expected #		Difference #		#		Actual %		Expected #		Difference #									
13	Other Sales & Service Personnel	2018	0	0.0	0.0	0.0	0	0	0.0	594	31	5.2	26	5	4	0	0.0	0	0	0	182	10	5.5	0	10	0	0	0	0	0	0	0	0	0	0								
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	0	0	0	0	0	0	0	0	0	0	0	0								
Total		2018	1,595	4.5	4.4	4.4	70	1	101.2	638	32	5.0	28	4	28	1	3.6	1	0	303	14	4.6	12	2																			

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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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments	
		All Employees	Aboriginal Peoples	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13	Other Sales & Service Personnel	2018	416	21	5.0	0	0.0	0	0.0	0	0.0	
		2021	416	21	5.0	0	0.0	0	0.0	0	0.0	
14	Other Manual Workers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	0	0	0.0	0	0.0	0	0.0	0	0.0	
Total		2018	363	19	5.2	13	146.2	0	0.0	0	0.0	
		2021	363	19	5.2	13	146.2	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	%	#	#	#	%	#	%	#	#			
01 & 02 Managers	2016	2	0	0.0	4.3	0	0	0.0																	
	2018	1	0	0.0	4.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	3.8	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	52	4	7.7	13.9	7	-3	55.3																	
	2018	66	4	6.1	13.9	9	-5	43.6	22	0	0.0	3	-3	12	0	0.0	1	-1	12	0	0.0	1	-1	0	-1
06 Supervisors: Crafts & Trades	2016	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	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	%	%	%	%	%	%	%	%			
01 & 02 Managers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	22	0	0.0	2	0.0	13.9	0.0	0	0.0	0.0	0.0		
	2021	22	0	0.0			0.1	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
The British Columbia Corps of Commissioners**

009394

[Date: 2018-05-22]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																			
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
Employment Equity Occupational Group (EEOG)																								Workforce Analysis										Flow Data Analysis									
		Year		All Employees		Persons with Disabilities		Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Persons with Disabilities		Expected		Difference		All Employees		Actual		Persons with Disabilities		Expected		Difference			
		#		#		%		#		#		%		#		#		#		#		#		#		%		#		#		#		#		%		#		#			
07	Administrative & Senior Clerical	2018	9	0	0.0	0	0.0	0	5.0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0			
08	Skilled Sales & Service Personnel	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	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0		
09	Skilled Crafts & Trades Workers	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	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0		
10	Clerical Personnel	2018	-1	-1	100.0	0	0.0	0	5.0	2000.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0		
11	Intermediate Sales & Service Personnel	2018	-84	-2	2.4	14	-14.3	5.6	42.5	4251.7	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0		
12	Semi-Skilled 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	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Data sources: Part 2: Flow Data Analysis; Part 2: Flow Data Analysis; E + D x 100; Part 3: Goals; E - G x 100; Part 3: Goals; E + H x 100; Part 3: Goals; E + K x 100; Part 3: Goals; F + M x 100; Part 3: Goals

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Short-term Goals				Long-term Goals				Comments	
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
07	Administrative & Senior Clerical	9	0	0	0	0.0	5.0	0.0	0	0.0	0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0	0.0	0.0	0.0	0	0.0	0	0.0	
10	Clerical Personnel	-1	-1	100.0	0	0.0	5.0	2000.0	0	0.0	0	0.0	
11	Intermediate Sales & Service Personnel	-84	-2	2.4	14	-14.3	5.6	42.5	4251.7	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report
 Part 6: Results - Persons with Disabilities
 The British Columbia Corps of Commissioners

[Date: 2018-05-22]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y		
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X		
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓		
Employment Equity Occupational Group (EEOG)																										
Workforce Analysis																										
			All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #			
13	Other Sales & Service Personnel	2018	0	0.0	0.0	0	0.0	594	16	2.7	37	-21	4	0	0.0	0	0	0	182	7	3.8	0	7			
14	Other Manual Workers	2018	519	11	2.1	6.3	33	-22	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0			
		2016	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0			
		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			
Total		2016	1,146	60	5.2	6.0	69	-9	87.3	0	0	0	0	0	0.0	0	0	0	303	11	3.6	16	-5			
		2018	1,595	67	4.2	6.1	97	-30	68.9	16	2.5	39	-23	28	1	3.6	1	0	303	11	3.6	16	-5			

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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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		Flow Data		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		All Employees	Actual #	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13	Other Sales & Service Personnel	2018	416	9	2.2	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	416	9	2.2	0	0.0	0.1	3434.1	0	0.0	0	0.0	
14	Other Manual Workers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total		2018	363	6	1.7	16	37.5	0	0.0	0	0.0	0	0.0	
		2021	363	6	1.7	6	1.7	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2016	1	0	0.0	10.1	0	0	0.0																	
	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	1	0	0.0	0	0
02 Middle & Other Managers	2016	1	0	0.0	15.0	0	0	0.0																	
	2018	1	0	0.0	15.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	21.6	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	52	5	9.6	30.5	16	-11	31.5																	
	2018	66	9	13.6	31.3	21	-12	43.6	22	4	18.2	7	-3	12	2	16.7	1	1	12	1	8.3	1	0	0	
06 Supervisors: Crafts & Trades	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.2	0.0	0	0.0	0.0	0.0		
03 Professionals	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0	0	0.0	0.2	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2018	22	5	22.7	2	250.0	10.0	227.3	0	0.0	0.0	0.0		
	2021	22	5	22.7	0.3	7261.1	0.3	7261.1	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report
 Part 7: Results - Members of Visible Minorities
 The British Columbia Corps of Commissioners

[Date: 2018-05-22]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																							
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X	
Data sources:																								↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓		
Employment Equity Occupational Group (EEOG)																								Workforce Analysis												Flow Data Analysis						Terminations					
Occupational Group	Year	Workforce						Hires						Promotions						Terminations																											
		All Employees	Representation %	Visible Minorities Availability %	Gap #	EE Result %	All Employees	Actual #	Visible Minorities Actual %	Expected #	Difference #	All Employees	Actual #	Visible Minorities Expected %	Expected #	Difference #	All Employees	Actual #	Visible Minorities Expected %	Expected #	Difference #	All Employees	Actual #	Visible Minorities Expected %	Expected #	Difference #																					
07 Administrative & Senior Clerical	2016	14	13	92.9	35.3	5	8	263.1	18	6	33.3	6	0	0	0.0	0	0	0	0	9	2	22.2	8	-6																							
	2018	25	17	68.0	35.3	9	8	192.6	18	6	33.3	6	0	0	0.0	0	0	0	0	9	2	22.2	8	-6																							
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0																							
	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	0	0																							
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0																							
	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	0	0																							
10 Clerical Personnel	2016	3	1	33.3	42.3	1	0	78.8	2	0	0.0	1	-1	0	0.0	0	0	0	0	3	0	0.0	1	-1																							
	2018	2	1	50.0	42.3	1	0	118.2	2	0	0.0	1	-1	0	0.0	0	0	0	0	3	0	0.0	1	-1																							
11 Intermediate Sales & Service Personnel	2016	1,075	178	16.6	24.9	268	-90	66.5	0	0	0.0	0	0	0	0.0	12	5	41.7	2	3	96	16	16.7	16	0																						
	2018	980	162	16.5	24.7	242	-80	66.9	0	0	0.0	0	0	0	0.0	12	5	41.7	2	3	96	16	16.7	16	0																						
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0																							
	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	0	0																							

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

Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Visible Minorities Actual	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
07 Administrative & Senior Clerical	2018	9	4	44.4	0	0.0	10.0	444.4	0	0.0	
	2021	9	4	44.4	0	0.0	0.4	12590.5	0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	
10 Clerical Personnel	2018	-1	0	0.0	0	0.0	10.0	0.0	0	0.0	
	2021	-1	0	0.0	0	0.0	0.4	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2018	-84	-11	13.1	52	-21.2	20.0	65.5	0	0.0	
	2021	-84	-11	13.1	0	0.0	0.2	5301.7	0	0.0	
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

The British Columbia Corps of Commissionaires

[Date: 2018-05-22]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	519	137	26.4	42.9	223	-86	61.5	594	156	26.3	255	-99	4	2	50.0	0	2	182	47	25.8	0	47	
14 Other Manual Workers	2016	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	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																
	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	416	111	26.7	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	416	111	26.7			0.4	6219.7			0.0	0.0	0.0	
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	
	2021	0	0	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	0.0	
	2021	363	109	30.0			0.0	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.

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: 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

05	Supervisors	Goal not met (77.8% achieved)
07	Administrative & Senior Clerical	Goal met (333.3% achieved)
11	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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(+3 years) # 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(+3 years) # 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(+3 years) # 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(+3 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-compliance

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

- 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.1intInf.4%40-eng.jsp?&&cid=aide-help&_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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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.1intInf.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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsgc-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@hrsgc-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!