Emploi et Développement social Canada

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

Labour Program
Federal Contractors Program

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Аптест	ent l	<b>V</b> *:		

### **Agreement to Implement Employment Equity**

☐New Agreement	(All sections r	must be comple	ted)		
Revised Agreement					
	ORG/	ANIZATION	***************************************		
Legal Name of Organization			Parent company	is located outside	Canada
Canadian Corps of Commissio	maires, Ottawa Div	vision		Γ1Yes [	**************************************
***************************************				U'® (	Z %
Operating Name (if different from Legal Name	e of Organization)		Business Num	ber	
Commissionaires Ottawa					
99000000000000000000000000000000000000				employees in Cars	
Organization's North American Industry Class		ada 2012 Code	V 94118878181		1833
Number: To find your organization's four-digit http://www.23.statcan.go.ca/endivip3v/0.pt/?Fu			☐ Federally	Regulated	
5616	i kan di kana di <del>Ta</del> nggan kan da ka kilang kilang di Balanda i di s		Provincial	y Regulated	
	LEA	D OFFICE	<u> </u>		
Address (building number, street, suite, etc.)	5 7 5 5 7 5 5 7 5 7 5 7 5 7 5 7 5 7 5 7	ICav	***************************************	Province	TPstal Cyte
24 Colonnade Rd		Ottawa		ON	K2E 7J6
980		Telephone Number			***************************************
		613-231-6462			
	EMPLOYMENT	EQUITY CONT.	ACT	***************************************	***************************************
Name (print)		Title	**************************************		
Michel Charron   Telephone Number	TE-mai Address	Director, Hu	***************************************		
613-231-6462	mcharron@commissi				e of Correspondence
	<u> </u>		wa.on.ca	[Z] English	
<b>T</b>	CERT	IFICATION			
The above-named organization.					
<ul> <li>having a combined workforce of 100</li> </ul>				*	
<ul> <li>Intending to bid on, or being in receip supply arrangement, valued at \$1,000</li> </ul>	it of, a federal government ( 0,000 or more (including ap	goods or services ( oplicable taxes)	contract, standin	g offer or contrac	d issued under a
hereby certifies its commitment to implem	ent or maintain employmes	nt equity on an on-	going basis, be)	ond the period o	the procurement
instrument, in keeping with the Federal C please contact the Labour Program at the	Zontractors Program require email address provided at	ements. For more i I the bottom of this	nformation on h form	ow to implement	employment equity
important note: If an audit of the Agreen the procurement instrument(s) with the G	overnment of Canada may	neni Equity wicove be lerminated.	rs musepresem	ation on the part	of the organization,
	SIGI	NATORY			***************************************
NOTE: The signatory must be the Chief contract on behalf of the organization	Executive Officer OR an au ation,	Ahorized person in	an executive po	xsition with legal ;	aulhorily to sign a
Name (print)	***************************************	Tale		***************************************	
Paul Guindon		CEO			
Tolephone Number	E-mail Address			Preferred Langua	ge of Correspondence
	pguindon@commiss:	ionaires-otta	wa.on.ca	[Z] English	□ Frends
		Date (YYYY-MM-DD	)	•	
		2019-04-29			
		***************************************			
The information you provide on this form is coll Contractors Program (FCP).	lected under the authority of se	edion 42 of the Empl	syment Equity Act	to determine your	eigibility for the Federal
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	wannen gaaa o sayaa a	annacis or any value :	and may also rest	# in the termination	1 of the contract.
The information you provide may be used and disclosures of your personal information will ne	for disclosed for policy analysis wer result in an administrative	s, research and/or ev. decision being made	Muslion purposes. about you.	. However, these a	Mitional uses and/or
	RETURNII	VSTRUCTIONS			
IMPORTANT					
The signed Agreement to Implement ee-eme@hrsdc-rhdcc.gc.ca	nt Employment Equity for	m must be sent to	the Labour Pr	ogram by e-mai	lat:



Employment and Social Development Canada

Emploi et Développement social Canada

### APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) <u>Commissionaires Ottawa</u> (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) <u>V061476</u>, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) 30 April 2018 for the following reason(s):

(Please describe) Commissionaires was in the process of updating all our positions to reflect the 2016 NOC codes and now understand that we must use the 2011 NOC Codes.

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: Michel Charron Position Title: Director, Human Resources

Email address: mcharron@commissionaires-ottawa.on.ca

Telephone number: 613-231-6462 x.407



### Nyirasafari, Ange AN [NC]

**From:** Yakibonge, Maurice [NC] on behalf of EE-EME

**Sent:** March 29, 2018 11:40 AM

**To:** 'Charron, Michel'

**Cc:** 'Sadorsky, Kirsten'; EE-EME

Subject: Extension to Submit Federal Contractors Program Compliance Assessment

Information

**Attachments:** Scanned from a Xerox Multifunction Printer.pdf

#### Good morning,

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 April 30th, 2018.

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

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

From: Sadorsky, Kirsten [mailto:ksadorsky@commissionaires-ottawa.on.ca]

Sent: March-26-18 1:33 PM

To: EE-EME

Cc: Yakibonge, Maurice [NC]

Subject: RE: Government of Canada Agreement V061476 - Subsequent Compliance Assessment under the Federal

Contractors Program - New Reporting Tool

Thank you.

Please find attached the request for extension.

### Kirsten Sadorsky, CHRL, RPR

Manager, Recruiting Services COMMISSIONAIRES OTTAWA

T: 613.231.6462 x.267

www.commissionaires-ottawa.on.ca





#### Statement of Confidentiality

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From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

Sent: March 26, 2018 12:42 PM

To: Sadorsky, Kirsten

Subject: RE: Government of Canada Agreement V061476 - Subsequent Compliance Assessment under the Federal

Contractors Program - New Reporting Tool

Good morning Krinsten,

Please be advised that WEIMS is coded for the 2011 NOC and will only be updated to the 2016 NOC in approximately 2019. Please do not use the 2016 NOC codes for your current assessment. You are required to use the 2011 NOC.

Please find attached an Extension Request Form. Please complete and sign the form and return it to us so that it will be added to your file.

Regards,

#### Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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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:** Sadorsky, Kirsten [mailto:ksadorsky@commissionaires-ottawa.on.ca]

**Sent:** March-26-18 12:17 PM **To:** Yakibonge, Maurice [NC]

Subject: RE: Government of Canada Agreement V061476 - Subsequent Compliance Assessment under the Federal

Contractors Program - New Reporting Tool

Good afternoon Maurice,

Thank you for clarifying this for me. We are currently in the process of updating our system with all the 2016 NOC codes and would like to request a 30 day extension for our submission so we can ensure accurate reporting.

Thanks for the consideration.

Kirsten Sadorsky, CHRL, RPR Manager, Recruiting Services Commissionaires Ottawa 24 Colonnade Road Ottawa, ON K2E 7J6 T: 613-231-6462 x.267 F: 613-567-1517

E: ksadorsky@commissionaires-ottawa.on.ca





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From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

Sent: March 26, 2018 10:54 AM

To: Sadorsky, Kirsten

Subject: RE: Government of Canada Agreement V061476 - Subsequent Compliance Assessment under the Federal

Contractors Program - New Reporting Tool

Good morning Kristen,

We base the assessment process on the <u>contract</u> that our unit has on file and for which an Agreement to Implement Employment Equity was signed (April 1st, 2014). Therefore, the assessment process will follow the process outlined earlier as follows:

- First Assessment due on the one year anniversary date of the contract April 1<sup>st</sup> 2015; In your case the
  date was changed to March 1, 2016 but this doesn't affect the date of the next assessment.
- Second Assessment due on the fourth year anniversary date of the contract April 1st 2018;
- Third Assessment due on the seventh year anniversary date; and
- Etc

In short, you will be asked to complete an assessment every three years from now on.

I hope this helps!

Regards,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice. Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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**From:** Sadorsky, Kirsten [mailto:ksadorsky@commissionaires-ottawa.on.ca]

**Sent:** March-22-18 2:51 PM **To:** Yakibonge, Maurice [NC]

Subject: Re: Government of Canada Agreement V061476 - Subsequent Compliance Assessment under the Federal

Contractors Program - New Reporting Tool

Good afternoon.

I wanted to follow-up with you to clarify the due date for the submission. The achievement report instructions indicates that subsequent assessments are due every 3 years. Our last submission was in 2016, so based on the information I have reviewed, we should not be due until 2019.

Can I ask someone to review our file and confirm when our next submission is actually due?

Sincerely,

Kirsten Sadorsky
Manager, Recruiting Services
Commissionaires Ottawa
T: 613-231-6462 x.267
C: 613-315-1466

Sent from my BlackBerry 10 smartphone on the TELUS network.

From: maurice.yakibonge@labour-travail.gc.ca Sent: Saturday, February 17, 2018 2:56 PM

To: Sadorsky, Kirsten

Cc: Guindon, Paul; Byrne, Lorraine

**Subject:** Government of Canada Agreement V061476 – Subsequent Compliance Assessment under the Federal

Contractors Program - New Reporting Tool

Cette information est également disponible en français sur demande.

Good afternoon Kristen,

We are writing to provide your organization with a new reporting tool – the FCP Achievement Report – that is designed to support you in completing the subsequent compliance assessment that is scheduled for April 3<sup>rd</sup>, 2018. The FCP Achievement Report gathers the data that was submitted by your organization for the first/previous compliance assessment and compares it to the data being submitted for the subsequent/current compliance assessment to determine whether reasonable progress was made towards decreasing areas of under-representation.

Accordingly, attached you will find the following three documents:

- Achievement Report prepopulated with the information your organization submitted for the previous compliance assessment (please verify)
- Federal Contractors Program Achievement Report Instructions detailed instructions on how to use the tool
- Quick Reference Guide for Contractors explains all the steps required in order to complete your compliance assessment.

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

Kind regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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Employment and Social Emploi et Développement Development Canada social Canada

### The Canadian Corps of Commissionaires - Ottawa (certificate # V061476)

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

### Reporting Period 2016-03-01 to 2018-04-26

#### **GEOGRAPHICAL AREAS**

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

		Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	3295	22	0	3317	Ottawa - Gatineau	3413	20	0	3433
Québec	573	2	0	575	Windsor	96	2	0	98
Total Employees	s in Canada			3892	Greater Sudbu	ry 71	0	0	71
					Thunder Bay	7	0	0	7
					Ont. less CMAs	280	2	0	282
					Que. less CMA	s 1	0	0	1
					Total Employe	es in Canada	•		3892



Employment and Social Emploi et Développement
Development Canada social Canada

## The Canadian Corps of Commissionaires - Ottawa (certificate # V061476) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

### Reporting Period 2016-03-01 to 2018-04-26

Occupational Group			All Employee:			original Peop			ns with Disa			rs of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	38	31	7				1	1		1	1	
	Total	38	31	7				1	1		1	1	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	7	3	4									
	Total	7	3	4									
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	7	3	4							3	1	2
	Total	7	3	4							3	1	2

Page 1 of 7 Canada

Employment and Social Emploi et Développement Development Canada social Canada

# The Canadian Corps of Commissionaires - Ottawa (certificate # V061476) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

### Reporting Period 2016-03-01 to 2018-04-26

Occupational Group			All Employee:			original Peop			ns with Disa			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	255	204	51	3	3		3	3		16	13	3
	Total	255	204	51	3	3		3	3		16	13	3
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	21	7	14				1	1		2		2
	Total	21	7	14				1	1		2		2
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	29	13	16	1		1				4	3	1
	Total	29	13	16	1		1				4	3	1
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2912	2314	598	65	38	27	77	67	10	570	476	94
	Total	2912	2314	598	65	38	27	77	67	10	570	476	94

Page 2 of 7 Canada

## The Canadian Corps of Commissionaires - Ottawa (certificate # V061476) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

### Reporting Period 2016-03-01 to 2018-04-26

Occupational Group		A	All Employee:	3	Ab	original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible N	linorities
Salary Range Col. 1	QTR	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
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	23	21	2							7	6	1
	Total	23	21	2							7	6	1
Total Number of Employees		3295	2599	696	69	41	28	82	72	10	603	500	103

## The Canadian Corps of Commissionaires - Ottawa (certificate # V061476) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

### Part-Time / Ontario Reporting Period 2016-03-01 to 2018-04-26

Occupational Group		F	All Employee:	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	20	16	4							8	6	2
	Total	20	16	4							8	6	2
Total Number of Employees		22	17	5							8	6	2

Employment and Social Emploi et Développement
Development Canada social Canada

## The Canadian Corps of Commissionaires - Ottawa (certificate # V061476) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

### Reporting Period 2016-03-01 to 2018-04-26

Occupational Group		P	All Employee:	s		original Peop	oles		ons with Disa	bilities	Membe	rs of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	4		1	1							
	Total	4	4		1	1							
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	94	74	20	4	4		1	1		3	3	
	Total	94	74	20	4	4		1	1		3	3	
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	2		2									
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	473	360	113	6	3	3	8	6	2	57	44	13
	Total	473	360	113	6	3	3	8	6	2	57	44	13

Page 5 of 7 Canada

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

### Reporting Period 2016-03-01 to 2018-04-26

Occupational Group		,	All Employees	S	Ab	original Peop	les	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		573	438	135	11	8	3	9	7	2	60	47	13

## The Canadian Corps of Commissionaires - Ottawa (certificate # V061476) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

### Part-Time / Québec

### Reporting Period 2016-03-01 to 2018-04-26

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2								1	1	
	Total	2	2								1	1	
Total Number of Employees		2	2								1	1	

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

### Reporting Period 2016-03-01 to 2018-04-26

		All Employees		Al	original Peopl	es	Perso	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	3295	2599	696	69	41	28	82	72	10	603	500	103
Total Number of Employees	3295	2599	696	69	41	28	82	72	10	603	500	103

#### Form 3 B

### The Canadian Corps of Commissionaires - Ottawa (certificate # V061476)

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario

### Reporting Period 2016-03-01 to 2018-04-26

	All Employees				boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible M	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	22	17	5							8	6	2
Total Number of Employees	22	17	5							8	6	2

Canadä

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec

### Reporting Period 2016-03-01 to 2018-04-26

		All Employees		Ab	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	573	438	135	11	8	3	9	7	2	60	47	13
Total Number of Employees	573	438	135	11	8	3	9	7	2	60	47	13

#### Form 3 B

### The Canadian Corps of Commissionaires - Ottawa (certificate # V061476) FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

### Part-Time / Québec Reporting Period 2016-03-01 to 2018-04-26

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	2	2								1	1	
Total Number of Employees	2	2								1	1	

Canadä

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

### Reporting Period 2016-03-01 to 2018-04-26

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	14	11	3	1	1							
Professionals	1		1									
Semi-Professionals and Technicians	2		2							1		1
Supervisors	47	37	10	1		1	1	1		8	7	1
Administrative and Senior Clerical Personnel	7	3	4									
Clerical Personnel	10	3	7	1		1						
Intermediate Sales and Service Personnel	1385	1075	310	40	24	16	19	14	5	345	288	57
Semi-Skilled Manual Workers	1	1										
Other Sales and Service Personnel	15	14	1							6	5	1
Total Number of Employees Hired	1482	1144	338	43	25	18	20	15	5	360	300	60

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Ontario

### Reporting Period 2016-03-01 to 2018-04-26

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Intermediate Sales and Service Personnel	7	6	1							5	4	1
Total Number of Employees Hired	7	6	1							5	4	1

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Québec

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	10	9	1									
Intermediate Sales and Service Personnel	173	139	34	3	3					36	29	7
Total Number of Employees Hired	183	148	35	3	3					36	29	7

## The Canadian Corps of Commissionaires - Ottawa (certificate # V061476) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

	Employe	ees promoted (	Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Croup		All Employees		Α	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1	1										
Supervisors	38	31	7				1	1		5	4	1
Intermediate Sales and Service Personnel	25	21	4							2	2	
Total Number of Employees Promoted	64	53	11				1	1		7	6	1
Total Number of Promotions	64	53	11				1	1		7	6	1

## The Canadian Corps of Commissionaires - Ottawa (certificate # V061476) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Québec

	Employe	ees promoted (	Employees pro	omoted during t	he year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Coourational Croun		All Employees		At	original Peop	es	Pers	ons with Disab	oilities	Membe	rs of Visible M	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	20	18	2	1	1							
Intermediate Sales and Service Personnel	5	4	1									
Total Number of Employees Promoted	25	22	3	1	1							
Total Number of Promotions	27	23	4	1	1							

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

### Reporting Period 2016-03-01 to 2018-04-26

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	7	4	3	1	1		1	1				
Professionals	2	1	1									
Supervisors	36	30	6	2	1	1	1	1		4	3	1
Administrative and Senior Clerical Personnel	2	1	1									
Clerical Personnel	5	1	4									
Intermediate Sales and Service Personnel	578	440	138	21	14	7	10	8	2	95	75	20
Other Sales and Service Personnel	6	6										
Total Number of Employees Terminated	636	483	153	24	16	8	12	10	2	99	78	21

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Ontario

		All Employees	i	Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Intermediate Sales and Service Personnel	5	4	1									
Total Number of Employees Terminated	5	4	1									

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

#### Full-Time / Québec

### Reporting Period 2016-03-01 to 2018-04-26

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	4	2	2									
Intermediate Sales and Service Personnel	67	52	15	1	1		2	1	1	7	4	3
Total Number of Employees Terminated	71	54	17	1	1		2	1	1	7	4	3

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Québec

### Reporting Period 2016-03-01 to 2018-04-26

		All Employees	i	Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Terminated	1	1										

### **Workforce Analysis - Detailed Report**

Date: 2018-04-27

#### Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		ilability G	•
		#	#	%	%	#	#
01 : Senior Managers	National	2	0	0.0 %	27.4 %	1	-1 National
02 : Middle and Other Managers	National	42	7	16.7 %	38.9 %	16	-9 National
03 : Professionals		7	4	57.1 %	56.9 %	4	0
121 : Human resources professionals	National	2	1	50.0 %	71.1 %	1	0 National
123 : Professional occupations in advertising, marketing and public relations	National	1	1	100.0 %	66.4 %	1	0 National
171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0 National
021 : College and other vocational instructors	National	3	2	66.7 %	53.8 %	2	0 National
4 : Semi-Professionals and Technicians		7	4	57.1 %	22.9 %	2	2
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	1	1	100.0 %	35.1 %	0	1 Ontario
281 : Computer network technicians	Ontario	6	3	50.0 %	20.8 %	1	2 Ontario
5 : Supervisors		351	72	20.5 %	51.7 %	181 -1	09
Employment Equity Occupational Group	Greater Sudbury	4	0	0.0 %	64.4 %	3	-3 Greater Sudbury
Employment Equity Occupational Group	Ont. less CMAs	21	3	14.3 %	62.9 %	13	10 Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	320	68	21.3 %	50.7 %	162	94 Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	58.8 %	1	-1 Que. less CMAs
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	64.9 %	1	-1 Thunder Bay
Employment Equity Occupational Group	Windsor	4	1	25.0 %	54.3 %	2	-1 Windsor
7 : Administrative and Senior Clerical Personnel		21	14	66.7 %	77.7 %	16	-2
Employment Equity Occupational Group	Ottawa - Gatineau	19	13	68.4 %	77.2 %	15	-2 Ottawa - Gatineau
Employment Equity Occupational Group	Windsor	2	1	50.0 %	82.8 %	2	-1 Windsor
0 : Clerical Personnel		31	18	58.1 %	66.0 %	20	-2
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	70.9 %	1	0 Greater Sudbury
Employment Equity Occupational Group	Ottawa - Gatineau	30	17	56.7 %	65.8 %	20	-3 Ottawa - Gatineau
1 : Intermediate Sales and Service Personnel		3407	715	21.0 %	62.9 %	2143 -14	28



### **Workforce Analysis - Detailed Report**

Date: 2018-04-27

### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Ava	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Greater Sudbury	65	10	15.4 %	68.7 %	45	-35	Greater Sudbury
Employment Equity Occupational Group	Ont. less CMAs	257	55	21.4 %	72.4 %	186	-131	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2993	630	21.0 %	61.8 %	1850	-1220	Ottawa - Gatineau
Employment Equity Occupational Group	Thunder Bay	6	2	33.3 %	68.3 %	4	-2	Thunder Bay
Employment Equity Occupational Group	Windsor	86	18	20.9 %	68.4 %	59	-41	Windsor
12 : Semi-Skilled Manual Workers		1	0	0.0 %	14.6 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.6 %	0	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		23	2	8.7 %	52.5 %	12	-10	
Employment Equity Occupational Group	Ont. less CMAs	4	0	0.0 %	61.8 %	2	-2	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	17	2	11.8 %	49.9 %	8	-6	Ottawa - Gatineau
Employment Equity Occupational Group	Windsor	2	0	0.0 %	56.6 %	1	-1	Windsor
Total		3892	836	21.5 %	61.6 %	2395 -	1559	

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: 2018-04-27

### **Aboriginal Peoples**

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	2	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	42	1	2.4 %	2.2 %	1	0	National
03 : Professionals		7	0	0.0 %	2.2 %	0	0	
1121 : Human resources professionals	National	2	0	0.0 %	2.7 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	2.1 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	1.1 %	0	0	National
4021 : College and other vocational instructors	National	3	0	0.0 %	2.4 %	0	0	National
04 : Semi-Professionals and Technicians		7	0	0.0 %	1.5 %	0	0	
2263: Inspectors in public and environmental health and occupational health and safety	Ontario	1	0	0.0 %	2.1 %	0	0	Ontario
2281 : Computer network technicians	Ontario	6	0	0.0 %	1.4 %	0	0	Ontario
05 : Supervisors		351	7	2.0 %	3.0 %	11	-4	
Employment Equity Occupational Group	Greater Sudbury	4	0	0.0 %	8.8 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Ont. less CMAs	21	0	0.0 %	4.9 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	320	7	2.2 %	2.7 %	9	-2	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	2.8 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	9.9 %	0	0	Thunder Bay
Employment Equity Occupational Group	Windsor	4	0	0.0 %	3.6 %	0	0	Windsor
07 : Administrative and Senior Clerical Personnel		21	0	0.0 %	3.1 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	19	0	0.0 %	3.2 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Windsor	2	0	0.0 %	1.6 %	0	0	Windsor
10 : Clerical Personnel		31	1	3.2 %	2.9 %	1	0	
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	7.4 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Ottawa - Gatineau	30	1	3.3 %	2.8 %	1	0	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		3407	71	2.1 %	3.2 %	109	-38	
						***************************************		



### **Workforce Analysis - Detailed Report**

Date: 2018-04-27

### **Aboriginal Peoples**

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Greater Sudbury	65	3	4.6 %	8.3 %	5	-2	Greater Sudbury
Employment Equity Occupational Group	Ont. less CMAs	257	12	4.7 %	4.9 %	13	-1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2993	55	1.8 %	3.0 %	90	-35	Ottawa - Gatineau
Employment Equity Occupational Group	Thunder Bay	6	0	0.0 %	7.0 %	0	0	Thunder Bay
Employment Equity Occupational Group	Windsor	86	1	1.2 %	2.4 %	2	-1	Windsor
12 : Semi-Skilled Manual Workers		1	0	0.0 %	3.3 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		23	0	0.0 %	3.6 %	1	-1	
Employment Equity Occupational Group	Ont. less CMAs	4	0	0.0 %	6.8 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	17	0	0.0 %	2.9 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Windsor	2	0	0.0 %	2.4 %	0	0	Windsor
		3892	80	2.1 %	3.2 %	124	-44	

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: 2018-04-27

### **Members of Visible Minorities**

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	2	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	42	1	2.4 %	15.0 %	6	-5	National
03 : Professionals		7	0	0.0 %	16.7 %	1	-1	
1121 : Human resources professionals	National	2	0	0.0 %	14.1 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	16.9 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	31.4 %	0	0	National
4021 : College and other vocational instructors	National	3	0	0.0 %	13.4 %	0	0	National
04 : Semi-Professionals and Technicians		7	3	42.9 %	31.6 %	2	1	
2263: Inspectors in public and environmental health and occupational health and safety	Ontario	1	0	0.0 %	16.6 %	0	0	Ontario
2281 : Computer network technicians	Ontario	6	3	50.0 %	34.1 %	2	1	Ontario
05 : Supervisors		351	19	5.4 %	13.6 %	48	-29	
Employment Equity Occupational Group	Greater Sudbury	4	1	25.0 %	0.0 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Ont. less CMAs	21	0	0.0 %	1.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	320	17	5.3 %	14.7 %	47	-30	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	0.7 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	3.0 %	0	0	Thunder Bay
Employment Equity Occupational Group	Windsor	4	1	25.0 %	10.1 %	0	1	Windsor
07 : Administrative and Senior Clerical Personnel		21	2	9.5 %	11.9 %	2	0	
Employment Equity Occupational Group	Ottawa - Gatineau	19	2	10.5 %	12.2 %	2	0	Ottawa - Gatineau
Employment Equity Occupational Group	Windsor	2	0	0.0 %	9.9 %	0	0	Windsor
10 : Clerical Personnel		31	4	12.9 %	14.2 %	4	0	
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	1.8 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Ottawa - Gatineau	30	4	13.3 %	14.7 %	4	0	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		3407	636	18.7 %	20.0 %	681	-45	
						*********		



### **Workforce Analysis - Detailed Report**

Date: 2018-04-27

### **Members of Visible Minorities**

	Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Greater Sudbury	65	5	7.7 %	3.1 %	2	3	Greater Sudbury
Employment Equity Occupational Group	Ont. less CMAs	257	7	2.7 %	2.3 %	6	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2993	610	20.4 %	22.0 %	658	-48	Ottawa - Gatineau
Employment Equity Occupational Group	Thunder Bay	6	0	0.0 %	3.2 %	0	0	Thunder Bay
Employment Equity Occupational Group	Windsor	86	14	16.3 %	15.8 %	14	0	Windsor
12 : Semi-Skilled Manual Workers		1	0	0.0 %	19.9 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	19.9 %	0	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		23	7	30.4 %	20.6 %	5	2	
Employment Equity Occupational Group	Ont. less CMAs	4	1	25.0 %	2.7 %	0	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	17	5	29.4 %	25.3 %	4	1	Ottawa - Gatineau
Employment Equity Occupational Group	Windsor	2	1	50.0 %	15.9 %	0	1	Windsor
Total		3892	672	17.3 %	19.3 %	749	-77	

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: 2018-04-27

### **Persons with Disabilities**

		Persons with Disabilities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	44	1	2.3 %	4.3 %	2	-1	National
03 : Professionals	National	7	0	0.0 %	3.8 %	0	0	National
04 : Semi-Professionals and Technicians	National	7	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	351	4	1.1 %	13.9 %	49	-45	National
07 : Administrative and Senior Clerical Personnel	National	21	1	4.8 %	3.4 %	1	0	National
10 : Clerical Personnel	National	31	0	0.0 %	7.0 %	2	-2	National
11 : Intermediate Sales and Service Personnel	National	3407	85	2.5 %	5.6 %	191	-106	National
12 : Semi-Skilled Manual Workers	National	1	0	0.0 %	4.8 %	0	0	National
13 : Other Sales and Service Personnel	National	23	0	0.0 %	6.3 %	1	-1	National
Total		3892	91	2.3 %	6.3 %	246	-155	

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: 2018-04-27

### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## **Workforce Analysis - Detailed Report**

Date: 2018-04-27

## WFA Defaults - Persons with Disabilities

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



## **Workforce Analysis - Summary Report**

Date: 2018-04-27

## Women

	Women					
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	27.4 %	1	-1
02 : Middle and Other Managers	42	7	16.7 %	38.9 %	16	-9
03 : Professionals	7	4	57.1 %	56.9 %	4	0
04 : Semi-Professionals and Technicians	7	4	57.1 %	22.9 %	2	2
05 : Supervisors	351	72	20.5 %	51.7 %	181	-109
07 : Administrative and Senior Clerical Personnel	21	14	66.7 %	77.7 %	16	-2
10 : Clerical Personnel	31	18	58.1 %	66.0 %	20	-2
11 : Intermediate Sales and Service Personnel	3407	715	21.0 %	62.9 %	2143	-1428
12 : Semi-Skilled Manual Workers	1	0	0.0 %	14.6 %	0	0
13 : Other Sales and Service Personnel	23	2	8.7 %	52.5 %	12	-10
Total	3892	836	21.5 %	61.6 %	2395	-1559



## **Workforce Analysis - Summary Report**

Date: 2018-04-27

## **Aboriginal Peoples**

		Aboriginal Peoples				
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	42	1	2.4 %	2.2 %	1	0
03 : Professionals	7	0	0.0 %	2.2 %	0	0
04 : Semi-Professionals and Technicians	7	0	0.0 %	1.5 %	0	0
05 : Supervisors	351	7	2.0 %	3.0 %	11	-4
07 : Administrative and Senior Clerical Personnel	21	0	0.0 %	3.1 %	1	-1
10 : Clerical Personnel	31	1	3.2 %	2.9 %	1	0
11 : Intermediate Sales and Service Personnel	3407	71	2.1 %	3.2 %	109	-38
12 : Semi-Skilled Manual Workers	1	0	0.0 %	3.3 %	0	0
13 : Other Sales and Service Personnel	23	0	0.0 %	3.6 %	1	-1
Total	3892	80	2.1 %	3.2 %	124	-44



## **Workforce Analysis - Summary Report**

Date: 2018-04-27

## **Members of Visible Minorities**

	Members of Visible Minorities					
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	42	1	2.4 %	15.0 %	6	-5
03 : Professionals	7	0	0.0 %	16.7 %	1	-1
04 : Semi-Professionals and Technicians	7	3	42.9 %	31.6 %	2	1
05 : Supervisors	351	19	5.4 %	13.6 %	48	-29
07 : Administrative and Senior Clerical Personnel	21	2	9.5 %	11.9 %	2	0
10 : Clerical Personnel	31	4	12.9 %	14.2 %	4	0
11 : Intermediate Sales and Service Personnel	3407	636	18.7 %	20.0 %	681	-45
12 : Semi-Skilled Manual Workers	1	0	0.0 %	19.9 %	0	0
13 : Other Sales and Service Personnel	23	7	30.4 %	20.6 %	5	2
Total	3892	672	17.3 %	19.3 %	749	-77



## **Workforce Analysis - Summary Report**

Date: 2018-04-27

## **Persons with Disabilities**

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	44	1	2.3 %	4.3 %	2	-1	
03 : Professionals	7	0	0.0 %	3.8 %	0	0	
04 : Semi-Professionals and Technicians	7	0	0.0 %	4.6 %	0	0	
05 : Supervisors	351	4	1.1 %	13.9 %	49	-45	
07 : Administrative and Senior Clerical Personnel	21	1	4.8 %	3.4 %	1	0	
10 : Clerical Personnel	31	0	0.0 %	7.0 %	2	-2	
11 : Intermediate Sales and Service Personnel	3407	85	2.5 %	5.6 %	191	-106	
12 : Semi-Skilled Manual Workers	1	0	0.0 %	4.8 %	0	0	
13 : Other Sales and Service Personnel	23	0	0.0 %	6.3 %	1	-1	
Total	3892	91	2.3 %	6.3 %	246	-155	



## **Workforce Analysis - Summary Report**

Date: 2018-04-27

## WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## **Workforce Analysis - Summary Report**

Date: 2018-04-27

## WFA Defaults - Persons with Disabilities

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



## Part 1: Workforce Analysis

## The Canadian Corps of Commissionaires (Ottawa Division)

[Date: 2018-01-18]

## Data from First/Previous Workforce Analysis

Data from Su	bsequent/Curre Analysis	nt Workforce
$\downarrow$	1	$\downarrow$

Data from Fir	st/Previous Work	force Analysis
YYYY	MM	DD
2016	3	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	04	26

		7	Гable 1: Women	
		First/Previous Workforce Analysis		<b>Analysis</b>
Emple	yment Equity Occupational Group (EEOG)	G) All Employees Won Representation		nen
Empre	yment Equity Occupational Group (EEOG)			Availability*
		#	#	%
01	Senior Managers	0	0	0.00
02	Middle & Other Managers	38	9	38.90
03	Professionals	5	2	51.00
04	Semi-Professionals & Technicians	6	2	23.20
05	Supervisors	370	79	51.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	10	7	77.70
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	32	18	66.00
11	Intermediate Sales & Service Personnel	34	8	65.30
12	Semi-Skilled Manual Workers	1	0	14.60
13	Other Sales & Service Personnel	2,873	579	51.00
14	Other Manual Workers	0	0	0.00
Total		3,369	704	51.3

Table 5: Women					
Subsequent/Current Workforce Analysis					
All Employees	Women				
	Representation	Availability*			
#	#	%			
2	0	27.40			
42	7	38.90			
7	4	56.90			
7	4	22.90			
351	72	51.70			
	0	0.00			
21	14	77.70			
	0	0.00			
	0	0.00			
31	18	66.00			
3,407	715	62.90			
1	0	14.60			
23	2	52.50			
0	0	0.00			
3,892	836	61.6			

* Source:				
2011 Natio	onal Househo	ld Survey		

* Source:			
2011 Natio	nal Household	l Survey	

## The Canadian Corps of Commissionaires (Ottawa Division) Federal Contractors Program Achievement Report Part 1: Workforce Analysis [Date: 2018-01-18]

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	3	Data from First/Previous Workforce Analysis  YYYY MM DD
	1	force Analysis DD

**Employment Equity Occupational Group** 

2018	YYYY	Data from Subse
04	MM	Data from Subsequent/Current Workforce Analysi
26	DD	rkforce Analysis

	Lable	Lable 2: Aboriginal Peoples	eoples
	First/Pr	First/Previous Workforce Analysis	\nalysis
mant Fault: Compational Cuam (FFOC)	All Employees	Aboriginal Peoples	l Peoples
yment Equity Occupational Ortotp (EEOO)		Representation	Availability*
	#	#	%
Senior Managers	0	0	0.00
Middle & Other Managers	38	1	2.20
Professionals	5	0	1.90
Semi-Professionals & Technicians	6	0	1.50
Supervisors	370	9	3.10
Supervisors: Crafts & Trades	0	0	0.00
Administrative & Senior Clerical Personnel	10	0	3.00
Skilled Sales & Service Personnel	0	0	0.00
Skilled Crafts & Trades Workers	0	0	0.00
Clerical Personnel	32	0	2.80
Intermediate Sales & Service Personnel	34	0	0.00
Semi-Skilled Manual Workers	1	0	3.30
Other Sales & Service Personnel	2,873	59	3.40
Other Manual Workers	0	0	0.00
		200	

04 05 06 07 08

351	7	7	42	2	#		All Employees	Subsequent	Table	
7	0	0	1	0	#	Representation	Aboriginal Peoples	Subsequent/Current Workforce Analysis	Table 6: Aboriginal Peoples	
3.00	1.50	2.20	2.20	2.90	%	Availability*	il Peoples	ce Analysis	eoples	

		* Source:
3.4	80	3,072
ı,	00	2 002
0.00	0	0
3.60	0	23
3.30	0	
3.20	71	3,407
2.90	1	31
0.00	0	
0.00	0	
3.10	0	21
0.00	0	
3.00	7	351
1.50	0	7
2.20	0	7

2011 National Household Survey

4
848

3,369

69

3.3

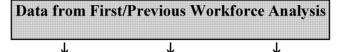
2011 National Household Survey

Page 2 of 31

## Part 1: Workforce Analysis

## The Canadian Corps of Commissionaires (Ottawa Division)

[Date: 2018-01-18]



Data from Su	bsequent/Curre Analysis	nt Workforce
$\downarrow$	1	$\downarrow$

Data from Fi	rst/Previous Workf	force Analysis
YYYY	MM	DD
2016	3	1

		Table 3: Members of Visible Minorities					
		First/Previous Workforce Analysis					
Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities				
Embic	by ment Equity Occupational Group (EEOG)		Representation	Availability*			
		#	#	%			
01	Senior Managers	0	0	0.00			
02	Middle & Other Managers	38	2	15.00			
03	Professionals	5	0	22.40			
04	Semi-Professionals & Technicians	6	2	31.20			
05	Supervisors	370	16	13.40			
06	Supervisors: Crafts & Trades	0	0	0.00			
07	Administrative & Senior Clerical Personnel	10	1	11.90			
08	Skilled Sales & Service Personnel	0	0	0.00			
09	Skilled Crafts & Trades Workers	0	0	0.00			
10	Clerical Personnel	32	5	14.50			
11	Intermediate Sales & Service Personnel	34	1	18.30			
12	Semi-Skilled Manual Workers	1	0	19.90			
13	Other Sales & Service Personnel	2,873	380	23.10			
14	Other Manual Workers	0	0	0.00			
Total	•	3,369	407	21.8			

Table 7: Me	mbers of Visible	Minorities				
Subsequent	/Current Workfore	e Analysis				
All Employees	Members of Visible Minorities					
	Representation	Availability*				
#	#	%				
2	0	10.10				
42	1	15.00				
7	0	16.70				
7	3	31.60				
351	19	13.60				
	0	0.00				
21	2	11.90				
	0	0.00				
	0	0.00				
31	4	14.20				
3,407	636	20.00				
1	0	19.90				
23	7	20.60				
0	0	0.00				
3,892	672	19.3				

* Source:	
2011 National Household S	Survey

* Source:	
2011 National Household Survey	

## The Canadian Corps of Commissionaires (Ottawa Division) Federal Contractors Program Achievement Report Part 1: Workforce Analysis [Date: 2018-01-18] 009456

Data from First/Previous Workforce Analysis

Data from Subsequent/Current Workforce Analysis

Data from First/Previous Workforce Analysis YYYY 2016 MM DD

Data from Subsequent/Current Workforce Analysis YYYY 2018 MM 04 שמ 26

	)		
0.00	0	0	Other Manual Workers
6.30	75	2,873	Other Sales & Service Personnel
4.80	0	_	Semi-Skilled Manual Workers
5.60	0	34	Intermediate Sales & Service Personnel
7.00	1	32	Clerical Personnel
0.00	0	0	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
3.40	0	10	Administrative & Senior Clerical Personnel
0.00	0	0	Supervisors: Crafts & Trades
13.90	S	370	Supervisors
4.60	0	6	Semi-Professionals & Technicians
3.80	0	5	Professionals
4.30	2	38	Managers
9%	#	#	
Availability*	Representation		ymene Equity Occupational Oloup (EECO)
Disabilities	Persons with Disabilities	All Employees	vment Fauity Occupational Crown (FFOC)
\nalysis	First/Previous Workforce Analysis	First/Pr	
sabilities	<b>Table 4: Persons with Disabilities</b>	Table 4:	

01/02

05 06 07 08

**Employment Equity Occupational G** 

<u> </u>	3,407	31	0	0	21	0	351	7	7	44	#		All Employees	Subsequent	Table 8:
0	85	0	0	0	1	0	4	0	0	1	#	Representation	Persons with Disabilities	Subsequent/Current Workforce Analysis	<b>Table 8: Persons with Disabilities</b>
4.80	5.60	7.00	0.00	0.00	3.40	0.00	13.90	4.60	3.80	4.30	%	Availability*	Disabilities	ce Analysis	sabilities

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3,369

2012 Canadian Survey on Disability

Source:

3,892

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6.30 0.00 6.3

2012 Canadian Survey on Disability

Part 2: Flow Data Analysis

The Canadian Corps of Commissionaires (Ottawa Division)

[Date: 2018-01-18]

Start	Date of Flow	V Data
YYYY	MM	DD
2016	03	01

2018	04	26
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Table 2: Aboriginal Peoples

Data from Form 5 - Employees Promoted

Table 6: Aboriginal Peoples

Full-time	/ National	Part-time	/ National
AII Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	(
1	0	0	(
0	0	0	(
0	0	0	(
58	1	ام	

89

Data from Form 6 - Employees
Terminated

↓ ↓ ↓ ↓

Table 10: Aboriginal Peoples

		lao	ie 2: Abor	iginai Ped	pies
		Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01 Senio	r Managers	0	1	0	0
02 Middl	e & Other Managers	14	0	0	0
03 Profes	ssionals	1	0	0	0
04 Semi-	Professionals & Technicians	2	0	0	0
05 Super	visors	57	1	0	0
06 Super	visors: Crafts & Trades	0	0	0	0
07 Admi	nistrative & Senior Clerical Personnel	7	0	0	0
08 Skille	d Sales & Service Personnel	0	0	0	0
09 Skille	d Crafts & Trades Workers	0	0	0	0
10 Cleric	al Personnel	10	1	0	0
11 Intern	nediate Sales & Service Personnel	1,558	43	7	0
12 Semi-	Skilled Manual Workers	1	0	0	0
13 Other	Sales & Service Personnel	15	0	0	0
14 Other	Manual Workers	0	0	0	0
Total		1,665	46	7	0

Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
7	1	0	0
2	0	0	0
0	0	0	C
40	2	0	C
0	0	0	C
2	0	0	(
0	0	0	(
0	0	0	(
5	0	0	(
645	22	6	(
0	0	0	(
6	0	0	(
0	0	0	(
707	25	6	0

Total 1,665	1,5	Data  Table  Employment Equity Occupational Group  Employees  Hired  #		
65 20 7 0		Start Date of Flow Data  YYYY MM DD  2016 03 01  Data from Form 4 - Employees  Hired	[Date: 2018-01-18]	Federal Contractors Program Achievement R  Part 2: Flow Data Analysis  The Canadian Corps of Commissionaires (Ottawa
89 1 0	58 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	End Date of Flow Data  YYYY MM DD  2018 04 26  Data from Form 5 - Employees  Promoted    Table 7: Persons with Disabilities  Full-time / National  All Persons with Employees Disabilities  Promoted Promoted  ###################################		am Achievement Report  Pata Analysis  Issionaires (Ottawa Division)
0 707 14 6 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Data from Form 6 - Employees  Terminated   U  Table 11: Persons with Disabilities  Full-time / National  Persons with  All  Employees Disabilities Terminated Terminated Terminated # # # # # # #		

Total	14 Other Manual Workers	13 Other Sales & Service Personnel	12 Semi-Skilled Manual Workers	11 Intermediate Sales & Service Personnel	10 Clerical Personnel	09 Skilled Crafts & Trades Workers	08 Skilled Sales & Service Personnel	07 Administrative & Senior Clerical Personnel	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Technicians	03 Professionals	02 Middle & Other Managers	01 Senior Managers	-	Employment Equity Occupational Group (EEOG)											
1,665	0	15	1	1,558	10	0	0	7	0	57	2	1	14	0	#	All Employees Mired		Full-time / National	Table 4: Members of Visible Minorities	-		Data fr					
396	<u> </u>	9	0	381	0	0	0	0	0	ø		0	0	0	#	Visible Minorities Hired	Members of	ational	embers of		Пітал	Data from Form 4 -	Start D YYYY 2016		The Cana		Fede
7	0	0	0	7	0	0	0	0	0	0	0	0	0	0	#	All Employees Hired		Part_time / National	Visible M			4 - Employees	Start Date of Flow Data YY MM D 16 03 0		ıdian Cor	Pa	ral Contr
51	0	0	0	(J)	0	0	0	0	0	0	0	0	0	0	#	Visible Minorities Hired	Members of	Vational	inorities	-	٠	)Vees	Data DD 01	[Date: 2	ps of Com	rt 2: Flow	actors Pro
89	0	0	0	30	0	0	0	0	0	58	0	0		0	#	All Employees Promoted		Full-time	Table 8:	-		Data	<b>End YYYY</b> 2018	Date: 2018-01-18]	The Canadian Corps of Commissionaires (Ottaw	Part 2: Flow Data Analysis	Federal Contractors Program Achievement
7	0	0	0	2	0	0	0	0	0	5	0	0	0	0	#	Visible Minorities Promoted	Members of		Table 8: Members	-	Dron	Data from Fori	End Date of Flow YY MM 18 04		es (Ottawa	lysis	evement R
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Employees Promoted		Partime	of Visible Minorities	_	noted .	m 5 - Emp	Data DD 26		Division)		Report
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Visible Minorities Promoted	Members of	Part_time / National	Minorities	-	•	Employees					
707	0	6	0	645	5	0	0	2	0	40	0				#	All Employees Terminated			Table 12	-		Data					
7 106	0	<u>5</u> 0	<u>)</u> 0	102	5 0	0	0	2 0	0	) 4	0	2 0	7 0	0 0	#	Visible Minorities Terminated	Members of	Enll-time / National	: Members	- 3	Tarm	from For					
6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	#	Employees Terminated		Partime	Table 12: Members of Visible Minorities		ingted	Data from Form 6 - Employees					
0	0	0	0	0	0			0	0	0	0	0	0	0	#	Visible Minorities Terminated	Members of	Part_time / National	Minorities	-	٠	ovees					

## Federal Contractors Program Achievement Report Part 3: Goals The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18]

									Data i	or First/P	revious (	Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<b>\</b>	Ţ	1	↓	1	1	↓	↓	↓ ·	1	↓	1	Ų.	Į.	<b>V</b>	1	1	<b>V</b>	<u> </u>
										Table 1:									
									First/	Previous Sh	iort-term G	oals							
				All En	ployees									W	omen				
Employment Equity Occupational	Number	Grov	vth (New Posit			eplacement of Employees)	Terminated	Anticipated	Number		eplacement of Employees)	Hires Required	Fro	r Goals m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD		,	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
·	2016-3-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	rears	2016-3-1	Annually	Over 3 Years	Years	2016	2019					rears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	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	38	3.4%		0	17.5%		0	0	9	0.0%	0	6	(	)	38.9%	1	-6	23.7%	23.7%
03 Professionals	5	11.9%		0	33.3%		0	0	2	0.0%	0	1	(	)	51.0%	-1	-1	40.0%	40.0%
04 Semi-Professionals & Tech	6	5.3%		0	0.0%		0	0	2	0.0%	0	-1	(	)	23.2%	1	1	33.3%	33.3%
05 Supervisors	370	-1.7%		0	11.1%		0	0	79	0.070	0	113	(	)	51.9%	-113	-113	21.4%	21.4%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	10	28.1%		0	12.9%		0	0	7	0.0%	0	1	(	)	77.7%	-1	-1	70.0%	70.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	<u>'</u>	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	'  0	"	0.0%	0	0	(	<u>'</u>	0.0%		0	#DIV/0!	#DIV/0!
10 Clerical Personnel	32 34	-1.1%		"	15.9%		0		18	0.0%	"	3	(	(	66.0%	-3		56.3%	56.3%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	34	364.5% 0.0%		"	37.8% 0.0%		0		8	0.0%	0	14		()	65.3%	1	-14	23.5% 0.0%	23.5% 0.0%
12   Semi-Skilled Manual 13   Other Sales & Service	2,873	-80.0%		"	0.0%				579	0.0%		886		(	14.6% 51.0%	1	-886	20.2%	20.2%
14 Other Manual Workers	2,8/3	-80.0% 0.0%			0.4%			] ,	3/9	0.0%		886		(	0.0%		-886	#DIV/0!	#DIV/0!
14 Other Manual Workers	U	0.0%		U	0.0%			1 0	U	0.0%	0	U		7	0.0%	1 0	"	#DI V/U!	#DI V/U!

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

19.6%

Total

3,369

4.9%

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.

704

0.0%

1,024

51.3%

-1,024

-1,024

20.9%

20.9%

	[					Table 2: Women
E1			Wom	en		
	oyment Equity Occupational p (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	(	0.0	
02	Middle & Other Managers	0	27.0		32.8	
	Professionals	45	0.0	50	0.0	
	Semi-Professionals & Tech	0	0.0	(	0.0	
05	Supervisors	0	31.6	(	41.7	
06	Supervisors: Crafts & Trades	0	0.0	(	0.0	
07	Administrative & Sr Clerical	75	0.0	80	0.0	
08	Skilled Sales & Service	0	0.0	(	0.0	
09	Skilled Crafts & Trades	0	0,0	(	0.0	
10	Clerical Personnel	0	61.0	(	65.6	
11	Intermediate Sales & Service	0	29.4	(	41.2	
12	Semi-Skilled Manual	0	0.0	(	0.0	
13	Other Sales & Service	0	27.9	(	39.5	
14	Other Manual Workers	0	0.0	(	0.0	
Total		120		130	)	

## Federal Contractors Program Achievement Report Part 3: Goals The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18]

									Data f	or First/I	revious (	Goals							
A B	С	D	E	F	G	Н	<u>I</u>	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<b>_</b>	Ţ	1	Ţ	<b>\</b>	<b>1</b>	1	↓	1	1	<b>\</b>	1	↓	1	<b>\</b>	Ţ	<b>\</b>	<b>V</b>	↓
											iginal Peo								
									First/	Previous St	10rt-term G	loals							
				All En	ployees							,			nal Peoples				
	Number	Grov	vth (New Posi	ions)		eplacement of	Terminated		Number	T/D	eplacement of		3 Yea	r Goals					
Employment Equity Occupational			,			Employees)		Anticipated			Employees)	Hires Required		m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD		,	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-3-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	icais	2016-3-1	Annually	Over 3 Years	Years	2016	2019					itais
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	5 0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	38	3.4%		C	17.5%		0	0	1	0.0%	0	0	(	)	2.2%	6 0	0	2.6%	2.6%
03 Professionals	5	11.9%		C	33.3%		0	0	0	0.0%	0	0	(	)	1.9%	6 0	0	0.0%	0.0%
04 Semi-Professionals & Tech	6	5.3%		C	0.0%		0	0	0	0.0%	0	0	(	)	1.5%	0	0	0.0%	0.0%
05 Supervisors	370	-1.7%		C	11.1%		0	0	9	0.0%	0	2	(	)	3.1%	-2	-2	2.4%	2.4%
06 Supervisors: Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	10	28.1%		C	12.9%		0	0	0	0.0%	0	0	(		3.0%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	(		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	(		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	32	-1.1%		C	15.9%		0	0	0	0.0%	0	1	(	)	2.8%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	34	364.5%		C	37.8%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	1	0.0%		C	0.0%		0	0	0	0.0%	0	0	(	)	3.3%	1	0	0.0%	0.0%
13 Other Sales & Service	2,873	-80.0%		C	0.4%		0	0	59	0.0%	0	39	(	)	3.4%	-39	-39	2.1%	2.1%
14 Other Manual Workers	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!

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

19.6%

Total

3,369

4.9%

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

0.0%

42

3.3%

-42

-42

2.0%

2.0%

	[					Table 4: Aboriginal Peoples
г.			Aboriginal	Peoples		
	oyment Equity Occupational p (EEOG)	Short-ter	m Goals	Long-te	erm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	(	0.0	
02	Middle & Other Managers	0	0.0	(	0.0	
	Professionals	0	0.0	(	0.0	
	Semi-Professionals & Tech	0	0.0	(	0.0	
	Supervisors	0	2.6	(	2.8	
06	Supervisors: Crafts & Trades	0	0.0	(	0.0	
07	Administrative & Sr Clerical	0	0.0	(	0.0	
08	Skilled Sales & Service	0	0.0	(	0.0	
09	Skilled Crafts & Trades	0	0.0	(	0.0	
10	Clerical Personnel	0	1.6	(	3.1	
11	Intermediate Sales & Service	0	1.5	(	2.9	
12	Semi-Skilled Manual	0	0.0	(	0.0	
13	Other Sales & Service	0	2.4	(	2.9	
14	Other Manual Workers	0	0.0	(	0.0	
Total		0		(	)	

The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]	Federal Contractors Program Achievement Report  Part 3: Goals
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Data for First/Previous Goals

Total			12	Ξ	10	09	08	07		05	04	03	01/02		luo in		F					Data s	A
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	01/02 Managers		(meson)	Gram (FFOG)	F molecules of Faulty Occupational					Data sources:	
	ual Worke	s & Service	ed Manual	te Sales &	rsonnel	fts & Trad	es & Servi	tive & Sr (	s: Crafts &	s	ssionals &	als				The second	ite Open						В
	rs			Service		es	ce	Terical	Trades		Tech										1		
3,369	0	2,873	_	34	32	0	0	10	0	370	6	5	38	*	2016-3-1	YYYY-MM-DD	Number				<b>←</b>	From Workforce Analysis	С
4.9%	0.0%	-80.0%	0.0%	364.5%	-1.1%	0.0%	0.0%	28.1%		-1.7%	5.3%	11.9%	1.7%	%	Annually	Actual	Gro				<b>←</b>	From Workforce Analysis <sup>†</sup>	D
J							-					-		%	Annually	Proj	Growth (New Positions)				<b>←</b>	From Workforce Data Entry Analysis <sup>†</sup>	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	##	Over 3 Years	Projected	tions)	All En			<b>←</b>	CxEx3	F
19.6%	0.0%	0.4%	0.0%	37.8%	15.9%	0.0%	0.0%	12.9%	0.0%	11.1%	0.0%	33.3%	8.8%	%	Annually	Actual	Turnover (H	All Employees			←	From Flow Data CxEx3 Analysis & Data Entry Workforce Analysis <sup>‡</sup>	G
5		<u> </u>				Ü		Ü			Ü			%	Annually	Proj	Turnover (Replacement of Terminated Employees)				<b>←</b>	Data Entry	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#:	Over 3 Years	Projected	Terminated				<u>_</u>	СхНх3	I
														#	Years	Hires Over 3	pandianuv				<b>←</b>	F + I	J
0	0	0	0	0	0	0	0	0	0	0	0	0	0	4:	2016-3-1	3 YYYY-MM-DD	Number		Fi	Table	←	From Workforce Analysis	К
83	0	75	0	0	_	0	0	0	0	5	0	0	2	%	1 Annually				First/Previous Short-te	able 5: Persons with	_		
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6			Turnover (Replacement of Terminated Employees)		us Short-	ons wit		Equivalent K x	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		nent of		term Goals	h Disabilities	←	Lx3	М
156	0	106	0	2	_	0	0	0	0	46	0	0	0	#1	Years	Over 3	Hing		ils	ilities	←	(F x Q) - R + M	z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	721	2016	YYYY	3 Year Goals From - To				←	JxP	0
														%	2019	8771 - 1771	Goals 1 - To	Persons wi			<u>_</u>	Data Entry	P
7.1%	0.0%	6.3%	4.8%	5.6%	7.0%	0.0%	0.0%	3.4%	0.0%	13.9%	4.6%	3.8%	4.3%	%		Availability	P	Persons with Disabilities			<b>←</b>	From Workforce Analysis	Q
6 -156	6 (	6 -106	6	<u>6</u>	<u>^</u>	6	6	6	<u></u>	6 -46	6 (	<u></u>	<u></u>	*		Present Gap		35			<b>←</b>		R
6 -156	) (	6 -106	0	2 -2		0	0	0	<u>)</u>	5 -46	0	0	0	#		Gan					<b> </b>	From (K - M + Workforce O) - ((C + Analysis F) x Q)	S
3	#													%		Representation	,				←	K ÷ C	T
2.5%	#DIV/0!	2.6%	0.0%	0.0%	3.1%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	1.4%	0.0%	0.0%	5.3%										
2.5%	#DIV/0!	2.6%	0.0%	0.0%	3.1%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	1.4%	0.0%	0.0%	5.3%	9%	Years	Representation in 3	Projected				<b>←</b>	(K - M + O) ÷ (C + F)	U

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

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

14 Other Manual Workers 0		13 Other Sales & Service 0	12 Semi-Skilled Manual 0	11 Intermediate Sales & Service 0	10 Clerical Personnel 0	09 Skilled Crafts & Trades 0	08 Skilled Sales & Service 0	07 Administrative & Sr Clerical 0	06 Supervisors: Crafts & Trades 0	05 Supervisors 0	04 Semi-Professionals & Tech 0	03 Professionals 0	01/02 Managers 0	Group (EECOG)	Employment Equity Occupational Short-term Goals		
	0.0	3.3	0.0	2.8	5.1	0.0	0.0	0.0	0.0	3.9	0.0	0.0	0.0	%		Persons with Disabilities	
	0.0	0 4.8	0.0	0 5.6	7 0.0	0.0	0.0	0.0	0.0	0 8.9	0.0	0 0 0	0.0	# % #	Long-term Goals	bilities	
																	Table
																	Table 6: Persons with D
															0		ith Disabilities
															Comments		S

## Federal Contractors Program Achievement Report Part 3: Goals The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18]

Analysis   Fraction   Fraction										Data 1	or First/P	revious (	Goals							
From Workforce Analysis   From Workforce Analysis   Data Entry Workforce Analysis   From Workforce Morkforce M	A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Table 7: Members of Visible Minorities   First/Previous Short-term Goals	Data sources:	Workforce	Workforce	Data Entry	CxEx3	Data Analysis & Workforce	Data Entry	CxHx3	F+I	Workforce	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	Workforce	Workforce	Ò) - ((C +	K÷C	(K - M + O) ÷ (C + F)
First   Fir			Ţ	1	<b>\</b>	<b>V</b>	1	Ų.	· · · · · · · · · · · · · · · · · · ·	Ų.	1		Ţ	<u> </u>	Ų.	Ų.	Ţ	1	↓	<u> </u>
Number   Corunt														<u>;</u>						
Number   Grown (New Positions)   Turnover (Replacement of Terminated Employees)   From Free Number   Free Number   From Free Number   Free Number   From Free Number					40.5					First/	Previous Sh	iort-term G	oals			C. 11.1 B40				
Number   Caroup (New Positions   Front   Fundament Equity Occupations   Front   Fundament   Fundament Equity Occupations   Front   Fundament Equity Occupations   Front   Fundament Equity Occupations   Front   Fundament   Fu					AHER								1			isibie Minori	ties			
Employment Equity Occupational Group (EEOG)   Framework (EEOG)   Fra		Number	Grov	vth (New Posit	ions)			Terminated		Number			Hires							
2016-3-1   Annually   Annually   Over3   Years   2016-3-1   Annually   Over3   Years   2016-3-1   Annually   Over3   Years   2016   2019     Over3   Years   Years   Years   2016   2019   Over3   Years   Y		YYYY-MM-DD	Actual	Proi	ected	Actual	Proi	ected		YYYY-MM-DD	Terminated	Employees)					Present Gap			Projected Representation in 3
H   %   %   #   %   %   #   #   #   #   #	Group (EEOG)				1			T	Years			Over 3				Ауанарину		Gap	Representation	Years
01         Senior Managers         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0		2016-3-1	Annually	Annually		Annually	Annually			2016-3-1	Annually			2016	2019					
02         Middle & Other Managers         38         3.4%         0         17.5%         0         0         2         0.0%         0         4         0         15.0%         -4         -4         5.3%         5.           03         Professionals         5         11.9%         0         33.3%         0         0         0         0.0%         0         1         0         22.4%         -1         -1         -1         0.0%         0           04         Semi-Professionals & Tech         6         5.3%         0         0.0%         0         0         2         0.0%         0         0         0         33.2%         0         0         0         33.2%         0         33.3%         33.         33.         33.         33.         33.         33.         33.         33.         34.         0         13.4%         -34         -34         4.3%         4.3%         4.         4.3%         4		#	%	%	#		%	#	#	#		#	#	Ħ	%		#	#		
03         Professionals         5         11.9%         0         33.3%         0         0         0.0%         0         1         0         22.4%         -1         -1         0.0%         0					1 ^						0.00/	۸ ا	ا ما	۸						#DIV/0!
04         Semi-Professionals & Tech         6         5.3%         0         0.0%         0         0         2         0.0%         0         0         0         0         31.2%         0         0         0         33.3%         33.           05         Supervisors         370         -1.7%         0         11.1%         0         0         16         0.0%         0         34         0         13.4%         -34         -34         4.3%         4.           06         Supervisors: Crafts & Trades         0         0.0%         0		! o			U	1		0			I .	"	I Y	l v			0	0		
05         Supervisors         370         -1.7%         0         11.1%         0         0         16         0.0%         0         34         0         13.4%         -34         -34         4.3%         4.           06         Supervisors: Crafts & Trades         0         0.0%         0         <	02 Middle & Other Managers	38	3.4%		0	17.5%		0	(	0 2	0.0%	0	4	0		15.0%	0 -4	-4	5.3%	5.3%
06         Supervisors: Crafts & Trades         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0	02 Middle & Other Managers 03 Professionals	0 38 5	3.4% 11.9%		0	17.5% 33.3%		0 0	(	0 2	0.0% 0.0%	0	4	0		15.0% 22.4%	0 -4 -1	-4 -1	5.3% 0.0%	5.3% 0.0%
07   Administrative & Sr Clerical   10   28.1%   0   12.9%   0   0   1   0.0%   0   0   11.9%   0   0   10.0%   10.0%	02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech	5 6	3.4% 11.9% 5.3%		0	17.5% 33.3% 0.0%		0 0 0	(	0 0 2	0.0% 0.0% 0.0%	0 0	4 1 0	0		15.0% 22.4% 31.2%	0 -4 -1 0	0	5.3% 0.0% 33.3%	5.3% 0.0% 33.3%
	02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors	5 6	3.4% 11.9% 5.3% -1.7%		0 0 0	17.5% 33.3% 0.0% 11.1%		0 0 0 0	(	0 0 2 0 0 2 0 0 2 0 16	0.0% 0.0% 0.0% 0.0%	0 0 0	4 1 0 34	0 0 0		15.0% 22.4% 31.2% 13.4%	0 -4 -1 0 -34	0	5.3% 0.0% 33.3% 4.3%	5.3% 0.0% 33.3% 4.3%
08   Skilled Sales & Service   0  0.0%   0  0  0.0%   0  0  0  0  0  0  0  0  0  0  0  0  0	<ul> <li>Middle &amp; Other Managers</li> <li>Professionals</li> <li>Semi-Professionals &amp; Tech</li> <li>Supervisors</li> <li>Supervisors: Crafts &amp; Trades</li> </ul>	5 6 370 0	3.4% 11.9% 5.3% -1.7% 0.0%		000000000000000000000000000000000000000	17.5% 33.3% 0.0% 11.1% 0.0%		0 0 0 0 0	()	0 0 2 0 2 0 2 0 2 0 16	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0	4 1 0 34 0	0 0 0 0		15.0% 22.4% 31.2% 13.4% 0.0%	0 -4 -1 0 -34	0	5.3% 0.0% 33.3% 4.3% #DIV/0!	5.3% 0.0% 33.3% 4.3% #DIV/0!
	<ul> <li>Middle &amp; Other Managers</li> <li>Professionals</li> <li>Semi-Professionals &amp; Tech</li> <li>Supervisors</li> <li>Supervisors: Crafts &amp; Trades</li> <li>Administrative &amp; Sr Clerical</li> </ul>	5 6 370 0	3.4% 11.9% 5.3% -1.7% 0.0% 28.1%		0 0 0 0 0	17.5% 33.3% 0.0% 11.1% 0.0% 12.9%		0 0 0 0 0	(	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0	4 1 0 34 0	0 0 0 0 0		15.0% 22.4% 31.2% 13.4% 0.0% 11.9%	0 -4 -1 0 -34 0	0	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0%	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0%
	<ul> <li>Middle &amp; Other Managers</li> <li>Professionals</li> <li>Semi-Professionals &amp; Tech</li> <li>Supervisors</li> <li>Supervisors: Crafts &amp; Trades</li> <li>Administrative &amp; Sr Clerical</li> <li>Skilled Sales &amp; Service</li> </ul>	5 6 370 0	3.4% 11.9% 5.3% -1.7% 0.0% 28.1% 0.0%		000000000000000000000000000000000000000	17.5% 33.3% 0.0% 11.1% 0.0% 12.9% 0.0%		0 0 0 0 0 0	()	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0	4 1 0 34 0 0	0 0 0 0 0 0		15.0% 22.4% 31.2% 13.4% 0.0% 11.9% 0.0%	0 -4 -1 0 -34 0 0	0	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0!	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0!
	<ul> <li>Middle &amp; Other Managers</li> <li>Professionals</li> <li>Semi-Professionals &amp; Tech</li> <li>Supervisors</li> <li>Supervisors: Crafts &amp; Trades</li> <li>Administrative &amp; Sr Clerical</li> <li>Skilled Sales &amp; Service</li> <li>Skilled Crafts &amp; Trades</li> </ul>	5 6 370 0 10 0	3.4% 11.9% 5.3% -1.7% 0.0% 28.1% 0.0% 0.0%		000000000000000000000000000000000000000	17.5% 33.3% 0.0% 11.1% 0.0% 12.9% 0.0%		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0 0 2 0 0 2 0 16 0 0 16	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 0	4 1 0 34 0 0 0	0 0 0 0 0 0		15.0% 22.4% 31.2% 13.4% 0.0% 11.9% 0.0% 0.0%	0 -4 -1 0 -34 0 0	0	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0! #DIV/0!	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0! #DIV/0!
	02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel	5 6 370 0 10 0 0 32	3.4% 11.9% 5.3% -1.7% 0.0% 28.1% 0.0% -1.1%		000000000000000000000000000000000000000	17.5% 33.3% 0.0% 11.1% 0.0% 12.9% 0.0% 0.0%		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0 0 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% 0.0% 0.0%	0 0 0 0 0 0 0 0	4 1 0 34 0 0 0	0 0 0 0 0 0 0		15.0% 22.4% 31.2% 13.4% 0.0% 11.9% 0.0% 14.5%	0 -4 -1 0 -34 0 0 0	0 -34 0 0 0	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0! #DIV/0! 15.6%	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0! #DIV/0! 15.6%
	02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service	5 6 370 0 10 0	3.4% 11.9% 5.3% -1.7% 0.0% 28.1% 0.0% -1.1% 364.5%		000000000000000000000000000000000000000	17.5% 33.3% 0.0% 11.1% 0.0% 12.9% 0.0% 0.0% 15.9% 37.8%		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 0 0	4 1 0 34 0 0 0 0	0 0 0 0 0 0 0		15.0% 22.4% 31.2% 13.4% 0.0% 11.9% 0.0% 14.5% 18.3%	0 -4 -1 0 -34 0 0 0 0	0	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0! #DIV/0! 15.6% 2.9%	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0! #DIV/0! 15.6% 2.9%
	02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Service 12 Semi-Skilled Manual	5 6 370 0 10 0 0 32 34 1	3.4% 11.9% 5.3% -1.7% 0.0% 28.1% 0.0% -1.1% 364.5% 0.0%		000000000000000000000000000000000000000	17.5% 33.3% 0.0% 11.1% 0.0% 12.9% 0.0% 15.9% 37.8% 0.0%		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 0 0	0 0 0 0 0 0 5	0 0 0 0 0 0 0 0		15.0% 22.4% 31.2% 13.4% 0.0% 11.9% 0.0% 0.0% 14.5% 18.3%	0 0 0 0 0 -5	0 -34 0 0 0 0 0 0	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0! #DIV/0! 15.6% 2.9% 0.0%	5,3% 0.0% 33,3% 4,3% #DIV/0! 10.0% #DIV/0! #DIV/0! 15,6% 2,9% 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	Middle & Other Managers Professionals Professionals & Tech Supervisors Supervisors: Crafts & Trades Administrative & Sr Clerical Skilled Sales & Service Skilled Crafts & Trades Clerical Personnel Intermediate Sales & Service Semi-Skilled Manual Other Sales & Service	5 6 370 0 10 0 0 32	3.4% 11.9% 5.3% -1.7% 0.0% 28.1% 0.0% -1.1% 364.5% 0.0% -80.0%		000000000000000000000000000000000000000	17.5% 33.3% 0.0% 11.1% 0.0% 12.9% 0.0% 0.0% 0.5.9% 37.8% 0.0% 0.4%		000000000000000000000000000000000000000		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0 0 0 0 0	4 1 0 34 0 0 0 0 0 0 0 0 2 8 4	0 0 0 0 0 0 0 0 0		15.0% 22.4% 31.2% 13.4% 0.0% 11.9% 0.0% 14.5% 18.3% 19.9% 23.1%	0 -4 -1 0 -34 0 0 0 0 0 0 0 -5 0	0 -34 0 0 0	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0! 15.6% 2.9% 0.0% 13.2%	5.3% 0.0% 33.3% 4.3% #DIV/0! 10.0% #DIV/0! #DIV/0! 15.6% 2.9%

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

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

	Workforce Analysis) · 2) x 10					
						Table 8: Members of Visible Minorities
r	oyment Equity Occupational	Men	ibers of Visi	ble Minori	ties	
	(EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
Grou	(EEOG)	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	8.5	0	12.0	
03	Professionals	10	0.0	20	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	7.4	0	10.4	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
	Clerical Personnel	0	0.0	0	0.0	
	Intermediate Sales & Service	0	10.3		17.6	
12	Semi-Skilled Manual	0	0.0	0	0.0	
	Other Sales & Service	0	15.2	0	19.1	
14	Other Manual Workers	0	0.0		0.0	
Total		10		20	)	

## The Canadian Corps of Commissionaires (Ottawa Division) Federal Contractors Program Achievement Report [Date: 2018-01-18] Part 3: Goals

009465

Data for Subsequent/Current Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12   Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers		i	Group (EEOG)						Data sources:	ABB
	orkers	rvice	nual	s & Service	1	Γrades	ervice	Sr Clerical	ts & Trades		ls & Tech		Managers				ccupationar							
3,892	0	23	_	3,407	31	0	0	21	0	351	7	7	42	2	Ħ	2018-04-26	GG-WW-XAAA	Number				<b>←</b>	From Workforce Analysis	С
4.9%	0.0%	-80.0%	0.0%	364.5%	-1.1%	0.0%	0.0%	28.1%	0.0%	-1.7%	5.3%	11.9%	3.4%	0.0%	%	Annually	Actual	Grov				<b>←</b>	From Workforce Analysis <sup>†</sup>	D
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Projected	Growth (New Positions)				<b>←</b>	From Workforce Data Entry Analysis <sup>†</sup>	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years	cted		All Employees			<b>←</b>	CxEx3	Ŧ
19.6%	0.0%	0.4%	0.0%	37.8%	15.9%	0.0%	0.0%	12.9%	0.0%	11.1%	0.0%	33.3%	17.5%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	loyees			<b>←</b>	From Flow Data Analysis & Data Entry C x H x 3 Workforce Waralysis <sup>‡</sup>	G
	0.0%	0.0%	0.0%	15.0%	12.0%			10.0%		10.0%		15.0%	10.0%	0.0%	%	Annually	Projected	placement of Te Employees)				<b>←</b>	Oata Entry C	Ξ
0	0	0	0	1,533	11	0	0	6	0	105	0	ယ	13	0	#	Over 3 Years						<b>—</b>	2x H x 3	-
0	0	0	0	1,533	11	0	0	6	0	105	0	ယ	13	0	#	rears		Anticipated				<b>←</b>	F + I	J
836	0	2	0	715	18	0	0	14	0	72	4	4	7	0	*	2018-04-26	AAAAWW-AAAA	Number		Subseque		<b>←</b>	From Workforce Analysis	X
0.0%	0.0%	0.0%	0.0%	15.0%	12.0%	0.0%	0.0%	10.0%	0.0%	10.0%	0.0%	15.0%		0.0%	%	Annually		Turnover (Replacem		Subsequent/Current Short-term Goals	Table 9: Women	<b>←</b>	Equivalent to H	L
0	0	0	0	322	6	0	0	4	0	22	0	2	2	0	#	Over 3 Years		placement of		Short-term	Women	<b>←</b>	KxLx3	Z
1,561	0	10	0	1,750	<u></u>	0	0	6	0	131	-2	2	11	_	#	Years	Over-3	∃na		Goals		<b>←</b>	(F x Q) - R + M	Z
0	0	0	0	767	6	0	0	ယ	0	53	0	0	ر. ا	0	*	2018	AAA - AAA	3 Year Goals From - To				<b>←</b>	JxP [	0
	0.0%	50.0%	0.0%	50.0%	50.0%			50.0%		50.0%			38.9%	27.4%	%	2021	AAA	To	Women			<b></b>	Data Entry	P
61.6%	0.0%	52.5%	14.6%	62.9%	66.0%	0.0%	0.0%	77.7%	0.0%	51.7%	22.9%	56.9%	38.9%	27.4%	%		Availability	1	nen			<b>←</b>	From Workforce Analysis	Q
-1,561	0	-10	0	-1,428	-2	0	0	-2	0	-109	2	0	-9	<u>.</u>	*		Present Gap					<b>←</b>	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-1,561	0	-10	0	-983	-2	0	0	చ	0	-78	2	-2	-6	-1	#		Gap					<b></b>	(K - M + O) - ((C + F) x Q)	s
21.5%	#DIV/0!	8.7%	0.0%	21.0%	58.1%	#DIV/0!	#DIV/0!	66.7%	#DIV/0!	20.5%	57.1%	57.1%	16.7%	0.0%	%		Representation	,				<b> </b>	K ÷ C	T
21.5%	! #DIV/0!	8.7%	0.0%	34.0%		#DIV/0!	31-	61.9%	#DIV/0!	29.3%	57.1%	28.6%	23.8%	0.0%	%	YCAIN	Representation in 3	Projected				<u></u>	(K - M + O) ÷ (C + F)	U

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 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)  $\div$  2) x 100.

Employment Equity Occupational Group (EEOG) 01 02 03 03 04 05 06 06 07 07 07 11 11 11 11 Middle & Other Managers Clerical Personnel Skilled Crafts & Trades Skilled Sales & Service Supervisors: Crafts & Trades Semi-Skilled Manual Intermediate Sales & Service Administrative & Sr Clerical Supervisors Professionals Semi-Professionals & Tech Short-term Goals 38.9%
0.0%
50.0%
50.0%
50.0%
50.0%
50.0%
60.0%
50.0%
60.0%
60.0%
60.0% Long-term Goals 50.0% 50.0% 38.9% 27.4% 50.0% 50.0% 50.0% Primarily Field positions. External hires are rare. Pool is senior current employees, which, because of social mandate, are predominantly Veteran and RCMP (white, male) % Primarily Field positions. External hires are rare. Pool is senior current employees, which, because of social mandate, are predominantly Table 10: Women Comments Veteran and RCMP (white, male) Page 13 of 31

Part 3: Goals

The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]  Data for Subsequent/Current Goals  R C D E F G H I J K J M N O P O R S T II	<b>.</b>				
The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]  Data for Subsequent/Current Goals  C D E F G H I J K I M N O P O R S T II					
The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]  Data for Subsequent/Current Goals  D F G H I J K L M N O P O R S T II	<u>.</u>				
The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]  Data for Subsequent/Current Goals  D E F G H I J K J M N O P O R S T II					
The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]  Data for Subsequent/Current Goals  F. F. G. H. J. K. J. M. N. O. P. O. R. S. T. H. H. J. K. J. M. N. O. P. O. R. S. T. H. H. J. K. J. J. K. J. J. J. K. J. J. J. J. K. J.	J				
The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]  Data for Subsequent/Current Goals  F F G H I J K I M N O P O R S T II					
The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]  Data for Subsequent/Current Goals  F G H I J K I M N O P O R S T II	<b>7</b> ]				
The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]  Data for Subsequent/Current Goals  G H I J K I M N O P O R S T II	Ŧj				
The Canadian Corps of Commissionaires (Ottawa Division)  [Date: 2018-01-18]  Data for Subsequent/Current Goals  [Date: 2018-01-18]  [Data for Subsequent/Current Goals  [Data for Subsequent/Current Goals  [Data for Subsequent/Current Goals					
The Canadian Corps of Commissionaires (Ottawa Division) 64  [Date: 2018-01-18] 90  Data for Subsequent/Current Goals	จ				
The Canadian Corps of Commissionaires (Ottawa Division) 64  [Date: 2018-01-18] 90  Data for Subsequent/Current Goals  H					
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Mate   Corps of Commissionaires (Ottawa Division)   66   94   94   94   94   94   94   94				Cans	
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Total	14			=	10	09	08		06	05	94	03	02	01			Group	F						Data sources:	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			Group (EEOG)	umant Fa						ources:	
	ual Worker	& Service	ed Manual	te Sales & !	rsonnel	fts & Trade	es & Servic	tive & Sr C	s: Crafts &	<b>5</b> ,	ssionals &	ıls	Other Mana	nagers			and consulta	ite Osema							В
	Š			Service		es	è	lerical	Trades		Tech		ıgers					Himal					I		
3,892 4.9% 0.0% 0 19.6% 0 0 0 80 0.0%	0	23	1	3,407	31	0	0	21	0	351	7	7	42	2	*	2018-04-26	YYYY-MM-DD	Number					<b>←</b>	From Workforce Analysis	С
4.9%	0.0%	<u></u>	0.0%	364.5%	-1.1%	0.0%	0.0%	28.1%	0.0%	-1.7%	5.3%	11.9%	3.4%	0.0%	%	Annually	Actual	Gr	,				<b>4</b>	From Workforce Analysis <sup>†</sup>	D
% 0.0%		-		0.0%	0.0%	% 0.0%	0.0%	% 0.0%	0.0%	0.0%	% 0.0%	% 0.0%	0.0%	0.0%	%	Annually	7	Growth (New Positions)					<b>↓</b>	e Data En	E
)%	100	3	<i>y</i> <sub>0</sub>	)%	9%	)%	)%	)%	)%	)%	)%	)%	)%	%	71:	Over 3 Years	Projected	ositions)		All			<b>+</b>	From Workforce Data Entry C x E x 3	Ŧ
0	0	0	0	0 3	0 1:	0	0	0 1:	0	0 1	0	0 3:	0 1.	0	%	Annually	Actual		Turno	All Employees			↓		G
19.6%	0.0%	0.4%	0.0%	37.8%	15.9%	0.0%	0.0%	12.9%	0.0%	11.1%	0.0%	33.3%	17.5%	0.0%			121	Employees)	<b>Turnover (Replacement of Terminated</b>					From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis*	
				15.0%	15.0%			10.0%		15.0%		15.0%	15.0%	0.0%	%	Annually 0	Projected	oyees)	nent of Tern				<b>L</b>	Entry C x	Н
0	С	0	0	1,533	14	0	0	6	0	158	0	ယ	19	0	#	Over 3 Years	=		inated				↓	. H x 3	I
0	0	0	0	1,533	14	0	0	6	0	158	0	s	19	0	#	Years	Hires Over 3	Anticipated					<b>4</b>	F + 1	J
															#	2018-04-26	YYYY-MM-DD	Number			Subse	Table	<b>+</b>	From Workforce Analysis	К
80 0			0 0	71 15	1 15	0 0	0 0	0 10	0 0	7 15	0 0	0 15	1 15	0 0	%	6 Annually		Turnov			Subsequent/Current Short-	le 11: A	↓	Equivalent to H	L
0.0%	0.0%	0.0%	0.0%	15.0%	15.0%	0.0%	0.0%	10.0%	0.0%	15.0%	0.0%	15.0%	15.0%	0.0%	#	Over 3 Years		Turnover (Replacement of Terminated Employees)			rent Short	11: Aboriginal	↓	llent KxLx3	M
0	С	0	0	32	0	0	0	0	0	ယ	0	0	0	0			<b>.</b>				term Goals	l Peoples			
45	O	<u> </u>	0	70	0	0	0		0	7	0	0	0	0	#	Years	Over 3	Hires			lis	9	↓	(F x Q) - R + M	Z
0	c	0	0	49	0	0	0	0	0	5	0	0	0	0	##	2018	1111-1111	From - To	3 Year Goals				↓	J x P D	0
		3.6%		3.2%				3.1%		3.0%					%	2021	777	Fo	oats	Aborigin			<b>↓</b>	Data Entry	P
3.2%	0.0%	3.6%	3.3%	3.2%	2.9	0.0%	0.0%	3.1%	0.0%	3.0%	1.5%	2.2%	2.2%	2.9%	%		Availability	7		Aboriginal Peoples			<b>←</b>	From Workforce Analysis	Q
	%	<u> </u>	<u>%</u>		<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	#		Present Gap						↓		R
-45	С	<u>.</u>	0	-38	0	0	0	<u></u>	0	4	0	0	0	0	#:		Sap Gap						↓	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
-45	c	<u>.</u>	0	-21	0	0	0	<u>.</u>	0	-2	0	0	0	0											
2.1%	#DIV/0!	0.0%	0.0%	2.1%	3.2%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	2.0%	0.0%	0.0%	2.4%	0.0%	%		Representation						<b>←</b>	K ÷ C	T
%	Ü	<u> </u>	%	<u>%</u>	<u>%</u>	0!	<u>'0</u>	<u>%</u>	<u>'0</u>	%	<u>%</u>	<u>%</u>	%	<u>%</u>				Pro						(K - M	
2.1%	#DIV/0!	0.0%	0.0%	2.6%	3.2%	#DIV/0!	#DIV/0!	0.0%	#DIV/0!	2.6%	0.0%	0.0%	2.4%	0.0%	%	YOUN	Representation in 3	Projected					<b>↓</b>	(K - M + O) + (C + F)	U

Total	14 (	13	12 8	111 1	10	09	08	07	06	05	04	03 I	02	01	diode			
	14 Other Manual Workers	13 Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	10 Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerica	Supervisors: Crafts & Trades	Supervisors	04   Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers	and (maa)	Employment Equity Occupational	E	
	Workers	Service	Manual	šales & Servi	nnel	& Trades	& Service	e & Sr Cleric	Trafts & Trad		onals & Tech		er Managers	ers		Cocupano	O	
				се				al	les		1					П	<u> </u>	
		1.0		10						10					%	Short-term Goals	Aberi	
0.0%	0.0%	3.6%	0.0%	3.2%	0.0%	0.0%	0.0%	3.1%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%			<b>Aboriginal Peoples</b>	
																Long-term Goals	les	
		3.6%		3.2% Prin				3.1%		3.0% Prin					%	oals		
				3.2% Primarily Field positions. External hires are rare. Pool is senior current employees, which, because of social mandate, are predominantly Veteran and RCMP (white, male).						3.0% Primarily Field positions. External hires are rare. Pool is senior current employees, which, because of social mandate, are predominantly Veteran and RCMP (white, male)								
				positions. I						positions. I								
				xternal hir						xternal hir								
				es are rare.						es are rare.								
				Pool is seni						Pool is seni								Tabl
				or current e						or current e								Table 12: Aboriginal
				mployees,						mployees,								riginal P
				which, beca						which, beca						Co		Peoples
				use of socia						use of socia						Comments		
				ıl mandate,						ıl mandate,								
				are predom						are predom								
				inantly Vet						inantly Vet								
				eran and RO						eran and RO								
				MP (white						MP (white								
				, male).						, male).								

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup>-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.

## Federal Contractors Program Achievement Report Part 3: Goals The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18]

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<u>_</u>	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	<b>↓</b>	↓	↓	1	↓
										: Persons									
				40.5					Subseque	ent/Current	Short-terr	n Goals		ъ .	a Branch				
				All En	ployees			1		1				r Goals	th Disabilities				ı
	Number	Grov	vth (New Posit	ions)		eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	<b></b>	r Goais n - To					
<b>Employment Equity Occupational</b>	YYYY-MM-DD	Actual	Proi	ected	Actual	,	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-00-00	Actual	110)	Over 3	Actual	110)	Over 3	Years	TTTTTTTTT		Over 3	Over 3 Years			Availability	r resum Gup	Gap	Representation	Years
	2018-04-26	Annually	Annually	Years	Annually	Annually	Years		2018-04-26	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	Ħ	%	#	#	#	%	%	#	#	%	%
01/02 Managers	44	1.7%	0.0%	0	8.8%	5.0%	7	7	1	5.0%	0	1	C	4.3%	4.3%	-1	-1	2.3%	2.3%
03 Professionals	7	11.9%	0.0%	0	33.3%	15.0%	3	3	0	15.0%	0	0	o c		3.8%	0	0	0.0%	0.0%
04   Semi-Professionals & Tech	7	5.3%	0.0%	0	0.0%		0	0	0	0.0%	0	0	C		4.6%	0	0	0.0%	0.0%
05 Supervisors	351	-1.7%	0.0%	0	11.1%	10.0%	105	105	4	10.0%	1	46	15	13.9%	1	-45	-31	1.1%	5.1%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	21	28.1%	0.0%	0	12.9%	12.0%	8	8	1	12.0%	0	0			3.4%	0	0	4.8%	4.8%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	1 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%	1 0	0			0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	31	-1.1%	0.0%	0	15.9%	15.0%	14	14	0	15.0%	1 0	2		7.0%	7.0%	-2	-1	0.0%	3.2%
11 Intermediate Sales & Service	3,407	364.5%	0.0%	0	37.8%	15.0%	1,533	1,533	85	15.0%	38	144	86	5.6%	1	-106	-58	2.5%	3.9%
12 Semi-Skilled Manual 13 Other Sales & Service	1	0.0% -80.0%	0.0% 0.0%		0.0%		0			0.0% 0.0%	1 %	"	'  '	6,3%	4.8% 6.3%	0	0	0.0% 0.0%	0.0% 0.0%
13 Other Sales & Service 14 Other Manual Workers	23	-80.0% 0.0%	0.0%	١	0.4%					0.0%	1 6			0.5%	0.0%	-1	-1	#DIV/0!	#DIV/0!
Total	3.892	4.9%	0.0%	0	19.6%		0	0	91	0.0%	1 0	154			6.3%	-154	-154	#DIV/0!	#DIV/0!
1000	3,672	4.770		L 0	17.070		L 0	1 0	, , , t	0.070	1 1/2	154	1		0.570	-134	-134	2.570	2.570

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>13</sup> 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	Pe	ersons with	Disabilities		
Group (EEOG)	Short-terr	m Goals	Long-term	Goals	Comments
Group (EEOG)		%		%	
01/02 Managers		4.3%		4.3%	
03 Professionals		0.0%			
04 Semi-Professionals & Tech		0.0%			
05 Supervisors		13.9%		13.9%	Primarily Field positions. External hires are rare. Pool is senior current employees, which, because of social mandate, are predominantly Veteran and RCMP (white, male).
06 Supervisors: Crafts & Trades		0.0%		Γ	
07 Administrative & Sr Clerical		0.0%			
08 Skilled Sales & Service		0.0%			
09 Skilled Crafts & Trades		0.0%			
10 Clerical Personnel		7.0%		7.0%	
11 Intermediate Sales & Service		5.6%		5.6%	Primarily Field positions. External hires are rare. Pool is senior current employees, which, because of social mandate, are predominantly Veteran and RCMP (white, male).
12 Semi-Skilled Manual		0.0%		Γ	
13 Other Sales & Service		6.3%		6.3%	
14 Other Manual Workers		0.0%			
Total		0.0%			

## Federal Contractors Program Achievement Report Part 3: Goals The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18]

									Data for '	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
,		↓	↓	↓	↓		↓	↓	↓	↓		↓	↓	↓	↓	↓		↓	
								1	able 15: N				S						
									Subseque	ent/Current	Short-tern	n Goals							
				All En	ployees										isible Minori	ties		ı	
	Number	Grov	vth (New Posit	ions)		eplacement of	Terminated		Number	Turnover (R)	eplacement of			r Goals					
<b>Employment Equity Occupational</b>					-	Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-04-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-04-26	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	Ħ	#	%	#	#	Ħ	%	%	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	C	1 0.070	0.0%	0	0	0	0.0%	0	0	0		10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	42	3.4%	0.0%	C	17.5%	15.0%	19	19	1	15.0%	0	5	3	15.0%	15.0%	-5	-2	2.4%	9.5%
03 Professionals	7	11.9%	0.0%	C	33.3%	15.0%	3	3	0	15.0%	0	1	0	16.0%	16.7%	-1	-1	0.0%	0.0%
04   Semi-Professionals & Tech	7	5.3%		C	0.0%	0.0%	0	0	3	0.0%	0	-1	0		31.6%	1	1	42.9%	42.9%
05 Supervisors	351	-1.7%		C	1	10.0%	105	105	19	10.0%	6	35	14	13.6%	13.6%	-29	-21	5.4%	7.7%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	21	28.1%		C	12.570	12.0%	8	8	2	12.0%	1	1	0		11.9%	0	-1	9.5%	4.8%
08 Skilled Sales & Service 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	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
09 Skilled Crafts & Trades 10 Clerical Personnel	31	-1.1%	0.0%		1	15.0%	14	14	4	15.0%	"	0	0		14.2%	"	١	#DIV/0! 12.9%	#DI V/0! 6.5%
11 Intermediate Sales & Service	3,407	364.5%	0.0%		37.8%	15.0%	1,533	1,533	636	15.0%	286	331	307	20.0%	20.0%	-45	-2 -24	18.7%	19.3%
12 Semi-Skilled Manual	3,407	0.0%	0.0%		0.0%	13,076	1,555	1,555	030	0.0%	200	331	307	20.076	19.9%	-43	-24	0.0%	0.0%
13 Other Sales & Service	23	-80.0%	0.0%	"	0.0%		٥	0	7	0.0%	"		٥	20.6%	20.6%	,		30.4%	30.4%
14 Other Manual Workers	0	0.0%	0.0%		0.0%		ol	0	0	0.0%	0	0	0	20.070	0.0%	0	0	#DIV/0!	#DIV/0!

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

19.6%

Total

3,892

4.9%

0.0%

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

672

0.0%

19.3%

-79

17.3%

17.3%

	Workforce Analysis) · 2) x 100					Table 16: Members of Visible Minorities
r	. F ': O	Mem	bers of Visil	ble Minorities		
	oyment Equity Occupational p (EEOG)	Short-teri	m Goals	Long-term G	oals	Comments
			%		%	
01	Senior Managers		0.0%			
02	Middle & Other Managers		15.0%		15.0%	
03	Professionals		16.0%		16.0%	
04	Semi-Professionals & Tech		0.0%		L	
05	Supervisors		13.6%		13.6%	Primarily Field positions. External hires are rare. Pool is senior current employees, which, because of social mandate, are predominantly Veteran and RCMP (white, male).
06	Supervisors: Crafts & Trades		0.0%			
07	Administrative & Sr Clerical		0.0%			
08	Skilled Sales & Service		0.0%			
09	Skilled Crafts & Trades		0.0%		L	
10	Clerical Personnel		0.0%		L	
11	Intermediate Sales & Service		20.0%		20.0%	Primarily Field positions. External hires are rare. Pool is senior current employees, which, because of social mandate, are predominantly Veteran and RCMP (white, male).
12	Semi-Skilled Manual		0.0%			
13	Other Sales & Service		20.6%		20.6%	
14	Other Manual Workers		0.0%			
Total			0.0%			

# Federal Contractors Program Achievement Report Part 4: Results - Women

The Canadian Corps of Commissionaires (Ottawa Division)

009469

[Date: 2018-01-18]

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Employment Equity	Vage		W	orkfo	Workforce Analysis Workforce	S					Hires	Hires	Hires				Flow			
Occupational Group					Women					Wo	Women		-		Women				-	Women
(EEOG)		All Employees	Representation	tion	Availability	Gap	EE Result	All Employees		Actual	Expected	Difference	All Employees	Actual	Expe	Expected Di	-	Difference	All Employees	
	41:	#	#	9/0	# %	#	9%	#	#	%	#	#	#	# %	ó #			#	# # #	#
01 8 16	2016	0	0	0.0	0.0	0	0.0													
or Semor Managers	2018	2	0	0.0	27.4	-1	0.0		0 0	0.0	0	0	0	0	0.0	0		0	0 0	
Middle & Other	2016	38	9	23.7	38.9	15 -	-6 60.9	)												
Managers	2018	42	7	16.7	38.9	16 -	-9 42.8		14 3	21.4	5	-2	1	0	0.0	0		0	0 7	0 7 3 42.9
03 Drofessionals	2016	5	2	40.0	51.0	3 -1	78.4	+												
05 FIOLESSIOILAIS	2018	7	4	57.1	56.9	4	0 100.4	+	1 1	100.0	1	0	0	0	0.0	0		0	0 2	0 2 1 50.0
OA Semi-Professionals &	2016	6	2	33.3	23.2	1	1 143.7	7						•						
Technicians	2018	7	4	57.1	22.9	2	2 249.5		2 2	100.0	0	2	0	0	0.0	0		0	0 0	0 0 0 0.0
OS Comparaisons	2016	370	79	21.4	51.9	192 -113	3 41.1	_						•••••						
op Subervisors	2018	351	72	20.5	51.7	181 -109	9 39.7		57 11	19.3	29	-18	58	9	15.5	12		-3	-3 40	
OK Supervisors: Crafts &	2016	0	0	0.0	0.0	0	0.0	)												
Trades	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

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F÷M x 100	Part 3: Goals	Goals E+Kx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E+Gx100	Part 3: Goals	E + Dx 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Data sources:
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8		6	ر ک		2	5	23		3	2	21		(EEOG)	Occi	Em	
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2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	#		1 021	V	
0	0	115	115	2	2	1		15	15	0	0	#	All Employees		Flo	New
0	0	20	20	2	2			3	သ	0	0	#	Actual	Women	Flow Data	New Entrants
0.0	0.0	17.4	17.4	100.0	100.0	100.0	100.0	20.0	20.0	0.0	0.0	9/6 #	Goal			
	0.0		0.0		0.0		45 2.2		0.0		0.0	9,0	Percent of Goal Met	Women	Short-term Goals	
0.0	0.0	0.5	31.6	0.0	0.0	0.0	0.0	0.4	27.0	0.3	0.0	9,6	Goal Pe	ien	m Goals	
0.0	0.0	3478.3	55.1	0.0	0.0	0.0	0.0	5141.4	74.0	0.0	0.0	%	Percent of Goal Met			Goals
	0		0		0		50		0		0	# %	Goal Percent of Goal Met		Long	-
0	0.0 0.0	0	0.0 41.7	0.0	0.0 0.0	0	2.0 0.0	0.4	0.0 32.8	0.3	0.0 0.0	6 6,6	nt of Goal	Women	Long-term Goals	
0.0 0.0	0.0	0.5 3478.3	.7 41.7	.0 0.0	.0 0.0	0.0 0.0	0.0	.4 5141.4	.8 61.0	.3 0.0	.0 0.0	9/0	Percent of Goal Met		S	
														Comments		
														its		

## Federal Contractors Program Achievement Report Part 4: Results - Women The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18] C F О P Т U V W В D E G Н I J K L M N 0 R $\mathbf{S}$ X Y Part 1: Part 1: Part 1: Part 2: Flow $V \div U x$ $E \div D$ DxG $E \div H$ $L \div K$ Part 2: Flow V - X E - H K x G ÷ 100 L-N O - S U x F ÷ 100 Workforce Workforce Data O ÷ P x 100 P x F ÷ 100 Data sources: Workforce Data Data x 100 Data Analysis Data Analysis Data Analysis 100 $\ge 100$ ÷ 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T Ţ Ţ 1 Workforce Analysis Flow Data Analysis **Employment Equity** Hires Workforce **Promotions Terminations** Year Occupational Group Women Women All Employee All Employee (EEOG) Gap Representation Availability EE Result Actual Expected Difference Actual Expected Difference Actual Difference Expected % % # % % Administrative & 2016 10 70.0 77.7 90.1 Senior Clerical 2018 21 14 66. 77.7 16 85.8 57.1 0 0.0 50.0 2016 0 0.0 0.0 0.0 Skilled Sales & Service Personnel 2018 0 0.0 0.0 0.0 0.0 0 0.0 0.0 2016 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2018 0.0 0.0 0.0 0.0 0.0 18 21 2016 32 56.3 66.0 85.2 10 | Clerical Personnel 2018 31 18 58. 66.0 20 88.0 70.0 0 0.0 80.0 34 23.5 22 36.0 2016 65.3 -14 Intermediate Sales & Service Personnel 2018 3,407 715 21.0 62.9 2,143 -1,42833.4 1.565 345 22.0 984 -639 30 651 154 23.7 153 16.7 Semi-Skilled Manual 2016 0.0 14.6 0.0 Workers 2018 0.0 14.6 0.0 0.0 0.0 0.0 0 0 0 0 Part 2: Flow Part 2: Flow E ÷ D x 100 E ÷ G x 100 F ÷ I x 100 Part 3: Goals E ÷ K x 100 Data sources Data F ÷ M x 100 Data Analysi Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Occupational Group Women Women Women Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Goal Goal Goal Goal Goal Met Goal Me Goal Met # # % % % % % % % 57. 2018 75 5.3 0.0 0.0 80 5.0 0.0 0.0 Administrative & Senior Clerical 2021 57. 0.5 11428.6 0.5 11428.6 2018 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 0.0 2021 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 Skilled Crafts & Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 2018 10 70.0 0.0 61.0 114.8 0.0 65.6 106.7 10 | Clerical Personnel 2021 70.0 0.5 14000.0 0.5 14000.0 1,595 21.9 2018 350 0.0 29.4 74.6 0.0 41.2 53.3 Intermediate Sales & Service Personnel 2021 1,595 350 21.9 0.5 4388.7 0.5 4388.7

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Semi-Skilled Manual

Workers

2018

2021

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## Part 4: Results - Women The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18] C D F G Н J K M N О P O R S Т U V W Y В E I L X Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow $V \div U x$ $E \div D$ DxG $L \div K$ Part 2: Flow V - X E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 Q-S U x F ÷ 100 Workforce Workforce Workforce Data Data Data sources: Data Data Analysis Data Analysis Data Analysis 100 $\ge 100$ ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T Ţ Ţ Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women All Employee All Employee (EEOG) Availability Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % -886 39.5 Other Sales & Service 2016 2,873 579 20.2 51.0 1,465 Personnel 2018 23 8.7 52.5 12 -10 16.6 6.7 0 0.0 0.0 15 2016 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 2016 3,369 704 20.9 51.3 40.7 1,728 -1,024Total 2018 3,892 836 21.5 61.6 2,397 -1,561 34.9 1,672 374 22.4 1,030 -656 14 15.7 713 171 24.0 149 Part 2: Flow Part 2: Flow Part 3: Data sources Data E ÷ D x 100 E ÷ G x 100 F ÷ I x 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data Analysis Goals Goals Goals Analysis 1 Goals **New Entrants** Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met % % % % % 2018 15 6.7 0.0 27.9 23.9 0.0 39.5 16.9 Other Sales & Service Personnel 2021 15 6.7 0.5 1333.3 0.5 1333.3

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298.:

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2018

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2018

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14 Other Manual Workers

Total

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388

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1,761

1,761

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Federal Contractors Program Achievement Report

# Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples

The Canadian Corps of Commissionaires (Ottawa Division)

009472

[Date: 2018-01-18]

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Trades	Supervisors: Crafts &	Suber visors	Cuparticore	Technicians	Semi-Professionals &	1 TOTESSIONALS	Professionals	Managers	Middle & Other	Scinoi ivianagers	01 Senior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:	B
2018	2016	2018	2016	2018	2016	2018	2016	2018	2016	2018	2016	#			Year				С
		351	370					42	38			#	and Condimination	All Employe			<b>←</b>	Part 1: Workforce Analysis	D
0 0	0 0	1 7	0 9	7 0	6 0	7 0	5 0	2 1	8 1	2 0	0 0	#		ř			<b>←</b>		E
0.0	0.0	2.0	2.4	0.0	0.0	0.0	0.0	2.4	2.6	0.0	0.0	%	Representation		¥	Workfo	<b>←</b>	E+D x100	Ŧ
0.0	0.0	3.0	3.1	1.5	1.5	2.2	1.9	2.2	2.2	2.9	0.0	%	Availability	Aboriginal Peoples	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G
0	0	11	11	0	0	0	0	1	_	0	0	#	ility	Peoples		lysis	<b>←</b>	D x G + 100	Н
0	0	-4	-2	0	0	0	0	0	0	0	0	#	Gap E				<b>←</b>	E-H E+H	1
0.0	0.0	66.5	78.5	0.0	0.0	0.0	0.0	108.2	119.6	0.0	0.0	%	EE Result				<b>←</b>	E+H x100 I	1
0		57		2		1		14		0		#	and the desired	II Employees			<b>←</b>	Part 2: Flow Data Data Analysis Analysis	К
0				0		0		0		1		#	Actual				<b>←</b>	Part 2: Flow	L
0.0		1.8		0.0		0.0		0.0		0.0		%	-	Aborigi	Hires		<b>←</b>	L÷K x 100	Z
0		2		0		0		0		0		#	Expected	Aboriginal Peoples			<b>←</b>	K x G ÷ 100	Z
0		-1		0		0		)		1		#	Difference				<b>←</b>	L-N	0
		y,										#	and the dame are	All Employe			<b>←</b>	Part 2: Flov Data Analys	P
0 (		58		0 (		0 (		1 (		0 (		#				Flow	<b>←</b>	Part 2: Flow Data Analysis Analysis	Q
0.0		1.7	•••••	0.0		0.0		0.0		0.0		%	Actual	Aborig	Promotions	Flow Data Analysis	<b>←</b>	v Q ÷ P x 100	R
0		1		0		0		0		0		#	Expected	Aboriginal Peoples	ns	nalysis	<b>←</b>	Part 2: Flow Data OP x F + 100 P x F + 100 P x F + 100	S
0		0		0		0		0		0		#	Difference				<b>←</b>	Q-S	Т
												#	and the same	All Employe			<b>←</b>	Part 2: Flow Data Analysi	U
0 0		40 2		0 0		2 0		7 1		0 0		#		<i>i</i>	Ţ		<b>←</b>	Part 2: Flow Data         Part 2: Flow Data         Part 2: Flow Analysis         Part 2: Flow Data         Part 2: Flow Analysis         Part 2: Flow Data         Part 2: Flow Analysis         Part 2: Flow Data	V
0.0		5.0		0.0		0.0		14.3		0.0		%	Actual	Aborigi	<b>Terminations</b>		<b>←</b>	V + U x	W
0		1		0		0		0		0		#	Expected	Aboriginal Peoples	SILC		<b>←</b>	V+Ux UxF+100 V-X	X
0				0		0		1		0		#	Difference				<b>←</b>	V - X	Y

06		ر 	4	2	6	03	9	3	9	21		(EE	Occ	E		
Trades Crafts &	Culou visor s	Simervisors	Technicians	Semi-Professionals &	1 TOICSSIOIIAIS	Drofessionals	Managers	Middle & Other	OI Selliot Ividildgets	Conior Monocoro		(EEOG)	Occupational Group	Employment Equity		
2021	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	#		183.1	V		
0 0	115	115	2	2	1	1	15	15	0	0	#	All Employees		Flo	New	+
0 0		2 1	0 (	0 (	0 (	0 0	0 (	0 0	1 (	1 (	# %	Actual	Aboriginal Peoples	Flow Data	New Entrants	<b>←</b>
0.0	1.7	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	#	Goal	9			+
0.0		0.0		0.0		0.0		0.0		0.0	9/6	Percent of Goal Met	Aboriginal Peoples	Short-term Goals		+
0.0		2.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Po	Peoples	m Goals		+
0.0	5797.1	66.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Go	+
C		0		0		0		0		0	#	Goal			Goals	+
0.0		0.0		0.0		0.0		0.0		0.0	%	Percent of Goal Met	Aboriginal Peoples	Long-term Goals		+
0.0	0.0	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	eoples	Goals		+
0.0	5797.1	62.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9/6	Percent of Goal Met				+
													0			
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													its			

Data sources

Part 2: Flow Data E + D x 100 Data Analysis Analysis

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

# Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples

The Canadian Corps of Commissionaires (Ottawa Division)

009473

[Date: 2018-01-18]

1	13	į	=	-	<u></u>	(	3	8	) %	(	07		(F	) C	Em			Data :	Α
Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Cicircai i cisomici	10 Clerical Personnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	В
2018	2016	2018	2016	2018	2016	2018	2016	2018	2016	2018	2016	#			Year				С
		3,407	34	31	32	0	0	0	0	21	10	#	and Condens on	All Employee			<b>←</b>	Part 1: Workforce Analysis	D
0	0	71	0	1	0	0	0	0	0	0	0	#	Representation				<b>←</b>	Part 1: Workforce Analysis	Е
0.0	0.0	2.1	0.0	3.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9/6	ntation		¥	Workfo	<b>←</b>	E ÷ D x 100	চ
3.3	3.3	3.2	0.0	2.9	2.8	0.0	0.0	0.0	0.0	3.1	3.0	%	Availability	Aboriginal Peoples	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G
0	0	109	0	1	_	0	0	0	0	1	0	#	ility	Peoples		llysis	<b>←</b>	D x G + 100	Н
0	0	-38	0	0	_	0	0	0	0	-1	0	Ħ	Gap				<b>←</b>	Е-Н	1
0.0	0.0	65.1	0.0	111.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	EE Result				<b>←</b>	E÷H x 100	J
1		1,565		10		0		0		7		#	and the desired	All Fundavees			<b>←</b>	Part 2: Flow Part 2: Flow Data Analysis Analysis	К
0		43				0		0		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L
0.0		2.7		10.0		0.0		0.0		0.0		%	2.	Aborig	Hires		<b>←</b>	L÷K x 100	X
0		50		0		0		0		0		#	Expected	Aboriginal Peoples			<b>←</b>	K x G + 100	Z
		-7										#	Difference				<b>←</b>	L-N	0
0				1		0		0		0		#	and the desirement	All Familian			<b>←</b>	Part 2: Flow Part 2: Flow Data Data Analysis Part 2: Flow Data Analysis Analysis	P
0		30		0		0		0		0		#				Flox	<b>←</b>	Part 2: F W Data	Q
0 (		0		0 (		0 (		0 (		0 (		%	Actual	Abo	Promotions	v Data	<b>←</b>	low Q + P x	R
0.0		0.0		0.0		0.0		0.0		0.0		#	Expected	<b>Aboriginal Peoples</b>	ions	Flow Data Analysis	<b>←</b>	Part 2: Flow Data Q + P x 100 P x F + 100 Analysis	S
0		0		0		0		0		0		#	ed Difference	S		S	<u>_</u>	100 Q-S	1
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0		651		5		0		0		2		#	and the form	malavas			<b>←</b>	Part 2: Flow Part 2: Flow Data Data Analysis Analysis	U
0	**********	22		0		0		0		0		#	Actual		Tern		<b>←</b>	ut 2: Flow Data Analysis	V
0.0		3.4		0.0		0.0		0.0		0.0		%		Aboriginal Peoples	<b>Terminations</b>		<b>←</b>	V+Ux 100 U	W
0		0		0		0		0		0		#	Expected 1	Peoples	S		<b>←</b>	V+Ux UxF+100 V-X	X
0		22		0		0		0		0		#	Difference				<b>←</b>	V - X	Y

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		Part 3: Goals
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		2: Flow Part 3: E+Gx 100 Part 3: Data E+Dx 100 Goals E+Gx 100 Goals
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	<b>+</b>	F+M x 100
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	<b>+</b>	F + M x 100
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	←	F + M x 100

		New	New Entrants					Goals					
Employment Equity	!		Flow Data		Shor	Short-term Goals	als		Long-term Goals	n Goals			
Occupational Group	Year		Aboriginal Peoples	les	Abo	Aboriginal Peoples	35		Aboriginal Peoples	Peoples		)	Comments
(EEOG)		All Employees	Actual		Goal Met	nt of Goal	Percent of Goal Met	of Goal	Percent of Goal Met	Goal	Percent of Goal Met		
	#	#	% #		9,0	96	%	#	%	ò	9/0		
Administrative &	2018	7	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
Senior Clerical	2021	7	0	0.0			0.0	.0		0.0	0.0		
Skilled Sales &	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
Service Personnel	2021	0	0	0.0			0.0	0.0		0.0	0.0		
Skilled Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
Trades Workers	2021	0	0	0.0			0.0	0.0		0.0	0.0		
Clarical Darcanal	2018	10	1	10.0	0	0.0	1.6 645.2		0.0	3.1	322.6		
10 Ciettedi Fetsoillei	2021	10	1	10.0			0.0	0.0		0.0	0.0		
Intermediate Sales &	2018	1,595	43	2.7	0	0.0	1.5 185.9		0.0	2.9	93.0		
Service Personnel	2021	1,595	43	2.7			0.0 8424.8	.8		0.0	8424.8		
Semi-Skilled Manual	2018	1	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
Workers	2021	1	0	0.0			0.0	0.0		0.0	0.0		

## Part 5: Results - Aboriginal Peoples The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18] C D F G Н J K M N О P O R S Т U V W Y В E I L X Part 1: Part 1: Part 1: Part 2: Flow $V \div U x$ $E \div D$ DxG $E \div H$ $L \div K$ Part 2: Flow V - X E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 Q-S U x F ÷ 100 Workforce Workforce Workforce Data Data Data sources: Data Data Analysis Data Analysis Data Analysis 100 $\ge 100$ ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T Ţ Ţ Ţ Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires **Promotions Terminations** Year Occupational Group **Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples** All Employee All Employee (EEOG) Availability Actual Representation Gap EE Result Expected Difference Expected Difference Expected Difference % % % 2016 Other Sales & Service 2,873 59 2.1 3.4 98 -39 60.4 Personnel 2018 23 0.0 3.6 0.0 0 0.0 0 0.0 0.0 15 0 0.0 2016 0.0 0.0 14 Other Manual Workers 2018 0.0 0.0 0.0 0.0 0 0.0 0.0 2016 3,369 69 2.0 3.3 111 62.1 -42 Total 3,892 80 2.1 3.2 125 -45 64.2 1,672 46 2.8 1.1 713 25 Part 2: Flow Part 2: Flow Part 3: Data sources Data E ÷ D x 100 E ÷ G x 100 F ÷ I x 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data Analysis Goals Goals Goals Analysis 1 Goals **New Entrants** Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2018 15 0.0 0.0 2.4 0.0 0.0 2.9 0.0 Other Sales & Service

0.0

0.0

0.0

0.0

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0.0

0.0

0.0

0.0

0.0

0.0

Personnel

Total

14 Other Manual Workers

2021

2018

2021

2018

2021

15

1,761

1,761

0

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Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

The Canadian Corps of Commissionaires (Ottawa Division)

009475

[Date: 2018-01-18]

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	Data sources:			Supervisors: Crafts &	ouper visors		Technicians	Semi-Professionals &	1 TOICSSIOHAIS		ividingSci3			(EEOG)	Occupational Group	Employment Equity			Data sources:		
				:: Crafts &			5.	ssionals &	5	le					Group	Equity				В	
		0101	2018	2016	2018	2016	2018	2016	2018	2016	2018	2016	#			Year				С	
<b>←</b>	Part 2: Flow Data Analysis				351	370					44	38	#	and Condense and				<b>+</b>	Part 1: Workforce Analysis	D	
<b>←</b>	Part 2: Flow Data Analysis		0	0 0	1 4	0 5	7 0	0	7 0	5 0	4 1	8 2	#					<b>←</b>	<b>⊳</b> ₹	E	
←	E + D x 100		0.0	0.0	1.1	1.4	0.0	0.0	0.0	0.0	2.3	5.3	%	Representation		1	Workf	<b>←</b>	E+D x 100	Ŧ	
<b>←</b>	Part 3: Goals		0.0	0.0	13.9	13.9	4.6	4.6	3.8	3.8	4.3	4.3	%	Ava	Persons wi	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G	
<b>←</b>	E+Gx100				49	51							#	Availability	Persons with Disabilities	е	nalysis	<b>←</b>	DxG +100	н	
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<b>←</b>	F + 1 x 10		0 0 0	0.0	5 8.2	6 9.7	0 0.0	0.0	0.0	0.0	1 52.9	0 122.4	%	EE Resul				<b>+</b>	E + H x 100	J	
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<b>←</b>	Part 3: F+	0.0	0 0		1.8		0.0		0.0		0.0		%	Ex	Persons with Disabilities	Hires		<b>+</b>	L+K Kx	Y	
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					58								#	and the dument and	All Fundavos			<b>←</b>	Part 2: Flow Data Q+P x 100 P x F + 100 Data Analysis Analysis	P	
			0				0		0		1		#				Flow	<b>←</b>	Part 2: Flo Data Analysis	Q	
			0 0 0		1 1.7		0.0		0.0		0.0		%	Actual	Persons	Promotions	Data /	<b>+</b>	w Q÷Px1ı	R	
			0		7		0		0		0		#	Expected	Persons with Disabilities	ons	Flow Data Analysis	<b>+</b>	)0 PxF+1	s	
		_	0		1		0		0		0		#	d Difference	ities		9	<b>+</b>	00 Q-S	T	
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		,	Analysis							•••••			
	***************************************	<b></b>	<b>.</b>	←	↓	<b>L</b>	1	↓	<b>_</b>	<b>T</b>	<b>—</b>	_	mud
		New	New Entrants	ts				G	Goals				
and a manual Families		F	Flow Data			Short-term Goals	m Goals			Long-te	Long-term Goals	ls	
onal Group	Year	1	Persons with Disabilities	with		Persons with Disabilities	Disabilities			Persons with Disabilities	th Disabiliti	Ē	Comments
(EEOG)	-	All Employees	Actual	2	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
,	#	#	#	%	#	3	%	%	#	9%	9/0	%	
	2018	15	0	0.0	0	0.0	0.0	0.0		0.0	0.00	00	0.0
02 Managers	2021	15	0	0.0			0.0	0.0			0.04	04	0.0
2 Drofessionals	2018	1	0	0.0	0	0.0	0.0	0.0		0.0	0.00	00	0.0
05 I TOTESSIONAIS	2021	1	0	0.0			0.0	0.0			0.0	0.00	0.0
OA Semi-Professionals &	2018	2	0	0.0	0	0.0	0.0	0.0		0.0	0.00	00	0.0
Technicians	2021	2	0	0.0			0.0	0.0			0.0	0.00	0.0
05 Cimeraisors	2018	115	2	1.7	0	0.0	3.9	44.6		0.0	0 8.90		19.5
Supervisors	2021	115	2	1.7			0.1	1251.2			0.14	14 1251.2	2
Supervisors: Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.00	00	0.0
Trades	2021	0	0	0			0.0	0.0			0.00	00	

Part 6: Results - Persons with Disabilities

The Canadian Corps of Commissionaires (Ottawa Division)

009476

[Date: 2018-01-18]

F	13	:	=	7	 10	(	 8	G	 ⊗		07		(F	9 0	Em			Data	Α
Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Cicircai i cisomici	10 Clerical Personnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	В
2018	2016	2018	2016	2018	2016	2018	2016	2018	2016	2018	2016	#			Year				С
1	1	3,407	34	31	32	0	0	0	0	21	10	#	and tradems are	All Employees			<b>←</b>	Part 1: Workforce Analysis	D
0	0	85	0	0	1	0	0	0	0	1	0	#	Repres				<b>←</b>	Part 1: Workforce Analysis	E
0.0	0.0	2.5	0.0	0.0	3.1	0.0	0.0	0.0	0.0	4.8	0.0	%	Representation		=	Workf	<b>←</b>	E÷D x 100	Þ
4.8	4.8	5.6	5.6	7.0	7.0	0.0	0.0	0.0	0.0	3.4	3.4	%	Availability	Persons with Disabilities	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G
0	0	191	2	2	2	0	0	0	0	1	0	#	bility	Disabilities		alysis	<b>←</b>		Н
0	0	-106	-2	-2		0	0	0	0	0	0	#	Gap				<b>←</b>	DxG E-H	1
0.0	0.0	44.6	0.0	0.0	44.6	0.0	0.0	0.0	0.0	140.1	0.0	0/6	EE Result				<b>←</b>	E÷H x 100	11
		1,565		10		0		0		7		#	cas Condince on	All Finnlawass			<b>←</b>	Part 2: Flow Part 2: Flow Data Analysis Analysis	К
0		19		0		0		0		0		#	Actual				<b>←</b>	Part 2: Flow L + K K x G + 100 Analysis x 100	L
0.0		1.2		0.0		0.0		0.0		0.0		%	*	Persons w	Hires		<b>←</b>	L + K x 100	Μ
0		88		1		0		0		0		#	Expected	Persons with Disabilities			<b>←</b>	K x G ÷ 100	Z
		-69										#	Difference	s			←		0
0		9		1		0		0		0		#		All Fundament			<b>←</b>	Part 2: FI Data Anal	P
0		30		0		0		0		0		#	Jane			Flo	<b>←</b>	Part 2: Flow Data Q + P x 100 P x F + 100 Data Analysis Analysis	Q
0		0		0		0		0		0		%	Actual	Person	Promotions	Flow Data Analysis	<b>←</b>	7low ₁ Q÷Px sis	R
0.0		0.0		0.0		0.0		0.0		0.0		#	Expected	Persons with Disabilities	tions	Analys	_	100 PxF-	S
0		0		0		0		0		0				bilities		is		-100 Q-S	
0		0		0		0		0		0		#	Difference	<u> </u>			<b>←</b>	- S Pa	T
0		651		5		0		0		2		#	and and and	Finnlowees			<b>←</b>	L-N Part 2: Flow Data O + P x 100 P x F + 100 Q - S Data Analysis O Data	U
0		12		0		0		0		0		#	Actual	-	Ten		<b>←</b>	art 2: Flow Data Analysis	V
0.0		1.8		0.0		0.0		0.0		0.0		0/6		Persons with Disabilities	[erminations		<b>←</b>	V÷Ux 100 U	W
0		0		0		0		0		0		#	Expected	Disabilities	5		<b>←</b>	U x F + 100 V - X	X
0		12		0		0		0		0		#	Difference				<b>←</b>	V - X	Y

12 Ser	Ser	11 Into	10	10 Cla	Tra			∩g Ski		O7 Adı		(EEOG)	Occupa	Final	
Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &	arear i cisoillici	10 Clarical Darconnal	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		3)	Occupational Group	emant Family	
2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	#		Year		
1 0	1,595 19	1,595 19	10 0	10 0	0 0	0 0	0 0	0 0	7 0	7 0	# #	Actual	Persons with Disabilities	Flow Data	New Entrants
0.0	1.2	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	ual	is with		ıts
0		0		0		0		0		0	#	Goal			
0.0		0.0		0.0		0.0		0.0		0.0	%	Percent of Goal Met	Persons with Disabilities	Short-term Goals	
0.0	0.1	2.8	0.1	5.1	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	Disabilities	m Goals	
0.0	2127.2	42.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			9
0		0		7		0		0		0	#:	Goal	Pe	L	Goals
0.0		0.0		0.0		0.0		0.0		0.0	9/6	Percent of Goal Met	Persons with Disabilities	Long-term Goals	
0.0	0.1	5.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	sabilities	Goals	
0.0	2127.2	21.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			
0	9		)	0	)	)	)	)	)	(					
													Com		
													Comments		

Data sources

Part 2: Flow Data E + D x 100

Data Analysis Analysis

Part 3: Goals

E ÷ G x 100

Part 3: Goals

F + I x 100 Part 3: Goals E + K x 100

Part 3: F + M x 100 Goals

## Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18] C F G Н J K M N О P R S Т U V W Y В D E I L O X Part 1: Part 1: Part 1: Part 2: Flow $V \div U x$ $E \div D$ DxG $E \div H$ $L \div K$ Part 2: Flow V - X E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 O - S U x F ÷ 100 Workforce Workforce Workforce Data Data Data sources: Data Data Analysis Data Analysis Data Analysis 100 $\ge 100$ ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T Ţ Flow Data Analysis Workforce Analysis **Employment Equity** Hires Workforce **Promotions Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All Employee All Employe (EEOG) Gap Representation Availability EE Result Expected Difference Expected Difference Expected Difference % % % Other Sales & Service 2016 2,873 75 2.6 6.3 181 -106 41.4 Personnel 2018 23 0.0 6.3 0.0 0.0 0 0.0 0.0 0 0.0 2016 0.0 0.0 14 Other Manual Workers 2018 0.0 0.0 0.0 0.0 0 0.0 0.0 2016 3,369 83 2.5 7.1 239 34.7 -156 Total 3,892 91 2.3 6.3 245 -154 37.1 1,672 20 1.2 105 -85 1.1 713 2.0 18 Part 2: Flow Part 2: Flow Part 3: Data sources: Data E ÷ D x 100 E ÷ G x 100 F ÷ I x 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data Analysis Goals Goals Goals Analysis Goals **New Entrants** Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All Employees (EEOG) Percent of Percent of Percent of Percent of Goal Met Goal Me Goal Met Goal Met % % % % % % % 0.0 3.3

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Other Sales & Service

14 Other Manual Workers

2021

2018

2021

2018

2021

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1.2

1.2

0

21

21

Personnel

Total

## Part 7: Results - Members of Visible Minorities

The Canadian Corps of Commissionaires (Ottawa Division)

009478

[Date: 2018-01-18]

Trades		OD Editor visors	05 Sumervie	Technicians	O4 Semi-Pr	ob i folessionals	03 Professi	Managers Managers	Middle & Other	OI SCIIIOI IVIAIIABEIS			(EEOG)	Occupational Group	Employment Equity			Data sources:	Α
	Supervisors: Crafts &	3013	Ore	ians	Semi-Professionals &	Olians	onale .	rs	& Other	/Idiiagci S	fanagare			al Group	nt Equity			Data sources:	В
2018	2016	2018	2016	2018	2016	2018	2016	2018	2016	2018	2016	#			Year				С
0	0	351	370	7	6	7	5	42	38	2	0	#	an Conduct on	All Employees			<b>←</b>	Part 1: Workforce Analysis	D
0	0	19	16	3	2	0	0	1	2	0	0	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E
0.0	0.0	5.4	4.3	42.9	33.3	0.0	0.0	2.4	5.3	0.0	0.0	9%	ntation			Workf	←	E+D x 100	F
0.0	0.0	13.6	13.4	31.6	31.2	16.7	22.4	15.0	15.0	10.1	0.0	%	Availability	Visible Minorities	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G
0	0	48	50	2	2	1	1	6	6	0	0	#	bility	linorities		alysis	<b>←</b>	D x G + 100	
0	0	-29	-34	1	0	-1	-1	-5	-4	0	0	#	Gap				<b>←</b>	Е-Н	I
0.0	0.0	39.8	32.3	135.6	106.8	0.0	0.0	15.9	35.1	0.0	0.0	9/6	EE Result				<b>←</b>	E+H x 100	J
0		57		2		1		14		0		#	an emproyees	All Employees			<b>←</b>	Part 2: Flow Data Data Analysis Analysis	K
0		8		1		0		0		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L
0.0		14.0		50.0		0.0		0.0		0.0		9%	8.	Visible	Hires		←	L + K x 100	
0		8		1		0		2		0		#	Expected	Visible Minorities			<b>←</b>	K x G + 100	Z
0		0		0		0		-2		0		#	Difference				<b>←</b>	L-N	
		58										#	an fordure my	All Employee			<b>←</b>	Part 2: Flow Data Q + P x 100 P x F + 100 Data Analysis Analysis	P
0 (				0 (		0 (		1 (		0 (		#		Ĭ		Flow	<b>←</b>	Part 2: Flow Data Data Analysis Analysis	Q
0.0		5 8.6		0.0		0.0		0.0		0.0		%	Actual	Visible	Promotions	Flow Data Analysis	<b>←</b>	rt 2: Flow Data Q + P x 100 P x F + 100 Analysis	R
0		3		0		0		0		0		#	Expected	Visible Minorities	ns	nalysis	<b>-</b>	P x F + 100	S
0		2		0		0		0		0		#	Difference				<b>←</b>	Q-S	Т
												#	and and and	All Familian			<b>←</b>	Part 2: Flow Data Analysis	U
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0.0		10.0		0.0		0.0		0.0		0.0		%	Actual	Visible	erminations		<b>-</b>	W V÷Ux 100	W
C		2		0		0		0		) 0		#	Expected	Visible Minorities	ons		<b>←</b>	U x F + 100	X
0		2		0		0		0		0		#	Difference				<b>-</b>	Q-S Part 2: Flow Data Data Analysis Data 100 UxF+100 V-X	Υ

	Employment Equity		-	Datz
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				Part 2: Flow         Data         Part 3: E + D x 100         Part 3: E + G x 100         Part 3: F + I x 100         Part 3: Goals         E + K x 100         Part 3: F + I x 100         Part 3: Goals         Part 3: F + I x 100         Part 3: Goals         Part 3: F + I x 100         Part 3: Goals         Part 3: Goals         Part 3: F + I x 100         Part 3: Goals         Part 3: G
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	Flow Data	New Entrants	↓       ↓       ↓       ↓	, T
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Professionals   Professional		- of	05 Sime	_	OA Semi	0.0	03 Drof.		no Mido		01 Cani		(EEOG)	Оссиран	Employ	
New Entrants	Supervisors: Crafts & Trades	7.1001.0	arvisors	micians	i-Professionals &	ESSIOHAIS	occional:	agers	dle & Other	Ot ividilagers	or Managers			tional Group	ment Equity	
Entrants         Short-term Goals           Visible Minorities         Long-term Goals           Visible Minorities         Visible Minorities           Visible Minorities         Visible Minorities           Visible Minorities           Visible Minorities         Visible Minorities         Visible Minorities           Visible Minorities         Visible Minorities           Visible Minorities         Visible Minorities           Visible Minorities         Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities           Visible Minorities	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	#		1 ear		
	0 0	115	115	2	2	1	1	15	15	0	0	#	All Employees		F	New
	0 0	13	13			0	0	0	0	0	0		Actual	Visible Minor	ow Data	Entrants
Short-term Goals   Long-term Goals	0.0	11.3	11.3	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0		Goa	rities		
Coals           Long-ferm Goals           Visible Minorities           Percent of Goal Met           Coal Met         Coal Met         Percent of Goal Met           %         %         %           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0         0.0           0.0         0.0 <td></td> <td>9/6</td> <td></td> <td>Visible</td> <td>Short-te</td> <td></td>												9/6		Visible	Short-te	
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## Part 7: Results - Members of Visible Minorities

009479

The Canadian Corps of Commissionaires (Ottawa Division)

[Date: 2018-01-18]

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_	Part 3: Goals
_	art 3: Goals E + K x 100
-	Part 3: Goals
_	F + M x 100

Employment Equity
Occupational Group

Year

Visible Minorities

Short-term Goals
Visible Minorities

Goals

Actual

Goal

Percent of Goal Met

Goal

Percent of Goal Met

Coal

New Entrants
Flow Data

(EEOG)

12

Semi-Skilled Manual Workers

2018 2021 Intermediate Sales & Service Personnel

2018 2021

1,595 1,595

388 388

10.3 0.2

237.3 12163.0

0.0

0.0 17.6

138.2 12163.0 0.0 0.0

0.0

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10

Clerical Personnel

2018 2021 2018 2018 2021

9

Skilled Crafts & Trades Workers 80

Service Personnel

Skilled Sales &

2018 2021

000

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07

Administrative & Senior Clerical

2018 2021

Percent of Goal Met Long-term Goals Visible Minorities 0.0 0.0 0.0 0.0 Goal 0.0 0.0 0.0 0.0 0.0 Percent of Goal Met 0.0 0.0 0.0 Comments

## Part 7: Results - Members of Visible Minorities The Canadian Corps of Commissionaires (Ottawa Division) [Date: 2018-01-18] C F G J K M N О P O R S Т U V W Y В D E Н I L X Part 1: Part 1: Part 1: Part 2: Flow $V \div U x$ $E \div D$ DxG $E \div H$ $L \div K$ Part 2: Flow V - X E - H K x G ÷ 100 L-N Q ÷ P x 100 P x F ÷ 100 O - S U x F ÷ 100 Workforce Workforce Workforce Data Data Data sources: Data Data Analysis Data Analysis Data Analysis 100 $\ge 100$ ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T Ţ Ţ Flow Data Analysis Workforce Analysis Employment Equity Hires Workforce **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employee All Employee (EEOG) Representation Availability Gap EE Result Expected Difference Actual Expected Difference Expected Difference % % % % 23.1 -284 57.3 Other Sales & Service 2016 2,873 380 13.2 664 Personnel 2018 23 30.4 20.6 147.7 40.0 0 0.0 0.0 0 0.0 0.0 0.0 2016 14 Other Manual Workers 2018 0.0 0.0 0.0 0.0 0 0.0 0.0 2016 3,369 407 21.8 734 -327 55.4 12.1 Total 3,892 672 17.3 19.3 751 89.5 1,672 401 24.0 323 7.9 713 106 14.9 86 Part 2: Flow Part 2: Flow Part 3: Data sources Data E ÷ D x 100 E ÷ G x 100 F ÷ I x 100 Part 3: Goals E ÷ K x 100 F ÷ M x 100 Data Analysis Goals Goals Goals Analysis 1 Goals **New Entrants** Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2018 15 40.0 0.0 15.2 263.5 0.0 19.1 209.0 Other Sales & Service

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20

19417.5

0.0

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Personnel

Total

14 Other Manual Workers

2021

2018

2021

2018

2021

15

1,761

1,761

40.0

0.0

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23.2

23.2

408

408

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Federal Contractors Program Achievement Report

## Part 8: Reasonable Efforts

## The Canadian Corps of Commissionaires (Ottawa Division)

[Date: 2018-01-18]

## **Efforts**

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

## Required measures:

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

## Other measures:

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

V	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.
<b>/</b>	Put in place a strategy to ensure a barrier-free workplace.
<b>√</b>	Undertook initiatives to increase representation where gaps in representation were found.
V	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
V	Other (please describe):
	Our recruiting department Managers are cognizant of the employment equity requirements and short term goals. They ensure recruiting efforts are inclusive of all designated groups and recruiters are sensitive to the requirement to hire applicants from the four designated groups.
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent.
V	Impact of economic and industrial conditions on the organization.
	Primarily Field positions are historically predominately male.  Because of social mandate, traditional pool predominantly Veteran and RCMP (white, male).
	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 employees).	e dates, the number of employees affected and the occupational groups of thos
Other.	

## **Additional Details**

Please provide any additional information (optional):

NOC Codes used in the 2016 assessment were the 2006 NOC Codes. NOC codes used in this assessment were 2011 codes resulting in some significant gaps or changes for certain EEOGs. Annual attrition rate is approximately 15% (low for the security industry). Natural attrition is mostly because of age; retirement (older population) and moving on to other careers (younger population).

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

**Employer Name:** The Canadian Corps Commissioner - Ottawa Division

Primary Location: Ottawa, Ontario

**Number of Employees: 3892** 

Ontario - 3317 Quebec - 575

## **Organization Overview:**

NAICS # 5616 - Investigation and Security Services.

The Canadian Corps Commissioner – Ottawa Division provide security services in the National Capital Region. They provide security guard related services to diverse clients such as ports, airports, courthouses and commercial facilities.

## **Key Dates – First Year Assessment**

Initiated: 2016-03-01 Received: 2016-06-21 Closed: 2016-06-23 Workforce 2016-01-03

Analysis:

## **Key Dates – Subsequent Assessment**

Initiated: 2018-04-01 Received: 2018-10-17 Workforce 2018-04-27

Analysis:

## **DATA VERIFICATION**

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

$\boxtimes$	Yes		No
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## Comments:

The period reported on the Achievement report is 2016-03-01 to 2018-04-26.

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

$\boxtimes$	Yes		No
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## Comments:

In the previous assessment many gaps were found in different EEOG's in all four designated group.

## **ASSESSMENT OF REASONABLE PROGRESS**

In the previous assessment some goals were set in numbers and some were set in numbers format. Progress has been assessed as per the goals set.

## Women

02	Middle & Other Managers	Goal not met (achieved 74.0 % )
03	Professionals	Goal not met (achieved 2.2.0 %)
05	Supervisors	Goal not met (achieved 55.1 % )
07	Administrative & Senior Clerical Personnel	Goal not met (achieved 5.3 % )
10	Clerical Personnel	Goal met (achieved 114.8 %)
11	Intermediate Sales & Service Personnel	Goal not met (achieved 74.6 % )
13	Other Sales & Service Personnel	Goal not met (achieved 23.9 % )

## Assessment/Observations

- The organization set seven goals one was achieved over 80% while six were not met.
- EEOG 02 Out of 15 new entrants, three were women. The market availability is 38.9%. The company had set a goal of hiring / promoting 27.0 % while they achieved 74.0% of the goal set. Thus did not achieve the goal.
- EEOG 03 There was one new entrant in this EEOG and that person was a woman. The market availability is 51.0 %. The company had set a goal of hiring / promoting 45 individuals while they hired / promoted one. Thus, they only achieved the 2.2 % of the goal set.
- EEOG 05 Out of 115 new entrants, 20 were women. The market availability is 51.9 %. The company had set a goal of hiring / promoting 31.6 % while they achieved 55.1 % of the goal set. Thus did not achieve the goal.
- EEOG 07 Out of seven new entrants, four were women. The market availability is 77.7%. The company had set a goal of hiring / promoting 75 while they hired / promoted four. Thus did not meet the goal set.
- EEOG 10 Out of 10 new entrants, seven were women. The market availability is 66.0 %. The company had set a goal of hiring / promoting 61.0 % while they achieved 114.8 % of the goal set.
- EEOG 11 Out of 1595 new entrants, 350 were women. The market availability is 65.3 %. The company had set a goal of hiring / promoting 29.4 % while they achieved 74.6 %. Thus did not meet the goal set.
- EEOG 13 Out of 15 new entrants, one was a woman. The market availability is 51.0 %. The company had set a goal of hiring / promoting 27.9 % while they achieved 23.9 % of the goal set.

## **Aboriainal Peoples**

05	Supervisors	Goal not met (achieved 66.9 %)
10	Clerical Personnel	Goal met (achieved 645.2 %)
13	Other Sales & Service Personnel	Goal not met (achieved 0.0 %)

## Assessment/Observations

- EEOG 05 Out of 115 new entrants, two were Aboriginal persons. The market availability is 3.1 %. The company had set a goal of hiring / promoting 2.6 % while they achieved 66.9 % of the goal set.
- EEOG 10 Out of 10 new entrants, one was an Aboriginal person. The market availability is 2.8 %. The company had set a goal of hiring / promoting 1.6 % while they achieved 645.2 % of the goal set.
- EEOG 13 Out of 15 new entrants, none were Aboriginal persons. The market availability is 3.4 %. The company had set a goal of hiring / promoting 27.9 % while they achieved 23.9 % of the goal set.

## Persons with Disabilities

05	Supervisors	Goal not met (achieved 44.6 %)
10	Clerical Personnel	Goal not met (achieved 0.0 %)
11	Intermediate Sales & Service Personnel	Goal not met (achieved 42.5 %)
13	Other Sales & Service Personnel	Goal not met (achieved 3.3 %)

## Assessment/Observations

- EEOG 05 Out of 115 new entrants, two were persons with disabilities. The market availability is 13.9 %. The company had set a goal of hiring / promoting 3.9 % while they achieved 44.6 % of the goal set.
- EEOG 10 Out of 10 new entrants, none were persons with disabilities. The market availability is 7.0 %. The company had set a goal of hiring / promoting 5.1 % while they achieved 0 % of the goal set.
- EEOG 11 Out of 1595 new entrants, 19 were persons with disabilities. The market availability is 5.6 %. The company had set a goal of hiring / promoting 2.8 % while they achieved 42.5 % of the goal set.
- EEOG 13 Out of 15 new entrants, none were persons with disabilities. The market availability is 51.0 %. The company had set a goal of hiring / promoting 6.3 % while they achieved 0 % of the goal set.

## **Members of Visible Minorities**

02	Middle & Other Managers	Goal not met (achieved 0.0 %)
03	Professionals	Goal not met (achieved 0.0 %)
05	Supervisors	Goal met (achieved 153.4 %)
11	Intermediate Sales & Service Personnel	Goal met (achieved 237.3 %)
13	Other Sales & Service Personnel	Goal met (achieved 263.5 %)

## Assessment/Observations

- EEOG 02 Out of 15 new entrants, none were visible minorities. The market availability is 15.0 %. The company had set a goal of hiring / promoting 5.1 % while they achieved 0.0 % of the goal set.
- EEOG 03 There was one new entrant it was not a visible minority. The market availability is 22.4 %. The company had set a goal of hiring / promoting 10 while they hired / promoted none. Thus did not achieve the goal.
- EEOG 05 Out of 115 new entrants, 13 were visible minorities. The market availability is 13.4 %. The company had set a goal of hiring / promoting 7.4 % while they achieved 153.4 % of the goal set.
- EEOG 11 Out of 1595 new entrants, 388 were visible minorities. The market availability is 18.3 %. The company had set a goal of hiring / promoting 10.3 % while they achieved 237.3 % of the goal set.
- EEOG 13 Out of 15 new entrants, six were visible minorities. The market availability is 23.1 %. The company had set a goal of hiring / promoting 15.2 % while they achieved 263.5 % 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 2016-03-01 to 2018-04-26. During their initial assessment, the organization had set 19 short-term and long-term goals, and five shortterm and long-term goals were met above 80%.
  - The Company advised that the NOC codes used in the 2016 assessment were the 2006 NOC codes while in this assessment 2011 NOC codes were used. This resulted in some significant gaps and changes for certain EEOG's.
  - The organization is significantly impacted by the economic and industrial conditions. Because of the social mandate the pool is traditionally predominantly Veterans and RCMP (white, male).

## **ASSESSMENT OF GOALS**

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

## Women

	Workforce Analysis Results	Goals				
	la manufacilia Caranalia a I Carana	Daniel	Short-	Long-	Representation	LMA
Emp	ployment Equity Occupational Group	Present	term	term		
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	27.4	27.4	0.0	27.4
02	Middle & Other Managers	-9	38.9	38.9	16.7	38.9
05	Supervisors	-109	50.0	50.0	20.5	51.7
07	Admin & Senior Clerical Personnel	-2	NR	NR	66.7	77.7
10	Clerical Personnel	-2	NR	NR	58.1	66.0
11	Intermediate Sales & Service					
11	Personnel	-1428	50.0	50.0	21.0	62.9
13	Other Sales & Service Personnel	-10	50.0	50.0	8.7	52.5

## **Observations:**

- For EEOG 07 and 10, the organization is not required to set any short and long-term goals since the current representation of women is already at 66.7 % and 58.1 %.
- In order to avoid clustering of women in EEOG 05, EEOG 11 and EEOG 13, the short and long-term goals are set appropriately at 50.0% even though the market availability is 51.7 %, 62.9 % and 52.5 % respectively.

## **Aboriginal Peoples**

	Workforce Analysis Results	Goals				
Emp	ployment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3	Long- term (3+	Representation	LMA
	(2233)	Сар	years)	years)		
#	Description	#	# or %	# or %	%	%
05	Supervisors	-4	3.0	3.0	2.0	3.0
07	Admin & Senior Clerical Personnel	-1	3.1	3.1	0.0	3.1
11	Intermediate Sales & Service Personnel	-38	3.2	3.2	2.1	3.2

13   Other Sales & Service Personner	13	Other Sales & Service Personnel	-1	3.6	3.6	0.0	3.6
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## Observations:

## **Persons with Disabilities**

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	Description	#	# or %	# or %	%	%
1/2	Managers	-1	4.3	4.3	2.3	4.3
05	Supervisors	-45	13.9	13.9	1.1	13.9
10	Clerical Personnel	-2	7.0	7.0	0.0	7.0
11	Intermediate Sales & Service Personnel	-106	5.6	5.6	2.5	5.6
13	Other Sales & Service Personnel	-1	6.3	6.3	0.0	6.3

## Observations:

## **Members of Visible Minorities**

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-5	15.0	15.0	2.4	15.0
03	Professionals	-1	16.7	16.0	0.0	16.7
05	Supervisors	-29	13.6	13.6	5.4	13.6
06	Supervisors: Crafts & Trades					
11	Intermediate Sales & Service Personnel	-45	20.0	20.0	18.7	20.0

## **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:

- The Canadian Corps of Commissionaires Ottawa has few gaps in each designated group overall, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.
- Also, along with the other initiatives the company may also want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Neena Sharan

Date: October 30, 2018

## Nyirasafari, Ange AN [NC]

**From:** Sharan, Neena N [NC] on behalf of EE-EME

**Sent:** November 26, 2018 12:21 PM

**To:** 'pguindon@commissionaires-ottawa.on.ca'; 'Sadorsky, Kirsten';

'mcharron@commissionaires-ottawa.on.ca'

**Subject:** Government of Canada Agreement Number: V061476 – Notification of Compliance

with the Federal Contractors Program

Cette information est également disponible en français sur demande.

## Dear Paul Guindon:

I am writing to inform you that the subsequent compliance assessment initiated on April 01, 2018 has been completed. As a result of the assessment, The Canadian Corps of Commissionaires (Ottawa Division) has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

- The Canadian Corps of Commissionaires (Ottawa Division) has few gaps in each designated group overall, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.
- Also, along with the other initiatives the company may also want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): <a href="https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070">https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070</a>

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on April 01, 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 Canadian Corps of Commissionaires (Ottawa Division) will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;

- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met

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

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

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

Sincerely,

Workplace Equity Team

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



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!