



OFFICIAL USE ONLY
Agreement N°:

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

Labour Program  
Federal Contractors Program

### Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Canadian Corps of Commissionaires, Ottawa Division	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Commissionaires Ottawa	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: <a href="http://www23.statcan.gc.ca/imdb/p3/v/D1.pl?function=getVDA&amp;VTE=118464">http://www23.statcan.gc.ca/imdb/p3/v/D1.pl?function=getVDA&amp;VTE=118464</a> 5616	Total number of employees in Canada (Permanent Full-time and/or Part-time) <input checked="" type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 24 Colonnade Rd	City Ottawa	Province ON	Postal Code K2E 7J6
Telephone Number 613-231-6462			

EMPLOYMENT EQUITY CONTACT			
Name (print) Michel Charron	Title Director, Human Resources & Shared Services		
Telephone Number 613-231-6462	E-mail Address mcharron@commissionaires-ottawa.on.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Paul Guindon	Title CEO		
Telephone Number [REDACTED]	E-mail Address pguindon@commissionaires-ottawa.on.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
		Date (YYYY-MM-DD) 2019-04-29	

The information you provide on this form is collected under the authority of section 42 of the *Employment Equity Act* to determine your eligibility for the Federal Contractors Program (FCP).

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

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

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



**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT  
INFORMATION**

***Federal Contractors Program***

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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](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

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I, the undersigned, on behalf of (legal name of organization) **Commissionaires Ottawa** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **V061476**, 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**

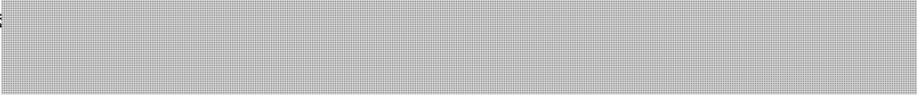
Position Title: **Director, Human Resources**

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

Telephone number: **613-231-6462 x.407**

Busi 

Sign 

Date 

## Nyirasafari, Ange AN [NC]

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**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 30<sup>th</sup>, 2018**.

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

Maurice Yakibonge

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



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

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**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](http://www.commissionaires-ottawa.on.ca)



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**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto: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](mailto: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](mailto: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-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](mailto:ksadorsky@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) [mailto:[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 **contract** that our unit has on file and for which an Agreement to Implement Employment Equity was signed (**April 1<sup>st</sup>, 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 1<sup>st</sup> 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](mailto: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](mailto: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.

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**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto: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](mailto: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](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



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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				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	3295	22	0	3317	Ottawa - Gatineau	3413	20	0	3433
Québec	573	2	0	575	Windsor	96	2	0	98
<b>Total Employees in Canada</b>				<b>3892</b>	Greater Sudbury	71	0	0	71
					Thunder Bay	7	0	0	7
					Ont. less CMAs	280	2	0	282
					Que. less CMAs	1	0	0	1
					<b>Total Employees in Canada</b>				<b>3892</b>





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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	<b>Total</b>	2	2										
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	38	31	7				1	1		1	1	
	<b>Total</b>	38	31	7				1	1		1	1	
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	3	4									
	<b>Total</b>	7	3	4									
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	3	4							3	1	2
	<b>Total</b>	7	3	4							3	1	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	255	204	51	3	3		3	3		16	13	3
	<b>Total</b>	255	204	51	3	3		3	3		16	13	3
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	21	7	14				1	1		2		2
	<b>Total</b>	21	7	14				1	1		2		2
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	29	13	16	1		1				4	3	1
	<b>Total</b>	29	13	16	1		1				4	3	1
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2912	2314	598	65	38	27	77	67	10	570	476	94
	<b>Total</b>	2912	2314	598	65	38	27	77	67	10	570	476	94



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	23	21	2							7	6	1
	<b>Total</b>	23	21	2							7	6	1
<b>Total Number of Employees</b>		3295	2599	696	69	41	28	82	72	10	603	500	103



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Ontario

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	<b>Total</b>	2	1	1									
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	16	4							8	6	2
	<b>Total</b>	20	16	4							8	6	2
<b>Total Number of Employees</b>		22	17	5							8	6	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4		1	1							
	<b>Total</b>	4	4		1	1							
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	94	74	20	4	4		1	1		3	3	
	<b>Total</b>	94	74	20	4	4		1	1		3	3	
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	<b>Total</b>	2		2									
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	473	360	113	6	3	3	8	6	2	57	44	13
	<b>Total</b>	473	360	113	6	3	3	8	6	2	57	44	13



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>573</b>	<b>438</b>	<b>135</b>	<b>11</b>	<b>8</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>2</b>	<b>60</b>	<b>47</b>	<b>13</b>



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Québec

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2								1	1	
	<b>Total</b>		2	2								1	1
<b>Total Number of Employees</b>		2	2								1	1	



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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Ontario

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

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	<b>3295</b>	<b>2599</b>	<b>696</b>	<b>69</b>	<b>41</b>	<b>28</b>	<b>82</b>	<b>72</b>	<b>10</b>	<b>603</b>	<b>500</b>	<b>103</b>
<b>Total Number of Employees</b>	<b>3295</b>	<b>2599</b>	<b>696</b>	<b>69</b>	<b>41</b>	<b>28</b>	<b>82</b>	<b>72</b>	<b>10</b>	<b>603</b>	<b>500</b>	<b>103</b>





FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Ontario

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

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$5,000</b>	<b>22</b>	<b>17</b>	<b>5</b>							<b>8</b>	<b>6</b>	<b>2</b>
<b>Total Number of Employees</b>	<b>22</b>	<b>17</b>	<b>5</b>							<b>8</b>	<b>6</b>	<b>2</b>



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Québec

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

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	<b>573</b>	<b>438</b>	<b>135</b>	<b>11</b>	<b>8</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>2</b>	<b>60</b>	<b>47</b>	<b>13</b>
<b>Total Number of Employees</b>	<b>573</b>	<b>438</b>	<b>135</b>	<b>11</b>	<b>8</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>2</b>	<b>60</b>	<b>47</b>	<b>13</b>



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Québec

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

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

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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
<b>Total Number of Employees Hired</b>	<b>1482</b>	<b>1144</b>	<b>338</b>	<b>43</b>	<b>25</b>	<b>18</b>	<b>20</b>	<b>15</b>	<b>5</b>	<b>360</b>	<b>300</b>	<b>60</b>



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	7	6	1							5	4	1
<b>Total Number of Employees Hired</b>	7	6	1							5	4	1



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Québec

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Supervisors</b>	10	9	1									
<b>Intermediate Sales and Service Personnel</b>	173	139	34	3	3					36	29	7
<b>Total Number of Employees Hired</b>	183	148	35	3	3					36	29	7



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

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

Full-Time / Ontario

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

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	1	1										
<b>Supervisors</b>	38	31	7				1	1		5	4	1
<b>Intermediate Sales and Service Personnel</b>	25	21	4							2	2	
<b>Total Number of Employees Promoted</b>	<b>64</b>	<b>53</b>	<b>11</b>				<b>1</b>	<b>1</b>		<b>7</b>	<b>6</b>	<b>1</b>
<b>Total Number of Promotions</b>	<b>64</b>	<b>53</b>	<b>11</b>				<b>1</b>	<b>1</b>		<b>7</b>	<b>6</b>	<b>1</b>



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

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

Full-Time / Québec

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

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Supervisors</b>	20	18	2	1	1							
<b>Intermediate Sales and Service Personnel</b>	5	4	1									
<b>Total Number of Employees Promoted</b>	25	22	3	1	1							
<b>Total Number of Promotions</b>	27	23	4	1	1							





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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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										
<b>Total Number of Employees Terminated</b>	<b>636</b>	<b>483</b>	<b>153</b>	<b>24</b>	<b>16</b>	<b>8</b>	<b>12</b>	<b>10</b>	<b>2</b>	<b>99</b>	<b>78</b>	<b>21</b>



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	5	4	1									
<b>Total Number of Employees Terminated</b>	5	4	1									



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Québec

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Supervisors</b>	4	2	2									
<b>Intermediate Sales and Service Personnel</b>	67	52	15	1	1		2	1	1	7	4	3
<b>Total Number of Employees Terminated</b>	71	54	17	1	1		2	1	1	7	4	3



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Québec

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Intermediate Sales and Service Personnel</b>	1	1										
<b>Total Number of Employees Terminated</b>	1	1										



Workplace Equity Information Management System - The Canadian Corps of Commissioners - Ottawa

Workforce Analysis - Detailed Report

Date: 2018-04-27

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	27.4 %	1	-1	National
<b>02 : Middle and Other Managers</b>	National	42	7	16.7 %	38.9 %	16	-9	National
<b>03 : Professionals</b>		7	4	57.1 %	56.9 %	4	0	
1121 : Human resources professionals	National	2	1	50.0 %	71.1 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	1	100.0 %	66.4 %	1	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0	National
4021 : College and other vocational instructors	National	3	2	66.7 %	53.8 %	2	0	National
<b>04 : Semi-Professionals and Technicians</b>		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
2281 : Computer network technicians	Ontario	6	3	50.0 %	20.8 %	1	2	Ontario
<b>05 : Supervisors</b>		351	72	20.5 %	51.7 %	181	-109	
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
<b>07 : Administrative and Senior Clerical Personnel</b>		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
<b>10 : Clerical Personnel</b>		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
<b>11 : Intermediate Sales and Service Personnel</b>		3407	715	21.0 %	62.9 %	2143	-1428	



Workplace Equity Information Management System - The Canadian Corps of Commissioners - Ottawa

**Workforce Analysis - Detailed Report**

Date: 2018-04-27

**Women**

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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
<b>12 : Semi-Skilled Manual Workers</b>		1	0	0.0 %	14.6 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.6 %	0	0	Ottawa - Gatineau
<b>13 : Other Sales and Service Personnel</b>		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
<b>Total</b>		<b>3892</b>	<b>836</b>	<b>21.5 %</b>	<b>61.6 %</b>	<b>2395</b>	<b>-1559</b>	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - The Canadian Corps of Commissionaires - Ottawa

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	2.9 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	42	1	2.4 %	2.2 %	1	0	National
<b>03 : Professionals</b>		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
<b>04 : Semi-Professionals and Technicians</b>		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
<b>05 : Supervisors</b>		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
<b>07 : Administrative and Senior Clerical Personnel</b>		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
<b>10 : Clerical Personnel</b>		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
<b>11 : Intermediate Sales and Service Personnel</b>		3407	71	2.1 %	3.2 %	109	-38	



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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
<b>12 : Semi-Skilled Manual Workers</b>		1	0	0.0 %	3.3 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
<b>13 : Other Sales and Service Personnel</b>		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
<b>Total</b>		<b>3892</b>	<b>80</b>	<b>2.1 %</b>	<b>3.2 %</b>	<b>124</b>	<b>-44</b>	

Total may not equal sum of components due to rounding.

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





Workplace Equity Information Management System - The Canadian Corps of Commissionaires - Ottawa

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	10.1 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	42	1	2.4 %	15.0 %	6	-5	National
<b>03 : Professionals</b>		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
<b>04 : Semi-Professionals and Technicians</b>		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
<b>05 : Supervisors</b>		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
<b>07 : Administrative and Senior Clerical Personnel</b>		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
<b>10 : Clerical Personnel</b>		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
<b>11 : Intermediate Sales and Service Personnel</b>		3407	636	18.7 %	20.0 %	681	-45	



Workplace Equity Information Management System - The Canadian Corps of Commissioners - Ottawa

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**Members of Visible Minorities**

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
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
<b>12 : Semi-Skilled Manual Workers</b>		1	0	0.0 %	19.9 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	19.9 %	0	0	Ottawa - Gatineau
<b>13 : Other Sales and Service Personnel</b>		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
<b>Total</b>		<b>3892</b>	<b>672</b>	<b>17.3 %</b>	<b>19.3 %</b>	<b>749</b>	<b>-77</b>	

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

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		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
<b>Total</b>		<b>3892</b>	<b>91</b>	<b>2.3 %</b>	<b>6.3 %</b>	<b>246</b>	<b>-155</b>	

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	CMA



### 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



Workplace Equity Information Management System - The Canadian Corps of Commissioners - Ottawa

**Workforce Analysis - Summary Report**

Date: 2018-04-27

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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
<b>Total</b>	<b>3892</b>	<b>836</b>	<b>21.5 %</b>	<b>61.6 %</b>	<b>2395</b>	<b>-1559</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - The Canadian Corps of Commissioners - Ottawa

**Workforce Analysis - Summary Report**

Date: 2018-04-27

**Aboriginal Peoples**

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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
<b>Total</b>	<b>3892</b>	<b>80</b>	<b>2.1 %</b>	<b>3.2 %</b>	<b>124</b>	<b>-44</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - The Canadian Corps of Commissioners - Ottawa

**Workforce Analysis - Summary Report**

Date: 2018-04-27

**Members of Visible Minorities**

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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
<b>Total</b>	<b>3892</b>	<b>672</b>	<b>17.3 %</b>	<b>19.3 %</b>	<b>749</b>	<b>-77</b>

Total may not equal sum of components due to rounding.





Workplace Equity Information Management System - The Canadian Corps of Commissioners - Ottawa

**Workforce Analysis - Summary Report**

Date: 2018-04-27

**Persons with Disabilities**

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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
<b>Total</b>	<b>3892</b>	<b>91</b>	<b>2.3 %</b>	<b>6.3 %</b>	<b>246</b>	<b>-155</b>

Total may not equal sum of components due to rounding.



## 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	CMA



## 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

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**The Canadian Corps of Commissionaires (Ottawa Division)**

[Date: 2018-01-18]

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	3	1

**Data from Subsequent/Current Workforce Analysis**



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

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	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
<b>Total</b>		<b>3,369</b>	<b>704</b>	<b>51.3</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		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	0.00
		21	14	77.70
		0	0	0.00
		0	0	0.00
		31	18	66.00
		3,407	715	62.90
		1	0	14.60
		23	2	52.50
		0	0	0.00
<b>Total</b>		<b>3,892</b>	<b>836</b>	<b>61.6</b>

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2011 National Household Survey

**Federal Contractors Program Achievement Report**  
**Part 1: Workforce Analysis**  
**The Canadian Corps of Commissioners (Ottawa Division)**

[Date: 2018-01-18]

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	3	1

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

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

**Table 2: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	First/Previous Workforce Analysis		
	All Employees	Aboriginal Peoples	
		Representation	Availability*
#	#	%	%
01 Senior Managers	0	0	0.00
02 Middle & Other Managers	38	1	2.20
03 Professionals	5	0	1.90
04 Semi-Professionals & Technicians	6	0	1.50
05 Supervisors	370	9	3.10
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	10	0	3.00
08 Skilled Sales & Service Personnel	0	0	0.00
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	32	0	2.80
11 Intermediate Sales & Service Personnel	34	0	0.00
12 Semi-Skilled Manual Workers	1	0	3.30
13 Other Sales & Service Personnel	2,873	59	3.40
14 Other Manual Workers	0	0	0.00
<b>Total</b>	<b>3,369</b>	<b>69</b>	<b>3.3</b>

**Table 6: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Subsequent/Current Workforce Analysis		
	All Employees	Aboriginal Peoples	
		Representation	Availability*
#	#	%	%
01 Senior Managers	2	0	2.90
02 Middle & Other Managers	42	1	2.20
03 Professionals	7	0	2.20
04 Semi-Professionals & Technicians	7	0	1.50
05 Supervisors	351	7	3.00
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	21	0	3.10
08 Skilled Sales & Service Personnel	0	0	0.00
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	31	1	2.90
11 Intermediate Sales & Service Personnel	3,407	71	3.20
12 Semi-Skilled Manual Workers	1	0	3.30
13 Other Sales & Service Personnel	23	0	3.60
14 Other Manual Workers	0	0	0.00
<b>Total</b>	<b>3,892</b>	<b>80</b>	<b>3.2</b>

\* Source:

2011 National Household Survey

\* Source:

2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**The Canadian Corps of Commissionaires (Ottawa Division)**

[Date: 2018-01-18]

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	3	1

**Data from Subsequent/Current Workforce Analysis**



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

**Table 3: Members of Visible Minorities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			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
<b>Total</b>		<b>3,369</b>	<b>407</b>	<b>21.8</b>

**Table 7: Members of Visible Minorities**

**Subsequent/Current Workforce 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	0.00	
21	2	11.90	
0	0	0.00	
0	0	0.00	
31	4	14.20	
3,407	636	20.00	
1	0	19.90	
23	7	20.60	
0	0	0.00	
<b>3,892</b>	<b>672</b>	<b>19.3</b>	

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**The Canadian Corps of Commissioners (Ottawa Division)**

[Date: 2018-01-18]

**Data from First/Previous Workforce Analysis**

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	3	1

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

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

**Employment Equity Occupational Group (EEOG)**

	All Employees	Persons with Disabilities		
		First/Previous Workforce Analysis		Availability*
		Representation	#	
01/02	Managers	38	2	4.30
03	Professionals	5	0	3.80
04	Semi-Professionals & Technicians	6	0	4.60
05	Supervisors	370	5	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	10	0	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	32	1	7.00
11	Intermediate Sales & Service Personnel	34	0	5.60
12	Semi-Skilled Manual Workers	1	0	4.80
13	Other Sales & Service Personnel	2,873	75	6.30
14	Other Manual Workers	0	0	0.00
<b>Total</b>		<b>3,369</b>	<b>83</b>	<b>7.1</b>

**Table 4: Persons with Disabilities**

	All Employees	Persons with Disabilities		
		Subsequent/Current Workforce Analysis		Availability*
		Representation	#	
		44	1	4.30
		7	0	3.80
		7	0	4.60
		351	4	13.90
		0	0	0.00
		21	1	3.40
		0	0	0.00
		0	0	0.00
		31	0	7.00
		3,407	85	5.60
		1	0	4.80
		23	0	6.30
		0	0	0.00
		<b>3,892</b>	<b>91</b>	<b>6.3</b>

\* Source:

2012 Canadian Survey on Disability

\* Source:

2012 Canadian Survey on Disability

**Federal Contractors Program Achievement Report**  
**Part 2: Flow Data Analysis**  
**The Canadian Corps of Commissioners (Ottawa Division)**

[Date: 2018-01-18]

Start Date of Flow Data			
YYYY	MM	DD	
2016	03	01	

End Date of Flow Data			
YYYY	MM	DD	
2018	04	26	

**Data from Form 4 - Employees Hired**

**Table 1: Women**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Women Hired #	All Employees Hired #	Women Hired #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	14	3	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	2	2	0	0
05 Supervisors	57	11	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	4	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	10	7	0	0
11 Intermediate Sales & Service Personnel	1,558	344	7	1
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	15	1	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>1,665</b>	<b>373</b>	<b>7</b>	<b>1</b>

**Data from Form 5 - Employees Promoted**

**Table 5: Women**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Women Promoted #	All Employees Promoted #	Women Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	58	9	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	30	5	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>89</b>	<b>14</b>	<b>0</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**

**Table 9: Women**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Women Terminated #	All Employees Terminated #	Women Terminated #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	7	3	0	0
03 Professionals	2	1	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	40	8	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	4	0	0
11 Intermediate Sales & Service Personnel	645	153	6	1
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	6	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>707</b>	<b>170</b>	<b>6</b>	<b>1</b>



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**The Canadian Corps of Commissionaires (Ottawa Division)**

[Date: 2018-01-18]

Start Date of Flow Data		
YYYY	MM	DD
2016	03	01

End Date of Flow Data		
YYYY	MM	DD
2018	04	26

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**



**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	0	1	0
02 Middle & Other Managers	14	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	57	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	10	1	0	0
11 Intermediate 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
<b>Total</b>	<b>1,665</b>	<b>46</b>	<b>7</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
58	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
30	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>89</b>	<b>1</b>	<b>0</b>	<b>0</b>

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	0
40	2	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0
645	22	6	0
0	0	0	0
6	0	0	0
0	0	0	0
<b>707</b>	<b>25</b>	<b>6</b>	<b>0</b>

**Federal Contractors Program Achievement Report**  
**Part 2: Flow Data Analysis**  
**The Canadian Corps of Commissioners (Ottawa Division)**

[Date: 2018-01-18]

Start Date of Flow Data			
YYYY	MM	DD	
2016	03	01	

End Date of Flow Data			
YYYY	MM	DD	
2018	04	26	

**Data from Form 4 - Employees Hired**

**Table 3: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	14	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	57	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	10	0	0	0
11 Intermediate Sales & Service Personnel	1,558	19	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
<b>Total</b>	<b>1,665</b>	<b>20</b>	<b>7</b>	<b>0</b>

**Data from Form 5 - Employees Promoted**

**Table 7: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	58	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	30	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>89</b>	<b>1</b>	<b>0</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**

**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	7	1	0	0
03 Professionals	2	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	40	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	645	12	6	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	6	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>707</b>	<b>14</b>	<b>6</b>	<b>0</b>

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

The Canadian Corps of Commissioners (Ottawa Division)

[Date: 2018-01-18]

Start Date of Flow Data			
YYYY	MM	DD	
2016	03	01	

End Date of Flow Data			
YYYY	MM	DD	
2018	04	26	

Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Total
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	
01 Senior Managers	0	0	0	0	0
02 Middle & Other Managers	14	0	0	0	14
03 Professionals	1	0	0	0	1
04 Semi-Professionals & Technicians	2	1	0	0	2
05 Supervisors	57	8	0	0	57
06 Supervisors: Crafts & Trades	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0	7
08 Skilled Sales & Service Personnel	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0
10 Clerical Personnel	10	0	0	0	10
11 Intermediate Sales & Service Personnel	1,558	381	7	5	1,558
12 Semi-Skilled Manual Workers	1	0	0	0	1
13 Other Sales & Service Personnel	15	6	0	0	15
14 Other Manual Workers	0	0	0	0	0
<b>Total</b>	<b>1,665</b>	<b>396</b>	<b>7</b>	<b>5</b>	

Data from Form 5 - Employees Promoted

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Total
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	
01 Senior Managers	0	0	0	0	0
02 Middle & Other Managers	1	0	0	0	1
03 Professionals	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0
05 Supervisors	58	5	0	0	58
06 Supervisors: Crafts & Trades	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0
11 Intermediate Sales & Service Personnel	30	2	0	0	30
12 Semi-Skilled Manual Workers	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0
<b>Total</b>	<b>89</b>	<b>7</b>	<b>0</b>	<b>0</b>	

Data from Form 6 - Employees Terminated

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Total
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	
01 Senior Managers	0	0	0	0	0
02 Middle & Other Managers	7	0	0	0	7
03 Professionals	2	0	0	0	2
04 Semi-Professionals & Technicians	0	0	0	0	0
05 Supervisors	40	4	0	0	40
06 Supervisors: Crafts & Trades	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0	2
08 Skilled Sales & Service Personnel	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0
10 Clerical Personnel	5	0	0	0	5
11 Intermediate Sales & Service Personnel	645	102	6	0	645
12 Semi-Skilled Manual Workers	0	0	0	0	0
13 Other Sales & Service Personnel	6	0	0	0	6
14 Other Manual Workers	0	0	0	0	0
<b>Total</b>	<b>707</b>	<b>106</b>	<b>6</b>	<b>0</b>	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**The Canadian Corps of Commissioners (Ottawa Division)**

[Date: 2018-01-18]

**Data for First/Previous Goals**

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

**Table 1: Women**

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD			YYYY - YYYY								
		2016-3-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-3-1	Annually	Over 3 Years	2016	2019								
		#	%	%	#	%	%	#	#	%	#	#	%	%							
01	Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
02	Middle & Other Managers	38	3.4%		0	17.5%		0	0	9	0.0%	0	6	0	0	38.9%	-6	-6	23.7%	23.7%	
03	Professionals	5	11.9%		0	33.3%		0	0	2	0.0%	0	1	0	0	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	0	0	23.2%	1	1	33.3%	33.3%	
05	Supervisors	370	-1.7%		0	11.1%		0	0	79	0.0%	0	113	0	0	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%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	10	28.1%		0	12.9%		0	0	7	0.0%	0	1	0	0	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	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	32	-1.1%		0	15.9%		0	0	18	0.0%	0	3	0	0	66.0%	-3	-3	56.3%	56.3%	
11	Intermediate Sales & Service	34	364.5%		0	37.8%		0	0	8	0.0%	0	14	0	0	65.3%	-14	-14	23.5%	23.5%	
12	Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	14.6%	0	0	0.0%	0.0%	
13	Other Sales & Service	2,873	-80.0%		0	0.4%		0	0	579	0.0%	0	886	0	0	51.0%	-886	-886	20.2%	20.2%	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>		<b>3,369</b>	<b>4.9%</b>		<b>0</b>	<b>19.6%</b>		<b>0</b>	<b>0</b>	<b>704</b>	<b>0.0%</b>	<b>0</b>	<b>1,024</b>	<b>0</b>	<b>0</b>	<b>51.3%</b>	<b>-1,024</b>	<b>-1,024</b>	<b>20.9%</b>	<b>20.9%</b>	

† 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.

**Table 2: Women**

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	27.0	0	32.8	
03	Professionals	45	0.0	50	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	31.6	0	41.7	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	75	0.0	80	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	61.0	0	65.6	
11	Intermediate Sales & Service	0	29.4	0	41.2	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	27.9	0	39.5	
14	Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>		<b>120</b>		<b>130</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**The Canadian Corps of Commissionaires (Ottawa Division)**

[Date: 2018-01-18]

**Data for First/Previous Goals**

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

**Table 3: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD			YYYY - YYYY								
		2016-3-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-3-1	Annually	Over 3 Years	2016		2019						
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
02	Middle & Other Managers	38	3.4%		0	17.5%		0	0	0.0%	0	0	0	0	2.2%	0	0	2.6%	2.6%		
03	Professionals	5	11.9%		0	33.3%		0	0	0.0%	0	0	0	0	1.9%	0	0	0.0%	0.0%		
04	Semi-Professionals & Tech	6	5.3%		0	0.0%		0	0	0.0%	0	0	0	0	1.5%	0	0	0.0%	0.0%		
05	Supervisors	370	-1.7%		0	11.1%		0	9	0.0%	0	2	0	0	3.1%	-2	-2	2.4%	2.4%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	10	28.1%		0	12.9%		0	0	0.0%	0	0	0	0	3.0%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	32	-1.1%		0	15.9%		0	0	0.0%	0	1	0	0	2.8%	-1	-1	0.0%	0.0%		
11	Intermediate Sales & Service	34	364.5%		0	37.8%		0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	3.3%	0	0	0.0%	0.0%		
13	Other Sales & Service	2,873	-80.0%		0	0.4%		0	59	0.0%	0	39	0	0	3.4%	-39	-39	2.1%	2.1%		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
<b>Total</b>		<b>3,369</b>	<b>4.9%</b>		<b>0</b>	<b>19.6%</b>		<b>0</b>	<b>69</b>	<b>0.0%</b>	<b>0</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>3.3%</b>	<b>-42</b>	<b>-42</b>	<b>2.0%</b>	<b>2.0%</b>		

<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.

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

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	2.6	0	2.8	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	1.6	0	3.1	
11	Intermediate Sales & Service	0	1.5	0	2.9	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	2.4	0	2.9	
14	Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>		<b>0</b>		<b>0</b>		

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

**Data for First/Previous Goals**

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

**Table 5: Persons with Disabilities**  
 First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	2016-3-1	#	Annually	%	Annually	%	Over 3 Years	2016-3-1		#	Annually	%	Over 3 Years	From: 2016	To: 2019						
01/02 Managers	38	0	1.7%	0.0%	0	0	0	2	0	0.0%	0.0%	0	0	0	0	4.3%	0	0	5.3%	0	
03 Professionals	5	0	11.9%	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0	3.8%	0	0	0.0%	0	
04 Semi-Professionals & Tech	6	0	5.3%	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0	4.6%	0	0	0.0%	0	
05 Supervisors	370	0	-1.7%	0.0%	0	0	0	5	46	0.0%	0.0%	0	0	0	0	13.9%	-46	-46	1.4%	1.4%	
06 Supervisors: Crafts & Trades	0	0	0.0%	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	
07 Administrative & Sr Clerical	10	0	28.1%	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0	3.4%	0	0	0.0%	0	
08 Skilled Sales & Service	0	0	0.0%	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0.0%	0	
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	
10 Clerical Personnel	32	0	-1.1%	0.0%	0	0	0	1	1	0.0%	0.0%	0	0	0	0	7.0%	-1	-1	3.1%	3.1%	
11 Intermediate Sales & Service	34	0	364.5%	0.0%	0	0	0	0	2	0.0%	0.0%	0	0	0	0	5.6%	-2	-2	0.0%	0.0%	
12 Semi-Skilled Manual	1	0	0.0%	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0	4.8%	0	0	0.0%	0.0%	
13 Other Sales & Service	2,873	0	-80.0%	0.0%	0	0	0	75	106	0.0%	0.0%	0	0	0	0	6.3%	-106	-106	2.6%	2.6%	
14 Other Manual Workers	0	0	0.0%	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	
Total	3,369	0	4.9%	0.0%	0	0	0	83	156	0.0%	0.0%	0	0	0	0	7.1%	-156	-156	2.5%	2.5%	

† 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 6: Persons with Disabilities**

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

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**The Canadian Corps of Commissioners (Ottawa Division)**

[Date: 2018-01-18]

**Data for First/Previous Goals**

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

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	All Employees										First/Previous Short-term Goals									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	YYYY - YYYY						
	2016-3-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-3-1	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	%	#	#	%	%							
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
02 Middle & Other Managers	38	3.4%		0	17.5%		0	0	2	0.0%	0	4	15.0%	-4	-4	5.3%	5.3%			
03 Professionals	5	11.9%		0	33.3%		0	0	0	0.0%	0	1	22.4%	-1	-1	0.0%	0.0%			
04 Semi-Professionals & Tech	6	5.3%		0	0.0%		0	0	2	0.0%	0	0	31.2%	0	0	33.3%	33.3%			
05 Supervisors	370	-1.7%		0	11.1%		0	0	16	0.0%	0	34	13.4%	-34	-34	4.3%	4.3%			
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	1	0.0%	0	0	11.9%	0	0	10.0%	10.0%			
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	32	-1.1%		0	15.9%		0	0	5	0.0%	0	0	14.5%	0	0	15.6%	15.6%			
11 Intermediate Sales & Service	34	364.5%		0	37.8%		0	0	1	0.0%	0	5	18.3%	-5	-5	2.9%	2.9%			
12 Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	19.9%	0	0	0.0%	0.0%			
13 Other Sales & Service	2,873	-80.0%		0	0.4%		0	0	380	0.0%	0	284	23.1%	-284	-284	13.2%	13.2%			
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
<b>Total</b>	<b>3,369</b>	<b>4.9%</b>		<b>0</b>	<b>19.6%</b>		<b>0</b>	<b>0</b>	<b>407</b>	<b>0.0%</b>	<b>0</b>	<b>327</b>	<b>21.8%</b>	<b>-327</b>	<b>-327</b>	<b>12.1%</b>	<b>12.1%</b>			

<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.

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

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	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	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	10.3	0	17.6	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	15.2	0	19.1	
14 Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>	<b>10</b>		<b>20</b>		

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
																					From Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Women			
	Number	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years							
	2018-04-26	Actual	Projected	Actual	Projected	2018-04-26	Actual	Projected	2018	From: 2018	To: 2021	%	%	#	%	%								
01 Senior Managers	2	0.0%	0.0%	0	0	0	7	0.0%	0	1	0	27.4%	27.4%	-1	0.0%	0.0%								
02 Middle & Other Managers	42	3.4%	0.0%	0	0	13	7	10.0%	5	0	38.9%	38.9%	-9	16.7%	23.8%									
03 Professionals	7	11.9%	0.0%	0	3	3	4	15.0%	0	2	0	56.9%	56.9%	0	57.1%	28.6%								
04 Semi-Professionals & Tech Supervisors	7	5.3%	0.0%	0	0	0	4	0.0%	0	-2	0	22.9%	22.9%	2	57.1%	57.1%								
05 Supervisors: Crafts & Trades	351	-1.7%	0.0%	0	105	105	72	10.0%	22	131	53	51.7%	51.7%	-109	20.5%	29.3%								
06 Administrative & Sr Clerical	21	28.1%	0.0%	0	6	6	14	10.0%	4	3	3	50.0%	77.7%	-2	66.7%	61.9%								
08 Skilled Sales & Service	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	#DIV/0!	#DIV/0!								
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	#DIV/0!	#DIV/0!								
10 Clerical Personnel	31	-1.1%	0.0%	0	11	11	18	12.0%	6	8	6	50.0%	66.0%	-2	58.1%	58.1%								
11 Intermediate Sales & Service	3,407	3.4%	0.0%	0	378.8%	1,533	715	15.0%	322	1,750	767	50.0%	62.9%	-983	21.0%	34.0%								
12 Semi-Skilled Manual	1	0.0%	0.0%	0	0	0	2	0.0%	0	0	0	0.0%	14.6%	0	0.0%	0.0%								
13 Other Sales & Service	23	-80.0%	0.0%	0	0	0	2	0.0%	0	10	0	50.0%	52.5%	-10	8.7%	8.7%								
14 Other Manual Workers	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	#DIV/0!	#DIV/0!								
Total	3,892	4.9%	0.0%	0	19.6%	0	836	0.0%	0	1,561	0	61.6%	61.6%	-1,561	21.5%	21.5%								

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

Employment Equity Occupational Group (EEOG)	Short-term Goals		Long-term Goals		Comments
	%	%	%	%	
01 Senior Managers	27.4%	27.4%	27.4%	27.4%	
02 Middle & Other Managers	38.9%	38.9%	38.9%	38.9%	
03 Professionals	0.0%	0.0%	0.0%	0.0%	
04 Semi-Professionals & Tech Supervisors	0.0%	0.0%	0.0%	0.0%	
05 Supervisors	50.0%	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).
06 Supervisors: Crafts & Trades	0.0%	0.0%	0.0%	0.0%	
07 Administrative & Sr Clerical	50.0%	50.0%	50.0%	50.0%	
08 Skilled Sales & Service	0.0%	0.0%	0.0%	0.0%	
09 Skilled Crafts & Trades	0.0%	0.0%	0.0%	0.0%	
10 Clerical Personnel	50.0%	50.0%	50.0%	50.0%	
11 Intermediate Sales & Service	50.0%	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).
12 Semi-Skilled Manual	0.0%	0.0%	0.0%	0.0%	
13 Other Sales & Service	50.0%	50.0%	50.0%	50.0%	
14 Other Manual Workers	0.0%	0.0%	0.0%	0.0%	
Total	0.0%	0.0%	0.0%	0.0%	



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

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

Employment Equity Occupational Group (EEOG)	All Employees												Subsequent/Current Short-term Goals												Aboriginal Peoples			
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years			Number		Turnover (Replacement of Terminated Employees)			Hires Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
	2018-04-26	Actual	Annually	Projected	Over 3 Years	Actual	Annually	Projected	Over 3 Years	Number	Annually	Over 3 Years	Required	From: 2018	To: 2021													
01 Senior Managers	2	0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	2.9%	0	0	0	0.0%	0.0%						
02 Middle & Other Managers	42	3.4%	0.0%	0.0%	19	15.0%	15.0%	19	19	0	15.0%	0	0	0	0	0	2.2%	0	0	0	2.4%	2.4%						
03 Professionals	7	11.9%	0.0%	0.0%	3	15.0%	15.0%	3	3	0	15.0%	0	0	0	0	0	2.2%	0	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	0.0%	0	0	0	0	0	1.5%	0	0	0	0.0%	0.0%						
05 Supervisors	351	-1.7%	0.0%	0.0%	158	15.0%	15.0%	158	158	3	15.0%	0	0	0	0	0	3.0%	-4	-2	0	2.0%	2.6%						
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%						
07 Administrative & Sr Clerical	21	28.1%	0.0%	0.0%	6	12.9%	10.0%	6	6	0	10.0%	0	0	0	0	0	3.1%	-1	-1	0	0.0%	0.0%						
08 Skilled Sales & Service	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%						
09 Skilled Crafts & Trades	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%						
10 Clerical Personnel	31	-1.1%	0.0%	0.0%	14	15.0%	15.0%	14	14	0	15.0%	0	0	0	0	0	2.9%	0	0	0	3.2%	3.2%						
11 Intermediate Sales & Service	3,407	364.5%	0.0%	0.0%	37.8%	15.0%	15.0%	1,533	1,533	32	15.0%	0	0	0	0	0	3.2%	-38	-21	0	2.1%	2.6%						
12 Semi-Skilled Manual	1	0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	3.3%	0	0	0	0.0%	0.0%						
13 Other Sales & Service	23	-80.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	3.6%	-1	-1	0	0.0%	0.0%						
14 Other Manual Workers	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%						
Total	3,892	4.9%	0.0%	0.0%	0	19.6%	19.6%	0	0	0	19.6%	0	0	0	0	0	3.2%	-45	-45	0	2.1%	2.1%						

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

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	0.0%		
02 Middle & Other Managers	0.0%		
03 Professionals	0.0%		
04 Semi-Professionals & Tech	0.0%		
05 Supervisors	3.0%		3.0%
06 Supervisors: Crafts & Trades	0.0%		
07 Administrative & Sr Clerical	3.1%		3.1%
08 Skilled Sales & Service	0.0%		
09 Skilled Crafts & Trades	0.0%		
10 Clerical Personnel	0.0%		
11 Intermediate Sales & Service	3.2%		3.2%
12 Semi-Skilled Manual	0.0%		
13 Other Sales & Service	3.6%		3.6%
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 Subsequent/Current Goals**

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

**Table 13: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						
	2018-04-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-04-26	Annually	Over 3 Years	2018	2021								
	#	%	%	#	%	%	#	#	%	#	#	%	%							
01/02 Managers	44	1.7%	0.0%	0	8.8%	5.0%	7	7	1	5.0%	0	1	0	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	0	3.8%	0	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	0	4.6%	0	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%	13.9%	-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	0	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	0	3.4%	0	0	0	4.8%	4.8%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	31	-1.1%	0.0%	0	15.9%	15.0%	14	14	0	15.0%	0	2	1	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%	5.6%	-106	-58	2.5%	3.9%	
12 Semi-Skilled Manual	1	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	4.8%	0	0	0	0.0%	0.0%	
13 Other Sales & Service	23	-80.0%	0.0%	0	0.4%		0	0	0	0.0%	0	1	0	6.3%	6.3%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
<b>Total</b>	<b>3,892</b>	<b>4.9%</b>		<b>0</b>	<b>19.6%</b>		<b>0</b>	<b>0</b>	<b>91</b>	<b>0.0%</b>	<b>0</b>	<b>154</b>	<b>0</b>	<b>6.3%</b>	<b>6.3%</b>	<b>-154</b>	<b>-154</b>	<b>2.3%</b>	<b>2.3%</b>	

† 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.

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
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%		
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%		
13 Other Sales & Service	6.3%	6.3%	
14 Other Manual Workers	0.0%		
<b>Total</b>	<b>0.0%</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**The Canadian Corps of Commissionaires (Ottawa Division)**

[Date: 2018-01-18]

**Data for Subsequent/Current Goals**

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

**Table 15: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		YYYY - YYYY						
		2018-04-26	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-04-26	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	2	0.0%	0.0%	0	0.0%	0.0%	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%	0	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%	0	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%	0.0%	0	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%	0.0%	0	11.1%	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%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	21	28.1%	0.0%	0	12.9%	12.0%	8	8	2	12.0%	1	1	0	11.9%	0	-1	9.5%	4.8%			
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	31	-1.1%	0.0%	0	15.9%	15.0%	14	14	4	15.0%	2	2	0	14.2%	0	-2	12.9%	6.5%			
11	Intermediate Sales & Service	3,407	364.5%	0.0%	0	37.8%	15.0%	1,533	1,533	636	15.0%	286	331	307	20.0%	20.0%	-45	-24	18.7%	19.3%		
12	Semi-Skilled Manual	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	19.9%	0	0	0.0%	0.0%			
13	Other Sales & Service	23	-80.0%	0.0%	0	0.4%	0.0%	0	0	7	0.0%	0	-2	0	20.6%	20.6%	2	2	30.4%	30.4%		
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
<b>Total</b>		<b>3,892</b>	<b>4.9%</b>	<b>0.0%</b>	<b>0</b>	<b>19.6%</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>672</b>	<b>0.0%</b>	<b>0</b>	<b>79</b>	<b>0</b>	<b>19.3%</b>	<b>19.3%</b>	<b>-79</b>	<b>-79</b>	<b>17.3%</b>	<b>17.3%</b>		

<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.

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0%		
02	Middle & Other Managers	15.0%	15.0%	
03	Professionals	16.0%	16.0%	
04	Semi-Professionals & Tech	0.0%		
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%		
10	Clerical Personnel	0.0%		
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%		
<b>Total</b>		<b>0.0%</b>		

Federal Contractors Program Achievement Report

Part 4: Results - Women

The Canadian Corps of Commissioners (Ottawa Division)

[Date: 2018-01-18]

009469

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

Occupational Group (EOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations					
		All Employees						Women						All Employees			Women			All Employees			Women			All Employees			Women		
		#	%	Availability	Gap	EE Result	#	#	%	Availability	Gap	EE Result	#	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
01 Senior Managers	2016	0	0.0	0.0	0	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0		
	2018	2	0.0	27.4	-1	-1	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0		
02 Middle & Other Managers	2016	38	23.7	38.9	15	-6	60.9	-9	42.8	14	3	21.4	5	-2	1	0	0.0	0	0	0	0	0.0	0	0	0	7	3	42.9	2	1	
	2018	42	16.7	38.9	16	-9	42.8	14	3	21.4	5	-2	1	0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	1	50.0	1	0	
03 Professionals	2016	5	40.0	51.0	3	-1	78.4	-1	143.7	2	249.5	100.0	0	2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
	2018	7	57.1	56.9	4	0	100.4	1	100.0	1	1	100.0	1	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2016	79	21.4	51.9	192	-113	41.1	-109	39.7	57	11	19.3	29	-18	58	9	15.5	12	-3	40	8	20.0	9	-1	0	0	0	0	0	0	0
	2018	351	20.5	51.7	181	-109	39.7	57	11	19.3	29	-18	58	9	15.5	12	-3	40	8	20.0	9	-1	0	0	0	0	0	0	0	0	0
05 Supervisors	2016	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
	2018	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
	2018	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals
	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments											
		All Employees			Women			All Employees			Women			All Employees			Women														
		#	%	Goal Met	Actual	Goal	%	Actual	Goal	%	Actual	Goal	%	Actual	Goal	%															
01 Senior Managers	2018	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2018	15	20.0	0	0	0.0	27.0	74.0	0	0.0	32.8	61.0	0	0.0	0	0.0	5141.4	5141.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	15	20.0	0	0	0.0	27.0	74.0	0	0.0	32.8	61.0	0	0.0	0	0.0	5141.4	5141.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2018	1	100.0	45	2.2	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	50	2.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	1	100.0	45	2.2	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	50	2.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
04 Semi-Professionals & Technicians	2018	2	100.0	0	0.0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	2	100.0	0	0.0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2018	115	17.4	0	0.0	0.0	31.6	55.1	0	0.0	41.7	41.7	0	0.0	0	0.0	3478.3	3478.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	115	17.4	0	0.0	0.0	31.6	55.1	0	0.0	41.7	41.7	0	0.0	0	0.0	3478.3	3478.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**The Canadian Corps of Commissionaires (Ottawa Division)**

**[Date: 2018-01-18]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	10	7	70.0	77.7	8	-1	90.1																
	2018	21	14	66.7	77.7	16	-2	85.8	7	4	57.1	5	-1	0	0	0.0	0	0	0	2	1	50.0	1	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	32	18	56.3	66.0	21	-3	85.2																
	2018	31	18	58.1	66.0	20	-2	88.0	10	7	70.0	7	0	0	0	0.0	0	0	0	5	4	80.0	3	1
11 Intermediate Sales & Service Personnel	2016	34	8	23.5	65.3	22	-14	36.0																
	2018	3,407	715	21.0	62.9	2,143	-1,428	33.4	1,565	345	22.0	984	-639	30	5	16.7	7	-2	651	154	23.7	153	1	
12 Semi-Skilled Manual Workers	2016	1	0	0.0	14.6	0	0	0.0																
	2018	1	0	0.0	14.6	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	7	4	57.1	75	5.3	0.0	0.0	80	5.0	0.0	0.0	
	2021	7	4	57.1			0.5	11428.6			0.5	11428.6	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2018	10	7	70.0	0	0.0	61.0	114.8	0	0.0	65.6	106.7	
	2021	10	7	70.0			0.5	14000.0			0.5	14000.0	
11 Intermediate Sales & Service Personnel	2018	1,595	350	21.9	0	0.0	29.4	74.6	0	0.0	41.2	53.3	
	2021	1,595	350	21.9			0.5	4388.7			0.5	4388.7	
12 Semi-Skilled Manual Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**The Canadian Corps of Commissionaires (Ottawa Division)**

**[Date: 2018-01-18]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	2,873	579	20.2	51.0	1,465	-886	39.5																	
	2018	23	2	8.7	52.5	12	-10	16.6	15	1	6.7	8	-7	0	0	0.0	0	0	0	6	0	0.0	1	-1	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2016	3,369	704	20.9	51.3	1,728	-1,024	40.7																	
	2018	3,892	836	21.5	61.6	2,397	-1,561	34.9	1,672	374	22.4	1,030	-656	89	14	15.7	19	-5	713	171	24.0	149	22		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	15	1	6.7	0	0.0	27.9	23.9	0	0.0	39.5	16.9		
	2021	15	1	6.7			0.5	1333.3			0.5	1333.3		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	1,761	388	22.0	120	323.3	0.0	0.0	130	298.5	0.0	0.0		
	2021	1,761	388	22.0			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis														Flow Data Analysis																
		All Employees		Aboriginal Peoples				All Employees				Hires				All Employees		Promotions				Terminations										
		Representation		Availability		Gap		EE Result		Actual		Expected		Difference		Actual		Expected		Difference		Actual		Expected		Difference						
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%					
01 Senior Managers	2016	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	
	2018	2	0.0	2.9	0	0	0.0	0	0.0	0	0	0.0	1	0.0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0		
02 Middle & Other Managers	2016	38	1	2.6	2.2	1	0	119.6	1	0	14	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	7	1	14.3	0	1		
	2018	42	1	2.4	2.2	1	0	108.2	1	0	14	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	
03 Professionals	2016	5	0	0.0	1.9	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	
	2018	7	0	0.0	2.2	0	0	0.0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	
04 Semi-Professionals & Technicians	2016	6	0	0.0	1.5	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	
	2018	7	0	0.0	1.5	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	
05 Supervisors	2016	370	9	2.4	3.1	11	-2	78.5	11	-2	57	1	1.8	2	-1	58	1	1.7	1	0	40	2	5.0	1	1	1	1	1	1	1	1	1
	2018	351	7	2.0	3.0	11	-4	66.5	11	-4	57	1	1.8	2	-1	58	1	1.7	1	0	40	2	5.0	1	1	1	1	1	1	1	1	1
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
	2018	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0

Data sources: Part 2: Flow Data Analysis; Part 2: Flow Data Analysis; Part 3: Goals; Part 3: Goals; Part 3: Goals; Part 3: Goals; Part 3: Goals; Part 3: Goals; Part 3: Goals; Part 3: Goals; Part 3: Goals

Employment Equity Occupational Group (EOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments					
		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples									
		Actual		Goal		Percent of Goal Met		Actual		Goal		Percent of Goal Met		Actual		Goal		Percent of Goal Met							
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%						
01 Senior Managers	2018	0	0.0	1	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	2021	0	0.0	1	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	15	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	2021	15	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
03 Professionals	2018	1	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	2021	1	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	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		
	2021	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		
05 Supervisors	2018	115	2	1.7	0	0.0	2.6	66.9	0	0.0	2.8	62.1													
	2021	115	2	1.7	0	0.0	2.6	66.9	0	0.0	2.8	62.1													
06 Supervisors: Crafts & 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	0.0	0.0	0.0	0.0	0.0	0.0		
	2021	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		

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

Occupational Group (EOG)	Year	Workforce Analysis										Hires				Flow Data Analysis				Terminations				
		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
07	Administrative & Senior Clerical	2016	10	0.0	3.0	0	0	0.0	0	0.0	7	0	0.0	0	0	0.0	0	0	0.0	2	0	0.0	0	0
08	Skilled Sales & Service Personnel	2016	21	0.0	3.1	1	-1	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2016	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
10	Clerical Personnel	2016	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2016	34	0.0	0.0	0	0	0.0	0	0.0	43	2.7	50	-7	30	0	0.0	0	0	651	22	3.4	0	22
12	Semi-Skilled Manual Workers	2016	1	0.0	3.3	0	0	0.0	0	0.0	1	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments	
		Flow Data		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples				
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
07	Administrative & Senior Clerical	2018	7	0	0.0	0	0.0	0	0.0	0	0.0	
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	
10	Clerical Personnel	2018	10	1	10.0	0	0.0	1.6	645.2	0	0.0	
11	Intermediate Sales & Service Personnel	2018	1,595	43	2.7	0	0.0	1.5	185.9	0	0.0	
12	Semi-Skilled Manual Workers	2018	1	0	0.0	0	0.0	0	0.0	0	0.0	



**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**The Canadian Corps of Commissionaires (Ottawa Division)**

**[Date: 2018-01-18]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2016	2,873	59	2.1	3.4	98	-39	60.4																	
	2018	23	0	0.0	3.6	1	-1	0.0	15	0	0.0	1	-1	0	0	0.0	0	0	0	6	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	3,369	69	2.0	3.3	111	-42	62.1																	
	2018	3,892	80	2.1	3.2	125	-45	64.2	1,672	46	2.8	54	-8	89	1	1.1	2	-1	713	25	3.5	15	10	10	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Goal	Aboriginal Peoples			Goal	Aboriginal Peoples			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	15	0	0.0	0	0.0	2.4	0.0	0	0.0	2.9	0.0		
	2021	15	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	1,761	47	2.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1,761	47	2.7			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

The Canadian Corps of Commissioners (Ottawa Division)

[Date: 2018-01-18]

009475

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

Occupational Group (EOG)	Year	Workforce Analysis											Hires					Flow Data Analysis					Terminations		
		All Employees		Representation		Availability		Gap		EE Result		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities			
		#	%	#	%	#	%	#	%	#	%	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected
01 & Managers	2016	38	5.3	2	4.3	2	0	122.4	14	0.0	1	-1	1	0	0.0	7	1	14.3	0	1	2.5	0	0	0	0
02	2018	44	2.3	1	4.3	2	-1	52.9	0	0.0	1	-1	1	0	0.0	1	1.7	1	0	40	1	2.5	1	0	0
03 Professionals	2016	5	0.0	0	3.8	0	0	0.0	1	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	0
04 Semi-Professionals & Technicians	2016	6	0.0	0	4.6	0	0	0.0	2	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
05 Supervisors	2016	370	1.4	5	13.9	51	-46	9.7	57	1.8	8	-7	58	1	1.7	1	0	40	1	2.5	1	0	0	0	0
06 Supervisors: Crafts & Trades	2016	351	1.1	4	13.9	49	-45	8.2	57	1.8	8	-7	58	1	1.7	1	0	40	1	2.5	1	0	0	0	0
2018	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0

Data sources: Part 2: Flow Data Analysis, Part 2: Flow Data Analysis, Part 3: Goals, Part 3: Goals, Part 3: Goals, Part 3: Goals, Part 3: Goals, Part 3: Goals

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		Flow Data		Goal	Persons with Disabilities		Goal	Persons with Disabilities		Goal	
		All Employees	Persons with Disabilities		Actual	Percent of Goal Met		Actual	Percent of Goal Met		
01 & Managers	2018	15	0	0.0	0	0.0	0	0.0	0	0.0	0.0
02	2018	15	0	0.0	0	0.0	0	0.0	0	0.0	0.0
03 Professionals	2018	1	0	0.0	0	0.0	0	0.0	0	0.0	0.0
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0	0.0	0	0.0	0.0
05 Supervisors	2018	115	2	1.7	0	0.0	0	0.0	0	0.0	0.0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0

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

Occupational Group (EOG)	Year	Workforce Analysis								Hires				Promotions				Terminations						
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
07 Administrative & Senior Clerical	2016	10	0.0	3.4	0	0.0	7	0	0	0	0	0	0	0	0	0	0	0	2	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	21	4.8	3.4	1	140.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0.0	0.0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2016	32	3.1	7.0	2	-1	44.6	10	0	0.0	1	-1	0	0	0.0	0	0	0	0	5	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	34	0.0	5.6	2	-2	0.0	0	0.0	19	1.2	88	-69	30	0	0.0	0	0	0	651	12	1.8	0	12
12 Semi-Skilled Manual Workers	2016	1	0.0	4.8	0	0.0	1	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals
	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants			Short-term Goals				Long-term Goals				Comments
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07 Administrative & Senior Clerical	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
10 Clerical Personnel	2018	10	0	0.0	0	0.0	0.0	0.0	7	0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	1,595	19	1.2	0	0.0	2.8	42.5	0	0.0	5.6	21.3	
12 Semi-Skilled Manual Workers	2021	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.1	2127.2	

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**The Canadian Corps of Commissionaires (Ottawa Division)**

**[Date: 2018-01-18]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	2,873	75	2.6	6.3	181	-106	41.4																
	2018	23	0	0.0	6.3	1	-1	0.0	15	0	0.0	1	-1	0	0	0.0	0	0	0	6	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	3,369	83	2.5	7.1	239	-156	34.7																
	2018	3,892	91	2.3	6.3	245	-154	37.1	1,672	20	1.2	105	-85	89	1	1.1	2	-1	713	14	2.0	18	-4	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2018	15	0	0.0	0	0.0	3.3	0.0	0	0.0	4.8	0.0		
	2021	15	0	0.0			0.1	0.0			0.1	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	1,761	21	1.2	0	0.0	0.0	0.0	7	300.0	0.0	0.0		
	2021	1,761	21	1.2			0.0	0.0			0.0	0.0		

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

Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce					Hires					Promotions			Terminations									
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
#	#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	#	%	#	#	#
01 Senior Managers	2016	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
	2018	2	0.0	10.1	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
02 Middle & Other Managers	2016	38	2	5.3	15.0	6	-4	35.1	14	0	0.0	2	-2	1	0	0.0	0	0	0	7	0	0.0	0	0
	2018	42	1	2.4	15.0	6	-5	15.9	14	0	0.0	2	0	0	0.0	0	0	0	2	7	0	0.0	0	0
03 Professionals	2016	5	0	0.0	22.4	1	-1	0.0	1	0	0.0	1	0	0	0.0	0	0	0	0	2	0	0.0	0	0
	2018	7	0	0.0	16.7	1	-1	0.0	1	0	0.0	1	0	0	0.0	0	0	0	0	2	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	6	2	33.3	31.2	2	0	106.8	2	1	50.0	1	0	0	0.0	0	0	0	0	0	0	0.0	0	0
	2018	7	3	42.9	31.6	2	1	135.6	2	1	50.0	1	0	0	0.0	0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	370	16	4.3	13.4	50	-34	32.3	57	8	14.0	8	0	58	5	8.6	3	2	40	4	10.0	2	2	2
	2018	351	19	5.4	13.6	48	-29	39.8	57	8	14.0	8	0	58	5	8.6	3	2	40	4	10.0	2	2	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals
	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		Flow Data		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities				
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	15	0	0.0	0	0.0	8.5	0.0	0	0.0	12.0	0.0		
	2021	15	0	0.0	0	0.0	0.2	0.0	0	0.0	0.2	0.0		
03 Professionals	2018	1	0	0.0	10	0.0	0.0	0.0	20	0.0	0.0	0.0		
	2021	1	0	0.0	10	0.0	0.2	0.0	20	0.0	0.2	0.0		
04 Semi-Professionals & Technicians	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2018	115	13	11.3	0	0.0	7.4	153.4	0	0.0	10.4	108.4		
	2021	115	13	11.3	0	0.0	0.1	8312.0	0	0.0	0.1	8312.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce					Hires					Terminations													
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference							
07	2016	10	10.0	11.9	1	0	84.0	7	0	0.0	1	0	0.0	0	0	0.0	0	0	2	0	0.0	0	0		
08	2016	21	9.5	11.9	2	0	80.0	7	0	0.0	1	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	
09	2016	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
10	2016	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
11	2016	34	2.9	18.3	6	-5	16.1	10	0	0.0	1	0	0.0	0	0	0.0	0	0	5	0	0.0	1	0	0	-1
12	2016	3407	18.7	20.0	681	-45	93.3	1,565	386	24.7	313	73	30	2	6.7	1	1	651	102	15.7	19	83	0	0	

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals	Part 3: Goals
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		Flow Data		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities				
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
07	2018	7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
08	2018	7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
09	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
10	2018	10	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
11	2018	1,595	388	24.3	0	0.0	10.3	237.3	0	0.0	17.6	138.2		
12	2021	1,595	388	24.3	0	0.0	0.2	12163.0	0	0.0	0.2	12163.0		

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**The Canadian Corps of Commissionaires (Ottawa Division)**

**[Date: 2018-01-18]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	2,873	380	13.2	23.1	664	-284	57.3																
	2018	23	7	30.4	20.6	5	2	147.7	15	6	40.0	3	3	0	0	0.0	0	0	0	6	0	0.0	1	-1
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	3,369	407	12.1	21.8	734	-327	55.4																
	2018	3,892	672	17.3	19.3	751	-79	89.5	1,672	401	24.0	323	78	89	7	7.9	11	-4	713	106	14.9	86	20	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	15	6	40.0	0	0.0	15.2	263.5	0	0.0	19.1	209.0		
	2021	15	6	40.0			0.2	19417.5			0.2	19417.5		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	1,761	408	23.2	10	408.0	0.0	0.0	20	2040.0	0.0	0.0		
	2021	1,761	408	23.2			0.0	0.0			0.0	0.0		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>The Canadian Corps of Commissionaires (Ottawa Division)</b>
<b>[Date: 2018-01-18]</b>

## Efforts

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

### Required measures:

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

### Other measures:

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



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

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.

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

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 dates, the number of employees affected and the occupational groups of those employees).

- 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:

Yes  No

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:

Yes  No

**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.

**Aboriginal 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 short-term 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-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 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ 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 Personnel	-1	3.6	3.6	0.0	3.6
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Observations:

### ***Persons with Disabilities***

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
02	Middle & Other Managers	-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/sgiemt-weims/emp/W.2.3msM.1intInf.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.1intInf.4%40-eng.jsp?&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070).

**Name of Analyst: Neena Sharan**

**Date: October 30, 2018**

## Nyirasafari, Ange AN [NC]

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**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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of The 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): [https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070)

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

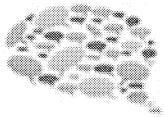
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish The Canadian Corps of Commissioners (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](mailto: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!