



OFFICIAL USE ONLY
Agreement N°:

Labour Program
Federal Contractors Program

s.19(1)

Agreement to Implement Employment Equity

100 246

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization <i>WCG International Consultants Ltd.</i>	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) <i>WCG Services</i>	[Redacted]
Organization's North American Industry Classification System (NAICS) Code N° <i>54161</i>	Total number of employees in Canada (Full-Time/Part-Time/Temporary) <i>50/10/11</i> To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02l-eng.htm

10 employees

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

HEAD OFFICE			
Address (building number, street, suite, etc.) <i>5th Floor - 915 Fort St</i>	City <i>Victoria</i>	Province <i>BC</i>	Postal Code <i>V8V 3K3</i>
	Telephone Number <i>(250) 389-0699</i>	Fax Number <i>(250) 413-2745</i>	

EMPLOYMENT EQUITY CONTACT	
Name (print) <i>Crysta Walski</i>	Title <i>VP Talent</i>
Telephone Number <i>250-413-2733</i>	E-mail Address <i>Crysta.Walski@wcgservices.com</i>

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/eq/equality/faq/index.shtml
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) <i>Darlene Bailey</i>	Title <i>President + CEO</i>
Telephone Number <i>250-413-2734</i>	E-mail Address <i>darlene.bailey@wcgservices.com</i>
Signature <i>[Handwritten Signature]</i>	Date <i>April 27, 2015</i>

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca



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

Reporting Period 2018-07-31 to 2018-10-11

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	2	1	0	3	Calgary	13	0	0	13
British Columbia	75	8	0	83	Edmonton	2	1	0	3
Saskatchewan	1	0	0	1	Toronto	0	1	0	1
Alberta	15	1	0	16	Vancouver	22	0	0	22
Total Employees in Canada				103	Ottawa - Gatineau	2	0	0	2
					Saskatoon	1	0	0	1
					Kelowna	1	0	0	1
					Victoria	25	0	0	25
					B.C. less CMAs	27	8	0	35
					Total Employees in Canada				103



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
4156 : Employment counsellors Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
1221 : Administrative officers Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		2		2									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Ontario
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
4021 : College and other vocational instructors Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
0013 : Senior managers - financial, communications and other business services Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1		1									
	3												
	2	1		1									
	1	2	1	1									
	Total		4	1	3								
0111 : Financial managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total		1	1									
0112 : Human resources managers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
0213 : Computer and information systems managers Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 95,000 - \$99,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
0423 : Managers in social, community and correctional services Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 55,000 - \$59,999	4	1		1									
	3	1		1									
	2	3		3									
	1	1		1									
	Total		6		6								
1111 : Financial auditors and accountants Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 70,000 - \$74,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
1114 : Other financial officers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1							1		1
	Total		1		1							1	
1121 : Human resources professionals Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
1122 : Professional occupations in business management consulting Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									
1123 : Professional occupations in advertising, marketing and public relations Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
2171 : Information systems analysts and consultants Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 50,000 - \$54,999	4	1	1								1	1	
	3												
	2												
	1	1	1										
	Total		2	2								1	1
2174 : Computer programmers and interactive media developers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
	1	1	1										
	Total	1	1										
4021 : College and other vocational instructors Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1		1	1					1	1	
	3												
	2												
	1	1		1									
	Total	2	1	1	1	1					1	1	
4153 : Family, marriage and other related counsellors Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 60,000 - \$64,999	4	2		2									
	3												
	2	1		1							1		1
	1	3		3							1		1
	Total	6		6							2		2
4156 : Employment counsellors Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2			1		1				
	3	7		7	1		1	1	1	1	1		1
	2	9	1	8	1		1	1	1	1	3		3
	1	6	1	5							1		1
	Total	24	2	22	2		2	3	3	3	5		5
4163 : Business development officers and marketing researchers and consultants Top Range: \$ 60,000 - \$64,999	4												
	3												



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Full-Time / British Columbia
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NOC 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
Bottom Range: \$ 60,000 - \$64,999	2												
	1	1		1									
	Total	1		1									
2282 : User support technicians Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3												
	2												
	1	2		2									
	Total	3	1	2									
1221 : Administrative officers Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 25,000 - \$29,999	4	1	1				1	1					
	3	1		1									
	2	4		4									
	1	1		1							1		1
	Total	7	1	6				1	1		1		1
1222 : Executive assistants Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
1241 : Administrative assistants Top Range: \$ 40,000 - \$44,999	4	1		1									
	3												



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Full-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
Bottom Range: \$ 30,000 - \$34,999	2												
	1	1		1									
	Total	2		2									
1432 : Payroll administrators Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
6552 : Other customer and information services representatives Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1										
	3	2		2									
	2	2		2									
	1	2		2									
	Total	7	1	6									
Total Number of Employees		75	13	62	3	1	2	4	1	3	11	2	9



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
4153 : Family, marriage and other related counsellors Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 40,000 - \$44,999	4												
	3												
	2												
	1	1	1					1	1				
	Total		1	1				1	1				
4156 : Employment counsellors Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 10,000 - \$14,999	4	1		1							1		1
	3	1		1									
	2												
	1	1		1									
	Total		3		3							1	
1221 : Administrative officers Top Range: \$ 20,000 - \$24,999 Bottom Range: \$ 20,000 - \$24,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
1241 : Administrative assistants Top Range: \$ 10,000 - \$14,999 Bottom Range: \$ 10,000 - \$14,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
1414 : Receptionists Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		8	1	7				1	1		1		1



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Saskatchewan
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
4153 : Family, marriage and other related counsellors Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									

WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
0423 : Managers in social, community and correctional services Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
4021 : College and other vocational instructors Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1		1							1		1
	Total		1		1						1		1
4153 : Family, marriage and other related counsellors Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 60,000 - \$64,999	4	1		1							1		1
	3												
	2	1	1								1	1	
	1	3		3									
	Total		5	1	4						2	1	1
4156 : Employment counsellors Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1				1	1					
	3	2	1	1									
	2	1		1									
	1	3	1	2									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
	Total	7	3	4				1	1				
1241 : Administrative assistants Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Total Number of Employees		15	4	11				1	1		4	1	3



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Alberta
Reporting Period 2018-07-31 to 2018-10-11

NOC 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
4153 : Family, marriage and other related counsellors Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 30,000 - \$34,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2018-07-31 to 2018-10-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Administrative and Senior Clerical Personnel Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Total Number of Employees		2		2									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Ontario
Reporting Period 2018-07-31 to 2018-10-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1		1									
	3												
	2	1		1									
	1	2	1	1									
	Total	4	1	3									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4	1	1										
	3												
	2	2	1	1									
	1	6		6									
	Total	9	2	7									
Professionals Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 45,000 - \$49,999	4	4	1	3							1	1	
	3	11	2	9				1		1	3		3
	2	11	1	10	2		2	2		2	2		2
	1	15	3	12	1	1					4	1	3
	Total	41	7	34	3	1	2	3		3	10	2	8
Semi-Professionals and Technicians Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3												
	2												
	1	2		2									
	Total	3	1	2									



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Full-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

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
Administrative and Senior Clerical Personnel Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 25,000 - \$29,999	4	2	1	1				1	1				
	3	1		1									
	2	5		5									
	1	2		2							1		1
	Total		10	1	9				1	1		1	
Clerical Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Intermediate Sales and Service Personnel Top Range: \$ 50,000 - \$54,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1										
	3	2		2									
	2	2		2									
	1	2		2									
	Total		7	1	6								
Total Number of Employees		75	13	62	3	1	2	4	1	3	11	2	9



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 10,000 - \$14,999	4	1	1					1	1				
	3	1		1							1		1
	2	1		1									
	1	1		1									
	Total	4	1	3				1	1		1		1
Administrative and Senior Clerical Personnel Top Range: \$ 20,000 - \$24,999 Bottom Range: \$ 10,000 - \$14,999	4	2		2									
	3												
	2												
	1	1		1									
	Total	3		3									
Clerical Personnel Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		8	1	7				1	1		1		1



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Saskatchewan
Reporting Period 2018-07-31 to 2018-10-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 60,000 - \$64,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		1		1									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta
Reporting Period 2018-07-31 to 2018-10-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 75,000 - \$79,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Professionals Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 45,000 - \$49,999	4	2	1	1							2	1	1
	3	4	1	3				1	1				
	2	2	1	1									
	1	5	1	4							1		1
	Total	13	4	9				1	1		3	1	2
Administrative and Senior Clerical Personnel Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Total Number of Employees		15	4	11				1	1		4	1	3



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Alberta
Reporting Period 2018-07-31 to 2018-10-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 30,000 - \$34,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Ontario
Reporting Period 2018-07-31 to 2018-10-11

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
\$ 60,000 - \$69,999	1		1									
\$ 70,000 - \$84,999	1		1									
Total Number of Employees	2		2									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Ontario
Reporting Period 2018-07-31 to 2018-10-11

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
\$ 40,000 - \$49,999	1		1									
Total Number of Employees	1		1									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / British Columbia
 Reporting Period 2018-07-31 to 2018-10-11

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
\$ 25,000 - \$29,999	1		1							1		1
\$ 30,000 - \$34,999	1		1									
\$ 35,000 - \$37,499	5		5									
\$ 37,500 - \$39,999	3		3									
\$ 40,000 - \$44,999	2		2									
\$ 45,000 - \$49,999	12	2	10	1	1					2	1	1
\$ 50,000 - \$59,999	22	4	18	2		2	3	1	2	4		4
\$ 60,000 - \$69,999	15	3	12				1		1	3		3
\$ 70,000 - \$84,999	7	1	6							1	1	
\$ 85,000 - \$99,999	2	1	1									
\$100,000 and over	5	2	3									
Total Number of Employees	75	13	62	3	1	2	4	1	3	11	2	9



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / British Columbia
 Reporting Period 2018-07-31 to 2018-10-11

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
\$ 10,000 - \$12,499	1		1									
\$ 12,500 - \$14,999	1		1									
\$ 20,000 - \$22,499	1		1									
\$ 22,500 - \$24,999	1		1									
\$ 25,000 - \$29,999	2		2									
\$ 35,000 - \$39,999	1		1							1		1
\$ 40,000 - \$49,999	1	1					1	1				
Total Number of Employees	8	1	7				1	1		1		1



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Saskatchewan
Reporting Period 2018-07-31 to 2018-10-11

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
\$ 60,000 - \$69,999	1		1									
Total Number of Employees	1		1									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Alberta
Reporting Period 2018-07-31 to 2018-10-11

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
\$ 35,000 - \$37,499	1		1							1		1
\$ 45,000 - \$49,999	3	1	2									
\$ 50,000 - \$59,999	4	1	3							1		1
\$ 60,000 - \$69,999	5	2	3				1	1		1	1	
\$ 70,000 - \$84,999	2		2							1		1
Total Number of Employees	15	4	11				1	1		4	1	3



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Alberta
Reporting Period 2018-07-31 to 2018-10-11

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
\$ 30,000 - \$34,999	1	1										
Total Number of Employees	1	1										

WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2015-12-25 to 2018-10-11

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1				1		1			
Middle and Other Managers	3	1	2							1		1
Professionals	30	8	22							7		7
Semi-Professionals and Technicians	8	2	6							1		1
Administrative and Senior Clerical Personnel	11	2	9							2		2
Clerical Personnel	6	1	5									
Intermediate Sales and Service Personnel	10	2	8									
Total Number of Employees Hired	69	16	53				1		1	11		11

WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / National
Reporting Period 2015-12-25 to 2018-10-11

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



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Temporary / National
 Reporting Period 2015-12-25 to 2018-10-11

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



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ontario
Reporting Period 2015-12-25 to 2018-10-11

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	1		1							1		1
Total Number of Employees Hired	1		1							1		1



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Full-Time / British Columbia
 Reporting Period 2015-12-25 to 2018-10-11

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1				1		1			
Middle and Other Managers	2	1	1									
Professionals	20	6	14							5		5
Semi-Professionals and Technicians	6	1	5							1		1
Administrative and Senior Clerical Personnel	10	2	8							1		1
Clerical Personnel	6	1	5									
Intermediate Sales and Service Personnel	10	2	8									
Total Number of Employees Hired	55	13	42				1		1	7		7

WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / British Columbia
Reporting Period 2015-12-25 to 2018-10-11

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



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Temporary / British Columbia
 Reporting Period 2015-12-25 to 2018-10-11

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



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Saskatchewan
Reporting Period 2015-12-25 to 2018-10-11

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



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Alberta
Reporting Period 2015-12-25 to 2018-10-11

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



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2018-07-31 to 2018-10-11

NOC	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
1221 : Administrative officers	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2018-07-31 to 2018-10-11

NOC	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
6552 : Other customer and information services representatives	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-12-25 to 2018-10-11

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1									
Middle and Other Managers	1		1									
Professionals	7	1	6				1		1	1		1
Semi-Professionals and Technicians	1		1									
Administrative and Senior Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	4	1	3									
Total Number of Employees Promoted	15	2	13				1		1	1		1
Total Number of Promotions	15	2	13				1		1	1		1



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2015-12-25 to 2018-10-11

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
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Full-Time / British Columbia
 Reporting Period 2015-12-25 to 2018-10-11

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1									
Middle and Other Managers	1		1									
Professionals	6	1	5				1		1			
Semi-Professionals and Technicians	1		1									
Intermediate Sales and Service Personnel	4	1	3									
Total Number of Employees Promoted	13	2	11				1		1			
Total Number of Promotions	13	2	11				1		1			



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 2015-12-25 to 2018-10-11

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



WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2015-12-25 to 2018-10-11

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	7	2	5	1		1	1		1			
Middle and Other Managers	10	3	7				1		1	2		2
Professionals	21	8	13							3	1	2
Semi-Professionals and Technicians	8	1	7							2		2
Supervisors	1		1							1		1
Administrative and Senior Clerical Personnel	3	2	1									
Clerical Personnel	9	1	8							2		2
Intermediate Sales and Service Personnel	8	2	6	1		1				1		1
Total Number of Employees Terminated	67	19	48	2		2	2		2	11	1	10

WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National
Reporting Period 2015-12-25 to 2018-10-11

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	7	1	6				1		1	1		1
Administrative and Senior Clerical Personnel	3	1	2									
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	2		2									
Total Number of Employees Terminated	13	2	11				1		1	1		1



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Temporary / National
 Reporting Period 2015-12-25 to 2018-10-11

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

WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ontario
Reporting Period 2015-12-25 to 2018-10-11

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

WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / British Columbia
Reporting Period 2015-12-25 to 2018-10-11

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	6	2	4	1		1	1		1			
Middle and Other Managers	8	3	5				1		1			
Professionals	18	6	12							1		1
Semi-Professionals and Technicians	4		4							1		1
Supervisors	1		1							1		1
Administrative and Senior Clerical Personnel	3	2	1									
Clerical Personnel	7	1	6									
Intermediate Sales and Service Personnel	8	2	6	1		1				1		1
Total Number of Employees Terminated	55	16	39	2		2	2		2	4		4



WCG International Consultants Ltd. (certificate # 100246)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / British Columbia

Reporting Period 2015-12-25 to 2018-10-11

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	7	1	6				1		1	1		1
Administrative and Senior Clerical Personnel	3	1	2									
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	2		2									
Total Number of Employees Terminated	13	2	11				1		1	1		1

WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Temporary / British Columbia
Reporting Period 2015-12-25 to 2018-10-11

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



WCG International Consultants Ltd. (certificate # 100246)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Alberta
Reporting Period 2015-12-25 to 2018-10-11

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

Workplace Equity Information Management System - WCG International Consultants Ltd.

Workforce Analysis - Detailed Report

Date: 2018-10-12

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	3	75.0 %	27.4 %	1	2	National
02 : Middle and Other Managers	National	10	8	80.0 %	38.9 %	4	4	National
03 : Professionals		62	49	79.0 %	69.0 %	43	6	
1111 : Financial auditors and accountants	National	1	1	100.0 %	55.1 %	1	0	National
1114 : Other financial officers	National	1	1	100.0 %	44.1 %	0	1	National
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	42.0 %	0	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	2	0	0.0 %	28.3 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	17.9 %	0	0	National
4021 : College and other vocational instructors	National	4	3	75.0 %	53.8 %	2	1	National
4153 : Family, marriage and other related counsellors	National	14	11	78.6 %	74.6 %	10	1	National
4156 : Employment counsellors	National	35	30	85.7 %	74.6 %	26	4	National
4163 : Business development officers and marketing researchers and consultants	National	1	1	100.0 %	50.7 %	1	0	National
04 : Semi-Professionals and Technicians		3	2	66.7 %	25.1 %	1	1	
2282 : User support technicians	British Columbia	3	2	66.7 %	25.1 %	1	1	British Columbia
07 : Administrative and Senior Clerical Personnel		15	13	86.7 %	85.5 %	13	0	
Employment Equity Occupational Group	B.C. less CMAs	10	9	90.0 %	87.5 %	9	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	1	1	100.0 %	80.5 %	1	0	Calgary
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	79.0 %	1	0	Vancouver
Employment Equity Occupational Group	Victoria	2	2	100.0 %	81.2 %	2	0	Victoria
10 : Clerical Personnel		2	2	100.0 %	75.8 %	2	0	
Employment Equity Occupational Group	B.C. less CMAs	1	1	100.0 %	77.5 %	1	0	B.C. less CMAs
Employment Equity Occupational Group	Victoria	1	1	100.0 %	74.1 %	1	0	Victoria



Workforce Analysis - Detailed Report

Date: 2018-10-12

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
11 : Intermediate Sales and Service Personnel		7	6	85.7 %	66.7 %	5	1	
Employment Equity Occupational Group	Victoria	7	6	85.7 %	66.7 %	5	1	Victoria
Total		103	83	80.6 %	65.6 %	69	14	

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 - WCG International Consultants Ltd.

Workforce Analysis - Detailed Report

Date: 2018-10-12

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	4	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	2.2 %	0	0	National
03 : Professionals		62	3	4.8 %	6.4 %	4	-1	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.3 %	0	0	National
1114 : Other financial officers	National	1	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	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	2	0	0.0 %	1.1 %	0	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	1.0 %	0	0	National
4021 : College and other vocational instructors	National	4	1	25.0 %	2.4 %	0	1	National
4153 : Family, marriage and other related counsellors	National	14	0	0.0 %	7.2 %	1	-1	National
4156 : Employment counsellors	National	35	2	5.7 %	7.8 %	3	-1	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		3	0	0.0 %	1.8 %	0	0	
2282 : User support technicians	British Columbia	3	0	0.0 %	1.8 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		15	0	0.0 %	6.3 %	1	-1	
Employment Equity Occupational Group	B.C. less CMAs	10	0	0.0 %	7.7 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	2	0	0.0 %	3.0 %	0	0	Victoria
10 : Clerical Personnel		2	0	0.0 %	6.7 %	0	0	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	9.1 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Victoria	1	0	0.0 %	4.3 %	0	0	Victoria



Workforce Analysis - Detailed Report

Date: 2018-10-12

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
11 : Intermediate Sales and Service Personnel		7	0	0.0 %	4.2 %	0	0	
Employment Equity Occupational Group	Victoria	7	0	0.0 %	4.2 %	0	0	Victoria
Total		103	3	2.9 %	5.6 %	5	-2	

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 - WCG International Consultants Ltd.

Workforce Analysis - Detailed Report

Date: 2018-10-12

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
01 : Senior Managers	National	4	0	0.0 %	10.1 %	0	National	
02 : Middle and Other Managers	National	10	0	0.0 %	15.0 %	2	National	
03 : Professionals		62	14	22.6 %	15.5 %	10	4	
1111 : Financial auditors and accountants	National	1	0	0.0 %	27.5 %	0	0	National
1114 : Other financial officers	National	1	1	100.0 %	21.7 %	0	1	National
1121 : Human resources professionals	National	1	0	0.0 %	14.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	21.6 %	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	2	1	50.0 %	31.4 %	1	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	31.5 %	0	0	National
4021 : College and other vocational instructors	National	4	2	50.0 %	13.4 %	1	1	National
4153 : Family, marriage and other related counsellors	National	14	4	28.6 %	10.5 %	1	3	National
4156 : Employment counsellors	National	35	6	17.1 %	15.5 %	5	1	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	21.9 %	0	0	National
04 : Semi-Professionals and Technicians		3	0	0.0 %	32.5 %	1	-1	
2282 : User support technicians	British Columbia	3	0	0.0 %	32.5 %	1	-1	British Columbia
07 : Administrative and Senior Clerical Personnel		15	2	13.3 %	7.3 %	1	1	
Employment Equity Occupational Group	B.C. less CMAs	10	1	10.0 %	3.4 %	0	1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	1	1	100.0 %	16.5 %	0	1	Calgary
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	35.3 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	2	0	0.0 %	8.2 %	0	0	Victoria
10 : Clerical Personnel		2	0	0.0 %	5.7 %	0	0	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	2.9 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Victoria	1	0	0.0 %	8.6 %	0	0	Victoria



Workforce Analysis - Detailed Report

Date: 2018-10-12

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Availability #	Gap #	Recruitment Area
			Representation #	Representation %	Availability %			
11 : Intermediate Sales and Service Personnel		7	0	0.0 %	12.9 %	1	-1	
Employment Equity Occupational Group	Victoria	7	0	0.0 %	12.9 %	1	-1	Victoria
Total		103	16	15.5 %	14.2 %	15	1	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-10-12

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability %	#		
01/02 : Managers	National	14	0	0.0 %	4.3 %	1	-1	National
03 : Professionals	National	62	5	8.1 %	3.8 %	2	3	National
04 : Semi-Professionals and Technicians	National	3	0	0.0 %	4.6 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	15	1	6.7 %	3.4 %	1	0	National
10 : Clerical Personnel	National	2	0	0.0 %	7.0 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	7	0	0.0 %	5.6 %	0	0	National
Total		103	6	5.9 %	4.0 %	4	2	

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: 2018-10-12

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Employment Services is a fairly specialized field and is highly competitive when it comes to attracting and retaining talent. WCG's aim is to attract and hire those with significant and relevant experience. In our recruiting practices at WCG we recruit from across Canada for all positions except clerical. We often look outside of our province to find the right candidate for all management and case professional personnel.

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



Workforce Analysis - Detailed Report

Date: 2018-10-12

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



Workforce Analysis - Summary Report

Date: 2018-10-12

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	4	3	75.0 %	27.4 %	1	2
02 : Middle and Other Managers	10	8	80.0 %	38.9 %	4	4
03 : Professionals	62	49	79.0 %	69.0 %	43	6
04 : Semi-Professionals and Technicians	3	2	66.7 %	25.1 %	1	1
07 : Administrative and Senior Clerical Personnel	15	13	86.7 %	85.5 %	13	0
10 : Clerical Personnel	2	2	100.0 %	75.8 %	2	0
11 : Intermediate Sales and Service Personnel	7	6	85.7 %	66.7 %	5	1
Total	103	83	80.6 %	65.6 %	69	14

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-12

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	4	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	10	0	0.0 %	2.2 %	0	0
03 : Professionals	62	3	4.8 %	6.4 %	4	-1
04 : Semi-Professionals and Technicians	3	0	0.0 %	1.8 %	0	0
07 : Administrative and Senior Clerical Personnel	15	0	0.0 %	6.3 %	1	-1
10 : Clerical Personnel	2	0	0.0 %	6.7 %	0	0
11 : Intermediate Sales and Service Personnel	7	0	0.0 %	4.2 %	0	0
Total	103	3	2.9 %	5.6 %	5	-2

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-12

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	4	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	10	0	0.0 %	15.0 %	2	-2
03 : Professionals	62	14	22.6 %	15.5 %	10	4
04 : Semi-Professionals and Technicians	3	0	0.0 %	32.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	15	2	13.3 %	7.3 %	1	1
10 : Clerical Personnel	2	0	0.0 %	5.7 %	0	0
11 : Intermediate Sales and Service Personnel	7	0	0.0 %	12.9 %	1	-1
Total	103	16	15.5 %	14.2 %	15	1

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-12

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #
		#	%	%	#	
01/02 : Managers	14	0	0.0 %	4.3 %	1	-1
03 : Professionals	62	5	8.1 %	3.8 %	2	3
04 : Semi-Professionals and Technicians	3	0	0.0 %	4.6 %	0	0
07 : Administrative and Senior Clerical Personnel	15	1	6.7 %	3.4 %	1	0
10 : Clerical Personnel	2	0	0.0 %	7.0 %	0	0
11 : Intermediate Sales and Service Personnel	7	0	0.0 %	5.6 %	0	0
Total	103	6	5.9 %	4.0 %	4	2

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-10-12

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Employment Services is a fairly specialized field and is highly competitive when it comes to attracting and retaining talent. WCG's aim is to attract and hire those with significant and relevant experience. In our recruiting practices at WCG we recruit from across Canada for all positions except clerical. We often look outside of our province to find the right candidate for all management and case professional personnel.

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



Workforce Analysis - Summary Report

Date: 2018-10-12

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

WCG International Consultants Ltd.

2018-10-12

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	24

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	11

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	10	1	2.9
02	Middle & Other Managers	16	0	2.2
03	Professionals	60	3	6.2
04	Semi-Professionals & Technicians	2	0	1.6
05	Supervisors	1	0	4.9
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	9	0	5.2
11	Intermediate Sales & Service Personnel	7	1	4.2
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
Total		105	5	5.0

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		4	0	2.9
		10	0	2.2
		62	3	6.4
		3	0	1.8
		0	0	0.0
		0	0	0.0
		15	0	6.3
		0	0	0.0
		0	0	0.0
		2	0	6.7
		7	0	4.2
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		103	3	5.6

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

WCG International Consultants Ltd.

2018-10-12

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	24

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	11

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	10	0	10.1
02	Middle & Other Managers	16	1	15.0
03	Professionals	60	9	16.2
04	Semi-Professionals & Technicians	2	1	35.9
05	Supervisors	1	1	13.2
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	9	3	16.5
11	Intermediate Sales & Service Personnel	7	0	12.7
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
Total		105	15	15.6

*** Source:**

2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Members of Visible Minorities		
		#	Representation	Availability*
#	#		%	
		4	0	10.1
		10	0	15.0
		62	14	15.5
		3	0	32.5
		0	0	0.0
		0	0	0.0
		15	2	7.3
		0	0	0.0
		0	0	0.0
		2	0	5.7
		7	0	12.9
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		103	16	14.2

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

WCG International Consultants Ltd.

2018-10-12

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	12	24

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	11

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	26	1	4.3
03	Professionals	60	6	3.8
04	Semi-Professionals & Technicians	2	0	4.6
05	Supervisors	1	0	13.9
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	9	0	7.0
11	Intermediate Sales & Service Personnel	7	0	5.6
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
Total		105	7	4.4

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

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

All Employees		Persons with Disabilities	
		Representation	Availability*
#	#	%	
14	0	4.3	
62	5	3.8	
3	0	4.6	
0	0	0.0	
0	0	0.0	
15	1	3.4	
0	0	0.0	
0	0	0.0	
2	0	7.0	
7	0	5.6	
0	0	0.0	
0	0	0.0	
0	0	0.0	
103	6	4.0	

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

WCG International Consultants Ltd.

43385

Start Date of Flow Data		
YYYY	MM	DD
2015	12	25

End Date of Flow Data		
YYYY	MM	DD
2018	10	11

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	1	0	0	1	1	0	0	7	5	0	0
02 Middle & Other Managers	3	2	0	0	1	1	0	0	10	7	0	0
03 Professionals	30	22	4	4	7	6	0	0	21	13	7	6
04 Semi-Professionals & Technicians	8	6	0	0	1	1	0	0	8	7	0	0
05 Supervisors	0	0	0	0	0	0	0	0	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	9	3	2	1	1	0	0	3	1	3	2
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	6	5	0	0	0	0	0	0	9	8	1	1
11 Intermediate Sales & Service Personnel	10	8	0	0	4	3	0	0	8	6	2	2
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	69	53	7	6	15	13	0	0	67	48	13	11

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

WCG International Consultants Ltd.

43385

Start Date of Flow Data		
YYYY	MM	DD
2015	12	25

End Date of Flow Data		
YYYY	MM	DD
2018	10	11

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 (EOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	1	0	0	0	7	1	0	0
02 Middle & Other Managers	3	0	0	0	1	0	0	0	10	0	0	0
03 Professionals	30	0	4	0	7	0	0	0	21	0	7	0
04 Semi-Professionals & Technicians	8	0	0	0	1	0	0	0	8	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	0	3	0	1	0	0	0	3	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	6	0	0	0	0	0	0	0	9	0	1	0
11 Intermediate Sales & Service Personnel	10	0	0	0	4	0	0	0	8	1	2	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	69	0	7	0	15	0	0	0	67	2	13	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

WCG International Consultants Ltd.

43385

Start Date of Flow Data		
YYYY	MM	DD
2015	12	25

End Date of Flow Data		
YYYY	MM	DD
2018	10	11

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	1	0	0	1	0	0	0	7	1	0	0
02 Middle & Other Managers	3	0	0	0	1	0	0	0	10	1	0	0
03 Professionals	30	0	4	0	7	1	0	0	21	0	7	1
04 Semi-Professionals & Technicians	8	0	0	0	1	0	0	0	8	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	0	3	0	1	0	0	0	3	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	6	0	0	0	0	0	0	0	9	0	1	0
11 Intermediate Sales & Service Personnel	10	0	0	0	4	0	0	0	8	0	2	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	69	1	7	0	15	1	0	0	67	2	13	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

WCG International Consultants Ltd.

43385

Start Date of Flow Data		
YYYY	MM	DD
2015	12	25

End Date of Flow Data		
YYYY	MM	DD
2018	10	11

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	1	0	0	0	7	0	0	0
02 Middle & Other Managers	3	1	0	0	1	0	0	0	10	2	0	0
03 Professionals	30	7	4	1	7	1	0	0	21	2	7	1
04 Semi-Professionals & Technicians	8	1	0	0	1	0	0	0	8	2	0	0
05 Supervisors	0	0	0	0	0	0	0	0	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	2	3	0	1	0	0	0	3	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	6	0	0	0	0	0	0	0	9	1	1	0
11 Intermediate Sales & Service Personnel	10	0	0	0	4	0	0	0	8	1	2	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	69	11	7	1	15	1	0	0	67	9	13	1

Federal Contractors Program Achievement Report

Part 3: Goals

WCG International Consultants Ltd.

43385

Data for First/Previous Goals

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

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							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
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2015-12-24	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-24	Annually	Over 3 Years	2015	2018	%	%	%	%			
		#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01	Senior Managers	10	-26.3%	0.0%	0	100.0%	0.0%	0	0	7	0.0%	0	-4	0	0.0%	27.4%	4	4	70.0%	70.0%
02	Middle & Other Managers	16	-14.5%	0.0%	0	76.9%	0.0%	0	0	13	0.0%	0	-7	0	0.0%	38.9%	7	7	81.3%	81.3%
03	Professionals	60	1.1%	0.0%	0	45.9%	0.0%	0	0	45	0.0%	0	-4	0	0.0%	69.0%	4	4	75.0%	75.0%
04	Semi-Professionals & Tech	2	14.5%	0.0%	0	320.0%	0.0%	0	0	2	0.0%	0	-2	0	0.0%	24.2%	2	2	100.0%	100.0%
05	Supervisors	1	-100.0%	0.0%	0	200.0%	0.0%	0	0	1	0.0%	0	0	0	0.0%	61.1%	0	0	100.0%	100.0%
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	0.0%	0.0%	0	80.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/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	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	9	-39.4%	0.0%	0	181.8%	0.0%	0	0	9	0.0%	0	-2	0	0.0%	73.4%	2	2	100.0%	100.0%
11	Intermediate Sales & Service	7	0.0%	0.0%	0	142.9%	0.0%	0	0	6	0.0%	0	-1	0	0.0%	66.7%	1	1	85.7%	85.7%
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		105	-0.6%	0.0%	0	76.9%	0.0%	0	0	83	0.0%	0	-20	0	0.0%	59.7%	20	20	79.0%	79.0%

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	Currently at/over 50% representation
02	Middle & Other Managers	0	0.0	0	0.0	Currently at/over 50% representation
03	Professionals	0	0.0	0	0.0	Currently at/over 50% representation
04	Semi-Professionals & Tech	0	0.0	0	0.0	Currently at/over 50% representation
05	Supervisors	0	0.0	0	0.0	Currently at/over 50% representation
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	Currently at/over 50% representation
07	Administrative & Sr Clerical	0	0.0	0	0.0	Currently at/over 50% representation
08	Skilled Sales & Service	0	0.0	0	0.0	N/A
09	Skilled Crafts & Trades	0	0.0	0	0.0	N/A
10	Clerical Personnel	0	0.0	0	0.0	Currently at/over 50% representation
11	Intermediate Sales & Service	0	0.0	0	0.0	Currently at/over 50% representation
12	Semi-Skilled Manual	0	0.0	0	0.0	N/A
13	Other Sales & Service	0	0.0	0	0.0	N/A
14	Other Manual Workers	0	0.0	0	0.0	N/A
Total		0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

WCG International Consultants Ltd.

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Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							Aboriginal Peoples											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2015-12-24	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-24	Annually	Over 3 Years	#	%	2015	2018	%	#	#	%	%
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	10	-26.3%	0.0%	0	100.0%	0.0%	0	0	0	0	0	-1	0	0.0%	2.9%	1	1	10.0%	10.0%
02	Middle & Other Managers	16	-14.5%	0.0%	0	76.9%	0.0%	0	0	0	0	0	0	0	0.0%	2.2%	0	0	0.0%	0.0%
03	Professionals	60	1.1%	1.0%	2	45.9%	10.0%	18	20	3	10.0%	1	2	2	8.0%	6.2%	-1	0	5.0%	6.5%
04	Semi-Professionals & Tech	2	14.5%	0.0%	0	320.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	1.6%	0	0	0.0%	0.0%
05	Supervisors	1	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	4.9%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	0.0%	0.0%	0	80.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/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	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	9	-39.4%	0.0%	0	181.8%	0.0%	0	0	0	0.0%	0	0	0	0.0%	5.2%	0	0	0.0%	0.0%
11	Intermediate Sales & Service	7	0.0%	0.0%	0	142.9%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	4.2%	1	1	14.3%	14.3%
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		105	-0.6%		0	76.9%		0	0	5	0.0%	0	0	0		5.0%	0	0	4.8%	4.8%

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		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	2	8.0	4	16.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

WCG International Consultants Ltd.

43385

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2015-12-24	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-12-24	Annually	Over 3 Years	#	#	#	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	26	-20.4%	0.0%	0	88.5%	0.0%	0	0	1	0.0%	0	0	0	0.0%	4.3%	0	0	3.8%	3.8%
03 Professionals	60	1.1%	0.0%	0	45.9%	0.0%	0	0	6	0.0%	0	-4	0	0.0%	3.8%	4	4	10.0%	10.0%
04 Semi-Professionals & Tech	2	14.5%	0.0%	0	320.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	4.6%	0	0	0.0%	0.0%
05 Supervisors	1	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	13.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%	0.0%	0	80.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	9	-39.4%	0.0%	0	181.8%	10.0%	3	3	3	10.0%	0	1	1	40.0%	7.0%	-1	0	0.0%	11.1%
11 Intermediate Sales & Service	7	0.0%	0.0%	0	142.9%	0.0%	0	0	0	0.0%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	105	-0.6%		0	76.9%		0	0	7	0.0%	0	-2	0		4.4%	2	2	6.7%	6.7%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	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	0.0	0	0.0		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	0	0.0	0	0.0		
08 Skilled Sales & Service	0	0.0	0	0.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	1	40.0	2	80.0		
11 Intermediate Sales & Service	0	0.0	0	0.0		
12 Semi-Skilled Manual	0	0.0	0	0.0		
13 Other Sales & Service	0	0.0	0	0.0		
14 Other Manual Workers	0	0.0	0	0.0		
Total	0	0.0	0	0.0		

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		All Employees																	Members of Visible Minorities				
		First/Previous Short-term Goals												3 Year Goals					Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		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	From - To							
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Over 3 Years	YYYY-MM-DD		Over 3 Years	2015			2018							
		2015-12-24	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2015-12-24	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%		
01	Senior Managers	10	-26.3%	0.0%	0	100.0%	2.0%	1	1	0	2.0%	0	1	1	50.0%	10.1%	-1	0	0.0%	10.0%			
02	Middle & Other Managers	16	-14.5%	0.0%	0	76.9%	2.0%	1	1	0	2.0%	0	1	1	50.0%	15.0%	-1	0	6.3%	12.5%			
03	Professionals	60	1.1%	1.0%	2	45.9%	10.0%	18	20	9	10.0%	3	4	4	20.0%	16.2%	-1	0	15.0%	16.1%			
04	Semi-Professionals & Tech	2	14.5%	0.0%	0	320.0%	0.0%	0	0	1	0.0%	0	0	0	0.0%	35.9%	0	0	50.0%	50.0%			
05	Supervisors	1	-100.0%	0.0%	0	200.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	13.2%	1	1	100.0%	100.0%			
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	0	0.0%	0.0%	0	80.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/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	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	9	-39.4%	0.0%	0	181.8%	0.0%	0	0	3	0.0%	0	-2	0	0.0%	16.5%	2	2	33.3%	33.3%			
11	Intermediate Sales & Service	7	0.0%	0.0%	0	142.9%	4.0%	1	1	0	4.0%	0	1	1	50.0%	12.7%	-1	0	0.0%	14.3%			
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		105	-0.6%		0	76.9%		0	0	15	0.0%	0	1	0		15.6%	-1	-1	14.3%	14.3%			

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	1	50.0	2	100.0	
02	Middle & Other Managers	1	50.0	2	100.0	
03	Professionals	4	20.0	6	80.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	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	1	50.0	2	100.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

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Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							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
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	2018-10-11		Annually	Over 3 Years					
		2018-10-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	#	%	#	%	%	#	#	%	%
		#	%	%	#	%	%	#	#	#	%	#	#	%	#	%	%	#	#	%	%
01	Senior Managers	4	-26.3%	0.0%	0	100.0%	0.0%	0	0	3	0.0%	0	-2	0	0.0%	27.4%	2	2	75.0%	75.0%	
02	Middle & Other Managers	10	-14.5%	0.0%	0	76.9%	0.0%	0	0	8	0.0%	0	-4	0	0.0%	38.9%	4	4	80.0%	80.0%	
03	Professionals	62	1.1%	0.0%	0	45.9%	0.0%	0	0	49	0.0%	0	-6	0	0.0%	69.0%	6	6	79.0%	79.0%	
04	Semi-Professionals & Tech	3	14.5%	0.0%	0	320.0%	0.0%	0	0	2	0.0%	0	-1	0	0.0%	25.1%	1	1	66.7%	66.7%	
05	Supervisors	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	15	0.0%	0.0%	0	80.0%	0.0%	0	0	13	0.0%	0	0	0	0.0%	85.5%	0	0	86.7%	86.7%	
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	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	2	-39.4%	0.0%	0	181.8%	0.0%	0	0	2	0.0%	0	0	0	0.0%	75.8%	0	0	100.0%	100.0%	
11	Intermediate Sales & Service	7	0.0%	0.0%	0	142.9%	0.0%	0	0	6	0.0%	0	-1	0	0.0%	66.7%	1	1	85.7%	85.7%	
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		103	-0.6%		0	76.9%		0	0	83	0.0%	0	-15	0		65.6%	15	15	80.6%	80.6%	

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)		Women		Comments
		Short-term Goals	Long-term Goals	
			%	
01	Senior Managers		0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
02	Middle & Other Managers		0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
03	Professionals		0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
04	Semi-Professionals & Tech		0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
05	Supervisors		0.0	
06	Supervisors: Crafts & Trades		0.0	
07	Administrative & Sr Clerical		0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
08	Skilled Sales & Service		0.0	
09	Skilled Crafts & Trades		0.0	
10	Clerical Personnel		0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
11	Intermediate Sales & Service		0.0	The representation of women in this EEOG is already at 50% or more; WCG intends to maintain this representation
12	Semi-Skilled Manual		0.0	
13	Other Sales & Service		0.0	
14	Other Manual Workers		0.0	
Total			0.0	

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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 ^p	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis ^q	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees							Aboriginal Peoples												
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2018
		2018-10-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-11	Annually	Over 3 Years	#	#	#	%	%	%	#	#	%	%
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01	Senior Managers	4	-26.3%	0.0%	0	100.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%	
02	Middle & Other Managers	10	-14.5%	10.0%	3	76.9%	10.0%	3	6	0	10.0%	0	0	0	0.0%	2.2%	0	0	0.0%	0.0%	
03	Professionals	62	1.1%	50.0%	93	45.9%	25.0%	47	140	3	25.0%	2	9	9	6.4%	6.4%	-1	0	4.8%	6.5%	
04	Semi-Professionals & Tech	3	14.5%	0.0%	0	320.0%	10.0%	1	1	0	10.0%	0	0	0	0.0%	1.8%	0	0	0.0%	0.0%	
05	Supervisors	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	15	0.0%	25.0%	11	80.0%	25.0%	11	22	0	25.0%	0	2	2	7.0%	6.3%	-1	0	0.0%	7.7%	
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	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	2	-39.4%	10.0%	1	181.8%	25.0%	2	3	0	25.0%	0	0	0	0.0%	6.7%	0	0	0.0%	0.0%	
11	Intermediate Sales & Service	7	0.0%	0.0%	0	142.9%	25.0%	5	5	0	25.0%	0	0	0	0.0%	4.2%	0	0	0.0%	0.0%	
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		103	-0.6%		0	76.9%		0	0	3	0.0%	0	3	0		5.6%	-3	-3	2.9%	2.9%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		6.4		6.4	WCG intends to close this gap and maintain representation of Aboriginal Peoples in this EEOG
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		7.0		7.0	WCG intends to close this gap and maintain representation of Aboriginal Peoples in this EEOG
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	
Total			0.0		0.0	

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Data for Subsequent/Current Goals

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

**Table 13: Persons with Disabilities
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2018	2021					
	2018-10-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-11	Annually	Over 3 Years		#	%							
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	14	-20.4%	10.0%	4	88.5%	10.0%	4	8	0	10.0%	0	1	1	10.0%	4.3%	-1	0	0.0%	5.6%	
03 Professionals	62	1.1%	50.0%	93	45.9%	25.0%	47	140	5	25.0%	4	5	8	5.5%	3.8%	3	3	8.1%	5.8%	
04 Semi-Professionals & Tech	3	14.5%	0.0%	0	320.0%	25.0%	2	2	0	25.0%	0	0	0	0.0%	4.6%	0	0	0.0%	0.0%	
05 Supervisors	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	15	0.0%	25.0%	11	80.0%	25.0%	11	22	1	25.0%	1	1	1	5.0%	3.4%	0	0	6.7%	3.8%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	2	-39.4%	10.0%	1	181.8%	25.0%	2	3	0	25.0%	0	0	0	0.0%	7.0%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	7	0.0%	0.0%	0	142.9%	25.0%	5	5	0	25.0%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	103	-0.6%		0	76.9%		0	0	6	0.0%	0	-2	0		4.0%	2	2	5.8%	5.8%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		10.0		10.0	WCG intends to close this gap and maintain representation of Persons with Disabilities in this EEOG
03 Professionals		5.5		3.8	WCG aims to maintain representation above availability in this EEOG
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		5.0		5.0	WCG aims to maintain representation at or above availability in this EEOG
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

WCG International Consultants Ltd.

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-10-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-10-11	Annually	Over 3 Years	#	#	#	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	4	-26.3%	0.0%	0	100.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	10	-14.5%	10.0%	3	76.9%	10.0%	3	6	0	10.0%	0	2	25.0%	15.0%	-2	0	0.0%	15.4%	
03 Professionals	62	1.1%	50.0%	93	45.9%	25.0%	47	140	14	25.0%	11	21	25	17.5%	15.5%	4	4	22.6%	18.1%
04 Semi-Professionals & Tech	3	14.5%	0.0%	0	320.0%	10.0%	1	1	0	10.0%	0	1	1	50.0%	32.5%	-1	0	0.0%	33.3%
05 Supervisors	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	15	0.0%	25.0%	11	80.0%	25.0%	11	22	2	25.0%	2	2	3	15.0%	7.3%	1	1	13.3%	11.5%
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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	2	-39.4%	10.0%	1	181.8%	25.0%	2	3	0	25.0%	0	0	0	0.0%	5.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	7	0.0%	0.0%	0	142.9%	25.0%	5	5	0	25.0%	0	1	1	10.0%	12.9%	-1	0	0.0%	14.3%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	103	-0.6%		0	76.9%		0	0	16	0.0%	0	-1	0	14.2%	1	1	15.5%	15.5%	

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

‡ 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 (EOG)	Members of Visible Minorities			Comments
	Short-term Goals	Long-term Goals		
		%	%	
01 Senior Managers		0.0	100.0	Growth/turnover is not expected in this EEOG
02 Middle & Other Managers		25.0	25.0	WCG intends to close this gap and maintain representation of Visible Minorities in this EEOG
03 Professionals		17.5	7.0	WCG intends to maintain representation above availability of Visible Minorities in this EEOG
04 Semi-Professionals & Tech		50.0	33.0	WCG intends to close this gap and maintain representation of Visible Minorities in this EEOG
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		15.0	5.0	WCG intends to maintain representation of Visible Minorities in this EEOG
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		10.0	10.0	WCG intends to close this gap and maintain representation of Visible Minorities in this EEOG
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
WCG International Consultants Ltd.
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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):

Created 'Cultural Competency and Diversity Plan' and 'Employee Selection Policy', noting our goal to attract, develop and retain employees with exceptional ability and diverse backgrounds. Achieved 3 year accreditation with CARF. CARF requires training on diversity and personnel policies that and non-discriminatory (particularly around hiring, promoting, and terminating). In addition, WCG maintains policies on Accessibility, Accommodations, and Discrimination.

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.

WCG is a contract based organization. We typically run long term contracts, and therefore have not seen significant growth over the past 4 years. We do predict growth over the next 3 years, which will help to close gaps in representation.

- 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).

Conducted reorganization in January 2017 (12 employees terminated: EEOG 01 = 4, 02 = 3, 03 = 2, 04 = 2, 10 = 1). Certain positions were made redundant and staff affected were moved to other positions where possible. Remaining staff were terminated. Decisions were made solely on the position and not the staff member.

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

- Other.

WCG has low turnover, making closing gaps difficult. Efforts are made to promote from the protected groups where possible.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Achievement Report

Part 4: Results - Women

WCG International Consultants Ltd.

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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			
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓		
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires					Promotions					Terminations						
			Women							Women					Women					Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
01 Senior Managers	2015	10	7	70.0	27.4	3	4	255.5																		
	2018	4	3	75.0	27.4	1	2	273.7	1	1	100.0	0	1	1	1	100.0	1	0	7	5	71.4	5	0			
02 Middle & Other Managers	2015	16	13	81.3	38.9	6	7	208.9																		
	2018	10	8	80.0	38.9	4	4	205.7	3	2	66.7	1	1	1	1	100.0	1	0	10	7	70.0	8	-1			
03 Professionals	2015	60	45	75.0	69.0	41	4	108.7																		
	2018	62	49	79.0	69.0	43	6	114.5	34	26	76.5	23	3	7	6	85.7	5	1	28	19	67.9	21	-2			
04 Semi-Professionals & Technicians	2015	2	2	100.0	24.2	0	2	413.2																		
	2018	3	2	66.7	25.1	1	1	265.6	8	6	75.0	2	4	1	1	100.0	1	0	8	7	87.5	8	-1			
05 Supervisors	2015	1	1	100.0	61.1	1	0	163.7																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	1	0			
06 Supervisors: Crafts & Trades	2015	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

		Data sources:											Comments
		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%		
01 Senior Managers	2018	-5	-3	60.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-5	-3	60.0									
02 Middle & Other Managers	2018	-6	-4	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-6	-4	66.7									
03 Professionals	2018	13	13	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	13	13	100.0									
04 Semi-Professionals & Technicians	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1	0	0.0									
05 Supervisors	2018	-1	-1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-1	-1	100.0									
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									

Federal Contractors Program Achievement Report

Part 4: Results - Women

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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		
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		All Employees	Workforce						Hires				Promotions				Terminations								
			Women			Gap			Women			Women			Women			Women							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07	Administrative & Senior Clerical	2015	0	0	0.0	0.0	0	0	0.0																
	2018	15	13	86.7	85.5	13	0	101.4	14	11	78.6	12	-1	1	1	100.0	0	1	6	3	50.0	0	3		
08	Skilled Sales & Service Personnel	2015	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	2015	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	2015	9	9	100.0	73.4	7	2	136.2																
	2018	2	2	100.0	75.8	2	0	131.9	6	5	83.3	5	0	0	0	0.0	0	0	10	9	90.0	10	-1		
11	Intermediate Sales & Service Personnel	2015	7	6	85.7	66.7	5	1	128.5																
	2018	7	6	85.7	66.7	5	1	128.5	10	8	80.0	7	1	4	3	75.0	3	0	10	8	80.0	9	-1		
12	Semi-Skilled Manual Workers	2015	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:											Comments
		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	2018	9	9	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	9	9	100.0									
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	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									
10	Clerical Personnel	2018	-4	-4	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	-4	-4	100.0									
11	Intermediate Sales & Service Personnel	2018	4	3	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	4	3	75.0									
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0									

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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						
		Workforce Analysis									Flow Data Analysis																		
		Workforce									Hires				Promotions				Terminations										
		All Employees		Aboriginal Peoples				EE Result			All Employees		Aboriginal Peoples		Difference		All Employees		Aboriginal Peoples		Difference		All Employees		Aboriginal Peoples		Difference		
		Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
		#	%	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01	Senior Managers	2015	10	1	10.0	2.9	0	1	344.8																				
		2018	4	0	0.0	2.9	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	7	1	14.3	1	0			
02	Middle & Other Managers	2015	16	0	0.0	2.2	0	0	0.0																				
		2018	10	0	0.0	2.2	0	0	0.0	3	0	0.0	0	0	0	1	0	0.0	0	0	0	10	0	0.0	0	0			
03	Professionals	2015	60	3	5.0	6.2	4	-1	80.6																				
		2018	62	3	4.8	6.4	4	-1	75.6	34	0	0.0	2	-2	7	0	0.0	0	0	0	28	0	0.0	1	-1				
04	Semi-Professionals & Technicians	2015	2	0	0.0	1.6	0	0	0.0																				
		2018	3	0	0.0	1.8	0	0	0.0	8	0	0.0	0	0	1	0	0.0	0	0	0	8	0	0.0	0	0				
05	Supervisors	2015	1	0	0.0	4.9	0	0	0.0																				
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0				
06	Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																				
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0				

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

		New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
		#	%	#	%	%	%	#	%	%	%			
01	Senior Managers	2018	-5	-1	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	-5	-1	20.0			0.0	0.0			0.0	0.0	
02	Middle & Other Managers	2018	-6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	-6	0	0.0			0.0	0.0			0.0	0.0	
03	Professionals	2018	13	0	0.0	2	0.0	8.0	0.0	4	0.0	16.0	0.0	
		2021	13	0	0.0			6.4	0.0			6.4	0.0	
04	Semi-Professionals & Technicians	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	
05	Supervisors	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	
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	

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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	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
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						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
07	Administrative & Senior Clerical	2015	0	0	0.0	0.0	0	0	0.0															
	2018	15	0	0.0	6.3	1	-1	0.0	14	0	0.0	1	-1	1	0	0.0	0	0	6	0	0.0	0	0	0
08	Skilled Sales & Service Personnel	2015	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	2015	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	2015	9	0	0.0	5.2	0	0	0.0															
	2018	2	0	0.0	6.7	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	10	0	0.0	0	0	0
11	Intermediate Sales & Service Personnel	2015	7	1	14.3	4.2	0	1	340.1															
	2018	7	0	0.0	4.2	0	0	0.0	10	0	0.0	0	0	4	0	0.0	1	-1	10	1	10.0	1	0	0
12	Semi-Skilled Manual Workers	2015	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:											Comments
		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%				
07	Administrative & Senior Clerical	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	9	0	0.0								7.0	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
	2021	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
10	Clerical Personnel	2018	-4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	-4	0	0.0								0.0	0.0
11	Intermediate Sales & Service Personnel	2018	4	-1	-25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	4	-1	-25.0								0.0	0.0
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0								0.0	0.0

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		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
Data sources:				Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
				↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
13	Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0																			
14	Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0																			
Total		2015	105	5	4.8	5.0	5	0	95.2																		
		2018	103	3	2.9	5.6	6	-3	52.0	76	0	0.0	4	-4	15	0	0.0	1	-1	80	2	2.5	4	-2			

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100		
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓		
Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
13	Other 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		
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	11	-2	-18.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	11	-2	-18.2			0.0	0.0			0.0	0.0	

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Part 6: Results - Persons with Disabilities

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires				All Employees	Promotions				All Employees	Terminations				
			Persons with Disabilities								Persons with Disabilities					Persons with Disabilities					Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual		Expected	Difference	Actual	Expected		Difference				
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
01&02 Managers	2015	26	1	3.8	4.3	1	0	89.4																	
	2018	14	0	0.0	4.3	1	-1	0.0	4	1	25.0	0	1	2	0	0.0	0	0	0	17	2	11.8	1	1	
03 Professionals	2015	60	6	10.0	3.8	2	4	263.2																	
	2018	62	5	8.1	3.8	2	3	212.2	34	0	0.0	1	-1	7	1	14.3	1	0	28	1	3.6	3	-2		
04 Semi-Professionals & Technicians	2015	2	0	0.0	4.6	0	0	0.0																	
	2018	3	0	0.0	4.6	0	0	0.0	8	0	0.0	0	0	1	0	0.0	0	0	8	0	0.0	0	0		
05 Supervisors	2015	1	0	0.0	13.9	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2015	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		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			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			
#	#	%	#	%	#	%	#	%						
01&02 Managers	2018	-11	-1	9.1	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-11	-1	9.1			10.0	90.9			10.0	90.9		
03 Professionals	2018	13	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	13	0	0.0			5.5	0.0			3.8	0.0		
04 Semi-Professionals & Technicians	2018	1	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		
05 Supervisors	2018	-1	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		
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	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

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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	
		↓								↓														
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		
		#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
07	Administrative & Senior Clerical	2015	0	0	0.0	0.0	0	0	0.0															
	2018	15	1	6.7	3.4	1	0	196.1	14	0	0.0	0	0	0	1	0	0.0	0	0	6	0	0.0	0	0
08	Skilled Sales & Service Personnel	2015	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	2015	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	2015	9	0	0.0	7.0	1	-1	0.0															
	2018	2	0	0.0	7.0	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	10	0	0.0	0	0	
11	Intermediate Sales & Service Personnel	2015	7	0	0.0	5.6	0	0	0.0															
	2018	7	0	0.0	5.6	0	0	0.0	10	0	0.0	1	-1	4	0	0.0	0	0	10	0	0.0	0	0	
12	Semi-Skilled Manual Workers	2015	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	

		Data sources:											Comments
		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100	
		↓				↓			↓				
Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		#	#	%	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	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	9	0	0.0			5.0	0.0			5.0	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
	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	-4	0	0.0	1	0.0	40.0	0.0	2	0.0	80.0	0.0
	2021	-4	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	4	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

WCG International Consultants Ltd.

43385

		Workforce Analysis										Flow Data Analysis										
Employment Equity Occupational Group (EEOG)	Year	Workforce								Hires				Promotions				Terminations				
		All Employees	Representation			Availability		Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			
		#	#	%	%	#	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%
		#	#	%	%	#	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%
01 Senior Managers	2015	10	0	0.0	10.1	1	-1	0.0														
	2018	4	0	0.0	10.1	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	7	0	0.0
02 Middle & Other Managers	2015	16	1	6.3	15.0	2	-1	41.7														
	2018	10	0	0.0	15.0	2	-2	0.0	3	1	33.3	0	1	1	0	0.0	0	0	10	2	20.0	1
03 Professionals	2015	60	9	15.0	16.2	10	-1	92.6														
	2018	62	14	22.6	15.5	10	4	145.7	34	8	23.5	5	3	7	1	14.3	1	0	28	3	10.7	4
04 Semi-Professionals & Technicians	2015	2	1	50.0	35.9	1	0	139.3														
	2018	3	0	0.0	32.5	1	-1	0.0	8	1	12.5	3	-2	1	0	0.0	1	-1	8	2	25.0	4
05 Supervisors	2015	1	1	100.0	13.2	0	1	757.6														
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	1
06 Supervisors: Crafts & Trades	2015	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

		New Entrants				Goals								Comments
Employment Equity Occupational Group (EEOG)	Year	Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities				
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
		#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2018	-5	0	0.0	1	0.0	50.0	0.0	2	0.0	100.0	0.0		
	2021	-5	0	0.0			0.0	0.0			100.0	0.0		
02 Middle & Other Managers	2018	-6	-1	16.7	1	-100.0	50.0	33.3	2	-50.0	100.0	16.7		
	2021	-6	-1	16.7			25.0	66.7			25.0	66.7		
03 Professionals	2018	13	6	46.2	4	150.0	20.0	230.8	6	100.0	80.0	57.7		
	2021	13	6	46.2			17.5	263.7			7.0	659.3		
04 Semi-Professionals & Technicians	2018	1	-1	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	-1	-100.0			50.0	-200.0			33.0	-303.0		
05 Supervisors	2018	-1	-1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	-1	100.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

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		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
Data sources:				Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
				↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations							
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
07	Administrative & Senior Clerical	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	15	2	13.3	7.3	1	1	182.6		14	2	14.3	1	1	1	0	0.0	0	0	0	6	0	0.0	0	0	0	0
08	Skilled Sales & Service Personnel	2015	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
09	Skilled Crafts & Trades Workers	2015	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
10	Clerical Personnel	2015	9	3	33.3	16.5	1	2	202.0																		
	2018	2	0	0.0	5.7	0	0	0.0		6	0	0.0	0	0	0	0	0.0	0	0	0	10	1	10.0	3	-2		
11	Intermediate Sales & Service Personnel	2015	7	0	0.0	12.7	1	-1	0.0																		
	2018	7	0	0.0	12.9	1	-1	0.0		10	0	0.0	1	-1	4	0	0.0	0	0	0	10	1	10.0	0	1		
12	Semi-Skilled Manual Workers	2015	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

Data sources:				Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
				↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities						
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	%	%	%	%					
07	Administrative & Senior Clerical	2018	9	2	22.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	9	2	22.2			15.0	148.1		5.0	444.4			
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	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	0.0
	2021	0	0	0.0			0.0	0.0		0.0	0.0			
10	Clerical Personnel	2018	-4	-1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	-4	-1	25.0			0.0	0.0		0.0	0.0			
11	Intermediate Sales & Service Personnel	2018	4	-1	-25.0	1	-100.0	50.0	-50.0	2	-50.0	100.0	-25.0	
	2021	4	-1	-25.0			10.0	-250.0		10.0	-250.0			
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0		0.0	0.0			

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

Employer Name: WCG International Consultants Ltd.

Primary Location: Victoria, British Columbia

Number of Employees: 103

- British Columbia - 83
- Alberta - 16
- Ontario - 3
- Saskatchewan - 1

Organization Overview:

NAICS 5416 (Management, scientific and technical consulting services)

WCG International Consultants Ltd. works with thousands of businesses, as well as provincial and federal governments, to equip clients with the skills and training employers need most. Their programs have helped over 160,000 Canadians, coast-to-coast, overcome barriers and receive the services needed to find and maintain employment and improve their quality of life.

Key Dates – First Year Assessment

Initiated: 2016-02-01
 Received: 2016-02-29
 Closed: 2016-03-08
 Workforce Analysis: 2015-12-24

Key Dates – Subsequent Assessment

Initiated: 2018-12-05
 Received: 2018-11-07
 Workforce Analysis: 2018-10-12

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

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

Yes No

ASSESSMENT OF REASONABLE PROGRESS

Previous goals were set in both numbers and percentages therefore progress has been assessed against the percentage goals.

Women

Assessment/Observations

- There were no gaps identified for this designated group.

Aboriginal Peoples

03	Professionals	Goal not met – (0% achieved)
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Assessment/Observations

- EEOG 03: There were 41 new entrants and none were Aboriginal persons. At LMA rate of 6.2%, at least two would have been expected.

Persons with Disabilities

10	Clerical Personnel	Goal not met – (0% achieved)
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Assessment/Observations

- EEOG 10: There were six new entrants and none were persons with disabilities. However, with an LMA rate of only 7%, the goal was unattainable.

Members of Visible Minorities

01	Senior Managers	Goal not met - (0% achieved)
02	Middle & Other Managers	Goal not met – (50% achieved)
03	Professionals	Goal met at 110%
11	Intermediate Sales & Service Personnel	Goal not met - (0% achieved)

Assessment/Observations

- EEOG 01: There were two new entrants and none were of a visible minority. However with an LMA rate of only 10.1%, the goal was unattainable.
- EEOG 02: There were four new entrants and one as of a visible minority. However with an LMA rate of only 15%, the goal was unattainable.
- EEOG 11: There were 14 new entrants and none were of a visible minority. At LMA rate of 12.7%, at least one would have been expected.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

1. Out of six required goals:

- One was met at 80% or above;
- One had a percentage of the goal completed;

- Four had zero percent achieved.
2. The following should be noted:
- A reorganization was conducted in January 2017 which resulted in:
 - 12 employees terminated: Certain positions were made redundant and staff affected was moved to other positions, where possible. Remaining staff were terminated. Decisions were made solely on the position and not the staff member.
 - WCG International Consultants Ltd. has low turnover, making closing gaps difficult at times. They've shown that efforts have been made to promote from the protected groups wherever possible.
 - This organization is contract-based. They typically run long term contracts and therefore, have not seen significant growth over the past four years. They do however anticipate growth over the next three years which will help close gaps in representation.
3. The organization also confirmed on the Efforts tab of their Achievement Report that they have implemented all required measures including, three additional initiatives/measures to assist in achieving employment equity in the workplace.
- Specifically, the organization has achieved its three year accreditation with CARF. CARF requires training on diversity and personnel policies that are non-discriminatory; particularly around hiring, promoting, and terminating.

ASSESSMENT OF GOALS

Women

Observations:

- There were no gaps present for this designated group.

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	#	%	%	%	%
03	Professionals	-1	6.4	6.4	4.8	6.4
07	Admin & Senior Clerical Personnel	-1	7.0	7.0	0.0	6.3

Observations:

- Goals have been set appropriately at, or higher, than LMA in every EEOG where there is a gap present.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	10.0	10.0	0.0	4.3

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-2	25.0	25.0	0.0	15.0
04	Semi-Professionals & Technicians	-1	50.0	33.0	0.0	32.5
11	Inter Sales & Service Personnel	-1	10.0	10.0	0.0	12.9

Observations:

- Goals have been set appropriately at, or higher, than LMA in EEOG 02 and EEOG 04 where there is a gap present. The three year goal set for EEOG 11 falls slightly below the LMA rate. It is always recommended that goals be set at, or higher than LMA rates.

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:

1. Although the organization has made great efforts to reach their employment equity goals and, despite there being only five gaps identified, the organization may still benefit from conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in each designated groups.
 - A guide for completing an ESR can be found at the following link:
<https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be preventing them from achieving employment equity in the workplace.

2. As well, to help with reducing and eliminating the gaps, the organization may consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups.

Name of Analyst: Céline Brown

Date: November 21, 2018

From: Brown, Celine E [NC] **On Behalf Of** EE-EME

Sent: December 7, 2018 11:12 AM

To: Tania Bennett <Tania.Bennett@wcgservices.com>

Cc: Crysta Walski <Crysta.Walski@wcgservices.com>; 'mary.moldowan@wcgservices.com' <mary.moldowan@wcgservices.com>

Subject: Government of Canada Agreement Number: 100246 – Notification of Compliance with the Federal Contractors Program (WCG International Consultants Ltd.)

Cette information est également disponible en français sur demande.

Dear Darlene Bailey:

I am writing to inform you that the subsequent compliance assessment initiated on December 5, 2018 has been completed. As a result of the assessment, WCG International Consultants Ltd. 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 WCG International Consultants Ltd.'s employment equity program.

1. Although the organization has made great efforts to reach their employment equity goals and, despite there being only five gaps identified, the organization may still benefit from conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in each designated groups.
 - A guide for completing an ESR can be found at the following link:
<https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be preventing them from achieving employment equity in the workplace.
2. As well, to help with reducing and eliminating the gaps, the organization may consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups.

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 December 5, 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, WCG International Consultants Ltd. 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@hrsdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish WCG International Consultants Ltd. 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@hrsdcc.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!