Purpose

Employment and Social Development Canada's (ESDC) Federal Contractors Program (FCP) requires provincially regulated employers with 100 or more employees bidding on federal contracts of \$1 M or more seek to achieve and maintain a workforce that is representative of the Canadian workforce, including members of the four designated groups under the Employment Equity Act (women, aboriginal and indigenous peoples, persons with disabilities, members of visible minorities).

3-Filter Significance Test

- 1. Gaps of -3 or more may be significant and must be recorded, then apply
- 2. Gaps of -3 or more with utilization rates (UTR) of 80% or less are significant
- 3. If gaps between -1 and -3 exist for a designated group in 3 or more EEOGs (columnsad



EEOG Description NOC Description National F National Total National F% Dal Total Dal F FE



FCP Employment Equity Significance Testing

| | F Gap | | | RV Gap | | | | | AB Gap | | | | PD Gap | | | | # Gaps | | | | | | | | |
|--|-------|------|------|--------|------|------|------|------|--------|------|------|------|--------|------|------|------|--------|------|------|------|------|------|------|------|------|
| | 2016 | 2017 | 2018 | 2019 | 2020 | 2016 | 2017 | 2018 | 2019 | 2020 | 2016 | 2017 | 2018 | 2019 | 2020 | 2016 | 2017 | 2018 | 2019 | 2020 | 2016 | 2017 | 2018 | 2019 | 2020 |
| 01 Senior Managers | | | | | | | | | | | | | | | | | | | | | | | | | |
| 02 Middle and Other Managers | | | | | | | | | | | | | | | | | | | | | | | | | |
| 03 Professionals | | | | | | | | | | | | | | | | | | | | | | | | | |
| 04 Semi-Professionals and Technicians | | | | | | | | | | | | | | | | | | | | | | | | | |
| 05 Supervisors | | | | | | | | | | | | | | | | | | | | | | | | | |
| 06 Supervisors crafts and trades | | | | | | | | | | | | | | | | | | | | | | | | | |
| 07 Administrative and Senior Clerical | | | | | | | | | | | | | | | | | | | | | | | | | |
| 08 Skilled Sales and Service Personnel | | | | | | | | | | | | | | | | | | | | | | | | | |
| 09 Skilled Crafts and Trades Workers | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 Clerical Personnel | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 Intermediate Sales and Service Pe | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 Semi-Skilled Manual Workers | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13 Other Sales and Service Personnel | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 Other Manual Workers | | | | | | | | | | | | | | | | | | | | | | | | | |
| Grand Total | | | | | | | | | | | | | | | | | | | | | | | | | |