

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 \$1M 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 (columns 10-13)

Designated Group	2011 NHS	2016 Census	Designated Group	2011 NHS	2016 Census
Female	45.3%	44.0%	Female	45.3%	44.0%
RV	19.1%	21.1%	RV	14.8%	14.8%
AB	1.3%	1.4%	AB	2.2%	3.2%
PD	0.0%	0.0%	PD	0.0%	0.0%

EEOG Description	NOC Description	National F	National Total	National IP%	Dal Total	Dal F	FE 5/45	η	η
		12,110	53,085	23%	2	1	0	1	219%



FCP Employment Equity Significance Testing

[illegible]

