

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)

Designated Group	2011 NHS	2016 Census	Designated Group	2011 NHS	2016 Census
W	49.3%	44.0%	W	49.3%	44.0%
RV	19.1%	21.1%	RV	19.1%	21.1%
AB	1.3%	1.4%	AB	1.3%	1.4%
PD			PD		

EEOG Description	NOC Description	National F	National Total	National F%	Dal Total	Dal F	F E 5,x45
		12,110	53,085	23%	2	1	0
							1
							219%

Aug 24, 2021



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																									

