



Highlights



Appointment under the *Public Service Employment Act* following participation in federal student employment programs

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The Public Service Commission (PSC) is an independent agency reporting to Parliament, mandated to safeguard the integrity of the public service staffing system and the political neutrality of the public service. In addition, the PSC recruits qualified Canadians from across the country.

Why did the PSC conduct this statistical study?

Students hired under student employment programs between April 1997 and March 2005 were followed through to March 2008 to determine what proportion of them were subsequently appointed under the *Public Service Employment Act* (PSEA). A descriptive analysis of these appointments is provided based on other significant variables, such as region and organization. The main findings of the study are as follows:

- Twenty-three percent of the 52 901 periods of student employment identified in the study ended with an appointment to a specified-period (term) or an indeterminate (permanent) position. A majority of students (74%) were appointed to an indeterminate position, either directly or following employment as a term employee.
- The majority (73%) of first appointments under the PSEA occurred within one year from the end of the student employment.
- Most (70%) appointments under the PSEA were to the same organization that initially hired the student.
- First appointment under the PSEA was most often to the Administrative and Foreign Service (41%) and Administrative Support (25%) categories.
- Subsequent appointment of students under the PSEA was more likely in the National Capital Region (NCR) [32%] than in the regions outside the NCR (16%).
- A difference between language groups was observed in the NCR. Among the students with English as first official language, 28% were appointed under the PSEA; the rate was 40% for students whose first official language was French.
- Overall, 14% of students experienced a period of casual employment subsequent to being hired as a student. Among those who were subsequently appointed under the PSEA (23%), the proportion who experienced a period of casual employment subsequent to being hired as a student was considerably higher (37%).
- The percentage of total term and indeterminate recruitment represented by former students was up over the start of the study period, from 7% in 1999-2000 to 9% in 2004-2005.

What action is the PSC taking?

This study is of interest to the human resources community in general and, more specifically, to those involved in policy development and human resources planning. In particular, the study results establish benchmarks that should assist departments and agencies in the development of recruitment strategies.

