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# Special Surveys Program



Statistics Canada  
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Canada



**TRACKING STUDY OF FEDERAL EMPLOYEES**

**1994**

**SUMMARY TABULATIONS**

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## INTRODUCTION

This document contains summary results of a household survey, conducted in 1994, on the subject of the human, social and economic impact of departures from federal government jobs in the National Capital Region in 1991 and 1992.

Requests for more documentation about the survey or further statistical tables should be addressed to:

Stephan Roller  
Special Surveys Division  
Statistics Canada  
5th Floor, Jean Talon Building, Section a-6  
Tunney's Pasture  
Ottawa, Ontario  
K1A 0T6

Tel: (613) 951-4625  
Fax: (613) 951-0562







## HIGHLIGHTS

Statistics Canada conducted a survey of persons who separated from federal government jobs in the National Capital Region in 1991 and 1992.

The survey collected information on the economic and social impacts of departure, particularly labour market adjustment. Interviews were held in July 1994, which was an average of 30 months after separation from the government job.

The focus of the study were 3100 **persons who left indeterminate full-time jobs** under the Workforce Adjustment Program during this period. Findings about the experience of this group include:

- More than half of these departures involved persons aged 55 years or older; therefore, it is not surprising that only 63% participated in the labour market at one time or another during the 30 month period following separation.
- Among labour force participants, only 83% found jobs. There were 39% who still had no jobs one year after separation.
- Half of those who found jobs worked in service industries including management and business consulting, services to business and personal services; 14% were back with the federal public service; 9% were employed in education and health, 5% with other levels of government, and the rest (22%) found jobs in the more traditional industries.
- Some 35% were self-employed during their last spell of employment since separation; one quarter of these started self-employment because no paid work was available. Most self-employed persons offered services in management, business, scientific or other specialized consulting. Others started a business providing goods and other services to business. Of those who contracted their services, 72% had contracts with private sector businesses and 40% had contracts with the federal public service.
- Almost one-third of the paid workers worked in part-time jobs and 45% in term jobs.
- Five-sixths of those who had jobs were as satisfied with their jobs after separation as with the previous government job, even though 58% were doing a somewhat different kind of work.
- The unemployment rate among this group of persons was 21% in July, 1994, compared to an overall unemployment rate of 8.0% in the Ottawa-Hull area.



- Twenty-two percent of labour force participants took some training during or after separation and 25% received counselling relative to the labour market.
- The household income of 68% of these persons decreased in 1993 from the year before separation partly because they left the labour force or found no jobs. However, of those with lower or no earnings, 80% received pensions and 31% had spouse's full-time earnings to supplement household income.
- Less than 5% of this group received social assistance in 1993. There were 11% who received U.I. benefits at some time during the year.
- Only 14% of people leaving government jobs under Workforce Adjustment moved out of the region compared to 32% of voluntary leavers.

The study also investigated the adjustment experience of a second group of persons; those whose **term jobs of 6 months duration or greater ended in 1991 or 1992**. This represented 2,610 persons. The survey found that:

- These persons tended to be less than 45 years old and 90% remained in the labour market during the post-separation period.
- Most participants (95%) found jobs during the period, but more than a third had to search for 6 months or longer after separation to find another job.
- Fifty-four percent eventually found another position with the federal government. And 68% of those who found paid work continued to be employed in term positions rather than in indeterminate positions.
- The unemployment rate of term employees who had to leave government jobs was 16%, 30 months later, in July 1994.
- Fifty-five percent (55%) of these individuals experienced a decrease in household income in 1993 relative to the year before separation.
- About 8 to 15% received social assistance benefits in 1993 and 22% received U.I. benefits.
- Nineteen percent moved out of the National Capital Region since leaving the government job in 1991 or 1992.





## DESCRIPTION OF THE SURVEY

In anticipation of restructuring, downsizing and decentralization of federal government departments, there was some interest in obtaining information about the potential impact of these on the National Capital Region. This interest was expressed by different levels of government and the local community resulted in a number of proposals in 1993, one of which was the undertaking of a follow-up survey of federal public servants.

It was proposed to conduct a follow-up of persons who had left federal government employment under the Federal Workforce Adjustment Policy. Such a survey would provide information for an understanding of what happens to federal Public Service employees after job loss. The objective was to study the human, social and economic impacts of these departures. Such information would facilitate the development of programs by federal and municipal bodies to lessen the negative effects of the loss of employment on the National Capital Region.

The Tracking Study of Federal Employees was therefore carried out as a follow-up survey of federal employees who have separated from the Public Service in the National Capital Region at some time in 1991 and 1992.

The survey focuses on persons released under the federal Workforce Adjustment Program. For comparative analysis, smaller samples were included in the survey representing persons who have left public service employment under different circumstances. These represent three distinct groups:

1. Persons released from full-time term jobs of terms six months or longer.
2. Persons who took retirement and whose positions were not declared surplus under the Workforce Adjustment Program.
3. Persons who left public service employment voluntarily for other reasons than retirement.

The sampling frame for the survey was based on the public service pay administration file and was derived by Treasury Board and provided to Statistics Canada for this project.

The resulting population of separations in the four groups numbered 8,780 persons in 1991-1992. After excluding persons who were deceased by the time of the survey, unable to respond due to disability and those who have left Canada, the estimated size of the population described by the survey was 8,560.



A sample of 1,417 persons were selected from the population frame using stratified random sampling; 1,277 (90%) were traced to an address in 1993, 1,044 persons finally responded and after excluding 35 persons who did not admit to a separation, 1,009 responses were used for the tabulations.

Interviews took place in July, 1994, an average of two and one half years (30 months) after separation.

### Data Reliability

Since it is an unavoidable fact that estimates from a sample survey are subject to sampling error, sound statistical practice calls for researchers to provide users with some indication of the magnitude of this sampling error.

Before releasing or publishing any estimate from these tabulations, users should follow the following guidelines with respect to the symbols appearing next to estimates:

- G Coefficient of variation of these estimates is high, from 16.6 to 25.0%. Estimates can be considered for release but should be interpreted with caution.
- H Estimates have a very high sampling variability, a coefficient of variation of 25.1-33.3% or a standard error of up to 3 percentage points. This occurs for attributes that apply to small proportions of the population. Users can use these estimates by collapsing two or more categories.
- .. Sampling variation is too high with a coefficient of variation that is greater than 33.3%; or, the sample size is too small. These estimates are not shown in the tables.
- Amount estimated is too small to be expressed.

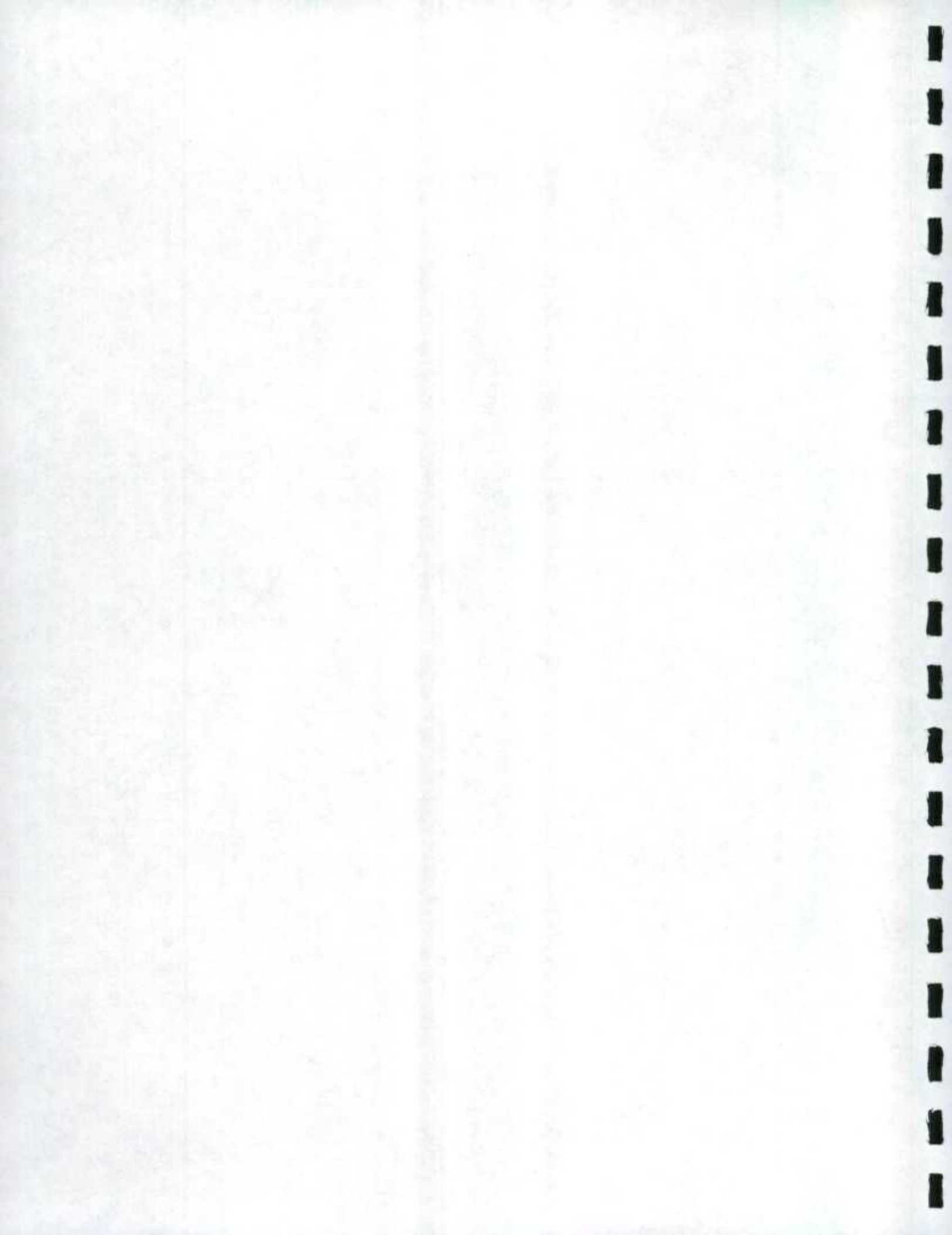




## **TRACKING STUDY OF FEDERAL EMPLOYEES 1994**

**A survey of persons who separated from federal public service jobs in the National Capital Region in 1991 and 1992.**

### **STATISTICAL TABULATIONS**



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 1. Characteristics of the four survey groups

	Total	Workforce adjustment	Type of separation		
			Term jobs	Voluntary Retirement	Voluntary Leavers
<b>Persons represented by survey</b>	<b>8,560</b>	<b>2,960</b>	<b>2,530</b>	<b>1,070</b>	<b>1,990</b>
<b>Survey sample</b>	1009	630	119	100	160
PERSONAL AND BACKGROUND PROFILE					
	%	%	%	%	%
<b>Age</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Less than 25	7	1	15	0	8
25-44	44	21	66	0	71
45-54	16	22	13	10	14
55 or greater	34	56	6	90	7
<b>Sex</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Men	50	58	38	63	45
Women	50	42	62	37	55
<b>Year of separation</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
1991	62	78	53	53	56
1992	38	22	47	47	44

Note: Table 1 is based on population statistics, not sample survey data.



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 1. Characteristics of the four survey groups(cont'd)

	Total	Workforce adjustment	Type of separation		
			Term jobs	Voluntary Retirement	Voluntary Leavers
	%	%	%	%	%
<b>Major departments</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Agriculture	4	6	4	3	3
National Defence	11	8	10	22	8
Supply and Services	7	12	3	4	6
Energy Mines and Resources	5	7	3	3	4
National Capital Commission	4	6	2	6	4
National Health and Welfare	5	5	4	6	3
Statistics Canada	4	1	6	7	4
Revenue Canada Taxation	8	3	26	8	5
Other departments	49	51	37	40	52
<b>Employee Classification</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Executive	5	10	0	5	3
Scientific and Professional	9	10	6	12	12
Administrative and For. Serv.	26	36	13	24	29
Technical	8	10	9	12	4
Admin. Support	39	27	58	30	37
Operational	9	7	10	15	8
Not available	4	1	4	2	7







# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 1. Characteristics of the four survey groups(cont'd)

	Total	Workforce adjustment	Type of separation		
			Term jobs	Voluntary Retirement	Voluntary Leavers
	%	%	%	%	%
<b>Annual Salary range in govt job</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Less than \$30,000	40	22	68	27	38
\$30,000 to less than 40,000	22	21	20	25	23
\$40,000 to less than 60,000	22	28	9	24	13
\$60,000 or greater	16	28	3	24	15
 <i>Average salary in govt job (\$)</i>	 \$40,400	 \$47,500	 \$29,500	 \$46,500	 \$40,000
 <b>Pensionable years of service</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>
Not available	4	1	11	1	3
Less than 10	44	12	85	4	63
10 to less than 15	9	11	1	7	14
15 to less than 20	8	16	1	13	10
20 to less than 25	7	13	1	13	4
25 or greater	31	46	2	63	5
 <b>Place of Residence 2 years after separation</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>
National Capital Region	80	86	81	82	68
Ontario side	58	66	54	66	47
Quebec side	22	20	27	16	21
Outside N.C.R.	20	14	19	18	32



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 2. Labour force participation of the four survey groups since separation

	Type of separation				
	Total	Workforce adjustment	Term jobs	Voluntary Retirement	Voluntary Leavers
Labour force participation during the 30 mo. period	%	%	%	%	%
Never	100	100	100	100	100
Less than 6 months	26	37	10 G	64	12 G
6 months to less than 12 months	4	7	--	6 H	3 H
12 months or greater	4	8	--	5 H	..
The whole period	28	26	38	15	25
	38	21	52	9	59
Labour Force Activity, July 1994	100	100	100	100	100
Employed	54	35	76	15	76
Unemployed	9	9	14	4 H	5 H
Not in the labour force	37	56	10	80	19
Personal or family responsibilit	4	3	..	--	9 H
Ill or disabled	3	5	--	6 H	..
Retired	22	36	4 H	62	4 H
Other	8	12	3 H	12 G	4 H
includes: school, vacation, travel, etc.					
Unemployment rate* in July,1994	14	21	16	21 H	7 G

\* Number of unemployed divided by the sum of employed and unemployed.

G,H,-- For the meaning of indicators of reliability of estimates, please refer to page v.



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

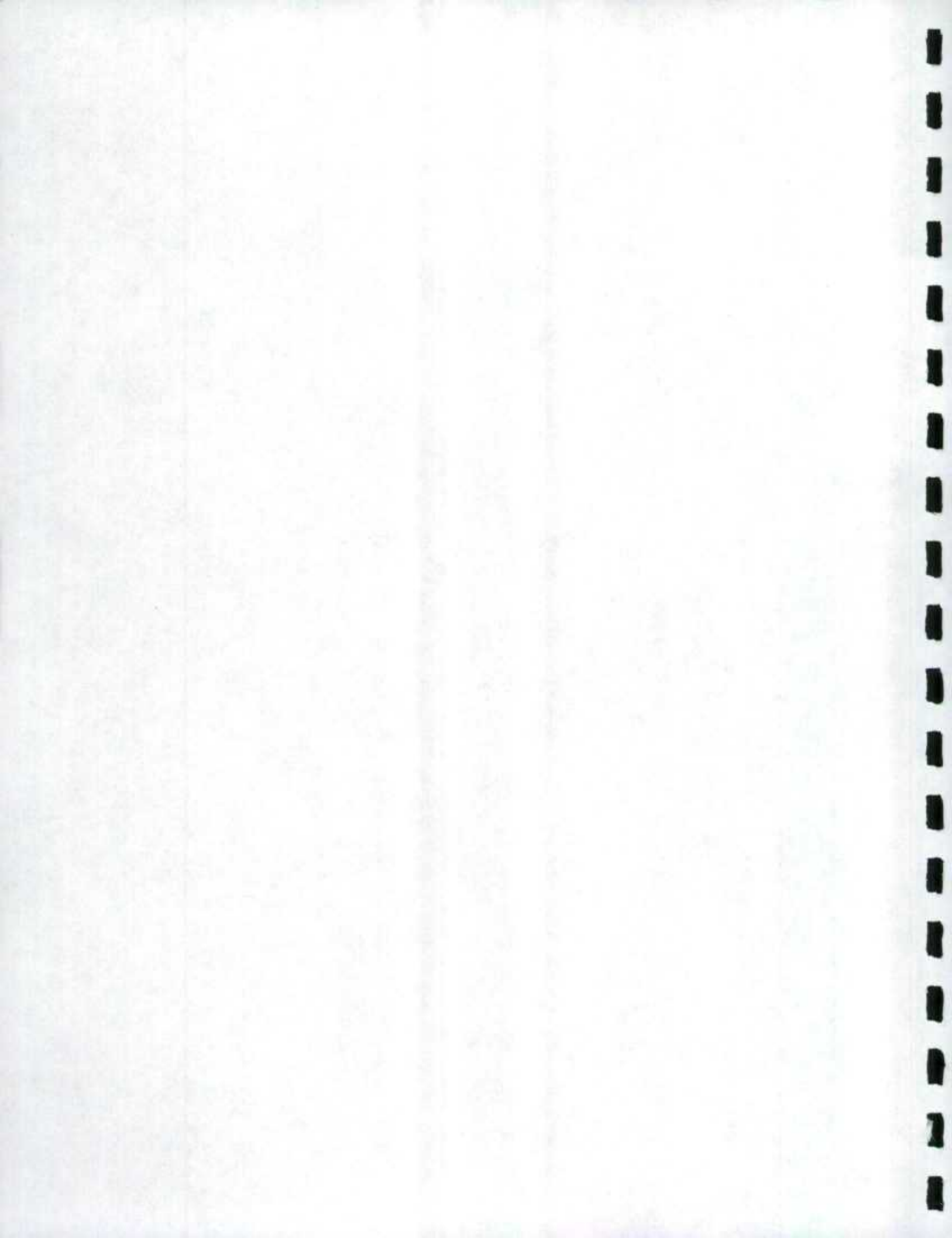
Table 3. Characteristics of labour force participants

	Type of separation			
	Total **	Workforce adjustment	Term jobs	Voluntary
<b>Labour force participants</b>	<b>6290</b>	<b>1860</b>	<b>2290</b>	<b>1750</b>
Sample size	689	394	109	150
PERSONAL AND BACKGROUND PROFILE				
	%	%	%	%
<b>Age</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Less than 25	10	--	21	9 G
25-44	48	25	58	72
45-54	17	26	13 G	14
55 or greater	24	48	8 H	5 G
<b>Sex</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Men	46	54	36	45
Women	54	46	64	55

\* Of the population, an estimated 6290 participated in the labour force at some time during the three year period.

\*\* Labour force participants in the voluntary retirements group are not shown as a separate column because the subsample was too small for most estimates.





# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 3. Characteristics of labour force participants (cont'd)

	Total *	Type of separation		Voluntary
		Workforce adjustment	Term jobs	
Year of separation	% 100	% 100	% 100	% 100
1991	63	77	56	52
1992	38	23	44	48
<b>Major departments</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Agriculture	5	5	6 G	3 H
National Defence	10	6	13	8
Supply and Services	7	12	6 G	4 H
Energy Mines and Resources	4	5	4 H	5 G
Ministry of Transport	2	5	--	--
National Capital Commission	2	--	--	9
National Health and Welfare	3	5	..	..
Statistics Canada	6	--	8	6
Revenue Canada Taxation	14	..	28	7
Other departments	47	58	33	55
<b>Employee Classification</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Executive	5	13	--	--
Scientific and Professional	9	7	6	13
Administrative & Foreign Service	29	42	18	32
Technical	7	5	11	--
Admin. Support	40	26	57	36
Operational	5	6	6	3
Not available	5	..	3	11





# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 3. Characteristics of labour force participants (cont'd)

	Type of separation			
	Total	Workforce adjustment	Term jobs	Voluntary
	%	%	%	%
<b>Annual Salary in govt job, 1991-92</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Less than \$30,000	39	22	63	31
\$30,000 to less than 40,000	21	18	24	21
\$40,000 to less than 60,000	23	29	10 G	32
\$60,000 or greater	17	32	3 G	16
 <i>Average Salary in govt job (\$)</i>	 \$40,300	 \$49,400	 \$30,000	 \$41,600
 <b>Pensionable years of service upon separation</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>
Not available	10	3	23	--
Less than 10	46	11	68	63
10 to less than 15	8	11	--	16
15 to less than 20	8	16	--	11
20 to less than 25	7	16	--	4 G
25 or greater	22	42	7 G	5 G
 <b>Place of Residence 2-3 years after separation</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>
National Capital Region	85	86	88	78
Ontario side	66	68	66	59
Quebec side	19	18	22	19
Outside N.C.R.	15	14	12	22



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 4. Time spent in various labour force activities

	Type of separation			
	Total	Workforce adjustment	Term jobs	Voluntary
<b>Months in the labour force during the 30 month period</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Less than 6 months	5	11	--	3
6 months to less than 12 months	6	14	--	..
12 months to less than the whole	38	42	42	28
The whole period	51	33	57	67
 <i>Average number of months in the labour force (from 30)</i>	 24	 22	 26	 27
 <b>Months employed</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>
Never found a job	10	17	5 H	6 H
1 wk to less than 6 months	12	14	11 G	9 G
6-12 months	10	16	10 G	..
12 months or more	68	53	73	82
 <b>Months unemployed</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>	 <b>100</b>
No unemployment	38	38	22	58
1 wks to less than 3 months	18	20	14 H	8 G
3 months to less than 6 months	4	4	16	6 G
6-12 months	16	13	23	10 G
12 months or more	23	25	25	18





# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 5. Job search of labour force participants after separation

	Type of separation			
	Total	Workforce adjustment	Term jobs	Voluntary
	%	%	%	%
<b>Time until starting first job</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Went to a job immediately	37	24	34	57
Less than 6 months	20	17	26	16
6 months to less than 1 year	15	20	17	9 G
One year or more	18	23	20	11 G
Never found a job	10	17	5 H	6 G
<b>Duration of job search, first job for persons who did not go to a job immediately after separation</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Very little or no job search	36	48	23 G	33 H
Less than 3 months	23	29	18 G	21 H
3-6 months	16	8 G	20 G	24 H
6 months to less than 1 year	14	9 G	19 G	..
1 year or longer	11	6 G	20 G	..
<b>Difficulties during job search (multiple responses)</b>				
Lack of information about jobs	35	29	56	33 H
Skills or experience	40	38	47	44 G
Education	25	25	22 G	33 H
Long term physical or mental cond	9	7 G	..	..
Shortage of jobs	85	85	88	89
Age	39	47	27 G	22 H





# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 5. Job search of labour force participants after separation(cont'd)

	Type of separation			
	Total	Workforce adjustment	Term jobs	Voluntary
	%	%	%	%
<b>Methods of job search used(multiple responses)</b>				
Canada Employment Centre	44	41	51	..
Private Employment Agency	35	37	35	..
Reemployment Counselling firm	5	4 H	8 H	..
Prof. association	7	6 H	10 H	..
Contact with employers	54	46	78	..
Friends or relatives	40	39	51	..
Job ads	53	48	63	..
Other	17	16 G	20 G	..
<b>How first job was obtained</b>	<b>100</b>	<b>100</b>	<b>100</b>	
Canada Employment centre	6	..	..	..
Private emp. agency/recruiting fi	16	11 G	18 G	..
Public service priority list	8	5 G	10 H	..
Contact with employers	16	23	13 H	..
Friends or relatives	12	23	8 H	..
Job ads	24	21	28 G	..
Unsolicited job offer	4	5 G	..	..
Other	14	10 G	15 G	..



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 6. Employment characteristics

	Type of separation			
	Total	Workforce adjustment	Term jobs	Voluntary
Persons who ever had jobs	5630	1550	2170	1640
	%	%	%	%
Class of worker last job	100	100	100	100
Paid worker	78	65	90	76
Self-employed	22	35	..	24
Industry of employment, last job	100	100	100	100
Manufacturing	4	4 H	4 H	6 H
Trade	6	6 G	3 H	7 G
Service industries	34	47	26	33
Management and business consult	5	11	..	4 H
Scientific consulting	5	6 G	4 H	8 G
Other specialized consulting*	9	8 G	6 H	14 G
Other services to business**	7	12	7 H	..
Other service industries***	8	10	8 H	5 H
Education and health	5	9 G	..	4 H
Federal government administration	34	14	54	27
Crown corporations	5	3 H	..	11 G
Other governments	4	5 H	..	6 H
Other industries	8	12	4 H	6 H

\* Other specialized consulting includes: policy, communications, legal consulting.

\*\* Other services to business includes: translation, security, employment agencies.

\*\*\*Other service industries include associations, accomodation and food, and personal services.



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

**Table 6. Employment characteristics**

	Total	Type of separation		
		Workforce adjustment	Term jobs	Voluntary
	%	%	%	%
<b>Occupation in last job</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Management occupations	7	10 G	4 H	9 G
Administrative	20	23	16 H	23
Engineering, math and science	8	9 G	6 G	11 G
Social science	8	7 G	9 H	8 G
Teaching and health	4	5 G	..	3 H
Artisitic and literary	5	5 G	5 H	3 H
Clerical	34	23	50	27
Sales	5	7 G	3 H	5 H
Service	4	4 H	..	4 H
Other occupations	5	8 G	4 H	7 G
<b>Similarity of kind of work</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Same kind	46	42	52	39
Different kind of work	54	58	48	61
<b>Satisfaction in this job relative to gov't job by similarity of kind of work</b>				
<b>Same kind of work</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Better	41	43	26	68
Same	50	45	63	28
Worse	10	12	11 G	4 G
<b>Different kind of work</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Better	53	50	49	60
Same	27	33	25	21
Worse	20	17	26	18 G





# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 6. Employment characteristics

## Type of separation

	Total	Workforce adjustment	Term jobs	Voluntary
PAID WORKERS IN LAST JOB*				
	%	%	%	%
<b>Weekly hours of work</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Full-time	86	69	95	89
Part-time	14	31	..	11 G
<b>Term of job</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Indeterminate	50	55	32 H	78
Term job	50	45	68	22
<b>Employer size</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Less than 20 employees	20	30	11 H	23
20 to 99	21	30	24 H	12 G
100 to 499	11	12 G	11 H	10 G
500 or more	47	27	54 H	55

\* The survey collected information on three jobs since separation. These statistics are based on the last job.



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 6. Employment characteristics

	Type of separation			
	Total	Workforce adjustment	Term jobs	Voluntary
<hr/>				
SELF-EMPLOYMENT CHARACTERISTICS				
Persons whose last employment was self-employment	1240	540	220	390
	%	%		
Reasons for self-employment(multiple response)				
No paid work available	24	26	..	..
Prefer self-employment	43	45	..	..
Previous employer offered work	7	7 G	..	..
Because of retirement	9	12 G	..	..
Other reasons	36	35	..	..
(e.g.was asked,interest,to keep busy)*				
Types of contractors				
Crown corporations	14	14 G	..	..
Federal public service	46	40	..	..
Other federal agencies	29	32	..	..
Consultant firms	12	14 G	..	..
Other private sector	56	58	..	..
Prov or municipal governments	8	8 G	..	..
Status of self-employment				
as of July 1994	100	100		
Still in business	58	58	..	..
Stopped doing business	37	31	..	..
Temporarily not doing business	5	11 G	..	..
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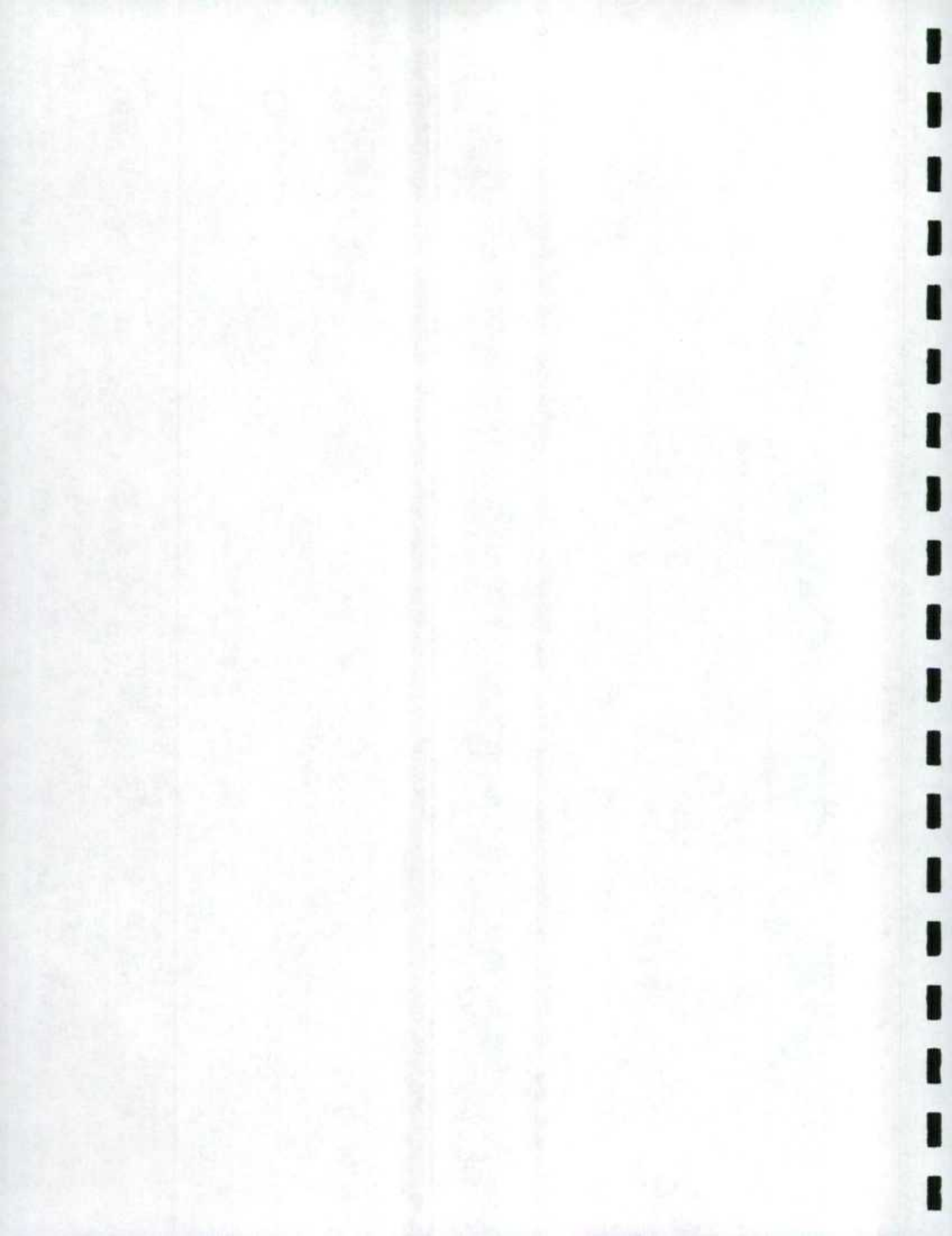




# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 6. Employment characteristics

	Type of separation			
	Total	Workforce adjustment	Term jobs	Voluntary
<hr/>				
SELF-EMPLOYMENT CHARACTERISTICS cont'd				
	%	%		
<b>Duration of the (first) business</b>	<b>100</b>	<b>100</b>		
3 months or less	8	6 H	..	..
3 to 6 months	12	13 G	..	..
6 months to 1 year	14	12 G	..	..
1 to 2 years	22	17	..	..
Longer	44	51	..	..
<hr/>				



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 7. Training and counselling of labour force participants.  
Type of separation

	Total	Workforce adjustment	Term jobs	Voluntary
	%	%	%	%
<b>Level of education</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
High school graduation or less	38	41	43	29
Post-secondary non-university	23	20	22 H	28
University degreee	39	40	35 G	43
<b>Training</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Took training since separation	36	22	42	50
Wanted to take training	15	15	24 G	7 H
Took no training	48	63	34 G	43
<b>Reason took training or education</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
To learn new field or career	13	24	12 H	6 H
To update existing skills	76	63	72	89
Try something new	3	6 H	4 H	..
Other	8	7 H	12 H	4 H
<b>Field of study of training</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Humanities	9	10 G	8 H	9 H
Social sciences	10	8 H	13 H	9 H
Management and administration	14	8 H	10 H	21
Commerce and accounting	11	12 G	4 H	16 G
Secretarial sciences	7	12 G	8 H	4 H
Engineering and applied sciences	37	37	47	27
Other(e.g. comm.skills,bartending)	12	14 G	10 H	14 G



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 7. Training and counselling of labour force participants.  
Type of separation

	Total	Workforce adjustment	Term jobs	Voluntary
	_____	_____	_____	_____
Counselling	%	%	%	%
Received counselling other than financial	26	25	40	14 G
Received financial counselling	12	23	5 H	4 H
Received entrepreneurial couns.	2	3 H	4 H	..
Suggestions made to improve separation process by subject				
Personal/psychological assistance	3	4	..	--
Career counselling	10	11	11	7
Training	4	5	..	4
Info on financial aspects of sepa	3	6	..	..
Retirement seminars - general	3	4	..	..
Process of separation*	10	11	7	10
Program parameters**	10	13	6	3

\* Should be made faster, less frustrating, more humane.

\*\* Suggestions about workfoce adjustment program and incentives.





# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 8. Income, public assistance and changes in expenditure of the groups surveyed  
Type of separation

	Total	Workforce adjustment	Term jobs	Voluntary
	8560	2960	2530	1990
<b>All persons</b>				
Household income change in 1993 relative to year before separ'n	% 100	% 100	% 100	% 100
Increased	24	16	29	36
Same	16	16	16 G	13 G
Decreased	60	68	55	51
<b>Government assistance in 1993</b>				
Social assistance	3	..	8 H	..
Social assistance or SA profile*	8	4 G	15	10 G
U.I benefits	13	11 G	22	9 G
<b>Persons with no earnings or a decrease in earnings in 1993</b>	<b>5750</b>	<b>2350</b>	<b>1430</b>	<b>1000</b>
<b>Other sources of income in 1993 for those with a decrease in earnings</b>	%	%	%	%
Unemployment insurance	20	15	41	18
Pensions	58	80	22	26
Spouse's full-time salary	29	28	25	51

\*Social assistance is usually underreported in telephone interviews. Those with an S.A. profile were added in this line. S.A. profile is defined as annual earnings of < 20,000 and no income from pensions, investment or spouse's salary.



# TRACKING STUDY OF FEDERAL EMPLOYEES 1994

Table 8. Income, public assistance and changes in expenditure of the groups surveyed

	Type of separation			
	Total	Workforce adjustment	Term jobs	Voluntary
	<hr/> %	<hr/> %	<hr/> %	<hr/> %
<b>Use of health services</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Increased	17	17	20	14 G
Same	71	68	72	76
Decreased	11	15	8 H	10 G
<b>Living expenses</b>				
Living expenses had to be reduced	46	51	50	42
<b>Persons with reductions</b>	<b>3980</b>	<b>1520</b>	<b>1250</b>	<b>840</b>
<b>Areas of reductions in living expenses</b>				
Food	38	34	50	31
Clothing	53	49	59	53
Home upkeep and repair	84	83	86	86
Transportation	60	64	54	58
Entertainment and leisure	78	74	99	72
Children's expenses	23	21	32	22
Medical or dental	34	35	41	31
Gifts or charitable contributions	74	70	86	67
Education or training	34	30	41	31
Vacations	71	65	91	67
Lodging	26	18	34	31

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