



DYNAMICS OF THE STAFFING SYSTEM

2016-2017



Public Service Commission
of Canada

Commission de la fonction publique
du Canada

Canada

Overall HIRING INTO THE PUBLIC SERVICE



TOTAL HIRING ACTIVITIES INTO THE PUBLIC SERVICE

47 881

↑4.2%

Indeterminate: 6 227 ↑37.4% Casual: 18 407 ↓8.8%
 Term: 10 988 ↑16.9% Student: 12 259 ↑3.5%

INDETERMINATE

Employment for an indefinite duration

TERM

Employment for a fixed duration

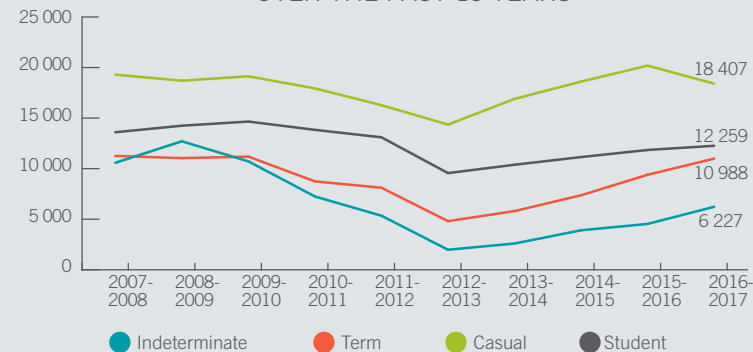
CASUAL

Employment for a maximum duration of 90 days per calendar year in a given organization

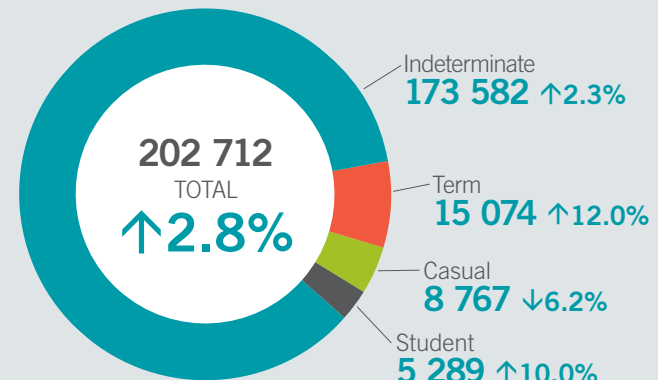
STUDENT

Employment through one of the Student Employment Programs

Hiring activity OVER THE PAST 10 YEARS



Public Service Employment Act population



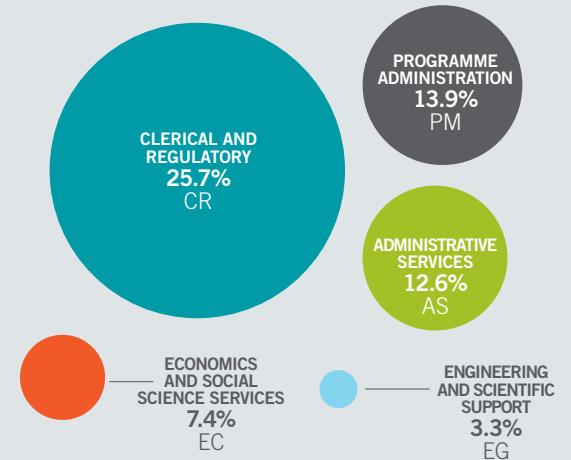
Where ARE THE JOBS



REGIONS	HIRES	PSEA POPULATION
1 British Columbia	2 914	17 089
2 Alberta	2 229	11 024
3 Saskatchewan	923	4 869
4 Manitoba	1 001	6 790
5 Ontario (except NCR)	4 135	25 498
6 National Capital Region (NCR)	19 320	91 231
7 Quebec (except NCR)	3 787	21 452
8 New Brunswick	1 501	7 468
9 Nova Scotia	1 945	8 902
10 Prince Edward Island	497	1 840
11 Newfoundland and Labrador	718	3 176
12 Yukon	45	287
13 Northwest Territories	79	423
14 Nunavut	59	249
15 Outside Canada	71	951

There were **90 hires** to the Executive Group, accounting for **0.5%** of all external hires.

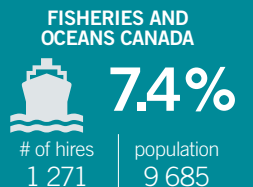
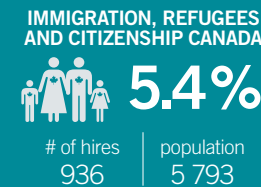
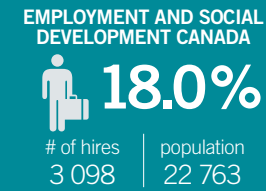
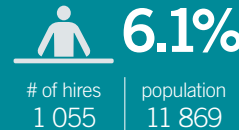
TOP 5 Occupational group hires



02

TOP 5 hiring organizations

INDETERMINATE AND TERM HIRES



Who is APPLYING



247 226
people made
501 913
applications

General recruitment

185 723 applicants

Student recruitment programs

FSWEP: 52 658 applicants
RAP: 3 384 applicants

Graduate recruitment programs

PSR: 21 105 applicants
RPL: 1 989 applicants



2 403
advertisements
open to the public

Note:

A single advertisement
can lead to multiple hires

People may have applied to more
than one advertisement

FSWEP

Federal Student Work
Experience Program

RAP

Research Affiliate Program

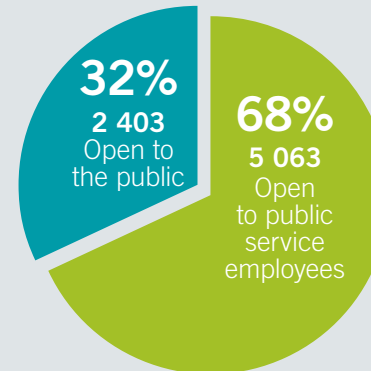
PSR

Post-Secondary Recruitment

RPL

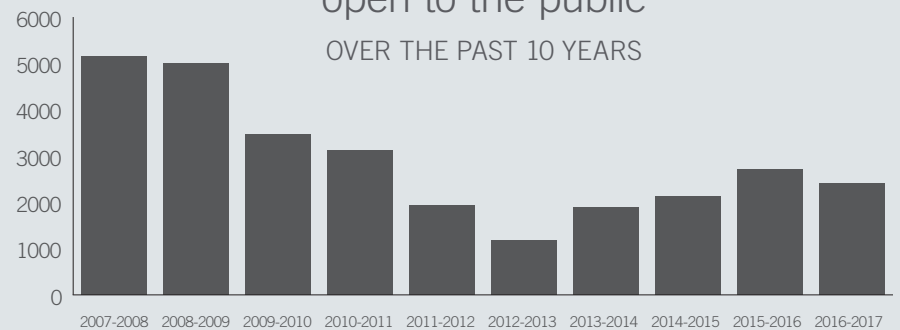
Recruitment of Policy Leaders

Breakdown of advertisements



8 712 applications
from Canadian Armed Forces
members and veterans

Number of advertisements open to the public OVER THE PAST 10 YEARS

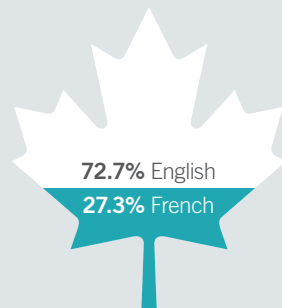
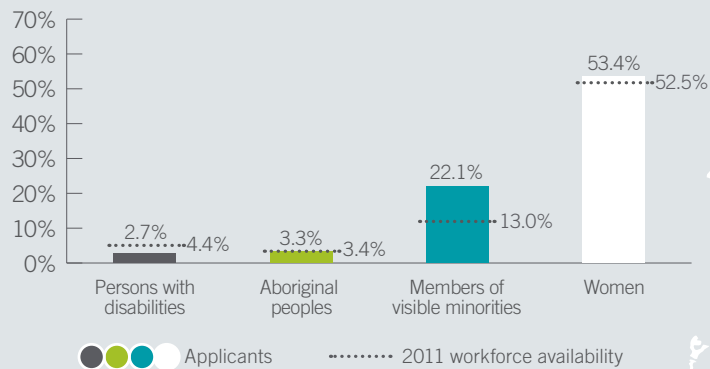


Who is APPLYING

Employment equity

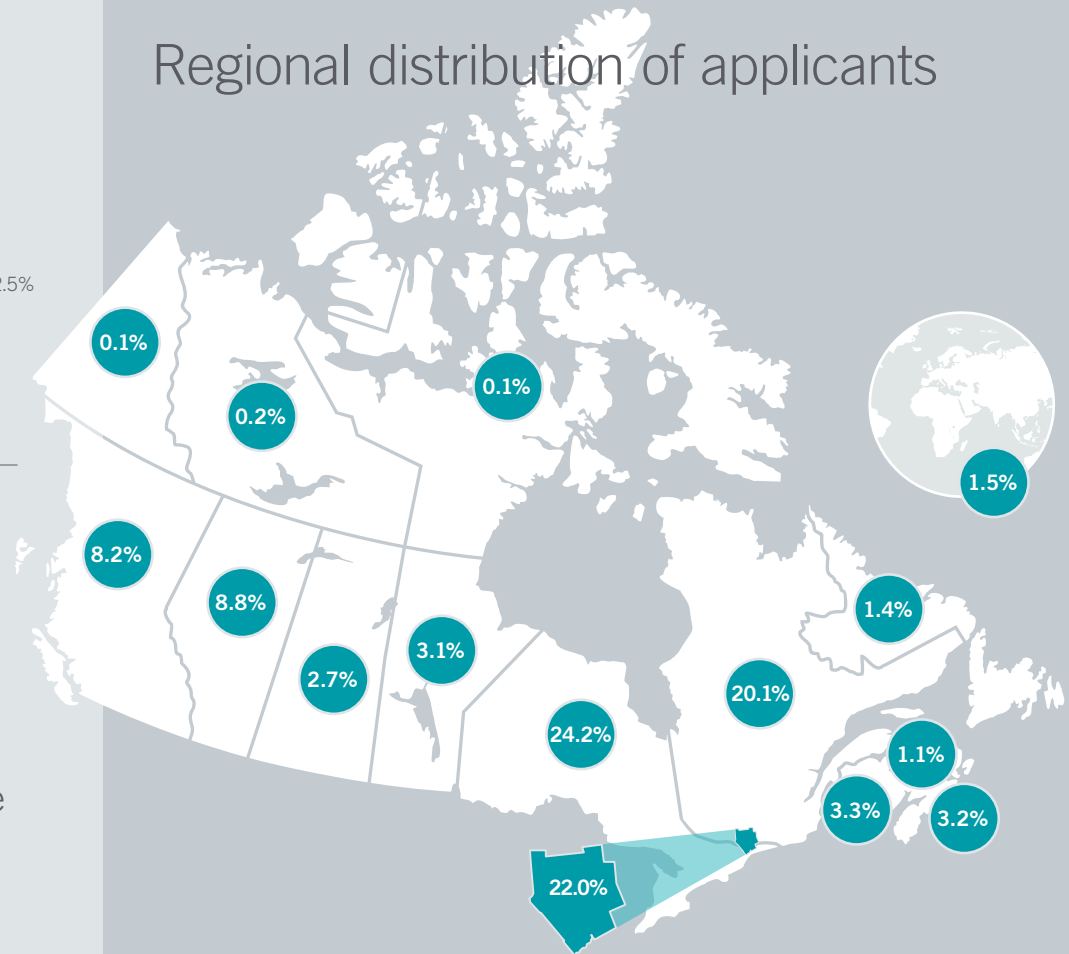
Applicants to advertised processes

Compared to 2011 workforce availability



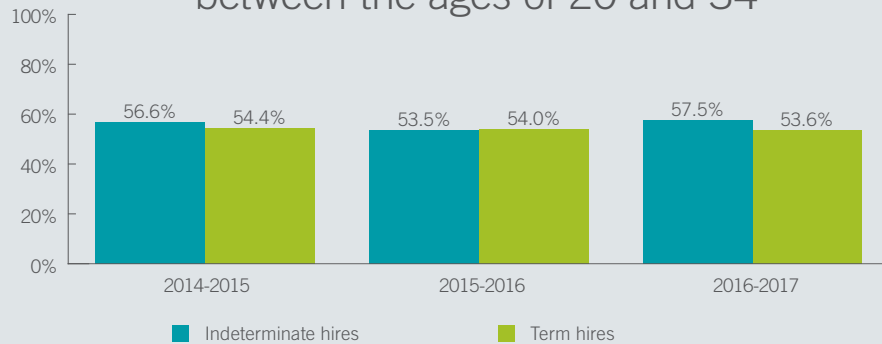
First official language of applicants to the public service

Regional distribution of applicants



Who is BEING HIRED

Percentage of hires to the public service between the ages of 20 and 34

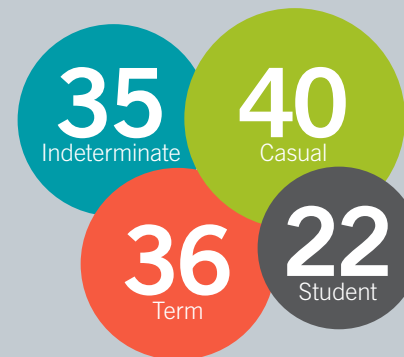


According to the 2016 Statistics Canada Labour Force Survey, 31.1% of the labour force is between the ages of 20-34.

EXCLUSION to LANGUAGE REQUIREMENTS

The vast majority of employees meet the language requirements of their bilingual position within the established time limit for a non-imperative appointment. There were only 6 non-compliant cases in 2016-2017.

Average age of hires

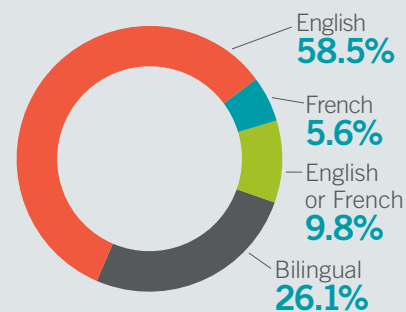


The overall average age of all persons hired (indeterminate, term, student, and casual) was

34

This age has remained relatively constant for a quarter of a century.

Linguistic position requirements for term and indeterminate hires



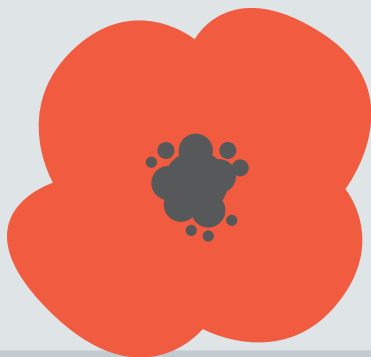
26%

of hires to jobs in the National Capital Region are of individuals from outside of the Region.

Veterans AND persons WITH A priority entitlement

Supporting our veterans

There were **492** appointments made under the Veterans Hiring Act.



214 priority appointments of medically released CAF*

+

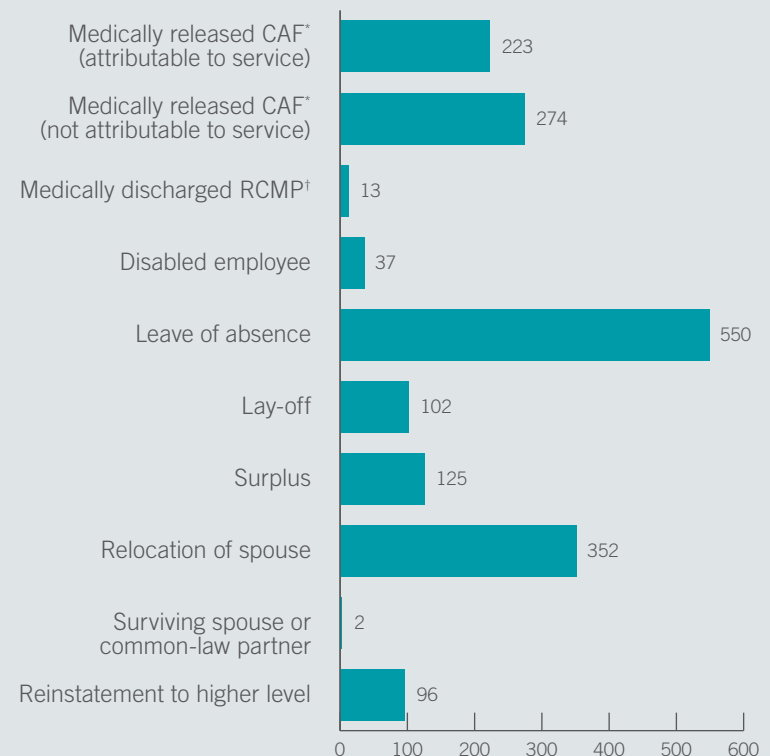
278 appointments under the mobility and preference provisions

843 individuals

with a priority entitlement were appointed to positions in the public service, consistent with historical levels of priority hiring.



Active priority entitlements by type as of March 31, 2017



* Canadian Armed Forces

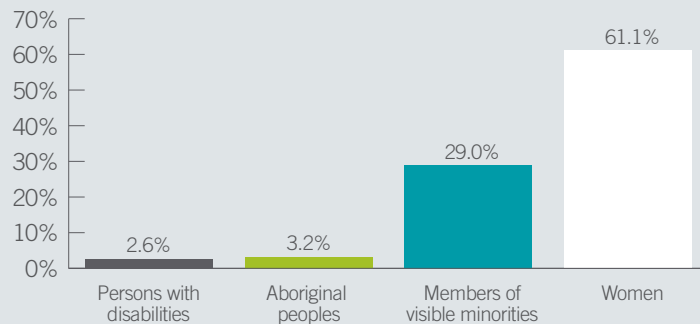
† Royal Canadian Mounted Police

Students AND graduates

Employment equity

Percentage of student applicants

Distribution of applicants to the newly redesigned Federal Student Work Experience Program application process



Did you know...

16% of all indeterminate and term hires had experience in a federal student recruitment program within the last 10 years

69% of these were hired to the same organization where they acquired their student experience

93% were under the age of 35

STUDENT RECRUITMENT PROGRAMS

FSWEP: 7 282 Hires **↑3.4%**
 CO-OP: 4 646 Hires **↑5.2%**
 RAP: 331 Hires **↓15.1%**

12 259 **↑3.5%**

GRADUATE RECRUITMENT PROGRAMS

PSR: 771 Hires **↑35.0%**
 RPL: 9 Hires **↓25.0%**

780 **↑33.8%**

FSWEP The Federal Student Work Experience Program provides work experience for full-time secondary school, CEGEP, college, technical institute and university students.

CO-OP The Post-Secondary CO-OP/Internship Program provides practical work experience for post-secondary students enrolled in a co-op or internship program.

RAP The Research Affiliate Program provides work experience for post-secondary students to help develop specific knowledge with actual ongoing research operations in the federal public service.

PSR Post-Secondary Recruitment

RPL Recruitment of Policy Leaders

End NOTES

Dynamics of the Staffing System

Unless stated otherwise, all data presented reflects 2016-2017 population and staffing activities to and within organizations subject to the Public Service Employment Act. This does not include separate agencies such as the Canada Revenue Agency, the Canadian Food Inspection Agency and Parks Canada.

Additional data and supporting documentation are available on the [Open Data Portal](#).

Where are the jobs (page 02)

Top 5 occupational group hires are based on the total number of indeterminate and term hires for 2016-2017.

Due to the implementation of the Phoenix pay system, some records were missing a regional indicator and are therefore not included in the breakdown. Regional information is unknown for 8 657 hires and for 1 463 individuals in the Public Service Employment Act population. These unknown cases need to be included for the hiring and population regional breakdown to add up to the respective totals: 47 881 and 202 712.

Overall population number for organizations may be subject to change.

Who is applying (page 03)

The redesigned Federal Student Work Experience Program (FSWEP) application process came into effect on January 31, 2017. Applicants were required to register in the new system even if they had already applied to the previous campaign. Due to a change in data capture methods in 2016-2017, year-over-year comparisons of the number of applicants is not possible for FSWEP.

The number of unique applicants for each recruitment mechanism will not equal 247 226, as individuals may apply to more than one recruitment program.

(page 04)

Employment Equity: The percentages of members of visible minorities, Aboriginal peoples and persons with disabilities are based on applicants' self-declaration in the Public Service Resourcing System (PSRS) to an indeterminate position or a term position of 3 months or more. The percentage of women is derived from the gender profile in PSRS and is calculated using the total number of applicants who indicated their gender.

Regional distribution of applicants excludes applicants from the redesigned Federal Student Work Experience Program application process.

The 2011 workforce availability for the public service was provided by the Treasury Board of Canada Secretariat.

Who is being hired? (page 05)

Due to the implementation of the Phoenix pay system, the linguistic position requirements of 32% of hires (5 541) were “unknown” for 2016-2017, compared with 2.7% (374) in 2015-2016.

Veterans and persons with a priority entitlement (page 06)

Effective in 2016-2017, the number of priority appointments changed to include the following persons with a priority entitlement:

- › those who were appointed to certain public service organizations not subject to the Public Service Employment Act (PSEA)
- › those who are eligible for a reinstatement priority entitlement after having been appointed to a lower level position

In previous years, these numbers were captured under “Other Removal” and “Change of Priority Type.”

A full description of the [11 types of priority entitlements](#) is available. There are 2 types of priority entitlements for surplus employees: regulatory and statutory priority entitlements.

Students and graduates (page 07)

The figures shown here for graduate recruitment programs include external term and indeterminate hiring only.

Due to a change in data capture methods, employment equity information for student applicants is reported for the 30 250 students who applied via the redesigned Federal Student Work Experience Program application process, which came into effect on January 31, 2017. All employment equity information is derived from these student applications.

The number of Post-Secondary Recruitment (PSR) hires for 2015-2016 has been revised from the figures previously reported in the Public Service Commission of Canada 2015-2016 Annual Report. There were 571 term and indeterminate PSR hires in 2015-2016.

To obtain additional information, please contact:
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<https://www.canada.ca/en/public-service-commission.html>