

Recruitment: State of the federal Public Service

Recruitment – The Typical Public Servant

- The Public Service recruits and retains a diverse and well educated workforce.

Typical indeterminate employees of the Public Service:



54% women



46% men

- 55% located outside the National Capital Region
- Average Age: 46 years old
- 70% are over 40 years old
- 44% are in bilingual positions (March 2014)
- Traditionally most work in the public service their whole career
- Diverse workforce: all four employment equity groups are well-represented

* Data on level of education not available for comparison.

Typical new indeterminate recruit to the Public Service:



53% women

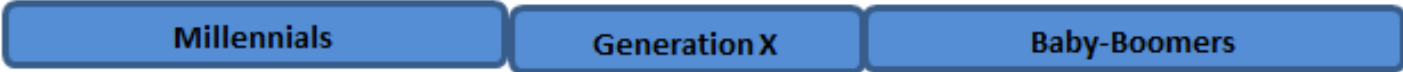
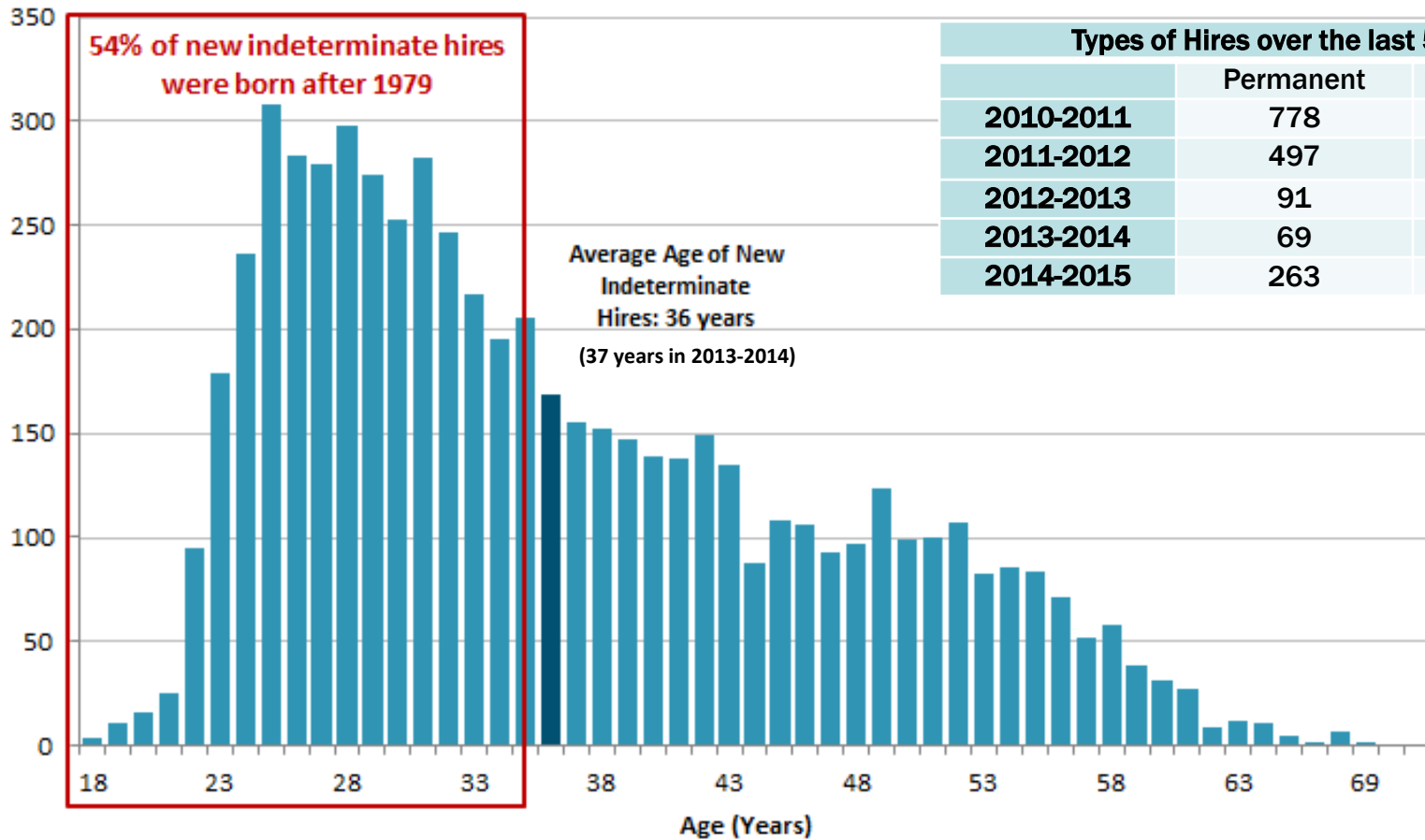


47% men

- 60% located in the regions
- Average Age: 36 years old
- More than half were born after 1979
- University educated *
- More than half have already worked in the government
- Diverse recruitment: new recruits exceed employment equity hiring goals

Age of New Recruits

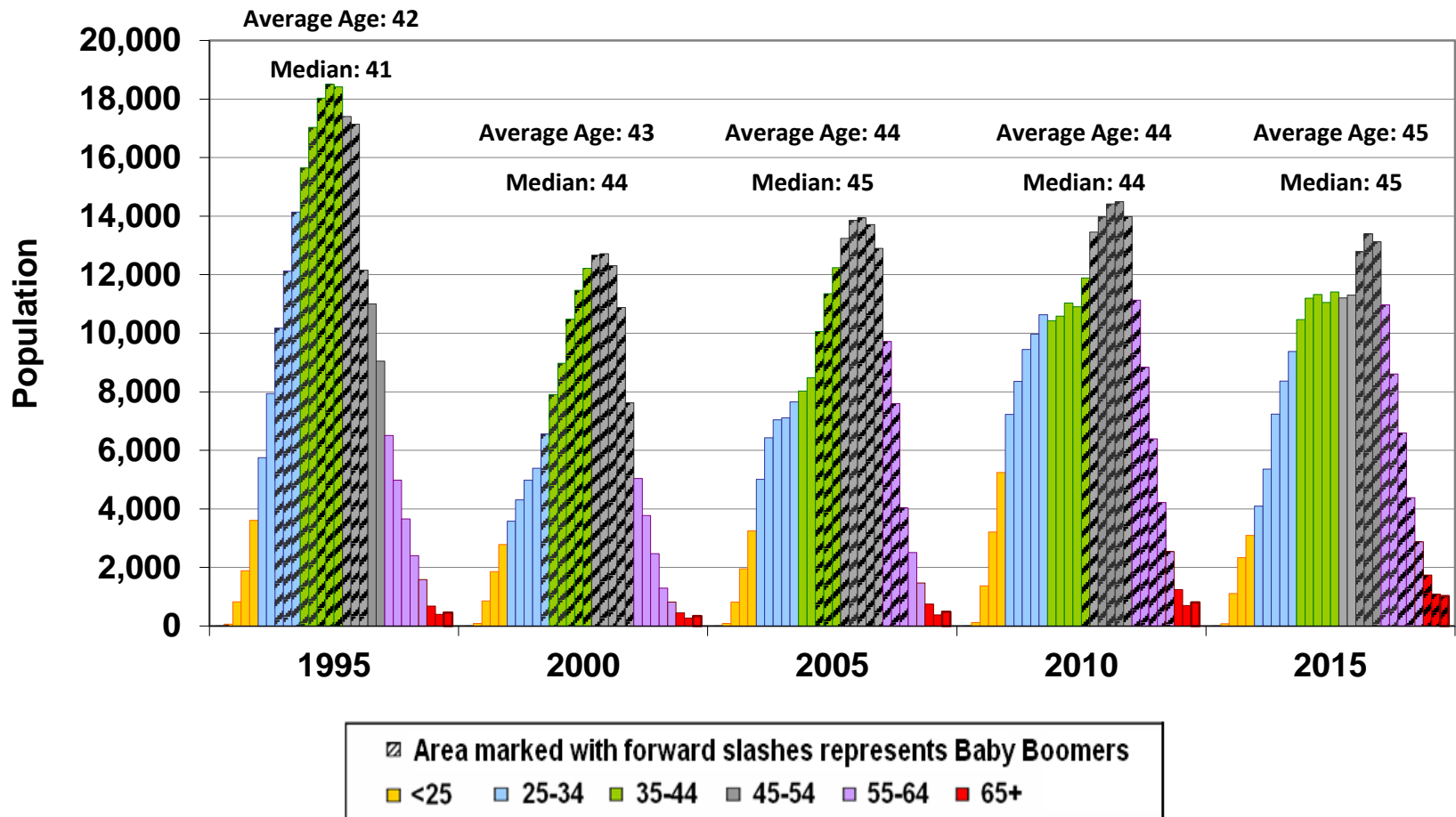
Age Distribution of New Indeterminate Hires (Fiscal Year 2014-15)



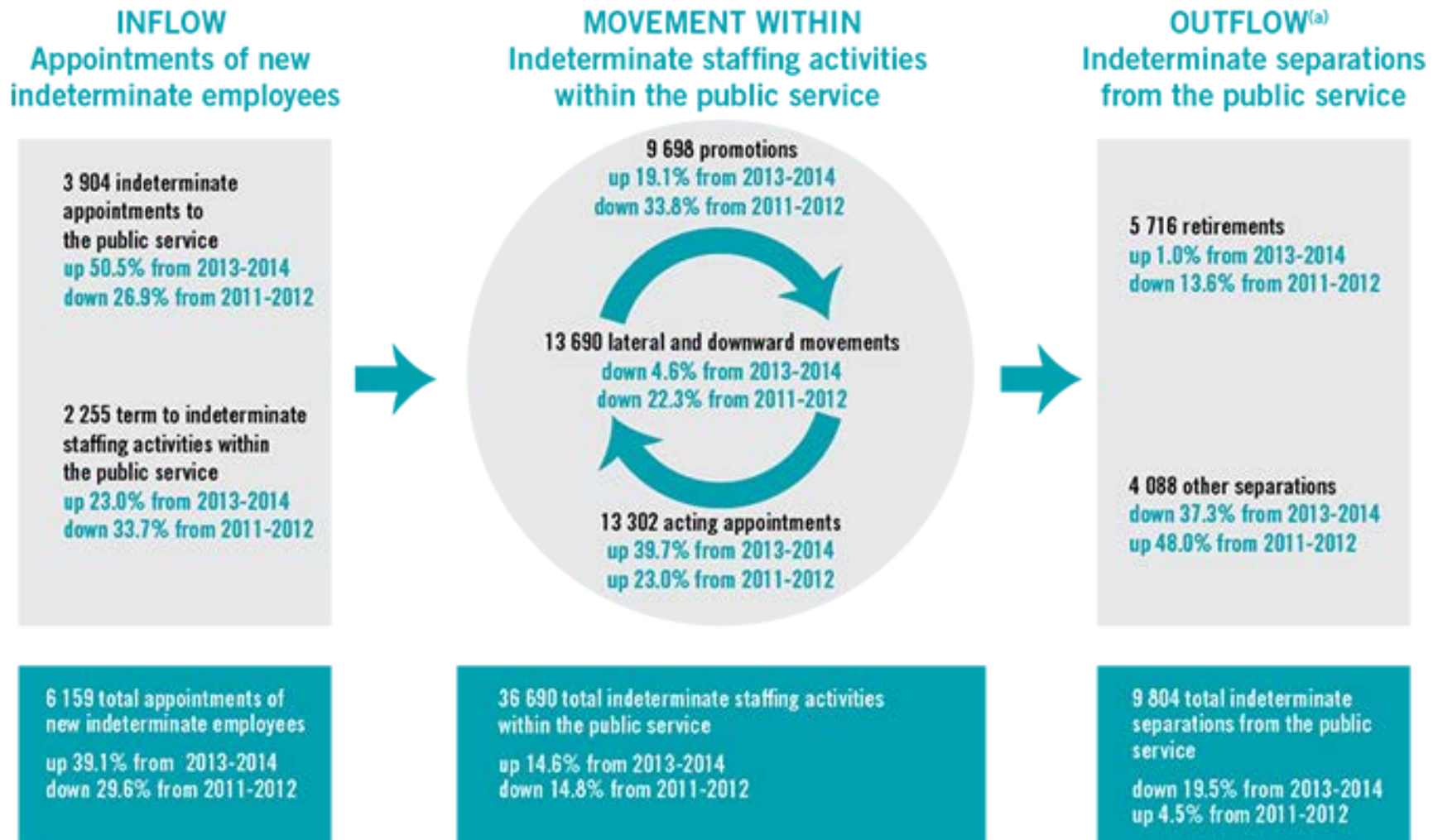
The Workforce

- Our CPA workforce is multigenerational – the baby boomers are becoming eligible to retire.

Figure 7: Distribution of Core Public Administration (CPA) Employees by Age - Select Years, 1995 to 2015



Indeterminate staffing activities to and within the public service and indeterminate separations under the *Public Service Employment Act*, contributing to movement of indeterminate employees for fiscal year 2014-2015



Source: PSC Annual Report 2014-15

2013-14 Employment Equity (EE) Profile of New Recruits

- Young recruits are more likely to be visible minorities.
- More older recruits tend to have disabilities.
- The contingent workforce* (students, casuals and terms) tends to be between 10 and 20% of the overall workforce. This is comparable to 13% in the private sector.

Under 35 years of age

52.3% women
5.1% Aboriginal peoples
2.4% persons with disabilities*
16.7% visible minorities

35 and over

52.8% women
5.8% Aboriginal peoples
5.0% persons with disabilities*
12.1% visible minorities

Total EE Population (March, 2014)

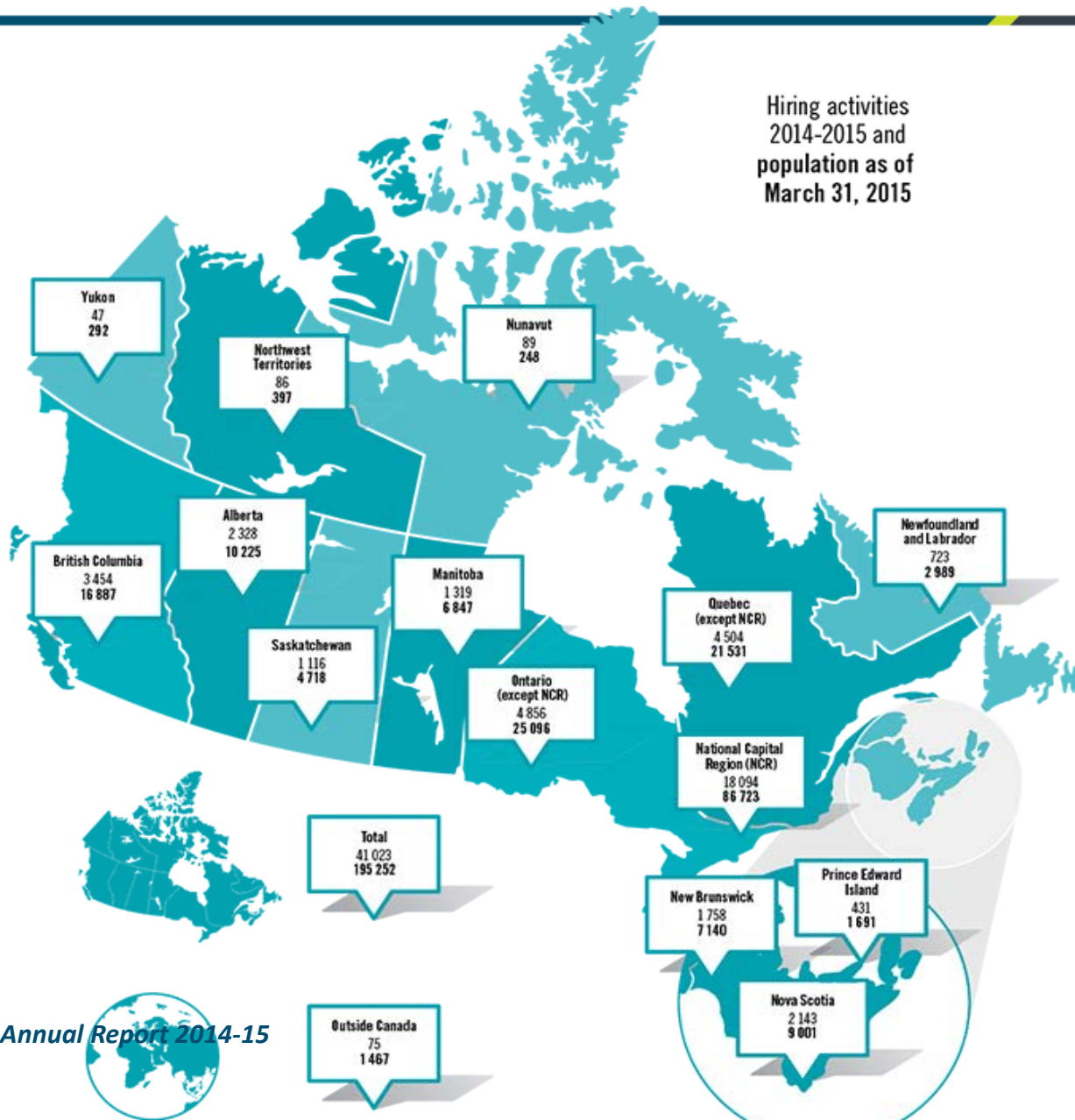
54.1% Women
5.1% Aboriginal peoples
5.7% persons with disabilities
13.2% visible minorities

Workforce availability estimates (2006 Census and PALS*)

52.3% women
3.0% Aboriginal peoples
4.0% persons with disabilities*
12.4% visible minorities

* Statistics Canada Participation and Activity Limitation Survey: Due to sample size, comparisons based on age cannot be made.

Hiring activities and population under the *Public Service Employment Act*, by geographic area



Source: PSC Annual Report 2014-15