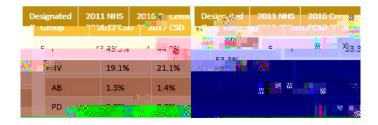
Purpose

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 (columnsade and a significant a



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EEOG Description NO

NOC Description

National F National Total

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Aug 24, 2021



FCP Employment Equity Significance Testing

	FGap				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																									