

# Federal Public Service Employment Equity Programs

## **Employment Equity Staffing Program**

Departments may request from the PSC the delegation of the authority to expand any or all of the criteria in an established area of selection for open and closed competitions to specifically include members of one, some or all of the designated employment equity groups. Expanding areas of selection in this way is encouraged if there is a need or a desire to attract more designated group members to the pool of candidates. Once a department has been delegated this authority, it may use it, whenever judged appropriate, for any competition it is authorized to conduct. If a department chooses not to request this authority, it may still expand the area of selection in this way for a given competition, but only with the approval of the appropriate Regional Office of the PSC.

## **Inventory of Employment Equity Group Members**

This inventory consists of job-ready candidates from employment equity groups who are interested in seeking employment within the federal public service. The inventory was developed by the PSC to assist managers in finding the best qualified individuals from under-represented groups, so that the federal public service can draw from the best talents in all sectors of society. Although women remain an employment equity group in occupations where the representation is less than the labour market, the PSC does not keep an inventory of women candidates as under-representation is usually department specific.

### **How is the inventory used?**

The inventory is used when a department requests only employment equity candidate referrals, as part of its employment equity recruitment strategies to fill a vacancy. The inventory may also be used to supplement job postings. *For additional information, please view our Web site at: <http://www.jobs.gc.ca>.*

**The Job Accommodation Network** provides single-window access to services, sets up service standards and establishes an integrated help network for departments and agencies seeking to effect accommodation.

National Capital Region (613) 957-8657 or 1-888-271-6378

## **Treasury Board Secretariat EEPMP – National Capital Region**

The Employment Equity Positive Measures Program (EEPMP) is a Treasury Board employment equity program that provides additional support, including tools, services and funding, to assist departments and agencies in meeting their employment equity goals and objectives.

(613) 952-2870 or (613) 952-3031

[www.tbs-sct.gc.ca/ee](http://www.tbs-sct.gc.ca/ee)