

Applications to the Public Service: Supporting Documentation

UPDATES

Date	Dataset	Note
27/09/2019	CFPPSC_AR6A CFPPSC_AR6B	Individual datasets not updated.

BACKGROUND INFORMATION

Applicant data refers to information on selected characteristics (e.g., geographical area and educational profile) for applicants to externally advertised processes via the Post-Secondary Recruitment Program, the Recruitment of Policy Leaders Program, the Federal Student Work Experience Program, the Research Affiliate Program and general external recruitment advertisements of departments and agencies.

DATASET DOCUMENTATION

**Regarding “Notes” for each entry, the content in brackets refers to a variable within the dataset.*

Applications and appointments for nationally advertised jobs by geographic area – Officer level (CFPPSC_AR6A)

- **Source:** Public Service Commission (PSC) hiring and staffing activities files and the Public Service Resourcing System (PSRS)
- **Note:** As of 2016-2017, this table will no longer be updated as the PSC no longer reports on the Officer/Non-Officer breakdown.
- **Note (Number of appointments):** This information is derived by matching the home address of the applicants (from PSRS) to the geographic job area of those applicants who were appointed to the public service (from the PSC hiring and staffing activities files). Due to timing and data quality issues, the PSC was able to match approximately 80% of the appointments with PSRS. Excludes terms of less than six months, casual and student hiring, the Executive Group and separate agencies.
- **Note (Unknown):** Records missing a regional indicator are labelled as unknown.
- **Note:** Advertisements with more than one work location are counted as multiple advertisements (one for each work location), which may impact geographic distribution. Excludes advertisements containing more than one group/level.
- **Note:** An application is counted multiple times when it is received for an advertisement containing multiple work locations.

Applications and appointments for nationally advertised jobs by geographic area – Non-officer level (CFPPSC_AR6B)

- **Source:** Public Service Commission (PSC) hiring and staffing activities files and the Public Service Resourcing System (PSRS)
- **Note:** As of 2016-2017, this table will no longer be updated as the PSC no longer reports on the Officer/Non-Officer breakdown.
- **Note (Number of appointments):** This information is derived by matching the home address of the applicants (from PSRS) to the geographic job area of those applicants who were appointed to the public service (from the PSC hiring and staffing activities files). Due to timing and data quality issues, the PSC was able to match approximately 80% of the appointments with PSRS. Excludes terms of less than six months, casual and student hiring, the Executive Group and separate agencies.
- **Note (Unknown):** Records missing a regional indicator are labelled as unknown.
- **Note:** Advertisements with more than one work location are counted as multiple advertisements (one for each work location), which may impact geographic distribution. Excludes advertisements containing more than one group/level.
- **Note:** An application is counted multiple times when it is received for an advertisement containing multiple work locations.

Applicants by recruitment program and geographic area of residence (CFPPSC_AR6C)

- **Source:** Public Service Resourcing System
- **Note (Research Affiliate Program (RAP)):** The figures represent the number of unique applicants to the RAP advertisements.
- **Note (Post-Secondary Recruitment Program):** These numbers exclude cancelled advertisements.
- **Note:** Due to a change in data capture methods, regional distribution of applicants excludes applicants from the Federal Student Work Experience Program student application process following the redesign, which came into effect on January 31, 2017.
- **Note:** In 2017-2018, the Public Service Commission changed its reporting methodology. For the purpose of measuring the number of applicants in a given fiscal year, an applicant is an individual who has submitted an application to at least one regular advertisement and/or a non-inventory advertisement that closed in the fiscal year or an inventory regardless of the close date.

Applicants by recruitment program and geographic area of residence for Ontario, National Capital Region and Quebec (CFPPSC_AR6D)

- **Source:** Public Service Resourcing System
- **Note (Research Affiliate Program (RAP)):** The figures represent the number of unique applicants to RAP advertisements. These numbers exclude cancelled advertisements.
- **Note (Federal Student Work Experience Program (FSWEP)):** The figures represent the number of unique applicants to FSWEP advertisements. These numbers exclude cancelled advertisements.

- **Note (Recruitment of Policy Leaders (RPL) Program):** The figures represent the number of unique applicants to RPL Program advertisements. These numbers exclude cancelled advertisements. Beginning in fiscal year 2021-2022, the Recruitment of Policy Leaders Program (RPL) advertisement has been published outside of PSRS as an alternative recruitment advertisement. As a result, the dataset does not contain the number of unique applicants received to these advertisements.
- **Note (Post-Secondary Recruitment (PSR) Program):** The figures represent the number of unique applicants to PSR Program advertisements. These numbers exclude cancelled advertisements.
- **Note:** Due to a change in data capture methods, regional distribution of applicants excludes applicants from the FSWEP student application process following the redesign, which came into effect on January 31, 2017.
- **Note:** In 2017-2018, the PSC changed its reporting methodology. For the purpose of measuring the number of applicants in a given fiscal year, an applicant is an individual who has submitted an application to at least one regular advertisement and/or a non-inventory advertisement that closed in the fiscal year or an inventory regardless of the close date.

Applicants to external advertisements (CFPPSC_AR6E)

- **Source:** Public Service Resourcing System
Note: In 2017-2018, the Public Service Commission changed its reporting methodology. For the purpose of measuring the number of applicants in a given fiscal year, an applicant is an individual who has submitted an application to at least one regular advertisement and/or a non-inventory advertisement that closed in the fiscal year or an inventory regardless of the close date.

GLOSSARY

Attribute Name	Defined Attribute Name
applicant_type_e	Type of applicant (English)
applicant_type_f	Type of applicant (French)
description_e	Description of count/percentage (English)
description_f	Description of count/percentage (French)
fiscal_year	Fiscal year
geo_region_e	Geographic region of work location (English)
geo_region_f	Geographic region of work location (French)
n	Count/Percentage
recruitment_program_e	Recruitment program (English)
recruitment_program_f	Recruitment program (French)