

WORKFORCE PROFILE REPORT

BC Public Service

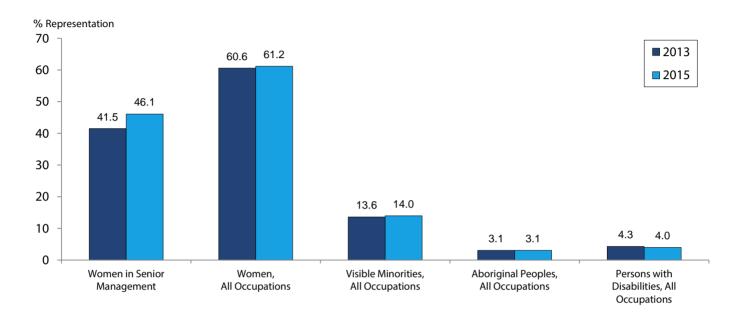
APRIL 2016



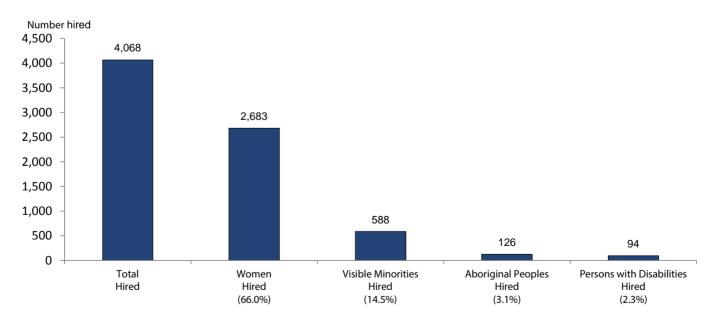
BC Public Service Indicators of Progress

Regular Employees (current number of Regular Employees = 23,747)

% Representation by Designated Group



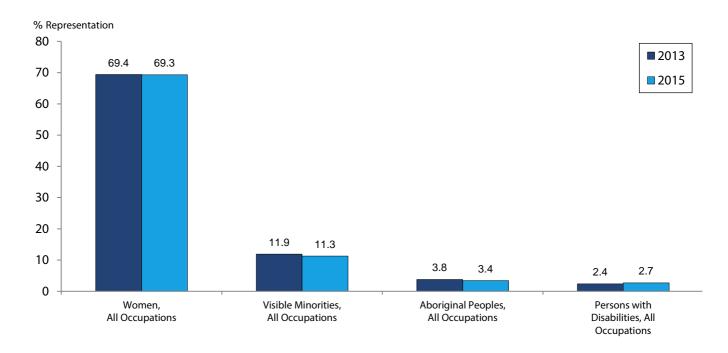
Hiring of Regulars, 2013 to 2015



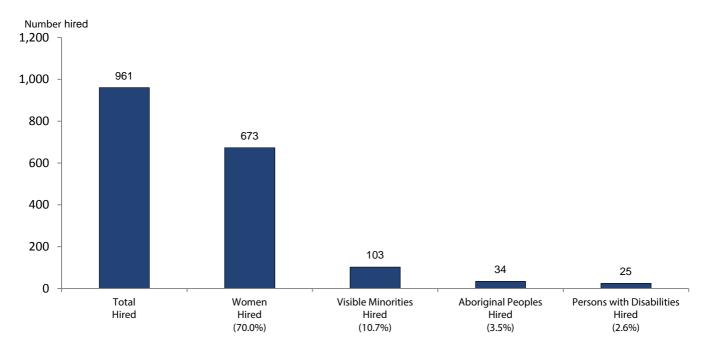
BC Public Service Indicators of Progress

Auxiliary Employees (current number of Auxiliary Employees = 1,262)

% Representation by Designated Group

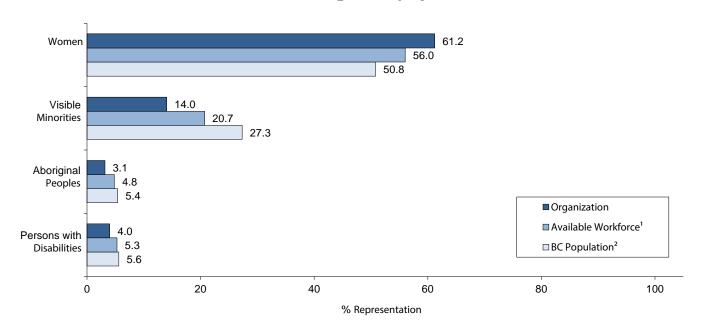


Hiring of Auxiliaries, 2013 to 2015

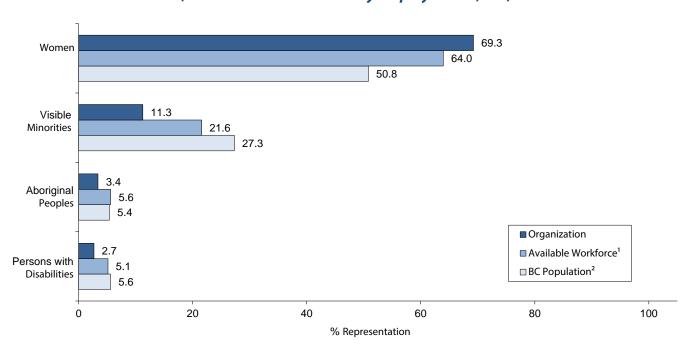


BC Public Service Compared to the BC Workforce and Population

Regular Employees (current number of Regular Employees = 23,747)



Auxiliary Employees (current number of Auxiliary Employees = 1,262)



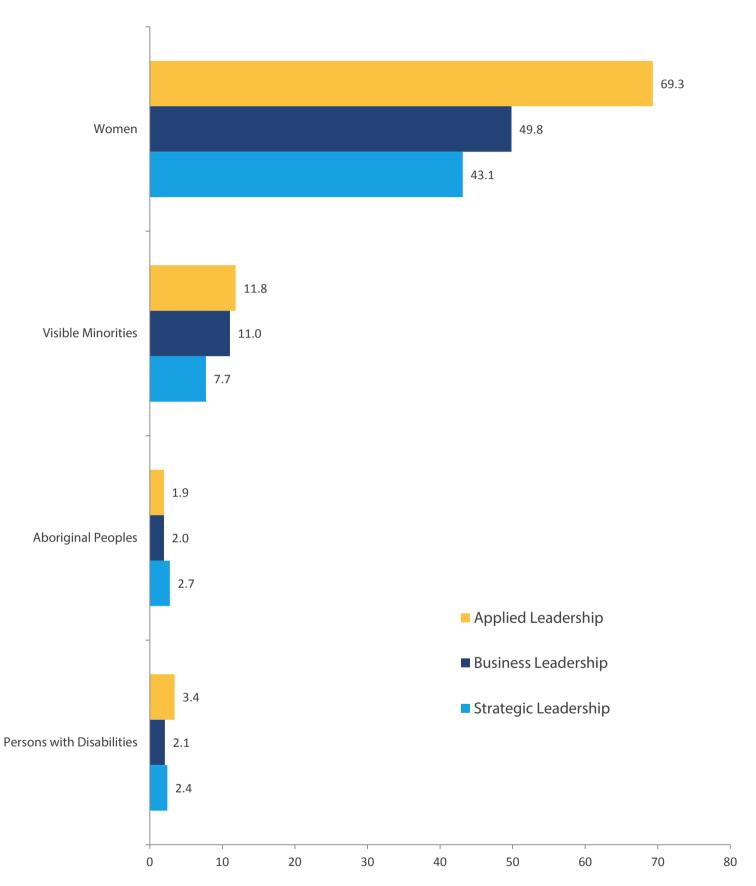
¹ The representation of the target group in the BC Workforce according to Statistics Canada's 2011 National Household Survey The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Statistics Canada, 2011 National Household Survey

<3 Data suppressed; fewer than 3 employees in designated group.</p>

^{5 3} or more employees in designated group, but suppressed to prevent residual disclosure.

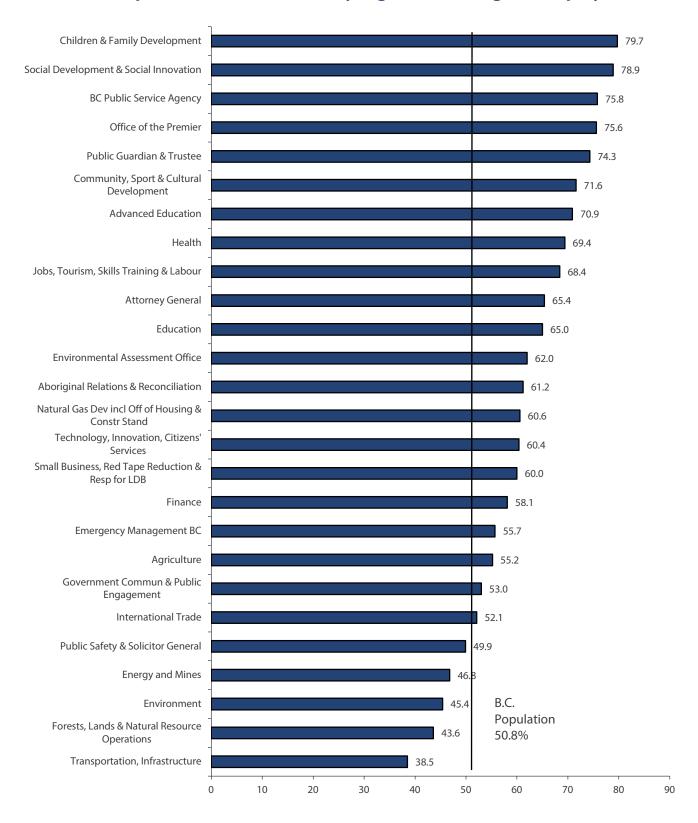
BC Public Service % Representation of target groups in Leadership positions*



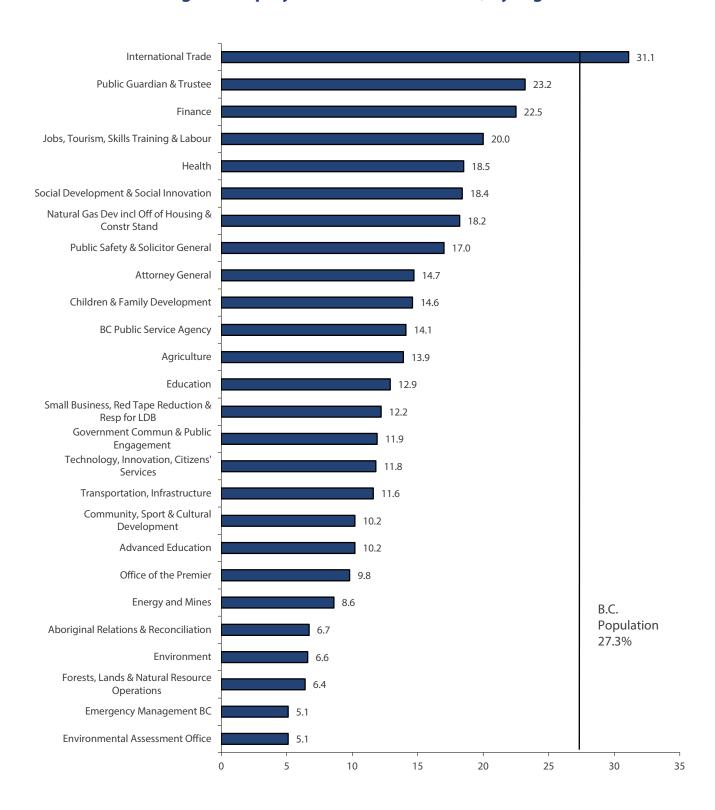
^{*} Includes all employees (regular and auxiliary)

<3 Data suppressed; fewer than 3 employees in designated group.

% Representation of women by organization, regular employees

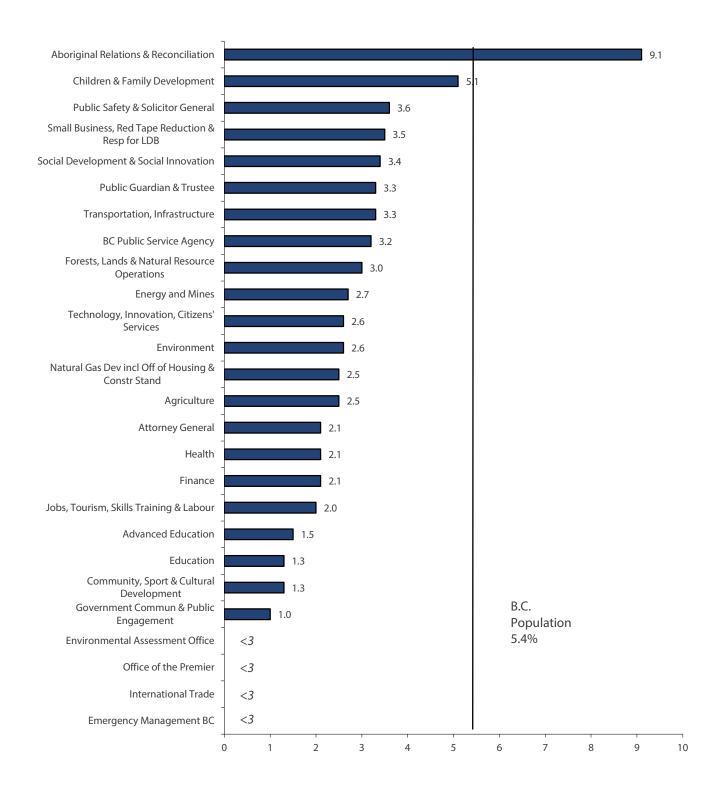


Visible Minorities % of regular employees who self-identified, by organization



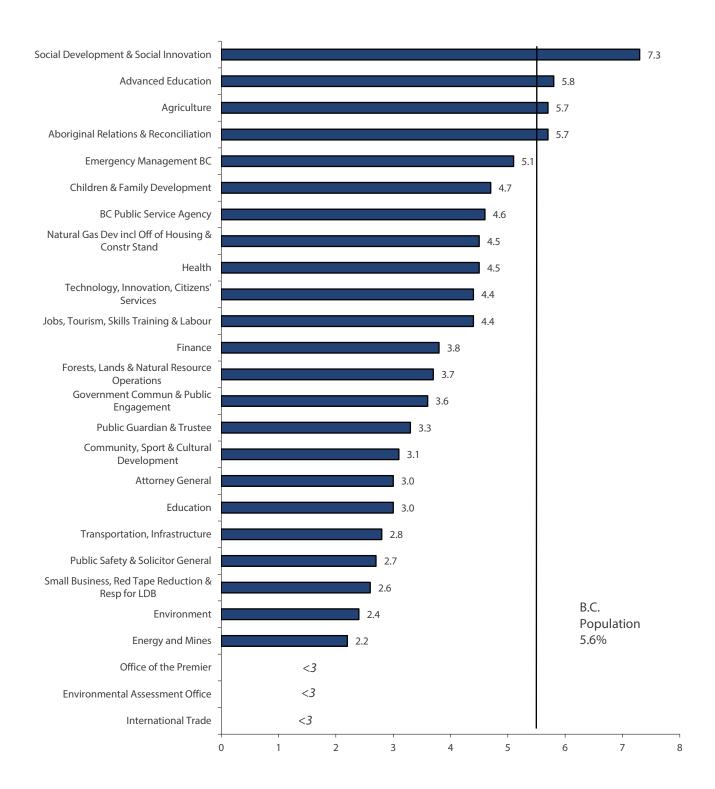
Aboriginal Peoples

% of regular employees who self-identified, by organization



<3 Data suppressed; fewer than 3 employees in designated group.

Persons with Disabilities % of regular employees who self-identified, by organization



<3 Data suppressed; fewer than 3 employees in designated group.

BC Public Service Representation of Visible Minorities by Occupation/Region **Regular Employees**

	1				AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	0	RGANIZATION	REPRESENTA	TION	WORKFORCE ¹	UNDER-REPRESENTATION ²	
				VISIBLE	VISIBLE	EXPECTED	
		NON-		MINORITY	MINORITY	NUMBER	SHORTFALL
	VISIBLE	VISIBLE		AS %	AS %	OF VISIBLE	OF VISIBLE
OCCUPATION GROUP	MINORITY	MINORITY	TOTAL	OF TOTAL	OF TOTAL	MINORITY	MINORITY
Senior Managers	82	923	1,005	8.2	14.0	140	58
Middle and Other Managers	217	1,786	2,003	10.8	19.5	390	173
Professionals	1,432	9,337	10,769	13.3	20.4	2,202	770
Semi-Professionals, Technicians	293	1,636	1,929	15.2	18.4	356	63
Supervisors	83	566	649	12.8	24.8	161	78
**Sub-Total	2,107	14,248	16,355	12.9	19.9	3,250	1,143
Administrative & Senior Clerical	250	1,368	1,618	15.5	19.6	317	67
Crafts and Trades	<3	<3	9	<3	19.1		
Clerical Personnel	542	3,054	3,596	15.1	27.1	975	433
Intermediate Sales & Service	426	1,726	2,152	19.8	17.1		
Other Sales & Service Personnel	<3	<3	7	<3	35.4		
Manual Workers	<3	<3	10	<3	20.0		
Occupations Not Stated			0				
**Sub-Total	1,222	6,170	7,392	16.5	22.5	1,667	445
Total, All Occupations	3,329	20,418	23,747	14.0	20.7	4,916	1,587

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	OF	RGANIZATION	REPRESENTAT	TON	WORKFORCE ¹	UNDER-REPR	ESENTATION ²
				VISIBLE	VISIBLE	EXPECTED	
		NON- MINORITY				NUMBER	SHORTFALL
	VISIBLE	VISIBLE		AS %	AS %	OF VISIBLE	OF VISIBLE
REGION	MINORITY	MINORITY	TOTAL	OF TOTAL	OF TOTAL	MINORITY	MINORITY
Vancouver CMA	1,713	4,569	6,282	27.3	20.5		
Victoria CMA	1,094	8,193	9,287	11.8	24.1	2,239	1,145
Other B.C. and Not Specified	522	7,656	8,178	6.4	17.0	1,391	869
Total B.C.	3,329	20,418	23,747	14.0	20.7	4,916	1,587

¹ The representation of visible minorities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

² Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

<3 Data suppressed because value is less than 3.</p>

S Value is 3 or greater, but is suppressed to prevent residual disclosure.

Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

BC Public Service Representation of Visible Minorities by Occupation/Region **Auxiliary Employees**

					7	7	
					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	Ol	RGANIZATION F	REPRESENTA [*]	ΓΙΟΝ	WORKFORCE ¹	UNDER-REPF	RESENTATION ²
				VISIBLE	VISIBLE	EXPECTED	
		NON-		MINORITY	MINORITY	NUMBER	SHORTFALL
	VISIBLE	VISIBLE		AS %	AS %	OF VISIBLE	OF VISIBLE
OCCUPATION GROUP	MINORITY	MINORITY	TOTAL	OF TOTAL	OF TOTAL	MINORITY	MINORITY
Senior Managers	<3	<3	4	<3	15.8		
Middle and Other Managers	<3	<3	12	<3	20.4		
Professionals	35	320	355	9.9	18.3	65	30
Semi-Professionals, Technicians	S	S	224	S	16.5	37	21
Supervisors	<3	<3	9	<3	24.8		
**Sub-Total	53	551	604	8.8	17.7	107	54
Administrative & Senior Clerical	13	39	52	25.0	19.7		
Crafts and Trades			0				
Clerical Personnel	54	411	465	11.6	27.1	126	72
Intermediate Sales & Service	12	44	56	21.4	20.7		
Other Sales & Service Personnel	<3	<3	5	<3	36.7		
Manual Workers	<3	<3	35	<3	11.0		х
Occupations Not Stated	S	S	45	S	25.8		
**Sub-Total	89	569	658	13.5	25.1	165	76
Total, All Occupations	142	1,120	1,262	11.3	21.6	272	130

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	OF	RGANIZATION F	REPRESENTAT	TON	WORKFORCE ¹	UNDER-REPRESENTATION ²	
	VISIBLE				VISIBLE	EXPECTED	
	NON- MINORITY				MINORITY	NUMBER	SHORTFALL
	VISIBLE	VISIBLE		AS %	AS %	OF VISIBLE	OF VISIBLE
REGION	MINORITY	MINORITY	TOTAL	OF TOTAL	OF TOTAL	MINORITY	MINORITY
Vancouver CMA	75	287	362	20.7	22.1		
Victoria CMA	41	330	371	11.1	24.2	90	49
Other B.C. and Not Specified	26	503	529	4.9	19.4	102	76
Total B.C.	142	1,120	1,262	11.3	21.6	272	130

¹ The representation of visible minorities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

<3 Data suppressed because value is less than 3.</p>

S Value is 3 or greater, but is suppressed to prevent residual disclosure.

Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

BC Public Service Representation of Visible Minorities by Occupation/Region **All Employees**

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	0	RGANIZATION	REDRESENTA.	TION	WORKFORCE ¹		RESENTATION ²
		NGANIZATION	ILLI ILLI LIVIA	VISIBLE	VISIBLE	EXPECTED	LESEIVITATION
		NON-		MINORITY	MINORITY	NUMBER	SHORTFALL
	VISIBLE	VISIBLE		AS %	AS %	OF VISIBLE	OF VISIBLE
OCCUPATION GROUP	MINORITY	MINORITY	TOTAL	OF TOTAL	OF TOTAL	MINORITY	MINORITY
Senior Managers	S	S	1,009	S	14.0	141	59
Middle and Other Managers	S	S	2,015	S	19.5	393	175
Professionals	1,467	9,657	11,124	13.2	20.4	2,267	800
Semi-Professionals, Technicians	S	S	2,153	S	18.2	393	84
Supervisors	S	S	658	S	24.8	163	79
**Sub-Total	2,160	14,799	16,959	12.7	19.8	3,357	1,197
Administrative & Senior Clerical	263	1,407	1,670	15.7	19.6	328	65
Crafts and Trades	<3	<3	9	<3	19.1		
Clerical Personnel	596	3,465	4,061	14.7	27.1	1,102	506
Intermediate Sales & Service	438	1,770	2,208	19.8	17.2		
Other Sales & Service Personnel	<3	<3	12	<3	36.0		X
Manual Workers	<3	<3	45	<3	13.0		х
Occupations Not Stated	S	S	45	S	25.8		
**Sub-Total	1,311	6,739	8,050	16.3	22.8	1,832	521
Total, All Occupations	3,471	21,538	25,009	13.9	20.7	5,189	1,718

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	OF	RGANIZATION	REPRESENTAT	TON	WORKFORCE ¹	UNDER-REPRESENTATION ²	
				VISIBLE	VISIBLE	EXPECTED	_
	NON- MINORITY				MINORITY	NUMBER	SHORTFALL
	VISIBLE	VISIBLE		AS %	AS %	OF VISIBLE	OF VISIBLE
REGION	MINORITY	MINORITY	TOTAL	OF TOTAL	OF TOTAL	MINORITY	MINORITY
Vancouver CMA	1,788	4,856	6,644	26.9	20.6		
Victoria CMA	1,135	8,523	9,658	11.8	24.1	2,329	1,194
Other B.C. and Not Specified	548	8,159	8,707	6.3	17.2	1,493	945
Total B.C.	3,471	21,538	25,009	13.9	20.7	5,189	1,718

¹ The representation of visible minorities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

<3 Data suppressed because value is less than 3.</p>

S Value is 3 or greater, but is suppressed to prevent residual disclosure.

Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

BC Public Service Flow Report for Visible Minorities, 2013 to 2015

			REGULAR			AUXILIARY	
	_	VISIBLE MINORITY	NON- VISIBLE MINORITY	TOTAL	VISIBLE MINORITY	NON- VISIBLE MINORITY	TOTAL
Employed 2013		3,172	20,089	23,261	122	905	1,027
Employed 2015		3,329	20,418	23,747	142	1,120	1,262
Hiring							
Hired from Outside	Number	532	3154	3686	103	858	961
	% Share	14.4	85.6	100.0	10.7	89.3	100.0
Total New Hires to	Number	532	3154	3686	103	858	961
Ministry	% Share	14.4	85.6	100.0	10.7	89.3	100.0
Changed Status from Auxiliary	Number	56	326	382			
to Regular ¹	% Share	14.7	85.3	100.0			
Total New Regulars to	Number	588	3480	4068			
Ministry	% Share	14.5	85.5	100.0			
Separations							
Left BC Government	Number	430	3170	3600	28	298	326
	% Share	11.9	88.1	100.0	8.6	91.4	100.0
Total Separations	Number	430	3170	3600	28	298	326
	% Share	11.9	88.1	100.0	8.6	91.4	100.0
Changed Status from	Number				56	326	382
Auxiliary to Regular ¹	% Share				14.7	85.3	100.0
Total Flow out of	Number				84	624	708
Auxiliary	% Share				11.9	88.1	100.0
Promotions ²							
Promoted Within Same	Number	280	1812	2092	<3	<3	16
Organization	% Share	13.4	86.6	100.0	<3	<3	100.0
Promoted from Other	Number	111	639	750	<3	<3	10
Organization	% Share	14.8	85.2	100.0	<3	<3	100.0
Total Promotions (c)	Number	391	2451	2842	<3	<3	26
	% Share	13.8	86.2	100.0	<3	<3	100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts. Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data will not match historical reports.

² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

<3 Data suppressed because value is less than 3.

S Value is 3 or greater, but suppressed to prevent residual disclosure.

BC Public Service Representation of Aboriginal Peoples by Occupation/Region Regular Employees

					AVAILABLE	OCCUPATIONS V	/ITH SIGNIFICANT
	Ol	RGANIZATION RE	PRESENTATI	ON	WORKFORCE ¹	UNDER-REPR	ESENTATION ²
				ABORIGINAL	ABORIGINAL	EXPECTED	
		NON-		AS %	AS %	NUMBER	SHORTFALL
OCCUPATION GROUP	ABORIGINAL	ABORIGINAL	TOTAL	OF TOTAL	OF TOTAL	OF ABORIGINAL	OF ABORIGINAL
Senior Managers	21	984	1,005	2.1	5.3	53	32
Middle and Other Managers	43	1,960	2,003	2.1	4.4	88	45
Professionals	325	10,444	10,769	3.0	4.4	474	149
Semi-Professionals, Technicians	76	1,853	1,929	3.9	9.7	187	111
Supervisors	22	627	649	3.4	2.3		
**Sub-Total	487	15,868	16,355	3.0	5.0	817	330
Administrative & Senior Clerical	S	S	1,618	S	4.3	70	21
Crafts and Trades	<3	<3	9	<3	3.4		
Clerical Personnel	143	3,453	3,596	4.0	3.5		
Intermediate Sales & Service	68	2,084	2,152	3.2	5.9	128	60
Other Sales & Service Personnel	<3	<3	7	<3	6.5		
Manual Workers	<3	<3	10	<3	6.1		
Occupations Not Stated			0				
**Sub-Total	260	7,132	7,392	3.5	4.4	326	66
Total, All Occupations	747	23,000	23,747	3.1	4.8	1,143	396

	OF	RGANIZATION RE	PRESENTATI	AVAILABLE WORKFORCE ¹	OCCUPATIONS W	/ITH SIGNIFICANT ESENTATION ²	
REGION	ABORIGINAL	NON- ABORIGINAL	TOTAL	ABORIGINAL AS % OF TOTAL	ABORIGINAL AS % OF TOTAL	EXPECTED NUMBER OF ABORIGINAL	SHORTFALL OF ABORIGINAL
Vancouver CMA	132	6,150	6,282	2.1	5.5	348	216
Victoria CMA	229	9,058	9,287	2.5	3.8	352	123
Other B.C. and Not Specified	386	7,792	8,178	4.7	5.4	443	57
Total B.C.	747	23,000	23,747	3.1	4.8	1,143	396

¹ The representation of Aboriginal Peoples in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

- <3 Data suppressed because value is less than 3.</p>
- S Value is 3 or greater, but is suppressed to prevent residual disclosure.
- Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

² Shortfall numbers are **only** shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service Representation of Aboriginal Peoples by Occupation/Region Auxiliary Employees

	O	RGANIZATION RE	PRESENTATI	ON	AVAILABLE WORKFORCE ¹		/ITH SIGNIFICANT ESENTATION ²
OCCUPATION GROUP	ABORIGINAL	NON- ABORIGINAL	TOTAL	ABORIGINAL AS % OF TOTAL	ABORIGINAL AS % OF TOTAL	EXPECTED NUMBER OF ABORIGINAL	SHORTFALL OF ABORIGINAL
Senior Managers	<3	<3	4	<3	4.8		
Middle and Other Managers	<3	<3	12	<3	3.2		
Professionals	11	344	355	3.1	5.6	20	9
Semi-Professionals, Technicians	S	S	224	S	8.9	20	15
Supervisors	<3	<3	9	<3	2.3		
**Sub-Total	16	588	604	2.6	6.7	41	25
Administrative & Senior Clerical	<3	<3	52	<3	4.4		
Crafts and Trades			0				
Clerical Personnel	21	444	465	4.5	3.7		
Intermediate Sales & Service	<3	<3	56	<3	6.3		х
Other Sales & Service Personnel	<3	<3	5	<3	6.2		
Manual Workers	<3	<3	35	<3	13.7		х
Occupations Not Stated	<3	<3	45	<3	4.6		
**Sub-Total	27	631	658	4.1	4.6		
Total, All Occupations	43	1,219	1,262	3.4	5.6	71	28

	OF	RGANIZATION RE	PRESENTATI	AVAILABLE WORKFORCE ¹	OCCUPATIONS W UNDER-REPR	ITH SIGNIFICANT ESENTATION ²	
REGION	ABORIGINAL	NON- ABORIGINAL	TOTAL	ABORIGINAL AS % OF TOTAL	ABORIGINAL AS % OF TOTAL	EXPECTED NUMBER OF ABORIGINAL	SHORTFALL OF ABORIGINAL
Vancouver CMA	10	352	362	2.8	6.4	23	13
Victoria CMA	12	359	371	3.2	4.2	16	4
Other B.C. and Not Specified	21	508	529	4.0	6.1	32	11
Total B.C.	43	1,219	1,262	3.4	5.6	71	28

¹ The representation of Aboriginal Peoples in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

² Shortfall numbers are **only** shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

<3 Data suppressed because value is less than 3.</p>

S Value is 3 or greater, but is suppressed to prevent residual disclosure.

Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

BC Public Service Representation of Aboriginal Peoples by Occupation/Region All Employees

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	OI	RGANIZATION RE	PRESENTATI	ON	WORKFORCE ¹	UNDER-REPR	ESENTATION ²
				ABORIGINAL	ABORIGINAL	EXPECTED	
		NON-		AS %	AS %	NUMBER	SHORTFALL
OCCUPATION GROUP	ABORIGINAL	ABORIGINAL	TOTAL	OF TOTAL	OF TOTAL	OF ABORIGINAL	OF ABORIGINAL
Senior Managers	S	S	1,009	S	5.3	54	33
Middle and Other Managers	S	S	2,015	S	4.4	89	46
Professionals	336	10,788	11,124	3.0	4.4	494	158
Semi-Professionals, Technicians	S	S	2,153	S	9.6	207	126
Supervisors	S	S	658	S	2.3		
**Sub-Total	503	16,456	16,959	3.0	5.1	858	355
Administrative & Senior Clerical	S	S	1,670	S	4.3	72	21
Crafts and Trades	<3	<3	9	<3	3.4		
Clerical Personnel	164	3,897	4,061	4.0	3.5		
Intermediate Sales & Service	S	S	2,208	S	5.9	131	62
Other Sales & Service Personnel	<3	<3	12	<3	6.4		
Manual Workers	<3	<3	45	<3	12.0		х
Occupations Not Stated	<3	<3	45	<3	4.6		
**Sub-Total	287	7,763	8,050	3.6	4.4	356	69
Total, All Occupations	790	24,219	25,009	3.2	4.9	1,214	424

	1				AVAILABLE	OCCUPATIONS W	/ITH SIGNIFICANT
			DDECENITATI	ON	WORKFORCE ¹		ESENTATION ²
	U	RGANIZATION RE	PRESENTATI	ON	WORKFORCE	UNDER-REPR	ESENTATION
				ABORIGINAL	ABORIGINAL	EXPECTED	
		NON-		AS %	AS %	NUMBER	SHORTFALL
REGION	ABORIGINAL	ABORIGINAL	TOTAL	OF TOTAL	OF TOTAL	OF ABORIGINAL	OF ABORIGINAL
Vancouver CMA	142	6,502	6,644	2.1	5.6	371	229
Victoria CMA	241	9,417	9,658	2.5	3.8	368	127
Other B.C. and Not Specified	407	8,300	8,707	4.7	5.5	475	68
Total B.C.	790	24,219	25,009	3.2	4.9	1,214	424

¹ The representation of Aboriginal Peoples in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

² Shortfall numbers are **only** shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

<3 Data suppressed because value is less than 3.</p>

S Value is 3 or greater, but is suppressed to prevent residual disclosure.

Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

BC Public Service Flow Report for Aboriginal Peoples, 2013 to 2015

	_		REGULAR			AUXILIARY	
	_	ABORIGINAL	NON- ABORIGINAL	TOTAL	ABORIGINAL	NON- ABORIGINAL	TOTAL
Employed 2013		718	22,543	23,261	39	988	1,027
Employed 2015		747	23,000	23,747	43	1,219	1,262
Hiring							
Hired from Outside	Number	108	3578	3686	34	927	961
	% Share	2.9	97.1	100.0	3.5	96.5	100.0
Total New Hires to	Number	108	3578	3686	34	927	961
Ministry	% Share	2.9	97.1	100.0	3.5	96.5	100.0
Changed Status from Auxiliary	Number	18	364	382			
to Regular ¹	% Share	4.7	95.3	100.0			
Total New Regulars to	Number	126	3942	4068			
Ministry	% Share	3.1	96.9	100.0			
Separations							
Left BC Government	Number	100	3500	3600	9	317	326
	% Share	2.8	97.2	100.0	2.8	97.2	100.0
Total Separations	Number	100	3500	3600	9	317	326
•	% Share	2.8	97.2	100.0	2.8	97.2	100.0
Changed Status from	Number				18	364	382
Auxiliary to Regular ¹	% Share				4.7	95.3	100.0
Total Flow out of	Number				27	681	708
Auxiliary	% Share				3.8	96.2	100.0
Promotions ²							
Promoted Within Same	Number	56	2036	2092	<3	<3	16
Organization	% Share	2.7	97.3	100.0	<3	<3	100.0
Promoted from Other	Number	12	738	750	<3	<3	10
Organization	% Share	1.6	98.4	100.0	<3	<3	100.0
Total Promotions (c)	Number	68	2774	2842	<3	<3	26
(4,	% Share	2.4	97.6	100.0	<3	<3	100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts. Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data will not match historical reports.

² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

<3 Data suppressed because value is less than 3.

S Value is 3 or greater, but suppressed to prevent residual disclosure.

BC Public Service Representation of Persons with Disabilities by Occupation/Region **Regular Employees**

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	OF	RGANIZATION F	REPRESENTAT	ΓΙΟΝ	WORKFORCE ¹	UNDER-REPRESENTATION ²	
OCCUPATION GROUP	DISABLED	NON- DISABLED	TOTAL	DISABLED AS % OF TOTAL	DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED
Senior Managers	21	984	1,005	2.1	4.3	43	22
Middle and Other Managers	41	1,962	2,003	2.0	4.3	86	45
Professionals	392	10,377	10,769	3.6	5.4	577	185
Semi-Professionals, Technicians	139	1,790	1,929	7.2	4.5		
Supervisors	30	619	649	4.6	13.9	90	60
**Sub-Total	623	15,732	16,355	3.8	5.4	883	260
Administrative & Senior Clerical	S	S	1,618	S	3.8		
Crafts and Trades	<3	<3	9	<3	7.6		
Clerical Personnel	179	3,417	3,596	5.0	5.1		
Intermediate Sales & Service	74	2,078	2,152	3.4	5.7	123	49
Other Sales & Service Personnel	<3	<3	7	<3	7.3		
Manual Workers	<3	<3	10	<3	7.5		
Occupations Not Stated			0				
**Sub-Total	323	7,069	7,392	4.4	5.0	369	46
Total, All Occupations	946	22,801	23,747	4.0	5.3	1,253	307

					AVAILABLE	OCCUPATIONS W	/ITH SIGNIFICANT	
	OF	GANIZATION F	REPRESENTAT	ION	WORKFORCE ¹	UNDER-REPRESENTATION ²		
							_	
				DISABLED	DISABLED	EXPECTED		
		NON-		AS %	AS %	NUMBER	SHORTFALL	
REGION	DISABLED	DISABLED	TOTAL	OF TOTAL	OF TOTAL	OF DISABLED	OF DISABLED	
Vancouver CMA	256	6,026	6,282	4.1	5.3	334	78	
Victoria CMA	362	8,925	9,287	3.9	5.2	480	118	
Other B.C. and Not Specified	328	7,850	8,178	4.0	5.4	439	111	
Total B.C.	946	22,801	23,747	4.0	5.3	1,253	307	

The representation of Persons with Disabilities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

<3 Data suppressed because value is less than 3.</p>

S Value is 3 or greater, but is suppressed to prevent residual disclosure.

Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

BC Public Service Representation of Persons with Disabilities by Occupation/Region **Auxiliary Employees**

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT	
	OF	RGANIZATION R	EPRESENTAT	ION	WORKFORCE ¹	UNDER-REPRESENTATION ²		
OCCUPATION GROUP	DISABLED	NON- DISABLED	TOTAL	DISABLED AS % OF TOTAL	DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED	
Senior Managers	<3	<3	4	<3	4.3			
Middle and Other Managers	<3	<3	12	<3	4.3			
Professionals	12	343	355	3.4	5.4	19	7	
Semi-Professionals, Technicians	S	S	224	S	4.5	10	3	
Supervisors	<3	<3	9	<3	13.9			
**Sub-Total	19	585	604	3.1	5.1	31	12	
Administrative & Senior Clerical	3	49	52	5.8	3.8			
Crafts and Trades			0					
Clerical Personnel	9	456	465	1.9	5.1	24	15	
Intermediate Sales & Service	<3	<3	56	<3	5.7			
Other Sales & Service Personnel	<3	<3	5	<3	7.3			
Manual Workers	<3	<3	35	<3	5.7			
Occupations Not Stated	<3	<3	45	<3	5.8			
**Sub-Total	15	643	658	2.3	5.1	34	19	
Total, All Occupations	34	1,228	1,262	2.7	5.1	65	31	

					AVAILABLE	AVAILABLE OCCUPATIONS WITH SI		
	OF	GANIZATION R	EPRESENTAT	ION	WORKFORCE ¹	UNDER-REPRESENTATION ²		
				DISABLED	DISABLED	EXPECTED		
		NON-		AS %	AS %	NUMBER	SHORTFALL	
REGION	DISABLED	DISABLED	TOTAL	OF TOTAL	OF TOTAL	OF DISABLED	OF DISABLED	
Vancouver CMA	10	352	362	2.8	5.1	19	9	
Victoria CMA	15	356	371	4.0	5.2	19	4	
Other B.C. and Not Specified	9	520	529	1.7	5.1	27	18	
Total B.C.	34	1,228	1,262	2.7	5.1	65	31	

The representation of Persons with Disabilities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

<3 Data suppressed because value is less than 3.</p>

S Value is 3 or greater, but is suppressed to prevent residual disclosure.

Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

BC Public Service Representation of Persons with Disabilities by Occupation/Region **All Employees**

	Ol	RGANIZATION F	REPRESENTAT	ION	AVAILABLE WORKFORCE ¹	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION ²	
OCCUPATION GROUP	DISABLED	NON- DISABLED	TOTAL	DISABLED AS % OF TOTAL	DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED
Senior Managers	S	S	1,009	S	4.3	43	22
Middle and Other Managers	S	S	2,015	S	4.3	87	46
Professionals	404	10,720	11,124	3.6	5.4	596	192
Semi-Professionals, Technicians	S	S	2,153	S	4.5		
Supervisors	S	S	658	S	13.9	91	61
**Sub-Total	642	16,317	16,959	3.8	5.4	914	272
Administrative & Senior Clerical	72	1,598	1,670	4.3	3.8		
Crafts and Trades	<3	<3	9	<3	7.6		
Clerical Personnel	188	3,873	4,061	4.6	5.1		
Intermediate Sales & Service	S	S	2,208	S	5.7	126	50
Other Sales & Service Personnel	<3	<3	12	<3	7.3		
Manual Workers	<3	<3	45	<3	6.1		
Occupations Not Stated	<3	<3	45	<3	5.8		
**Sub-Total	338	7,712	8,050	4.2	5.0	403	65
Total, All Occupations	980	24,029	25,009	3.9	5.3	1,317	337

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	OF	GANIZATION F	REPRESENTAT	ON	WORKFORCE ¹	UNDER-REPRESENTATION ²	
REGION	DISABLED NON- AS % DISABLED DISABLED TOTAL OF TOTAL				DISABLED AS % OF TOTAL	EXPECTED NUMBER OF DISABLED	SHORTFALL OF DISABLED
Vancouver CMA	266	6,378	6,644	4.0	5.3	352	86
Victoria CMA	377	9,281	9,658	3.9	5.2	499	122
Other B.C. and Not Specified	337	8,370	8,707	3.9	5.4	466	129
Total B.C.	980	24,029	25,009	3.9	5.3	1,317	337

The representation of Persons with Disabilities in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

Shortfall numbers are <u>only</u> shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

<3 Data suppressed because value is less than 3.</p>

S Value is 3 or greater, but is suppressed to prevent residual disclosure.

Data suppressed, but it can be revealed that the occupation is sigfincantly under-represented without revealing the absolute number. For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

BC Public Service Flow Report for Persons with Disabilities, 2013 to 2015

	_		REGULAR			AUXILIARY	
	_	DISABLED	NON- DISABLED	TOTAL	DISABLED	NON- DISABLED	TOTAL
Employed 2013		994	22,267	23,261	25	1,002	1,027
Employed 2015		946	22,801	23,747	34	1,228	1,262
Hiring							
Hired from Outside	Number	84	3602	3686	25	936	961
	% Share	2.3	97.7	100.0	2.6	97.4	100.0
Total New Hires to	Number	84	3602	3686	25	936	961
Ministry	% Share	2.3	97.7	100.0	2.6	97.4	100.0
Changed Status from Auxiliary	Number	10	372	382			
to Regular ¹	% Share	2.6	97.4	100.0			
Total New Regulars to	Number	94	3974	4068			
Ministry	% Share	2.3	97.7	100.0			
Separations							
Left BC Government	Number	140	3460	3600	8	318	326
	% Share	3.9	96.1	100.0	2.5	97.5	100.0
Total Separations	Number	140	3460	3600	8	318	326
	% Share	3.9	96.1	100.0	2.5	97.5	100.0
Changed Status from	Number				10	372	382
Auxiliary to Regular ¹	% Share				2.6	97.4	100.0
Total Flow out of	Number				18	690	708
Auxiliary	% Share				2.5	97.5	100.0
Promotions ²							
Promoted Within Same	Number	66	2026	2092	<3	<3	16
Organization	% Share	3.2	96.8	100.0	<3	<3	100.0
Promoted from Other	Number	19	731	750	<3	<3	10
Organization	% Share	2.5	97.5	100.0	<3	<3	100.0
Total Promotions (c)	Number	85	2757	2842	<3	<3	26
	% Share	3.0	97.0	100.0	<3	<3	100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts. Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data will not match historical reports.

² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

<3 Data suppressed because value is less than 3.

S Value is 3 or greater, but suppressed to prevent residual disclosure.

BC Public Service Representation by Women by Occupation/Region **Regular Employees**

	ORGANIZATION REPRESENTATION				AVAILABLE WORKFORCE ¹	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION ²	
OCCUPATION GROUP	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Senior Managers	463	542	1,005	46.1	35.6		
Middle and Other Managers	1,029	974	2,003	51.4	50.3		
Professionals	6,125	4,644	10,769	56.9	51.0		
Semi-Professionals, Technicians	1,210	719	1,929	62.7	54.6		
Supervisors	573	76	649	88.3	75.2		
**Sub-Total	9,400	6,955	16,355	57.5	51.4		
Administrative & Senior Clerical	1,298	320	1,618	80.2	78.6		
Crafts and Trades	1	8	9	11.1	8.3		
Clerical Personnel	3,211	385	3,596	89.3	83.0		
Intermediate Sales & Service	620	1,532	2,152	28.8	29.8		
Other Sales & Service Personnel	6	1	7	85.7	59.7		
Manual Workers	0	10	10	0.0	7.1		
Occupations Not Stated			0				
**Sub-Total	5,136	2,256	7,392	69.5	66.3		
Total, All Occupations	14,536	9,211	23,747	61.2	56.0		

					AVAILABLE	REGION WITH	SIGNIFICANT
	ORG	ANIZATION	REPRESENTA	TION	WORKFORCE ¹	UNDER-REPRESENTATION ²	
				WOMEN	WOEMN	EXPECTED	
				AS %	AS %	NUMBER	SHORTFALL
REGION	WOMEN	MEN	TOTAL	OF TOTAL	OF TOTAL	OF WOMEN	OF WOMEN
Vancouver CMA	3,952	2,330	6,282	62.9	59.8		
Victoria CMA	5,905	3,382	9,287	63.6	55.7		
Other B.C. and Not Specified	4,679	3,499	8,178	57.2	53.5		
Total B.C.	14,536	9,211	23,747	61.2	56.0		

¹ The representation of women in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service Representation by Women by Occupation/Region Auxiliary Employees

	ORG	ANIZATION	REPRESENTA	TION	AVAILABLE WORKFORCE ¹	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION ²	
OCCUPATION GROUP	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Senior Managers	1	3	4	25.0	32.3		
Middle and Other Managers	8	4	12	66.7	49.5		
Professionals	246	109	355	69.3	63.1		
Semi-Professionals, Technicians	124	100	224	55.4	46.4		
Supervisors	9	0	9	100.0	75.2		
**Sub-Total	388	216	604	64.2	56.6		
Administrative & Senior Clerical	36	16	52	69.2	76.3		
Crafts and Trades			0				
Clerical Personnel	389	76	465	83.7	81.0		
Intermediate Sales & Service	22	34	56	39.3	35.3		
Other Sales & Service Personnel	4	1	5	80.0	64.4		
Manual Workers	13	22	35	37.1	11.8		
Occupations Not Stated	22	23	45	48.9	48.5		
**Sub-Total	486	172	658	73.9	70.7		
Total, All Occupations	874	388	1,262	69.3	64.0		

					AVAILABLE	REGION WITH	SIGNIFICANT
	ORG	ANIZATION	REPRESENTA	TION	WORKFORCE ¹	UNDER-REPR	ESENTATION ²
				WOMEN	WOEMN	EXPECTED	
				AS %	AS %	NUMBER	SHORTFALL
REGION	WOMEN	MEN	TOTAL	OF TOTAL	OF TOTAL	OF WOMEN	OF WOMEN
Vancouver CMA	249	113	362	68.8	70.7		
Victoria CMA	252	119	371	67.9	62.9		
Other B.C. and Not Specified	373	156	529	70.5	60.1		
Total B.C.	874	388	1,262	69.3	64.0		

¹ The representation of women in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service Representation by Women by Occupation/Region All Employees

	ORG	ANIZATION	REPRESENTA	TION	AVAILABLE WORKFORCE ¹	OCCUPATIONS W UNDER-REPR	ITH SIGNIFICANT ESENTATION ²
OCCUPATION GROUP	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Senior Managers	464	545	1,009	46.0	35.6		
Middle and Other Managers	1,037	978	2,015	51.5	50.3		
Professionals	6,371	4,753	11,124	57.3	51.4		
Semi-Professionals, Technicians	1,334	819	2,153	62.0	53.7		
Supervisors	582	76	658	88.4	75.2		
**Sub-Total	9,788	7,171	16,959	57.7	51.6		
Administrative & Senior Clerical	1,334	336	1,670	79.9	78.5		
Crafts and Trades	1	8	9	11.1	8.3		
Clerical Personnel	3,600	461	4,061	88.6	82.7		
Intermediate Sales & Service	642	1,566	2,208	29.1	29.9		
Other Sales & Service Personnel	10	2	12	83.3	61.7		
Manual Workers	13	32	45	28.9	10.7		
Occupations Not Stated	22	23	45	48.9	48.5		
**Sub-Total	5,622	2,428	8,050	69.8	66.7		
Total, All Occupations	15,410	9,599	25,009	61.6	56.4		

					AVAILABLE	REGION WITH	SIGNIFICANT
	ORG	ANIZATION	REPRESENTA	TION	WORKFORCE ¹	UNDER-REPR	ESENTATION ²
							_
				WOMEN	WOEMN	EXPECTED	
				AS %	AS %	NUMBER	SHORTFALL
REGION	WOMEN	MEN	TOTAL	OF TOTAL	OF TOTAL	OF WOMEN	OF WOMEN
Vancouver CMA	4,201	2,443	6,644	63.2	60.4		
Victoria CMA	6,157	3,501	9,658	63.8	56.0		
Other B.C. and Not Specified	5,052	3,655	8,707	58.0	53.9		
Total B.C.	15,410	9,599	25,009	61.6	56.4		

¹ The representation of women in the BC Workforce according to Statistics Canada's 2011 National Household Survey. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Visible Minority.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service Flow Report for Women, 2013 to 2015

	_		REGULAR			AUXILIARY	
	_	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Employed 2013		14,091	9,170	23,261	713	314	1,027
Employed 2015		14,536	9,211	23,747	874	388	1,262
Hiring							
Hired from Outside	Number	2,407	1,279	3,686	673	288	961
	% Share	65.3	34.7	100.0	70.0	30.0	100.0
Total New Hires to	Number	2,407	1,279	3,686	673	288	961
BC Public Service	% Share	65.3	34.7	100.0	70.0	30.0	100.0
Changed Status from Auxiliary	Number	276	106	382			
to Regular ¹	% Share	72.3	27.7	100.0			
Total New Regulars to	Number	2,683	1,385	4,068			
BC Public Service	% Share	66.0	34.0	100.0			
Separations							
Left BC Government	Number	2,247	1,353	3,600	227	99	326
	% Share	62.4	37.6	100.0	69.6	30.4	100.0
Total Separations	Number	2,247	1,353	3,600	227	99	326
	% Share	62.4	37.6	100.0	69.6	30.4	100.0
Changed Status from	Number				276	106	382
Auxiliary to Regular ¹	% Share				72.3	27.7	100.0
Total Flow out of	Number				503	205	708
Auxiliary	% Share				71.0	29.0	100.0
Promotions ²							
Promoted Within Same	Number	1,249	843	2,092	9	7	16
Organization	% Share	59.7	40.3	100.0	56.3	43.8	100.0
Promoted from Other	Number	531	219	750	9	1	10
Organization	% Share	70.8	29.2	100.0	90.0	10.0	100.0
Total Promotions	Number	1,780	1,062	2,842	18	8	26
	% Share	62.6	37.4	100.0	69.2	30.8	100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts. Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data will not match historical reports.

² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

<3 Data suppressed because value is less than 3.

S Value is 3 or greater, but suppressed to prevent residual disclosure.

Women

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	GOV	ERNMENT F	REPRESENTA	TION	WORKFORCE ¹	UNDER-REPF	RESENTATION ²
				WOMEN	WOMEN	EXPECTED	
	WOMEN	MEN	TOTAL	AS % OF TOTAL	AS % OF TOTAL	NUMBER OF WOMEN	SHORTFALL OF WOMEN
Senior Managers							
Applied Leadership	4	0	4	100.0	52.6		
Assistant Deputy Minister Bd A	1	0	1	100.0	46.1		
Assistant Deputy Minister Bd B	23	34	57	40.4	46.1		
Assistant Deputy Minister Bd C	17	14	31	54.8	46.1		
Assistant Deputy Minister Bd D	4	9	13	30.8	46.1	6	2
Associate Deputy Minister	8	4	12	66.7	46.1		
Business Leadership	141	126	267	52.8	46.3		
Deputy Minister	10	17	27	37.0	46.1		
Senior Executive Band A	5	9	14	35.7	46.1		
Strategic Leadership	250	329	579	43.2	27.7		
*** TOTAL	463	542	1,005	46.1	35.6		
Middle and Other Managers							
Applied Leadership	275	119	394	69.8	52.2		
Band A	0	1	1	0.0	39.9		
Business Leadership	747	828	1,575	47.4	50.0	788	41
Chairperson	1	0	1	100.0	65.4		
Crown Counsel Manager	5	25	30	16.7	39.3	12	7
Management Level 01	1	0	1	100.0	39.9		
Management Level 02	0	1	1	0.0	39.9		
*** TOTAL	1,029	974	2,003	51.4	50.3		
Professionals							
Administrative Officer 21-30	913	477	1,390	65.7	54.4		
Applied Leadership	394	189	583	67.6	63.3		
Archivist 21-27	6	1	7	85.7	84.8		
Articling Student	8	3	11	72.7	38.2		
Biologist	106	137	243	43.6	44.4		
Business Leadership	247	177	424	58.3	57.6		
Communications Officer 21-24	11	4	15	73.3	64.3		
Community Coroner	40	30	70	57.1	73.5	51	11
Crown Counsel	235	194	429	54.8	38.2		
Economist	29	52	81	35.8	48.2	39	10
Editor	5	1	6	83.3	60.8		
Education Officer	39	19	58	67.2	69.7		
Financial Off (Tax Audit)	87	114	201	43.3	53.9		
Financial Officer 21-30	215	110	325	66.2	49.6		
Heritage Resources Off 21-30	6	0	6	100.0	59.2		
Information Systems 21-30	339	578	917	37.0	22.0		
Instructor (Corrections) 21-24	0	6	6	0.0	59.7	4	4
Laboratory/Hlth Sci Off 21-30	16	4	20	80.0	24.9		
Lead Programmer Analyst	0	2	2	0.0	22.2		
Lead Systems Analyst	0	1	1	0.0	28.8		
Legal Counsel	149	113	262	56.9	38.2		
Legal Counsel Manager	2	1	3	66.7	38.2		
Librarian	8	0	8	100.0	86.9		
Lic Psychological Assoc	1	0	1	100.0	69.8		
Licensed Psychologist	42	16	58	72.4	69.8		
Licensed Sc Off Agrologist	60	71	131	45.8	34.0		
Licensed Sc Off Engineer	8	18	26	30.8	15.5		
Licensed Sc Off Forester	135	348	483	28.0	15.8		
Licensed Sc Off Geologist	13	23	36	36.1	23.1		
Licensed Sc Off Other	70	78	148	47.3	21.0		
LSODesignated Profssnl Eng	36	143	179	20.1	14.7		
LSODesigntd Petroleum Geog	3	6	9	33.3	23.1		
Nurse	13	1	14	92.9	91.2		
Nurse (C)	41	6	47	87.2	90.4		
Nurse (H)	30	7	37	81.1	90.3		
Nutritionist	19	1	20	95.0	90.6		

Women

					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	601	CONTRACTOR	DEDDECENITA	TION	WORKFORCE ¹		RESENTATION ²
	GOV	EKINIVIENT	REPRESENTA				LISENTATION
				WOMEN AS %	WOMEN AS %	EXPECTED NUMBER	SHORTFALL
	WOMEN	MEN	TOTAL	OF TOTAL	OF TOTAL	OF WOMEN	OF WOMEN
rofessionals (cont.)							
Pharmacist	9	9	18	50.0	61.3		
Planning Officer	29	24	53	54.7	42.8		
Policy Analyst - Economics	10	4	14	71.4	48.4		
Policy Analyst - Finance	15	16	31	48.4	47.8		
Policy Analyst - Science	30	13	43	69.8	40.2		
Policy Analyst - Soc/Info/Hlth	74	29	103	71.8	69.5		
Programmer Analyst	1	2	3	33.3	22.2		
Psychologist	2	0	2	100.0	69.8		
Research Officer 21-30	78	66	144	54.2	61.6		
Salaried Physician	2	3	5	40.0	36.9		
Science Officer	0	3	3	0.0	24.3		
	402					436	34
Scientific/Tech Off 21-30		959	1,361	29.5	32.1	430	34
Senior Application Developer	0	1	1	0.0	22.2		
Social Prog Off (CYMH)	238	61	299	79.6	81.9		
Social Prog Off 21-30	1,904	517	2,421	78.6	76.1		
Veterinarian	0	1	1	0.0	55.7		
Veterinary Leader	1	0	1	100.0	55.7		
Veterinary Specialist	4	5	9	44.4	55.7		
*** TOTAL	6,125	4,644	10,769	56.9	51.0		
emi-Professionals, Technicians							
Applied Leadership	4	1	5	80.0	38.9		
Business Leadership	11	22	33	33.3	30.5		
Child Care Counsellor	39	23	62	62.9	75.6		
Community Prog Off	14	23	16	87.5	75.6		
Community Prog Off (FAW)	624	133	757	82.4	75.6		
Community Prog Off (FMW)	6	1	7	85.7	75.6		
Community Prog Off (IA)	81	17	98	82.7	75.6		
Community Prog Officer (CVWS)	10	0	10	100.0	75.6		
Conservation Officer	7	112	119	5.9	23.5	28	21
Coordinator Of Volunteers	1	0	1	100.0	75.6		
Information Systems 13-18	97	64	161	60.2	23.2		
Insp Mechan Mtr Vehicles	0	28	28	0.0	17.9	5	5
Instructor (Corrections) 18	5	13	18	27.8	59.7	11	6
Laboratory Assistant	8	2	10	80.0	83.4		
Paralegal	75	6	81	92.6	84.2		
Probation Interviewer	40	18	58	69.0	75.6		
Safety Officer	2	0	2	100.0	37.8		
Scientific/Tech Off 11-18	153	248	401	38.2	23.6		
Social Prog Off 14	1	1	2	50.0	96.5		
Social Worker Assistant	17	0	17				
				100.0	75.6		
Tech Enforcement Officer 11-18 Tech Enforcement Officer 21	6	16 11	22 19	27.3 42.1	21.5 21.5		
Training Consultant	1	1	2	50.0	75.8		
*** TOTAL	1,210	719	1,929	62.7	54.6		
upervisors							
Clerk 14	551	75	626	88.0	75.2		
Clerk Stenographer 14	22	1	23	95.7	75.2		
*** TOTAL	573	76	649	88.3	75.2		
dministrative & Senior Clerical							
Administrative Coordinator	1	0	1	100.0	88.3		
Administrative Officer 14-18	818	200	1,018	80.4	73.1		
Applied Leadership	54	13	67	80.6	80.8		
Business Leadership	18	14	32	56.2	76.5	24	6
Communications Officer 14-18	39	15	54	72.2	76.3		
Executive Administrative Asst	85	0	85	100.0	94.3		
Financial Officer 14-18	247	74	321	76.9	90.2	290	43
ariciai officer i r 10	2-7/	, ,	321	, 0.5	70.2	270	7.5

Women

					AVAILABLE	OCCUPATIONS V	
	GOV	ERNMENT F	REPRESENTA	TION	WORKFORCE ¹	UNDER-REPF	RESENTATION ²
	WOMEN	MEN	TOTAL	WOMEN AS % OF TOTAL	WOMEN AS % OF TOTAL	EXPECTED NUMBER OF WOMEN	SHORTFALI OF WOMEN
	WOMEN	IVIEIN	TOTAL	OF TOTAL	OFTOTAL	OF WOIVIEN	OF WOMEN
Administrative & Senior Clerical (cont.)		0	1	100.0	06.6		
Judicial Admin Assistant	1 1	0	1	100.0	96.6	•	
Research Officer 13-18	7	4	11	63.6	83.3	9	2
Senior Executive Assistant *** TOTAL	28 1,298	0 320	28 1,618	100.0 80.2	94.3 78.6		
TOTAL	1,250	320	1,010	00.2	70.0		
Crafts and Trades							
Foreman	0	2	2	0.0	5.6		
Printing Operator	0	2	2	0.0	13.7		
Supervisor	1	0	1	100.0	14.1		
TJ Mechanic Hvy Vehicle & Eqpt	0	1	1	0.0	0.8		
TJ Mechanic Lt Vehicle & Eqpt	0	2	2	0.0	2.5		
TS Gardener	0	1	1	0.0	16.4		
*** TOTAL	1	8	9	11.1	8.3		
Clerical Personnel							
Applied Leadership	4	1	Е	80.0	88.0		
	4	1	5				
Business Leadership	1	1	2	50.0	90.5		
Clerk 9-11	1,995	220	2,215	90.1	83.4		
Clerk Postal	16	44	60	26.7	64.8	39	23
Clerk Stenographer 9-11	676	24	700	96.6	83.7		
Control Tower Operator	0	5	5	0.0	52.3	3	3
Court Clerk	265	29	294	90.1	89.5		
Office Assistant	244	18	262	93.1	87.0		
Stockworker	10	43	53	18.9	20.8		
*** TOTAL	3,211	385	3,596	89.3	83.0		
ntermediate Sales & Service							
Admin Officer (AMI)	89	31	120	74.2	36.5		
Applied Leadership	2	4	6	33.3	52.7		
Business Leadership	0	4	4	0.0	36.5	5.0	24
Commercial Transport Insp	32	121	153	20.9	36.5	56	24
Correctional Serv Growth - 18	366	851	1,217	30.1	30.5		
Correctional Service 21-27	62	154	216	28.7	30.5		
Deputy Sheriff 14-18	49	294	343	14.3	22.0	75	26
Deputy Sheriff 21-24	9	56	65	13.8	22.0	14	5
Deputy Sheriff Instructor	1	5	6	16.7	22.0		
Deputy Sheriff Sr Intel Of	2	4	6	33.3	22.0		
Food Production Services 11-18	6	1	7	85.7	32.4		
Health Care Worker	2	3	5	40.0	83.6	4	2
Insp Fire Commission Off	0	4	4	0.0	4.5		_
*** TOTAL	620	1,532	2,152	28.8	29.8		
Other Sales & Service Personnel							
		1	,	0.0	21.0		
Building Maintenance Wkr	0	1	1	0.0	31.0		
Food Production Services 7-9 *** TOTAL	6	0 1	6 7	100.0 85.7	64.4 59.7		
		•		33.7	33		
Manual Workers	_			2.2	4.5		
Machine Operator	0	8	8	0.0	4.3		
Pre-Press Technician	0	1	1	0.0	24.5		
	0	1 10	1	0.0	12.2		
IOIAL		10	- 10	0.0	7.1		
TOTAL, ALL CLASSIFICATIONS	14,536	9,211	23,747	61.2	56.0		
Utility Worker *** TOTAL FOTAL, ALL CLASSIFICATIONS	0	10	10	0.0	7.1		

** FOOTNOTES **

¹ The representation of women in the BC Workforce according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are **only** shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Women. Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

Women

WOMEN						AVAILABLE WORKFORCE ¹		WITH SIGNIFICANT
Senior Managers		GOV	ERNMENT F	REPRESENTA				VESEIVIATION
Business Leadership		WOMEN	MEN	TOTAL	AS %	AS %	NUMBER	SHORTFALL OF WOMEN
Business Leadership	Senior Managers							
***TOTAL		0	1	1	0.0	46.1		
Middle and Other Managers Applied Leadership 2 1 3 66.7 50.2	Strategic Leadership	1	2	3	33.3	27.7		
Applied Leadership 2 1 3 66.7 47.3 Business Leadership 6 3 9 66.7 50.2 ***TOTAL 8 4 12 66.7 50.2 ***TOTAL 8 8 4 12 66.7 49.5 ***TOTAL 8 8 8 13 60.2 60.0 ***TOTAL 8 8 8 13 60.2 60.0 ***TOTAL 8 8 8 13 60.0 8 84.8 ***TOTAL 8 8 8 13 88.5 44.4 ***TOTAL 8 8 8 13 88.5 44.4 ***TOTAL 8 8 8 13 88.5 44.4 ***TOTAL 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8		1	3	4	25.0	32.3		
Applied Leadership 2 1 3 66.7 47.3 Business Leadership 6 3 9 66.7 50.2 ***TOTAL 8 4 12 66.7 50.2 ***TOTAL 8 8 4 12 66.7 49.5 ***TOTAL 8 8 8 13 60.2 60.0 ***TOTAL 8 8 8 13 60.2 60.0 ***TOTAL 8 8 8 13 60.0 8 84.8 ***TOTAL 8 8 8 13 88.5 44.4 ***TOTAL 8 8 8 13 88.5 44.4 ***TOTAL 8 8 8 13 88.5 44.4 ***TOTAL 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	Middle and Other Managers							
Business Leadership 6 3 9 9 66.7 49.5 Professionals Administrative Officer 21-30 32 9 41 78.0 55.6 Applied Leadership 9 4 13 69.2 60.0 Archvist 21-27 0 1 1 0.0 84.8 Business Leadership 2 5 8 13 38.5 44.4 Business Leadership 2 5 5 7 28.6 57.9 4 2 Crown Counsel 3 3 3 6 50.0 38.2 Economist 6 1 3 3 4 25.0 23.9 Legal Counsel 1 3 3 4 25.0 23.9 Legal Counsel 2 3 5 5.0 48.6 Information Systems 21-30 1 3 4 25.0 23.9 Legal Counsel 2 3 5 5 40.0 38.2 Licensed Sc Off Agrologist 2 0 2 100.0 24.9 Legal Counsel 2 3 5 5 40.0 38.2 Licensed Sc Off Agrologist 2 0 0 2 100.0 24.9 Licensed Sc Off Forester 5 2 7 71.4 15.8 Licensed Sc Off Forester 5 2 7 71.4 15.8 Licensed Sc Off Forester 5 2 7 71.4 15.8 Licensed Sc Off Other 2 2 2 4 50.0 17.3 Nurse (C) 6 6 1 7 85.7 91.2 Nurse (H) 15 5 5 20 75.0 91.2 Nurse (H) 15 5 5 20 75.0 91.2 Nutritionist 4 1 1 2 50.0 61.3 Planning Officer 1 1 0 1 1 100.0 90.7 Pharmacist 1 1 0 2 50.0 61.3 Planning Officer 3 2 2 45 51.1 32.8 Social Prog Offic 21-30 98 27 125 78.4 78.5 Veterinarian 1 0 1 1 100.0 55.7 **TOTAL 246 109 355 69.3 63.1 **Semi-Professionals, Technicians Business Leadership 1 1 1 2 50.0 75.6 Community Prog Offic (FAW) 12 0 12 100.0 75.6 Community Prog Officer 19 6 25 76.0 75.6 Community Prog Officer (CWVS) 1 1 2 50.0 75.6 Community Prog Officer (CWVS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWVS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWVS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWVS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWVS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWVS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWVS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWVS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWWS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWWS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWWS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWWS) 1 1 1 7 85.7 75.6 Forest Technician 1 3 6 19 88 20 23.4 Social Worker Assistant 6 1 7 85.7 75.6		2	1	3	66.7	47.3		
Professionals Administrative Officer 21-30 Administrative Officer 21-30 Applied Leadership 9 4 13 692 60.0 Archivist 21-27 0 1 1 1 0.0 84.8 Biologist 5 8 13 38.5 Biologist 5 8 13 38.5 Biologist 6 7 28.6 Biologist 7 2 8 13 38.5 Biologist 7 2 8 13 38.5 Biologist 8 13 38.5 Biologist 9 4 4 2 Crown Counsel 9 3 3 6 50.0 Biologist 1 0 2 2 5 7 28.6 Financial Officer 21-30 Biologist 1 0 2 2 0.0 Biologist 1 0 2 2 2 0.0 Biologist 1 0 2 2 2 0.0 Biologist 2 0 0 2 2 0.0 Biologist Biolo		6	3	9	66.7	50.2		
Administrative Officer 21-30 Applied Leadership Applied Leadership 9 4 13 692 Archivist 21-27 0 1 1 1 0.0 84.8 Business Leadership 2 5 5 7 28.6 Crown Counsel 3 3 3 6 50.0 38.2 Economist 0 0 2 2 0.0 48.6 Financial Officer 21-30 1 3 3 6 50.0 48.6 Financial Officer 21-30 1 3 3 6 50.0 48.6 Financial Officer 21-30 1 3 3 6 50.0 48.6 Financial Officer 21-30 1 3 3 4 25.0 Leboratory/Hith Sci Off 21-30 2 0 2 100.0 Legal Counsel 2 2 3 5 5 40.0 38.2 Licensed Sc Off Agrologist 1 2 0 2 100.0 Licensed Sc Off Engineer 0 1 1 0 0 15.7 Licensed Sc Off Engineer 0 1 1 0 0 15.7 Licensed Sc Off Counsel Licensed Sc Off Offer 2 2 2 4 50.0 Nurse (H) 15 5 5 20 75.0 Nurse (H) 15 5 5 20 75.0 Nurse (H) 15 5 5 20 75.0 Nurse (H) 15 5 5 80.0 Occupational Therapist 1 0 1 100.0 Pharmacist 1 1 1 2 50.0 Financial Officer 1 0 1 100.0 Pharmacist 1 1 0 2 50.0 Research Officer 21-30 Research Off	*** TOTAL	8	4	12	66.7	49.5		
Applied Leadership	Professionals							
Archivist 21-27	Administrative Officer 21-30	32	9	41	78.0	55.6		
Archivist 21-27	Applied Leadership				69.2	60.0		
Biologist 5 8 13 38.5 44.4		0	1	1	0.0	84.8		
Business Leadership 2 5 7 28.6 57.9 4 2	Biologist	5	8	13	38.5	44.4		
Crown Counsel 3 3 6 50.0 38.2							4	2
Economist								
Financial Officer 21-30	Economist	0				48.2		
Information Systems 21-30								
Laboratory/Hith Sci Off 21-30 Legal Counsel Legal Counsel Legal Counsel Licensed Sc Off Agrologist Licensed Sc Off Engineer 0 1 1 0.0 15.7 Licensed Sc Off Forgineer 0 1 1 0.0 15.7 Licensed Sc Off Forgineer 1 1 0.0 15.7 Licensed Sc Off Forester 1 2 7 71.4 15.8 Licensed Sc Off Other 2 2 2 4 50.0 17.3 Nurse (C) 6 1 7 85.7 91.2 Nurse (H) 15 5 20 75.0 91.2 Nutritionist 4 1 1 5 80.0 90.6 Occupational Therapist 1 1 0 1 100.0 90.7 Pharmacist 1 1 0 1 100.0 90.7 Pharmacist 1 1 0 1 100.0 90.7 Pharmacist 1 1 0 1 100.0 42.8 Policy Analyst - Science 3 0 3 100.0 40.2 Policy Analyst - Science 3 0 3 100.0 40.2 Policy Analyst - Science 3 0 3 100.0 40.2 Policy Analyst - Science 3 0 3 100.0 69.0 Scientific/Tech Off 21-30 23 22 45 51.1 32.8 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Professionals, Technicians Business Leadership 1 1 1 2 50.0 30.2 Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off (CYMS) 1 1 2 2 50.0 75.6 Community Prog Off (CYMS) 1 1 2 2 50.0 83.4 5 2 Laboratory Assistant 3 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 5 8 37.5 43.5								
Legal Counsel Licensed Sc Off Agrologist 2 0 2 100.0 Licensed Sc Off Engineer 0 1 1 0.0 15.7 Licensed Sc Off Forester 5 2 7 71.4 Licensed Sc Off Orester 5 2 7 71.4 Licensed Sc Off Orester 6 1 7 85.7 Nurse (C) 6 1 7 85.7 Nurse (C) 6 1 7 85.7 Nurse (H) 15 5 80.0 Nurse (H) 15 5 80.0 Occupational Therapist 1 0 1 100.0 Occupational Therapist 1 1 0 1 100.0 Pharmacist 1 1 1 2 50.0 Occupational Therapist 1 1 1 2 50.0 Pharmacist 1 1 1 2 50.0 Policy Analyst - Science Policy Analyst - Science 3 0 3 100.0 Policy Analyst - Science Policy Analyst - Science 3 0 3 100.0 Scientific/Tech Off 21-30 Social Prog Off (CYMH) 17 4 21 81.0 Social Prog Off (CYMH) 17 4 21 81.0 Social Prog Off (CYMH) 17 4 21 81.0 Social Prog Off (13-30 Social Prog Off (CYMH) 17 4 21 81.0 Social Prog Off (CYMH) 18 246 109 355 69.3 Social Prog Off (CYMH) 19 6 25 76.0 Community Prog Off (EW) 10 1 100.0 Social Science	•	2						
Licensed Sc Off Agrologist 2 0 2 100.0 15.7 Licensed Sc Off Engineer 0 1 1 1 0.0 15.7 Licensed Sc Off Forester 5 2 7 71.4 15.8 Licensed Sc Off Other 2 2 2 4 50.0 17.3 Nurse (C) 6 1 7 85.7 91.2 Nurse (C) 6 6 1 7 85.7 91.2 Nurse (H) 15 5 5 20 75.0 91.2 Nurse (H) 15 5 75.0 91.2 Nurse (H) 15 75 75.0 Nurse (H) 15 75 75.0 Nurse (H) 15 75 75.0 Nurse (H) 15 75 75 75.0 Nurse (H) 15 75 75 75 75 75 75 75 75 75 75 75 75 75	Legal Counsel							
Licensed Sc Off Engineer Licensed Sc Off Forester Licensed Sc Off Other 2 2 2 4 50.0 17.3 Nurse (C) 6 1 7 85.7 91.2 Nurse (H) 15 5 5 20 75.0 91.2 Nutritionist 4 1 5 80.0 90.6 Occupational Therapist 1 0 1 100.0 90.7 Pharmacist 1 1 2 50.0 61.3 Planning Officer 1 0 1 100.0 42.8 Planning Officer 1 0 1 100.0 42.8 Policy Analyst - Socience 3 0 3 100.0 40.2 Policy Analyst - Soc/Info/Hith 2 0 0 2 100.0 69.2 Research Officer 21-30 6 2 8 75.0 69.0 Scientific/Tech Off 21-30 98 27 125 78.4 78.5 Veterinarian 1 0 1 100.0 55.7 **** TOTAL 246 109 355 69.3 63.1 Semi-Professionals, Technicians Business Leadership 1 1 1 2 50.0 53.1 Semi-Profescionals, Technicians Business Leadership 1 1 1 2 50.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Officer (CWS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWS) 1 1 1 2 50.0 75.6 Community Prog Officer (CWS) 1 1 1 2 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5								
Licensed Sc Off Forester Licensed Sc Off Other Licensed Sc Other License	Licensed Sc Off Engineer							
Licensed Sc Off Other 2								
Nurse (C) Nurse (H) Nurse (H) Nurse (H) Nurse (H) Nutritionist 4 1 5 88.0 90.6 Occupational Therapist 1 0 1 1 0 1 100.0 90.7 Pharmacist 1 1 0 1 100.0 42.8 Policy Analyst - Science 3 0 3 100.0 Policy Analyst - Soc/Info/Hlth 2 0 0 2 100.0 69.2 Research Officer 21-30 6 6 2 8 75.0 69.0 Scientific/Tech Off 21-30 3 23 22 45 51.1 32.8 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (27-30) 98 27 125 78.4 78.5 Veterinarian 1 0 1 1 0 1 100.0 55.7 **** TOTAL 246 109 355 69.3 Semi-Professionals, Technicians Business Leadership 1 1 1 2 5 0.0 Community Prog Off 3 0 3 0 3 100.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Off (FAW) 12 0 12 0 13 10 12 0 12 10 0 75.6 Community Prog Off (FAW) 12 0 12 10 0 75.6 Community Prog Off (FAW) 13 6 19 6 25 7 10 10 7 10 7 10 7 10 7 10 7 10 7 10								
Nurse (H)								
Nutritionist								
Occupational Therapist 1 0 1 100.0 90.7 Pharmacist 1 1 1 2 50.0 61.3 Planning Officer 1 0 1 100.0 42.8 Policy Analyst - Science 3 0 3 100.0 40.2 Policy Analyst - Soc/Info/Hith 2 0 2 100.0 69.2 Research Officer 21-30 6 2 8 75.0 69.0 Scientific/Tech Off 21-30 23 22 45 51.1 32.8 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (CYMH) 1 1 0 1 100.0 55.7 **** TOTAL 246 109 355 69.3 63.1 Semi-Professionals, Technicians Business Leadership 1 1 1 2 50.0 30.2	, ,							
Pharmacist								
Planning Officer								
Policy Analyst - Science 3								
Policy Analyst - Soc/Info/Hith 2 0 2 100.0 69.2 Research Officer 21-30 6 2 8 75.0 69.0 Scientific/Tech Off 21-30 23 22 45 51.1 32.8 Social Prog Off (21-30) 98 27 125 78.4 78.5 Veterinarian 1 0 1 100.0 55.7 **** TOTAL 246 109 355 69.3 63.1 Semi-Professionals, Technicians Business Leadership 1 1 2 50.0 30.2 Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off 3 0 3 100.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Sy								
Research Officer 21-30 6 2 8 75.0 69.0 Scientific/Tech Off 21-30 23 22 45 51.1 32.8 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off (21-30 98 27 125 78.4 78.5 Veterinarian 1 0 1 100.0 55.7 ****TOTAL Semi-Professionals, Technicians Business Leadership 1 1 2 50.0 30.2 Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 3 <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>								
Scientific/Tech Off 21-30 23 22 45 51.1 32.8 Social Prog Off (CYMH) 17 4 21 81.0 81.9 Social Prog Off 21-30 98 27 125 78.4 78.5 Veterinarian 1 0 1 100.0 55.7 *** TOTAL Semi-Professionals, Technicians Business Leadership 1 1 2 50.0 30.2 Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off 3 0 3 100.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>								
Social Prog Off (CYMH)								
Social Prog Off 21-30 98 27 125 78.4 78.5 Veterinarian 1 0 1 100.0 55.7 **** TOTAL 246 109 355 69.3 63.1 Semi-Professionals, Technicians Business Leadership 1 1 2 50.0 30.2 Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off 3 0 3 100.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>								
Veterinarian 1 0 1 100.0 55.7 *** TOTAL Semi-Professionals, Technicians Business Leadership 1 1 2 50.0 30.2 Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off 3 0 3 100.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant								
**** TOTAL Semi-Professionals, Technicians Business Leadership 1 1 2 50.0 30.2 Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off 3 0 3 100.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5								
Business Leadership 1 1 2 50.0 30.2 Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off 3 0 3 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Paralegal 1 0 1 100.0 84.2 2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5								
Business Leadership 1 1 2 50.0 30.2 Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off 3 0 3 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Paralegal 1 0 1 100.0 84.2 2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5	Sami Professionals Tachnisians							
Child Care Counsellor 19 6 25 76.0 75.6 Community Prog Off 3 0 3 100.0 75.6 Community Prog Officer (CVWS) 12 0 12 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Paralegal 1 0 1 100.0 84.2 84.2 9 9 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 23.4 5 29 9 9 Social Worker Assistant 6 1 7 85.7 75.6 29 9 9 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5 43.5		1	1	າ	50.0	30.2		
Community Prog Off 3 0 3 100.0 75.6 Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Paralegal 1 0 1 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 100.0 84.2 100.0 100.0 84.2 100.0 100.0 100.0 100.0 100.0 100.0 100.0								
Community Prog Off (FAW) 12 0 12 100.0 75.6 Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Paralegal 1 0 1 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 84.2 100.0 100.0 84.2 100.0 100.0 84.2 100.0 100.0 84.2 100.0 100.0 84.2 100.0 100.0 84.2 100.0 100.0 100.0 100.0 100.0 1								
Community Prog Officer (CVWS) 1 1 2 50.0 75.6 Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Paralegal 1 0 1 100.0 84.2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5								
Forest Technician 13 6 19 68.4 21.5 Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Paralegal 1 0 1 100.0 84.2 2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5								
Information Systems 13-18 5 7 12 41.7 23.2 Laboratory Assistant 3 3 6 50.0 83.4 5 2 Paralegal 1 0 1 100.0 84.2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5								
Laboratory Assistant 3 3 6 50.0 83.4 5 2 Paralegal 1 0 1 100.0 84.2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5								
Paralegal 1 0 1 100.0 84.2 Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5							5	2
Probation Interviewer 20 19 39 51.3 75.6 29 9 Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5							,	2
Scientific/Tech Off 11-18 37 51 88 42.0 23.4 Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5							20	0
Social Worker Assistant 6 1 7 85.7 75.6 Tech Enforcement Officer 11-18 3 5 8 37.5 43.5							23	9
Tech Enforcement Officer 11-18 3 5 8 37.5 43.5								
101/LE 100 224 33.4 40.4								
	TOTAL	124	100	224	75.4	70.7		

Women

Supervisors Clerk 14 Clerk Stenographer 14 *** TOTAL Administrative & Senior Clerical Administrative Officer 14-18 Applied Leadership Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18 Senior Executive Assistant	8 1 9 24 1 2	MEN 0 0 0 14	TOTAL 8 1 9	WOMEN AS % OF TOTAL 100.0 100.0 100.0	WORKFORCE ¹ WOMEN AS % OF TOTAL 75.2 75.2 75.2	UNDER-REPR EXPECTED NUMBER OF WOMEN	SHORTFALL OF WOMEN
Clerk 14 Clerk Stenographer 14 *** TOTAL Administrative & Senior Clerical Administrative Officer 14-18 Applied Leadership Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18	8 1 9	0 0 0	8	AS % OF TOTAL 100.0 100.0	AS % OF TOTAL 75.2 75.2	NUMBER	
Clerk 14 Clerk Stenographer 14 *** TOTAL Administrative & Senior Clerical Administrative Officer 14-18 Applied Leadership Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18	8 1 9	0 0 0	8	AS % OF TOTAL 100.0 100.0	AS % OF TOTAL 75.2 75.2	NUMBER	
Clerk 14 Clerk Stenographer 14 *** TOTAL Administrative & Senior Clerical Administrative Officer 14-18 Applied Leadership Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18	8 1 9	0 0 0	8	100.0 100.0	75.2 75.2		
Clerk 14 Clerk Stenographer 14 **** TOTAL Administrative & Senior Clerical Administrative Officer 14-18 Applied Leadership Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18	1 9 24 1	0	1	100.0	75.2		
Clerk Stenographer 14 *** TOTAL Administrative & Senior Clerical Administrative Officer 14-18 Applied Leadership Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18	1 9 24 1	0	1	100.0	75.2		
*** TOTAL Administrative & Senior Clerical Administrative Officer 14-18 Applied Leadership Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18	9 24 1	0					
Administrative Officer 14-18 Applied Leadership Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18	1	14					
Applied Leadership Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18	1	1.4					
Communications Officer 14-18 Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18		17	38	63.2	72.0		
Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18	2	0	1	100.0	93.2		
Executive Administrative Asst Financial Officer 14-18 Research Officer 13-18		0	2	100.0	76.3		
Financial Officer 14-18 Research Officer 13-18	2	0	2	100.0	94.3		
Research Officer 13-18	2	2	4	50.0	90.2	4	2
						4	2
Senior Executive Assistant	3	0	3	100.0	83.3		
	2	0	2	100.0	94.3		
*** TOTAL	36	16	52	69.2	76.3		
Clerical Personnel							
Clerk 9-11	169	23	192	88.0	83.7		
Clerk Postal	19	21	40	47.5	64.8	26	7
Clerk Stenographer 9-11	57	2	59	96.6	83.8		
Control Tower Operator	1	1	2	50.0	52.3		
Court Clerk	24	2	26	92.3	89.5		
Office Assistant	118	12	130	90.8	87.0		
	1					2	2
Stockworker *** TOTAL	389	15 76	16 465	6.2 83.7	20.8 81.0	3	2
TOTAL	307	70	103	05.7	01.0		
ntermediate Sales & Service							
Applied Leadership	1	0	1	100.0	36.5		
Commercial Transport Insp	1	0	1	100.0	36.5		
Correctional Serv Growth - 18	17	31	48	35.4	30.5		
	0	1	1	0.0	22.0		
Deputy Sheriff 14-18 Health Care Worker	3						
*** TOTAL	22	2 34	5 56	60.0 39.3	83.6 35.3		
Other Sales & Service Personnel			_	00.0			
Food Production Services 7-9	4	1	5	80.0	64.4		
*** TOTAL	4	1	5	80.0	64.4		
Manual Workers							
Labourer	2	2	4	50.0	12.2		
Machine Operator	0	5	5	0.0	6.5		
Park Assistant 07-11	11	15	26	42.3	12.7		
*** TOTAL	13	22	35	37.1	11.8		
Descriptions Not Stated							
Occupations Not Stated	1	^	1	100.0	40.5		
Aboriginal Youth Intern Prog	1	0	1	100.0	48.5		
Coop Education Train Progm	18	23	41	43.9	48.5		
Public Serv Intrnship Pro (AS)	3	0	3	100.0	48.5		
*** TOTAL	22	23	45	48.9	48.5		
TOTAL, ALL CLASSIFICATIONS	874	388	1,262	69.3	64.0		

** FOOTNOTES **

¹ The representation of women in the BC Workforce according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are **only** shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Women. Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

Women

					AVAILABLE	OCCUPATIONS V	WITH SIGNIFICANT
	GOV	ERNMENT F	REPRESENTA		WORKFORCE ¹		RESENTATION ²
				WOMEN	WOMEN	EXPECTED	CHORTEALL
	WOMEN	MEN	TOTAL	AS % OF TOTAL	AS % OF TOTAL	NUMBER OF WOMEN	SHORTFALL OF WOMEN
enior Managers							
Applied Leadership	4	0	4	100.0	52.6		
Assistant Deputy Minister Bd A	1	0	1	100.0	46.1		
Assistant Deputy Minister Bd B	23	34	57	40.4	46.1		
Assistant Deputy Minister Bd C	17	14	31	54.8	46.1		_
Assistant Deputy Minister Bd D	4	9	13	30.8	46.1	6	2
Associate Deputy Minister	8	4	12	66.7	46.1		
Business Leadership Deputy Minister	141 10	127 17	268 27	52.6 37.0	46.3 46.1		
Senior Executive Band A	5	9	14	35.7	46.1		
Strategic Leadership	251	331	582	43.1	27.7		
*** TOTAL	464	545	1,009	46.0	35.6		
101/16	101	343	1,005	40.0	33.0		
liddle and Other Managers	277	120	207	60.0	52.1		
Applied Leadership	277	120	397	69.8	52.1		
Band A Business Leadership	753	021	1 504	0.0 47.5	39.9 50.0	793	40
•	753	831 0	1,584 1	100.0	65.4	/93	40
Chairperson Crown Counsel Manager	5	25	30	16.7	39.3	12	7
Management Level 01	1	0	1	100.0	39.9	12	,
Management Level 02	0	1	1	0.0	39.9		
*** TOTAL	1,037	978	2,015	51.5	50.3		
vofosionale							
rofessionals Administrative Officer 21-30	945	486	1 /21	66.0	54.4		
Applied Leadership	403	193	1,431 596	67.6	63.2		
Archivist 21-27	6	2	8	75.0	84.8		
Articling Student	8	3	11	72.7	38.2		
Biologist	111	145	256	43.4	44.4		
Business Leadership	249	182	431	57.8	57.6		
Communications Officer 21-24	11	4	15	73.3	64.3		
Community Coroner	40	30	70	57.1	73.5	51	11
Crown Counsel	238	197	435	54.7	38.2		
Economist	29	54	83	34.9	48.2	40	11
Editor	5	1	6	83.3	60.8		
Education Officer	39	19	58	67.2	69.7		
Financial Off (Tax Audit)	87	114	201	43.3	53.9		
Financial Officer 21-30	218	113	331	65.9	49.6		
Heritage Resources Off 21-30	6	0	6	100.0	59.2		
Information Systems 21-30	340	581	921	36.9	22.0		
Instructor (Corrections) 21-24	0	6	6	0.0	59.7	4	4
Laboratory/Hlth Sci Off 21-30 Lead Programmer Analyst	18	4	22 2	81.8 0.0	24.9 22.2		
Lead Systems Analyst	0	1	1	0.0	28.8		
Legal Counsel	151	116	267	56.6	38.2		
Legal Counsel Manager	2	1	3	66.7	38.2		
Librarian	8	0	8	100.0	86.9		
Lic Psychological Assoc	1	0	1	100.0	69.8		
Licensed Psychologist	42	16	58	72.4	69.8		
Licensed Sc Off Agrologist	62	71	133	46.6	34.0		
Licensed Sc Off Engineer	8	19	27	29.6	15.6		
Licensed Sc Off Forester	140	350	490	28.6	15.8		
Licensed Sc Off Geologist	13	23	36	36.1	23.1		
Licensed Sc Off Other	72	80	152	47.4	20.9		
LSODesignated Profssnl Eng	36	143	179	20.1	14.7		
LSODesigntd Petroleum Geog	3	6	9	33.3	23.1		
Nurse	13	1	14	92.9	91.2		
Nurse (C)	47	7	54	87.0	90.5		
Nurse (H)	45	12	57	78.9	90.6		
Nutritionist	23	2	25	92.0	90.6		

Women

	_						
					AVAILABLE	OCCUPATIONS V	VITH SIGNIFICANT
	GOV	ERNMENT F	REPRESENTA	TION	WORKFORCE ¹	UNDER-REPF	RESENTATION ²
				WOMEN	WOMEN	EXPECTED	
	WOMEN	MEN	TOTAL	AS % OF TOTAL	AS % OF TOTAL	NUMBER OF WOMEN	SHORTFALL OF WOMEN
rofessionals (cont.)							
Occupational Therapist	1	0	1	100.0	90.7		
Pharmacist	10	10	20	50.0	61.3		
Planning Officer	30	24	54	55.6	42.8		
Policy Analyst - Economics	10	4	14	71.4	48.4		
Policy Analyst - Finance	15	16	31	48.4	47.8		
Policy Analyst - Science	33	13	46	71.7	40.2		
Policy Analyst - Soc/Info/Hlth	76	29	105	72.4	69.5		
Programmer Analyst	1	2	3	33.3	22.2		
Psychologist	2	0	2	100.0	69.8		
Research Officer 21-30	84	68	152	55.3	62.0		
Salaried Physician	2	3	5	40.0	36.9		
Science Officer	0	3	3	0.0	24.3		
Scientific/Tech Off 21-30	425	981	1,406	30.2	32.1		
Senior Application Developer	0	1	1	0.0	22.2		
Social Prog Off (CYMH)	255	65	320	79.7	81.9		
Social Prog Off 21-30	2,002	544	2,546	78.6	76.2		
Veterinarian	1	1	2	50.0	55.7		
Veterinary Leader	1	0	1	100.0	55.7		
Veterinary Specialist	4	5	9	44.4	55.7		
*** TOTAL	6,371	4,753	11,124	57.3	51.4		
emi-Professionals, Technicians							
Applied Leadership	4	1	5	80.0	38.9		
Business Leadership	12	23	35	34.3	30.5		
Child Care Counsellor	58	29	87	66.7	75.6		
Community Prog Off	17	2	19	89.5	75.6		
Community Prog Off (FAW)	636	133	769	82.7	75.6 75.6		
Community Prog Off (FMW)	6	133	707	85.7	75.6		
Community Prog Off (IA)	81	17	98	82.7	75.6 75.6		
Community Prog Officer (CVWS)	11	1	12	91.7	75.6		
Conservation Officer	7	112	119	5.9	23.5	28	21
Coordinator Of Volunteers	1	0	1	100.0	75.6	20	21
Forest Technician	13	6	19	68.4	21.5		
Information Systems 13-18	102	71	173	59.0	23.2		
Insp Mechan Mtr Vehicles	0	28	28	0.0	17.9	5	5
Instructor (Corrections) 18	5	13	18	27.8	59.7	11	6
Laboratory Assistant	11	5	16	68.8	83.4		· ·
Paralegal	76	6	82	92.7	84.2		
Probation Interviewer	60	37	97	61.9	75.6		
Safety Officer	2	0	2	100.0	37.8		
Scientific/Tech Off 11-18	190	299	489	38.9	23.6		
Social Prog Off 14	1 1	1	2	50.0	96.5		
Social Worker Assistant	23	1	24	95.8	75.6		
Tech Enforcement Officer 11-18	9	21	30	30.0	27.4		
Tech Enforcement Officer 21	8	11	19	42.1	21.5		
Training Consultant	1	1	2	50.0	75.8		
*** TOTAL	1,334	819	2,153	62.0	53.7		
			,				
upervisors Clerk 14	559	75	634	88.2	75.2		
Clerk 14 Clerk Stenographer 14	23	/5 1	24	95.8	75.2		
*** TOTAL	582	76	658	95.8 88.4	75.2 75.2		
Administrative & Senior Clerical Administrative Coordinator	1	0	1	100.0	88.3		
Administrative Coordinator Administrative Officer 14-18	842	214	1,056	79.7	73.1		
				80.9			
Applied Leadership	55	13	68		81.0	24	6
Business Leadership	18	14	32	56.2	76.5	24	6
Communications Officer 14-18	41	15	56	73.2	76.3		

Women

Momen						AVAILABLE		VITH SIGNIFICANT
Nomes		GOV	ERNMENT F	REPRESENTA	ATION	WORKFORCE ¹		RESENTATION ²
Administrative & Senior Clerical (cont.) Executive Administrative Asst		WOMEN	MFN	TOTAL	AS %	AS %	NUMBER	SHORTFAL OF WOMEN
Executive Administrative Asst	dministrativo & Sanior Clarical (cont.)	VVOIVILIV	IVILIA	TOTAL	OI TOTAL	OF TOTAL	OI WOMEN	OI WOIVIE
Financial Officer 14-18 Judicial Admin Assistant 1 0 1 100.0 96.6 Research Officer 13-18 10 4 14 71.4 83.3 ***TOTAL 1,334 336 1,670 79.9 78.5 ***TOTAL 1,34 1 1 0.0 14.1 1,34 1 1 0.0 0.8 1,37 1 1 0.0 0.8 1,37 1 0.0 0.8 1,37 1 0.0 0.5 1,4 1 0.0 0.8 1,4 1 0.0 0.8 1,5 1 0.0 0.5 1,5 1 0.0 0.5 ***TOTAL		87	0	87	100.0	943		
Judicial Admin Assistant							203	44
Research Officer 13-18							293	44
Senior Executive Assistant 30 0 30 100.0 94.3								
Crafts and Trades Coraginary 0 2 2 0.0 5.6 Printing Operator 0 2 2 0.0 13.7 Supervisor 1 0 1 1 100.0 14.1 TJ Mechanic Hvy Vehicle & Eqpt 0 1 1 0.0 0.8 TJ Mechanic Lt Vehicle & Eqpt 0 1 1 0.0 16.4 ***TOTAL 1 8 9 11.1 8.3 ***TOTAL 1 1 5 80.0 88.0 ***Business Leadership 4 1 5 80.0 88.0 ***Business Leadership 1 1 2 5 66.83.8 65 ***Clerk Stenographer 9-11 733 26 75.9 96.6 83.8								
Crafts and Trades								
Foreman	arte and Trades							
Printing Operator 0 2 2 0 13.7 Supervisor 1 0 1 1000 14.1 TJ Mechanic Hvy Vehicle & Eqpt 0 1 1 0 0.8 TJ Mechanic Lt Vehicle & Eqpt 0 1 1 0.0 16.4 ***TOTAL 1 8 9 11.1 8.3 Clerical Personnel Applied Leadership 4 1 5 80.0 88.0 Business Leadership 1 1 2 50.0 90.5 Clerk Postal 35 65 100 35.0 64.8 65 Clerk Postal 35 30 39.2 39.3 34 4		0	2	2	0.0	5.6		
Supervisor								
TJMechanic Hvy Vehicle & Eqpt								
TJ Mechanic Lt Vehicle & Eqpt								
TS Gardener 0 1 1 1 0 0 16.4 ****TOTAL 1 8 9 11.1 8.3 Clerical Personnel Applied Leadership 4 1 1 5 80.0 90.5 Clerk 9-11 2,164 243 2,407 889 98.3 4 Clerk Postal 35 65 100 35.0 64.8 65 Clerk Stenographer 9-11 733 26 759 96.6 88.8 65 Control Tower Operator 1 6 7 14.3 52.3 4 Court Clerk 289 31 320 90.3 89.5 COURT Clerk 289 31 320 90.3 89.5 COURT Clerk 289 31 320 90.3 89.5 COUNT Clerk 299 32.3 87.0 Stockworker 11 58 69 15.9 20.8 14 Section 14 Clerk 299 29.3 Section 299 389.0 Stockworker 31 58 69 15.9 20.8 14 Section 38.6 82.7 Section 38.6 82.7 Section 38.6 82.7 Section 38.6		1						
*** TOTAL								
Clerical Personne Applied Leadership								
Applied Leadership	*** TOTAL	1	8	9	11.1	8.3		
Business Leadership								
Clerk 9-11		1	1		80.0			
Clerk Postal 35 65 100 35.0 64.8 65	Business Leadership	1	1	2	50.0	90.5		
Clerk Postal 35 65 100 35.0 64.8 65	Clerk 9-11	2,164	243	2,407	89.9	83.4		
Control Tower Operator 1 6 7 14.3 52.3 4 Court Clerk 289 31 320 90.3 89.5 Office Assistant 362 30 392 92.3 87.0 Stockworker 11 58 69 15.9 20.8 14 *** TOTAL 3,600 461 4,061 88.6 82.7 Intermediate Sales & Service Admin Officer (AMI) 89 31 120 74.2 36.5 Applied Leadership 3 4 7 42.9 50.4 Business Leadership 0 4 4 0.0 36.5 Cornectional Service Order 18 383 882 1,265 30.3 30.5 Correctional Service 21-27 62 154 216 28.7 30.5 Deputy Sheriff 12-18 49 295 344 14.2 22.0 76 Deputy Sheriff 12-24 9 56 65 13.8 22.0 14 Deputy Sheriff St Intel Of 2 4 6 33.3 22.0 Food Production Services 11-18 6 1 7 85.7 32.4 Health Care Worker 5 5 10 50.0 83.6 8 Insp Fire Commission Off 0 4 4 0.0 4.5 ****TOTAL 642 1,566 2,208 29.1 29.9 Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 1 0.0 31.0 Food Production Services 7-9 10 1 1 1 0.9 64.4 ****TOTAL 10 2 12 83.3 61.7 Manual Workers Labourer 2 2 2 4 50.0 12.2 Machine Operator 0 13 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7	Clerk Postal				35.0	64.8	65	30
Control Tower Operator 1 6 7 14.3 52.3 4 Court Clerk 289 31 320 90.3 89.5 Office Assistant 362 30 392 92.3 87.0 Stockworker 11 58 69 15.9 20.8 14 **** TOTAL 3,600 461 4,061 88.6 82.7 Intermediate Sales & Service Admin Officer (AMI) 89 31 120 74.2 36.5 Applied Leadership 3 4 7 42.9 50.4 Business Leadership 0 4 4 0.0 36.5 Cornectional Service Order 18 383 882 1,265 30.3 30.5 Correctional Service Personnel Building Maintenance Wr 1 5 6 16.7 22.0 Food Production Services 11-18 6 1 7 85.7 32.4 Health Care Worker 5 5 10 50.0 83.6 8 Insp Fire Commission Off 0 4 4 0.0 4.5 **** TOTAL 9.9 56.4 Business Leadership 1 5 6 16.7 22.0 Deputy Sheriff 12-124 9 56 65 13.8 22.0 14 Deputy Sheriff Instructor 1 5 6 16.7 22.0 Deputy Sheriff Structor 1 5 6 16.7 22.0 Food Production Services 11-18 6 1 7 85.7 32.4 Health Care Worker 5 5 10 50.0 83.6 8 Insp Fire Commission Off 0 4 4 0.0 4.5 **** TOTAL 642 1,566 2,208 29.1 29.9 Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 1 0.0 31.0 Food Production Services 7-9 10 1 1 1 0.0 31.0 Food Production Services 7-9 10 1 1 1 0.0 31.0 Food Production Services 7-9 10 1 1 1 0.0 31.0 Manual Workers Labourer 2 2 2 4 50.0 12.2 Machine Operator 0 13 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7	Clerk Stenographer 9-11	733	26	759	96.6	83.8		
Court Clerk							4	3
Office Assistant 362 30 392 92.3 87.0 Stockworker 11 58 69 15.9 20.8 14 *** TOTAL 3,600 461 4,061 88.6 82.7 Intermediate Sales & Service Admin Officer (AMI) 89 31 120 74.2 36.5 Applied Leadership 3 4 7 42.9 50.4 Business Leadership 0 4 4 0.0 36.5 Cormectional Service Growth - 18 383 882 1,265 30.3 30.5 Correctional Service Growth - 18 383 882 1,265 30.3 30.5 Correctional Service 21-27 62 154 216 28.7 30.5 Deputy Sheriff 14-18 49 295 344 14.2 22.0 76 Deputy Sheriff Instructor 1 5 6 16.7 22.0 14 Deputy Sheriff Instructor 1 5							•	J
Stockworker								
##**TOTAL 3,600 461 4,061 88.6 82.7 Intermediate Sales & Service		1					1.4	3
Intermediate Sales & Service							14	3
Admin Officer (AMI) Applied Leadership 3 4 7 42.9 50.4 Business Leadership 0 4 4 0.0 36.5 Commercial Transport Insp 33 121 154 21.4 36.5 56 Correctional Serv Growth - 18 383 882 1,265 30.3 30.5 Correctional Service 21-27 62 154 216 28.7 30.5 Deputy Sheriff 14-18 49 295 344 14.2 22.0 76 Deputy Sheriff 21-24 9 56 65 13.8 22.0 14 Deputy Sheriff Instructor 1 5 6 16.7 22.0 Deputy Sheriff Sr Intel Of 2 4 6 33.3 22.0 Food Production Services 11-18 6 1 7 85.7 32.4 Health Care Worker 5 5 5 10 50.0 83.6 8 Insp Fire Commission Off 0 4 4 0.0 4.5 **** TOTAL 642 1,566 2,208 29.1 29.9 Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 0.0 31.0 Food Production Services 7-9 10 1 11 90.9 64.4 **** TOTAL 10 2 12 83.3 61.7 Manual Workers Labourer 2 2 4 5 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7		,,,,,,		.,				
Applied Leadership 3 4 7 42.9 50.4 Business Leadership 0 4 4 0.0 36.5 Commercial Transport Insp 33 121 154 21.4 36.5 56 Correctional Service 21-27 62 154 216 28.7 30.5 5 Deputy Sheriff 14-18 49 295 344 14.2 22.0 76 Deputy Sheriff 12-24 9 56 65 13.8 22.0 14 Deputy Sheriff Instructor 1 5 6 16.7 22.0 14 Deputy Sheriff Sr Intel Of 2 4 6 33.3 22.0 20 14 14 14 14 14 14 14 14 14 14 14 14 14 14 15 16 16.7 22.0 16 16 17 28.7 32.0 14 14 16 18 33.3 32.0 16 16 17 28.7 32.4 18 18 18 18 18 18 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>								
Business Leadership 0 4 4 4 0.0 36.5 Commercial Transport Insp 33 121 154 21.4 36.5 56 Correctional Serv Growth - 18 383 882 1,265 30.3 30.5 Correctional Service 21-27 62 154 216 28.7 30.5 Deputy Sheriff 14-18 49 295 344 14.2 22.0 76 Deputy Sheriff 21-24 9 56 65 13.8 22.0 14 Deputy Sheriff Instructor 1 5 6 16.7 22.0 Deputy Sheriff Sr Intel Of 2 4 6 33.3 22.0 Food Production Services 11-18 6 1 7 85.7 32.4 Health Care Worker 5 5 10 50.0 83.6 8 Insp Fire Commission Off 0 4 4 0.0 4.5 **** TOTAL 642 1,566 2,208 29.1 29.9 Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 0.0 31.0 Food Production Services 7-9 10 1 11 90.9 64.4 **** TOTAL 10 2 12 83.3 61.7 Manual Workers Labourer 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7								
Commercial Transport Insp 33 121 154 21.4 36.5 56	Applied Leadership	3	4	7	42.9	50.4		
Correctional Serv Growth - 18 383 882 1,265 30.3 30.5	Business Leadership	0	4	4	0.0	36.5		
Correctional Service 21-27 62 154 216 28.7 30.5 Deputy Sheriff 14-18 49 295 344 14.2 22.0 76 Deputy Sheriff 21-24 9 56 65 13.8 22.0 14 Deputy Sheriff Instructor 1 5 6 16.7 22.0 Deputy Sheriff Sr Intel Of 2 4 6 33.3 22.0 Food Production Services 11-18 6 1 7 85.7 32.4 Health Care Worker 5 5 10 50.0 83.6 8 Insp Fire Commission Off 0 4 4 0.0 4.5 **** TOTAL Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 0.0 31.0 Food Production Services 7-9 10 1 11 90.9 64.4 **** TOTAL Manual Workers Labourer 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7	Commercial Transport Insp	33	121	154	21.4	36.5	56	23
Correctional Service 21-27 62 154 216 28.7 30.5 Deputy Sheriff 14-18 49 295 344 14.2 22.0 76 Deputy Sheriff 21-24 9 56 65 13.8 22.0 14 Deputy Sheriff Instructor 1 5 6 16.7 22.0 14 Deputy Sheriff Sr Intel Of 2 4 6 33.3 22.0 22.0 15 15 16 16.7 22.0 16 16 22.0 16 16 22.0 16 16 22.0 16 16 22.0 16 16 22.0 17 16 22.0 16 22.0 17 22.0 22.0 17 22.0 <	Correctional Serv Growth - 18	383	882	1,265	30.3	30.5		
Deputy Sheriff 14-18 49 295 344 14.2 22.0 76 Deputy Sheriff 21-24 9 56 65 13.8 22.0 14 Deputy Sheriff Instructor 1 5 6 16.7 22.0 20 Deputy Sheriff Sr Intel Of 2 4 6 33.3 22.0 22.0 20	Correctional Service 21-27	62	154		28.7	30.5		
Deputy Sheriff 21-24 9 56 65 13.8 22.0 14 Deputy Sheriff Instructor 1 5 6 16.7 22.0 Deputy Sheriff Sr Intel Of 2 4 6 33.3 22.0 Food Production Services 11-18 6 1 7 85.7 32.4 Health Care Worker 5 5 10 50.0 83.6 8 Insp Fire Commission Off 0 4 4 0.0 4.5 **** TOTAL 642 1,566 2,208 29.1 29.9 Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 0.0 31.0 Food Production Services 7-9 10 1 11 90.9 64.4 **** TOTAL 10 2 12 83.3 61.7 Manual Workers 2 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>76</td> <td>27</td>							76	27
Deputy Sheriff Instructor 1 5 6 16.7 22.0 Deputy Sheriff Sr Intel Of 2 4 6 33.3 22.0 Food Production Services 11-18 6 1 7 85.7 32.4 Health Care Worker 5 5 10 50.0 83.6 8 Insp Fire Commission Off 0 4 4 0.0 4.5 **** TOTAL 642 1,566 2,208 29.1 29.9 Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 0.0 31.0 Food Production Services 7-9 10 1 11 90.9 64.4 **** TOTAL 10 2 12 83.3 61.7 Manual Workers Labourer 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7		1						5
Deputy Sheriff Sr Intel Of 2 4 6 33.3 22.0 Food Production Services 11-18 6 1 7 85.7 32.4 Health Care Worker 5 5 10 50.0 83.6 8 Insp Fire Commission Off 0 4 4 0.0 4.5 **** TOTAL 642 1,566 2,208 29.1 29.9 Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 0.0 31.0 Food Production Services 7-9 10 1 11 90.9 64.4 **** TOTAL 10 2 12 83.3 61.7 Manual Workers Labourer 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7							14	3
Food Production Services 11-18 6 1 7 85.7 Health Care Worker 5 5 10 50.0 Insp Fire Commission Off 0 4 4 0.0 **** TOTAL 642 1,566 2,208 29.1 Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 1 0.0 Food Production Services 7-9 10 1 11 90.9 **** TOTAL 10 2 12 83.3 61.7 Manual Workers Labourer 2 2 2 4 50.0 Machine Operator 0 13 13 0.0 Park Assistant 07-11 11 15 26 42.3 12.7		1						
Health Care Worker								
Insp Fire Commission Off							0	2
*** TOTAL 642 1,566 2,208 29.1 29.9 Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 0.0 31.0 Food Production Services 7-9 10 1 11 90.9 64.4 *** TOTAL Manual Workers Labourer 2 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7							8	3
Other Sales & Service Personnel Building Maintenance Wkr 0 1 1 0.0 31.0 Food Production Services 7-9 10 1 11 90.9 64.4 **** TOTAL 10 2 12 83.3 61.7 Manual Workers Labourer 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7								
Building Maintenance Wkr 0 1 1 0.0 31.0 Food Production Services 7-9 10 1 11 90.9 64.4 *** TOTAL 10 2 12 83.3 61.7 Manual Workers Labourer 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7			,= = •	_,_00	,			
Food Production Services 7-9 *** TOTAL ** TOTAL *** TOTAL ** TOTAL *** TOTAL ** TOTAL *** TO								
*** TOTAL 10 2 12 83.3 61.7 Manual Workers Labourer 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7								
Manual Workers 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7								
Labourer 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7	*** TOTAL	10	2	12	83.3	61.7		
Labourer 2 2 4 50.0 12.2 Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7	anual Workers							
Machine Operator 0 13 13 0.0 5.1 Park Assistant 07-11 11 15 26 42.3 12.7		2	2	4	50.0	12.2		
Park Assistant 07-11 11 15 26 42.3 12.7								
Pre-Press Technician 0 1 1 00 245	Pre-Press Technician	0	1	1	0.0	24.5		
Utility Worker 0 1 1 0.0 12.2 *** TOTAL 13 32 45 28.9 10.7								

Women

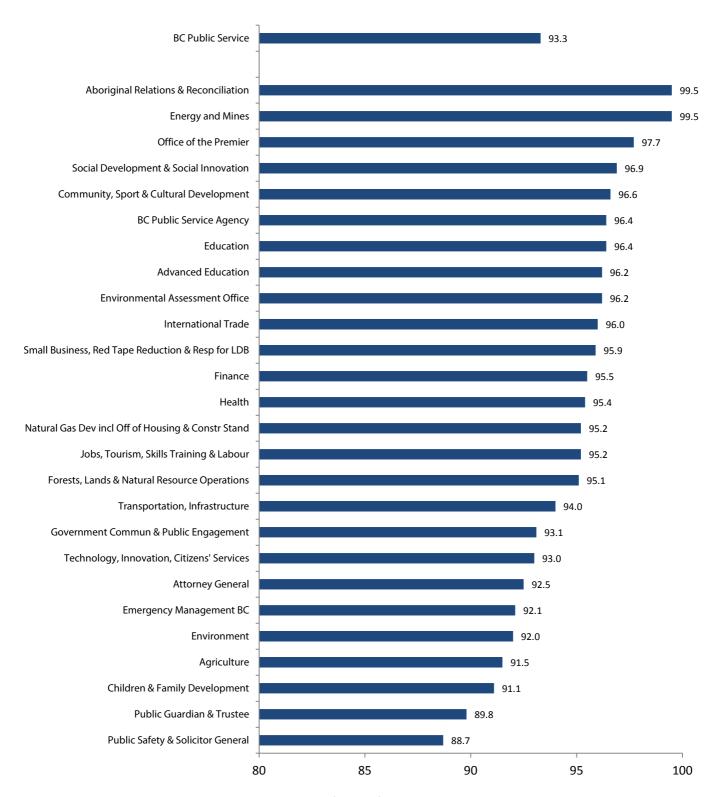
		AII	Embio	yees			
					AVAILABLE WORKFORCE ¹	OCCUPATIONS WITH SIGNIFICANT UNDER-REPRESENTATION ²	
			REPRESENTA	WOMEN AS %	WOMEN AS %	EXPECTED NUMBER	SHORTFALL
	WOMEN	MEN	TOTAL	OF TOTAL	OF TOTAL	OF WOMEN	OF WOMEN
Occupations Not Stated Aboriginal Youth Intern Prog Coop Education Train Progm	1 18	0 23	1 41	100.0	48.5 48.5		
Public Serv Intrnship Pro (AS) *** TOTAL	3 22	0 23	3 45	100.0 48.9	48.5 48.5		
TOTAL, ALL CLASSIFICATIONS	15,410	9,599	25,009	61.6	56.4		

** FOOTNOTES **

¹ The representation of women in the BC Workforce according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are **only** shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where: Expected Number = (Available Workforce Representation x Total in Occupation), and Shortfall = Expected Number - Women. Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service Overall Response Rate to Workforce Profile Questions*



^{*} Either through the Workplace Environment Survey or the Workforce Profile Survey