

Equity Program Partner Reporting Statistical Table (Sample)

WORKFORCE ANALYSIS OF TOTAL STAFF BY OCCUPATIONAL GROUP									
Distribution of Equity Group Members at End of Reporting Year									
OCCUPATIONAL GROUP*	TOTAL	WOMEN		INDIGENOUS PERSONS		PEOPLE WITH DISABILITIES		VISIBLE MINORITIES	
		#	%	#	%	#	%	#	%
A (e.g., NOC 0114)	4	1	25%	-	-	1	25%	-	-
B (e.g., NOC 4112)	9	5	55.5%	1	11%	-	-	3	33%
C (e.g., NOC 4211)	7	5	71%	-	-	-	-	4	80%
D (e.g., NOC 4211)	4	1	25%	-	-	1	25%	-	-
E (e.g., NOC 1241/1242)	3	3	100%	-	-	-	-	-	-
**TOTAL	27	15	48%	1	3.2%	2	6.5%	7	22.5%

Employers may choose to follow the National Occupational Classification (NOC) system (see <https://noc.esdc.gc.ca/>). Employers that use the National Occupational Codes (NOC) may use the three-digit code. Alternatively, an employer may develop occupational classifications according to organizational/operational need. If a non-NOC system is used, please append a brief summary of each position. Please count each job incumbent as an employee, whether that person is full-time or part-time, permanent or non-permanent.

The Commission is studying the implications of switching to an NOC-based employment category reporting system for the purposes of enhancing assessment of the Employment Equity program.

NOC Examples used in the Table Above:

NOC Code	Job Title
1241	Administrative Assistant
1242	Legal Assistant
0114	Other Administrative Services Manager