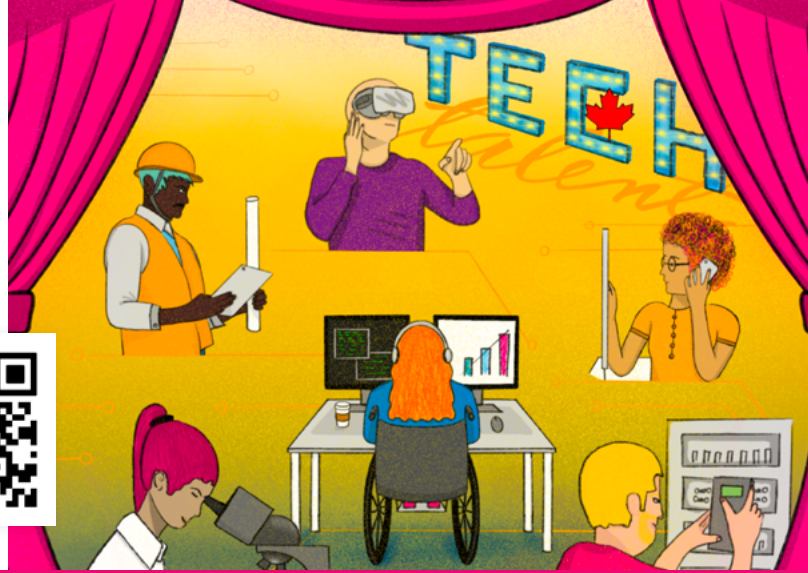
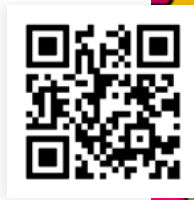


Canada's Got Tech Talent

Federal Public Administration

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About the Study

This is the **fourth** in our *Canada's Got Tech Talent* series of reports that assess the current state of tech talent in Canada, prepared with funding support from Employment and Social Development Canada (ESDC).

All the reports use the same approach to define tech occupations, connecting O*NET (a US jobs taxonomy) occupational attributes to Canada's National Occupation Classification (NOC) to identify the most digitally intensive occupations in Canada. Methodological details can be found in the studies.

Total Tech Workers (Canada)	1,018,270
Federal Public Administration	41,115
Rest of the Workforce	977,155

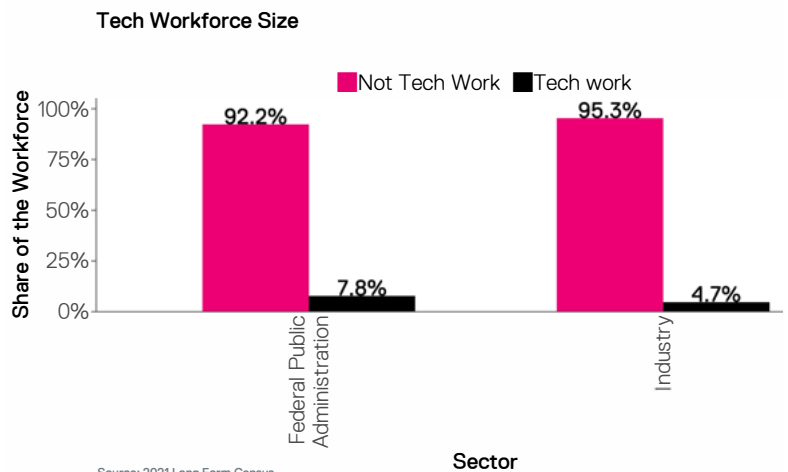
For this report, we used the North American Industry Classification System (NAICS) codes for the federal public administration, which capture a total of approximately 530,000 workers.

What We Found

There are over **40,000 tech workers in federal public administration**, a higher concentration of tech talent (7.8%) than the rest of the workforce (977,000 workers, a 4.7% share of the workforce).

Demographically, federal tech workers are **more gender-balanced** (30% are women, compared to 22% in the rest of the workforce), **older** (12% fewer in the 25-44 range), **less diverse** (32% identify as a visible minority) but **more report Indigenous identity** (2.7%).

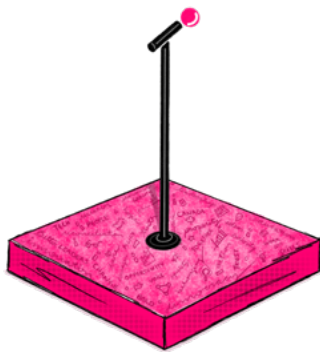
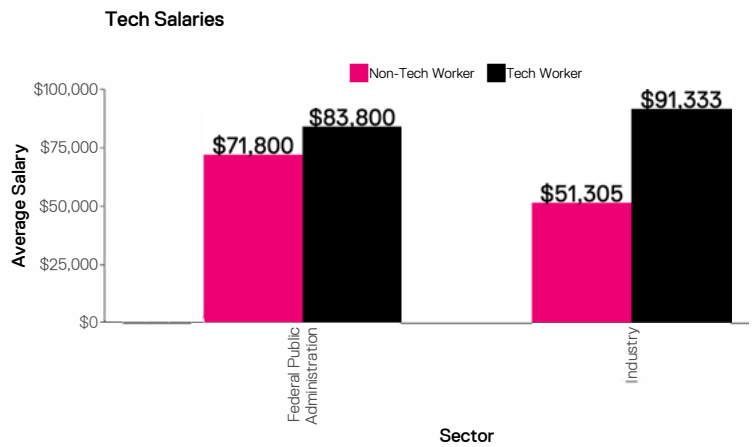
Almost two-thirds (63%) of federal tech workers are in Ottawa, and they represent a larger share of the federal workforce in Ottawa (16% vs 4% outside of Ottawa).



Federal tech workers' **average salaries are \$7,500 lower** than other tech workers (but this does not capture non-salary compensation, including pension and benefits, or bonus and equity).

The federal occupation mix and average salaries **varies from the rest of the tech workforce** (e.g. higher federal share of IT specialist and manager as well as cybersecurity roles, lower share of software and web developers and programmers).

Compared to provincial and municipal governments, **the federal government employs more tech workers** at a higher concentration with comparable salaries.



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