



JUL 24 2019

Dr. Adele Perry
President, Canadian Historical Association
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Dear Dr. Perry,

Thank you for your letter of April 18, 2019, to Mr. Patrick Borbey, President of the Public Service Commission. As the issue you raise falls within the purview of the Treasury Board of Canada Secretariat (TBS), your inquiry has been forwarded to me for response.

In your correspondence, you requested a change to advertisements for employment in the Government of Canada (GC), more specifically to include History degrees as a qualifying degree for analysts and related positions.

When determining what education or training is necessary to perform work in a given occupational group or classification, qualification standards are established. The goal is to ensure a competent public service and consistency in our recruitment approach.

The examples of jobs that you provided fall within the Economics and Social Sciences Services (EC) occupational group. As you mentioned, to qualify for this group, candidates require a degree with an acceptable specialization in economics, sociology, or statistics. This is because EC work includes functions such as conducting surveys, studies, and projects in the social sciences, as well as the application of a comprehensive knowledge of economics, sociology or statistics for the purposes of providing recommendations on socio-economic policies. In some cases, as determined by the delegated hiring manager and based on the work to be performed, it is possible that the specialization in economics, sociology, or statistics can be obtained through an acceptable combination of education, training and experience.

There are also certain circumstances in which candidates can apply to the EC group without the above-noted degrees. In these cases, they must demonstrate that they have successfully completed two years of a post-secondary program with

acceptable specialization in social science, statistics, library/archival work or a law-related field. For this part, social sciences includes economics, political science, sociology, anthropology, history, psychology, geography, criminology, and other disciplines associated with social science.


Although EC work is specific to socio-economic work, many other occupational groups have requirements for analytical, research, and communications skills. The GC welcomes new recruits to the public service with various skills and educational backgrounds and we would certainly invite candidates with a social sciences degree, including History, to apply.

Candidates interested in joining the GC may wish to apply for jobs in the Historical Research (HR) occupational group on www.jobs.gc.ca. The HR occupational group specifically requires an educational background in History. In addition, there are a number of other occupational groups that candidates with social sciences (including History) backgrounds can apply to, such as: Foreign Services (FS), Personnel Administration (PE), Purchasing and Supply (PG), Program Administration (PM), and Administrative Services (AS), just to name a few.

In closing, I would like to assure you that TBS regularly reviews the suite of qualification standards to ensure they reflect evolving industry standards.

Again, thank you for your inquiry and should you require additional information, I invite you to contact Ms. Christiane Allard, Senior Director, Workforce Organization and Classification at 613-907-5140.

Sincerely,



for Nancy Chahwan
Chief Human Resource Officer

cc:

Mr. Patrick Borbey, President, Public Service Commission
Ms. Sandra Hassan, Assistant Deputy Minister, Employment Conditions and Labour Relations Sector
Ms. Christiane Allard, Senior Director, Workforce Organization and Classification
Mr. Michel Duquet, Executive Director, Canadian Historical Association