

# Workforce Focus

From the South Western Ontario Industry Education Council

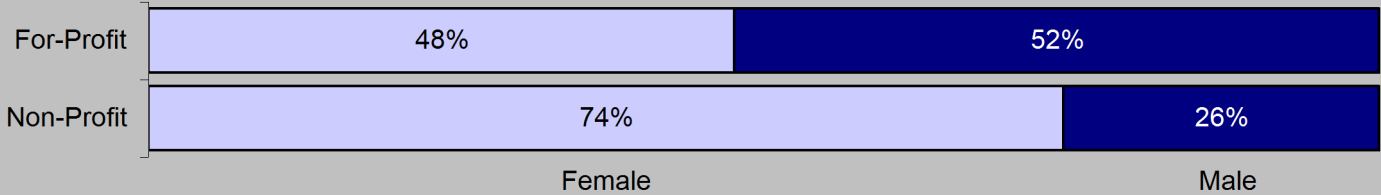
In this Issue:

**Non-Profit and  
Voluntary Sector**

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**“The third pillar of Canadian society and its economy”**

## Gender Composition



Source: Workplace and employee survey, Statistics Canada, 1999

## Female Dominated

At nearly three quarters of all employees, the non-profit sector has a much greater female presence than for-profits.

## Job Quality in the Non-Profit Sector

### Positives

- Flexible hours
- Relatively good access to benefits and training compared to for-profit
- More decentralized decision-making
- More personal or family supports than for-profit
- Interesting work: opportunity to make a difference

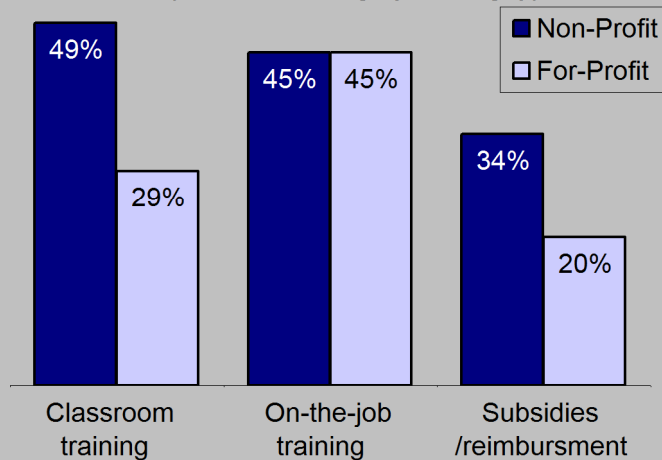
### Negatives

- High incidence of temporary work
- Concerns about adequacy of training
- Fewer opportunities for advancement
- Low pay, especially for managers and professionals

Source: Canadian Policy Research Networks, 2003

## Training

Percentage of establishments who provided training by training type



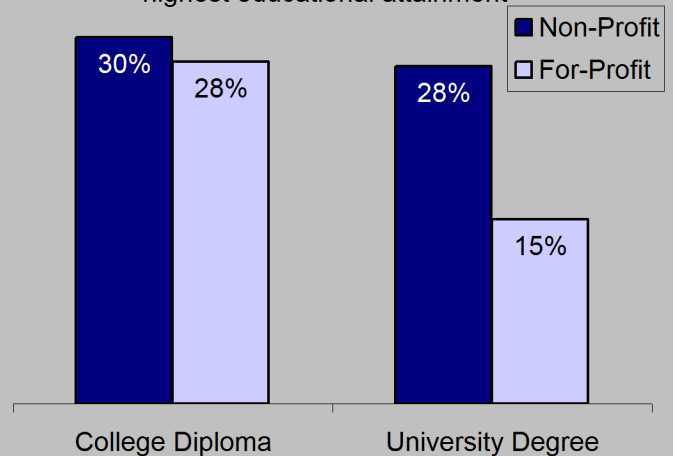
Source: Workplace and employee survey, Statistics Canada, 1999

## Formally Trained

Classroom training and subsidized off-site training are much more prevalent in the non-profit sector.

## Education

Paid employees by share of highest educational attainment



Source: Workplace and employee survey, Statistics Canada, 1999

## Higher Educated

College level schooling is similar, but the non-profit sector has a higher share of employees with university degrees.



For more information please contact The South Western Ontario Industry Education Council at:  
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Workforce Focus is an original publication of the Elgin, Middlesex, Oxford Local Training Board

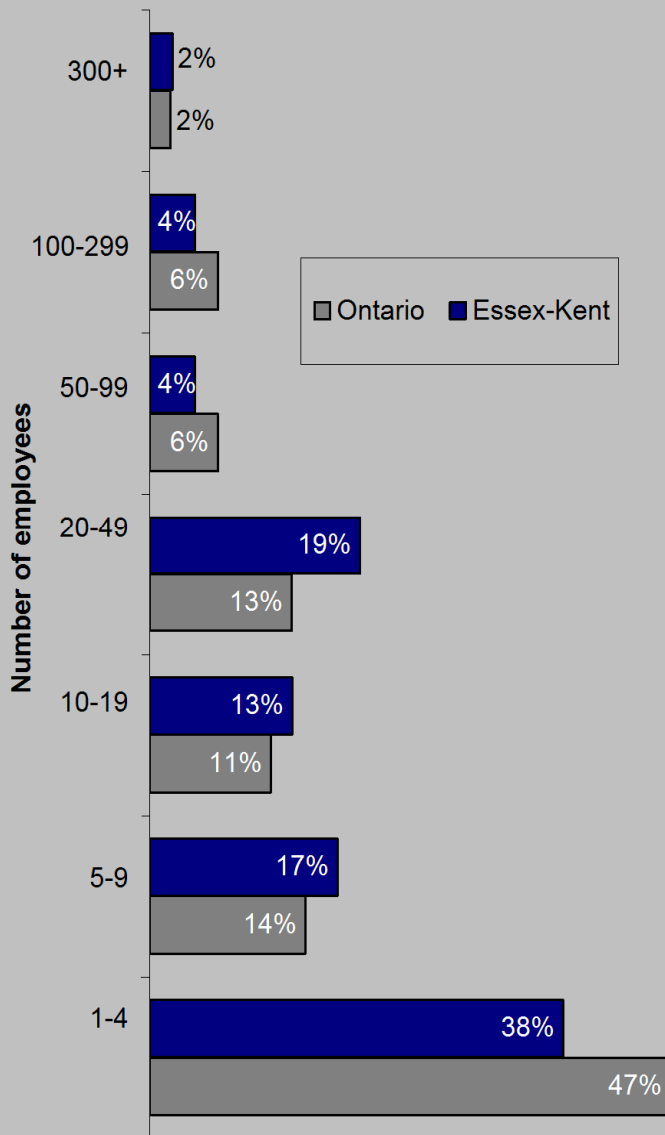
**Created by : Dane Rice**

## Methodology

Registered charities represent 60% of the non profit-voluntary sector and their records are available through The Canada Revenue Agency. Incorporated nonprofits comprise the remainder of the sector but their information is not made public. The following figures are for registered charities, excluding hospitals, colleges, universities and religious organizations.

### Organization Size

Registered charities by number of paid employees  
Essex-Kent and Ontario, 2005



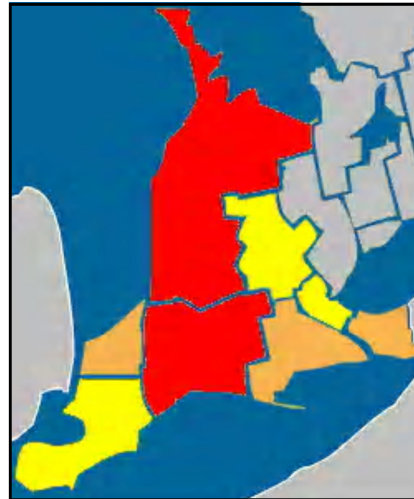
Source: Charities Directorate, Canadian Revenue Agency, 2005

### Work Structure

When compared to the province, a lesser share of local registered charities employ less than four people and a greater share employ twenty to forty-nine people. Smaller non-profit and voluntary organizations tend to have lower pay and fewer opportunities for advancement.

### Concentration By Region:

Registered Charities regional concentration per population compared to the provincial average

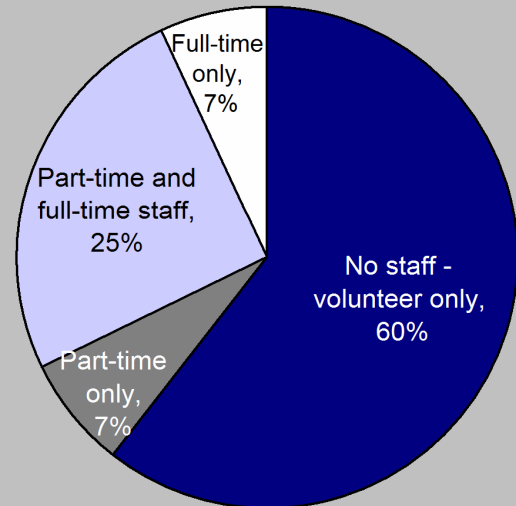


Source: 2006 Charities Directorate, Revenue Canada

Essex-Kent has a slightly below average concentration of registered charities per population.

### Workforce Composition

Registered Charities,  
Essex-Kent, 2005



Source: Charities Directorate, Canadian Revenue Agency, 2005

### Reliance on Volunteers

A larger than average share of local charities have no paid staff and rely entirely on volunteers compared to provincial charities. While 31% of volunteers give their time only once or twice a year, 69% are more frequently engaged by the organizations for which they volunteer.

**EMPLOYMENT  
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