

Workforce Focus

From the Niagara Training & Adjustment Board

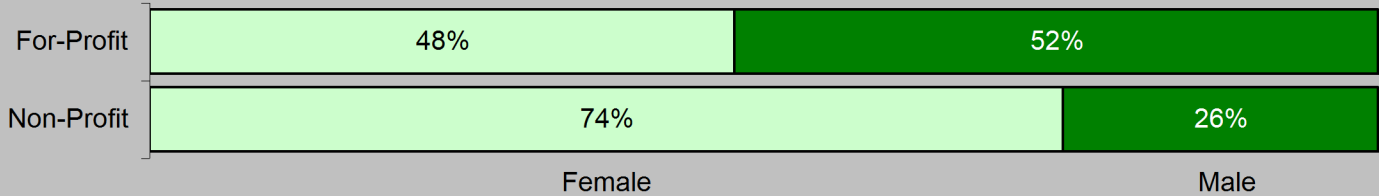
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“The third pillar of Canadian society and its economy”

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

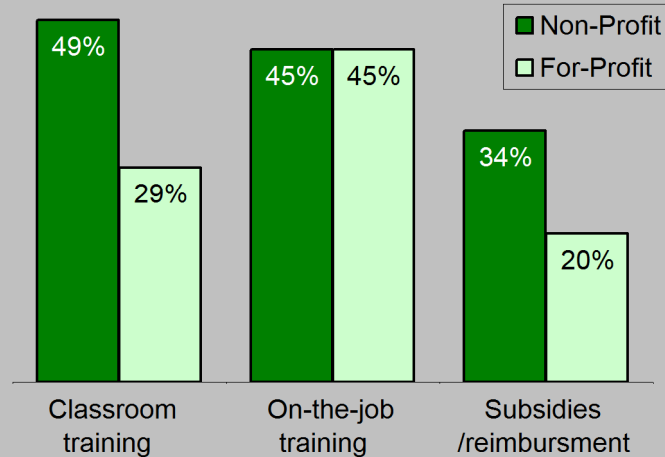
- Flexible hours
- Relatively good access to benefits and training compared to for-profit
- More decentralized decision-making
- More personal or family supports than for-profit
- Interesting work, opportunity to make a difference

Negatives

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

Training

Percentage of establishments who provided training by training type



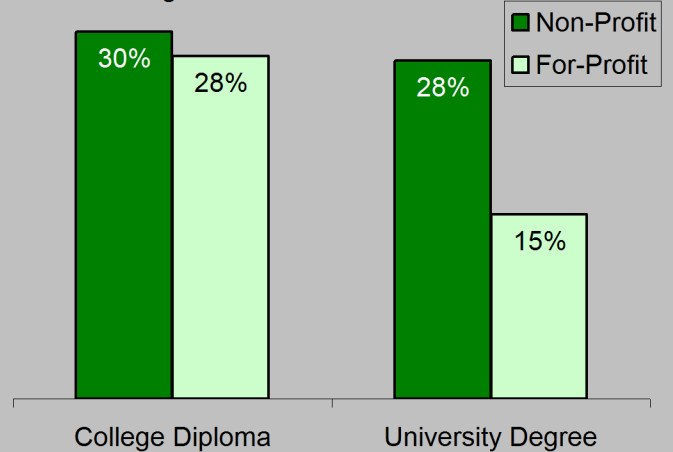
Source: Workplace and Employee Survey, Statistics Canada, 1999

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.



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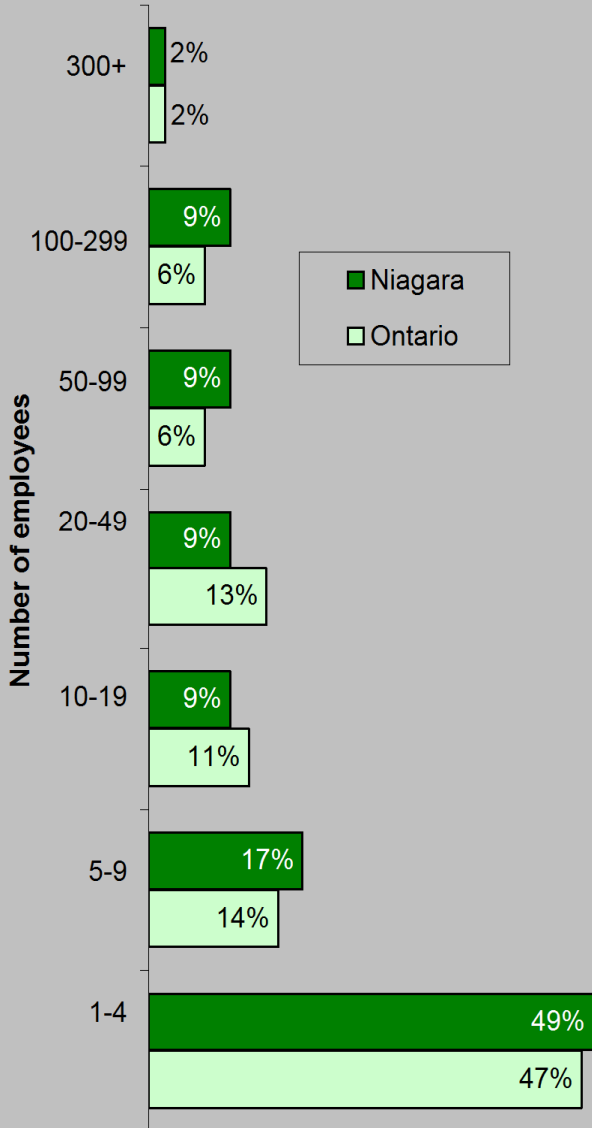


Methodology

Registered charities represent 60% of the non-profit/voluntary sector and their records are available through The Canada Revenue Agency. Incorporated non-profits 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

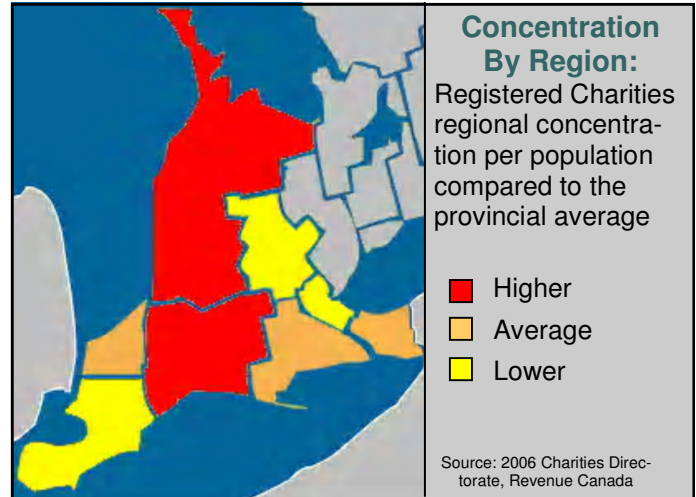
Registered charities by number of paid employees
Niagara and Ontario, 2005



Source: Charities Directorate, Canadian Revenue Agency, 2005

Work Structure

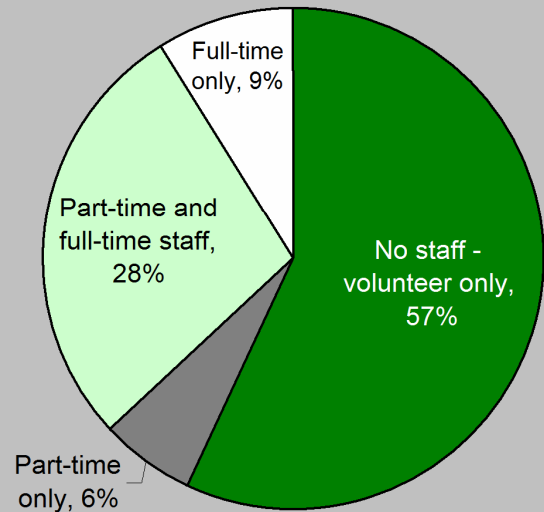
Similar to Ontario, nearly half of Niagara's registered charities employ less than four people. Smaller non-profit and voluntary organizations tend to have lower pay and fewer opportunities for advancement.



Niagara has a similar concentration of registered charities per population as the province as a whole.

Workforce Composition

Registered Charities,
Niagara, 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
ONTARIO**

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