

Workforce Focus

*From the Waterloo-Wellington Training & Adjustment Board
"Guiding today's workforce for tomorrow's workplace"*

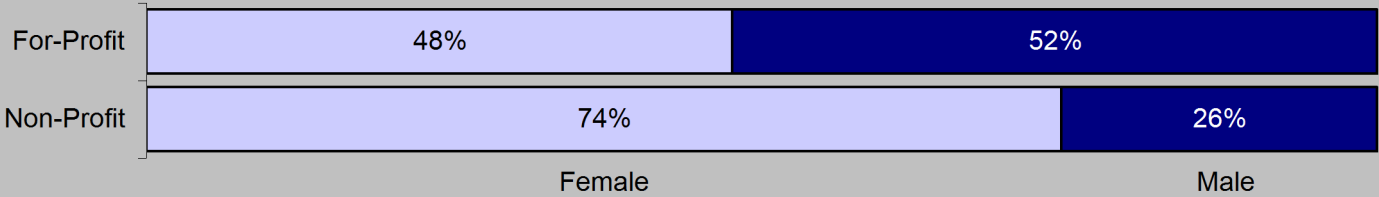
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**Non-Profit and
Voluntary Sector**

- Employment patterns
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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

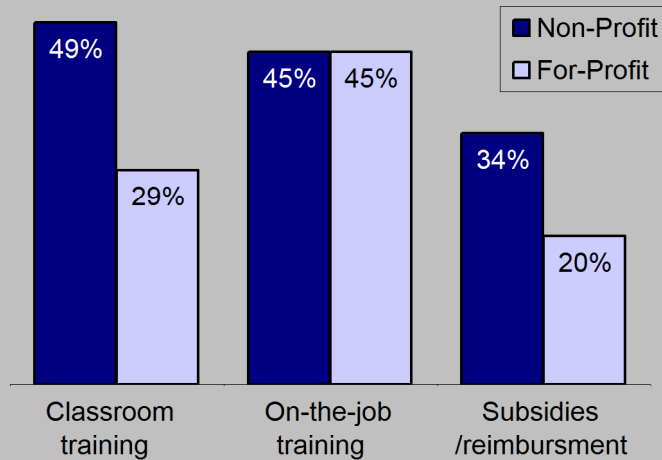
Negatives

- 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



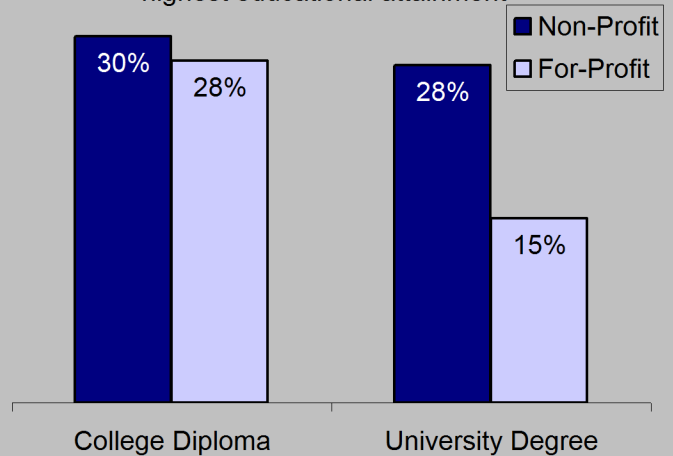
Source: Workplace and employee survey, Statistics Canada, 1999

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

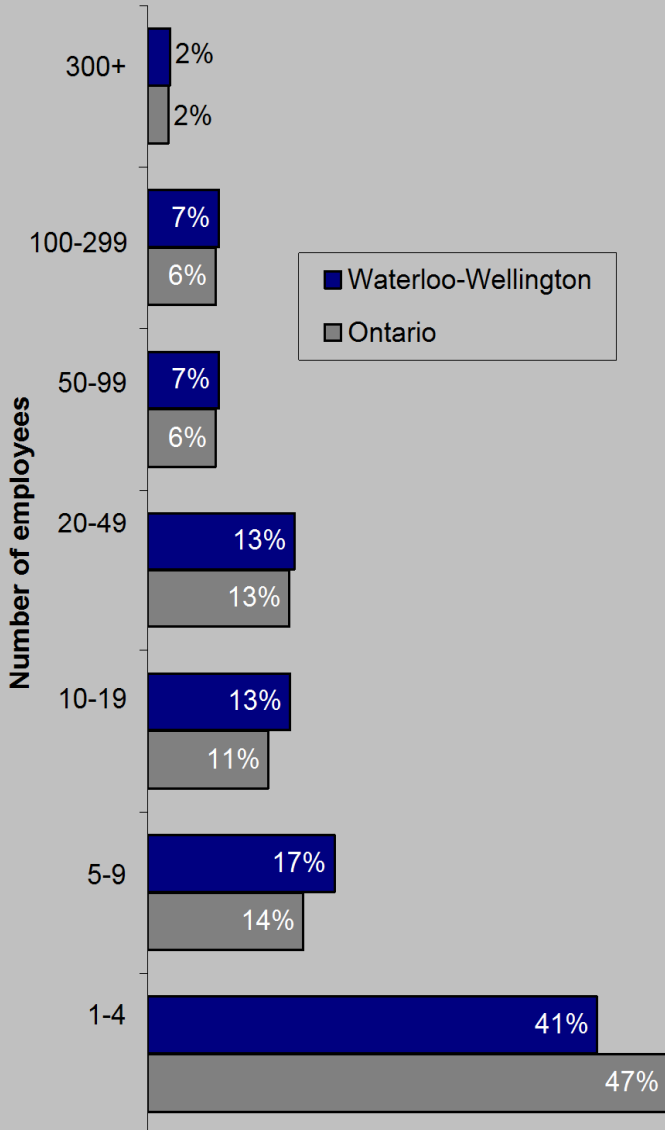
College level schooling is similar, but the non-profit sector has a higher share of employees with university degrees.

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
Waterloo-Wellington and Ontario, 2005



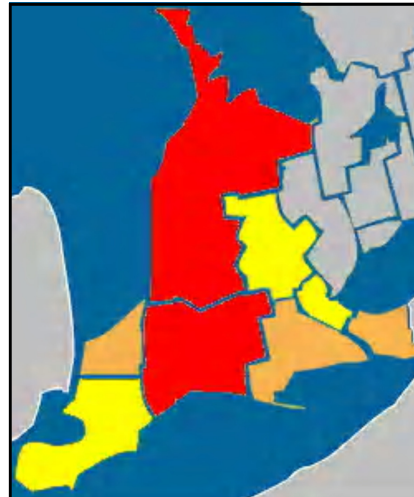
Source: Charities Directorate, Canadian Revenue Agency, 2005

Work Structure

When compared to the province, a lesser share of local registered charities employ less than four people and a greater share employ five to 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

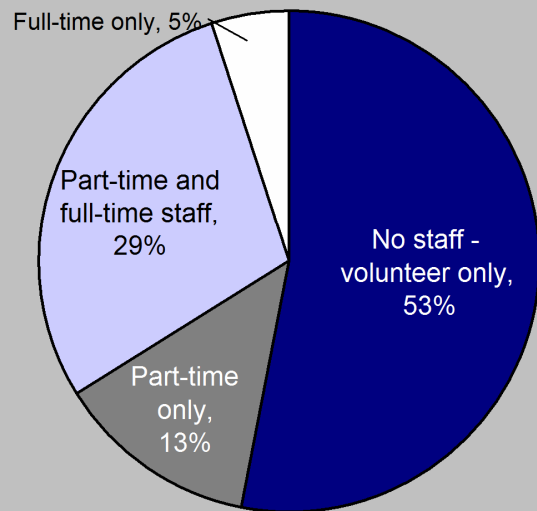


Source: 2006 Charities Directorate, Revenue Canada

Waterloo-Wellington has a slightly below average concentration of registered charities per population.

Workforce Composition

Registered Charities,
Waterloo-Wellington, 2005



Source: Charities Directorate, Canadian Revenue Agency, 2005

Reliance on Volunteers

A majority of local charities have no paid staff and rely on volunteers entirely. There is a larger than average share of local registered charities employing only part-time staff when compared to the province.

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