

# Workforce Focus

*From the Elgin, Middlesex, Oxford, Local Training Board.*

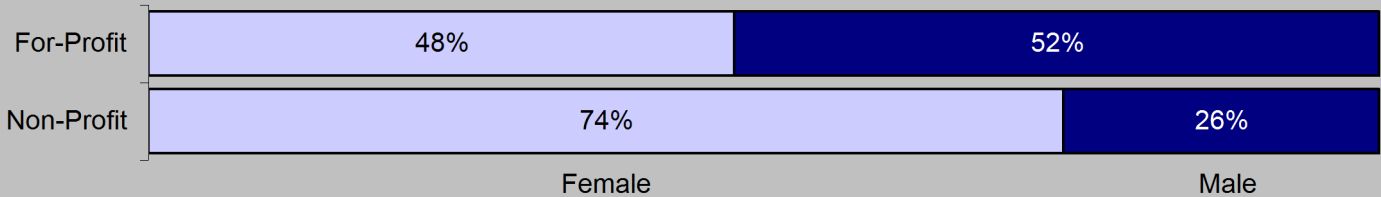
**In this Issue:**

**Non-Profit and Voluntary Sector**

- Employment patterns
- Training and Education

**“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

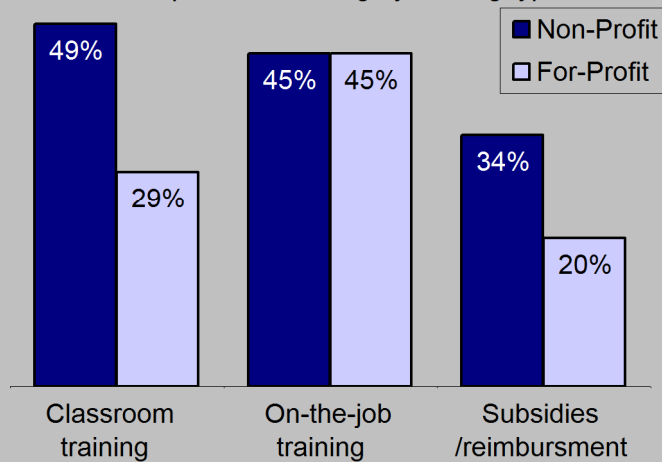
**Negatives**

- 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



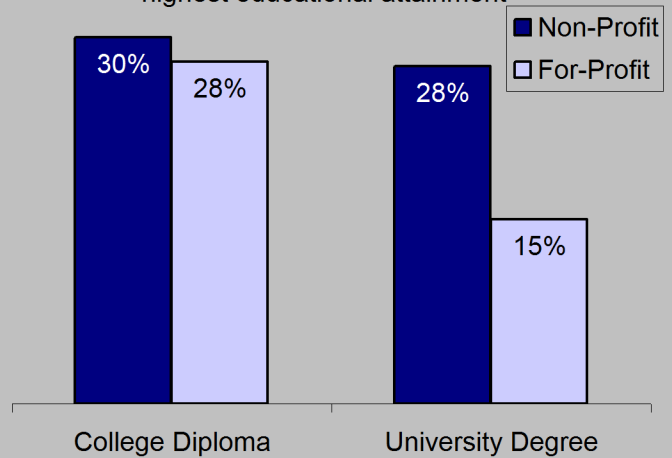
Source: Workplace and employee survey, Statistics Canada, 1999

**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 of share of employees with university degrees.



For more information please contact The Local Training Board at:  
705 Consortium Court, London ON N6E 2S8 (519) 672-3499 info@localboard.on.ca

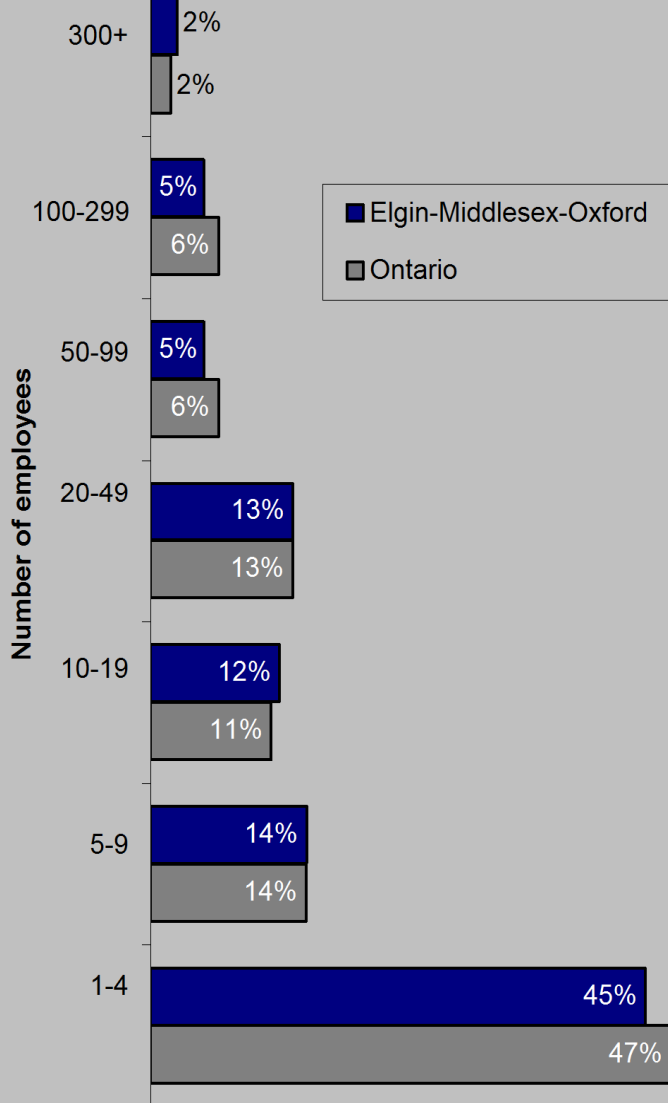
Created by : Dane Rice

## 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  
Elgin-Middlesex-Oxford  
and Ontario, 2005



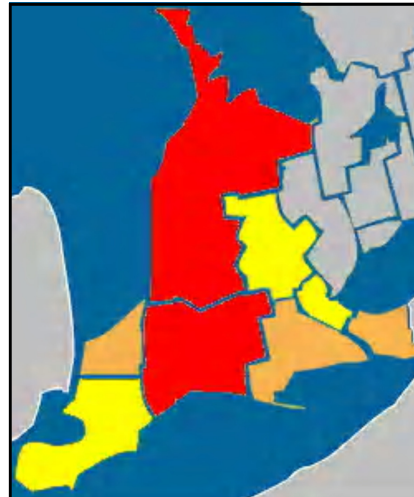
Source: Charities Directorate, Canadian Revenue Agency, 2005

### Work Structure

Similar to Ontario, nearly half of this regions registered charities employ less than four 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



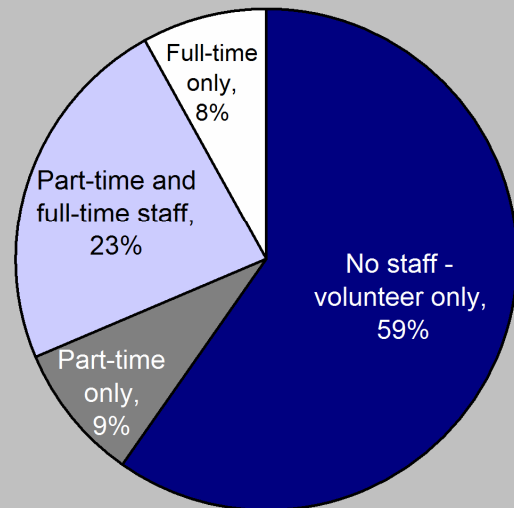
■ Higher  
■ Average  
■ Lower

Source: 2006 Charities Directorate, Revenue Canada

Elgin-Middlesex-Oxford has a slightly above average concentration of registered charities per population.

### Workforce Composition

Registered Charities,  
Elgin-Middlesex-Oxford, 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.

SEE MORE LABOUR MARKET INFORMATION ON THE WEB AT  
[WWW.LOCALBOARD.ON.CA](http://WWW.LOCALBOARD.ON.CA)

**EMPLOYMENT  
ONTARIO**

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