

# Workforce Focus

From the Sarnia Lambton Workforce Development Board

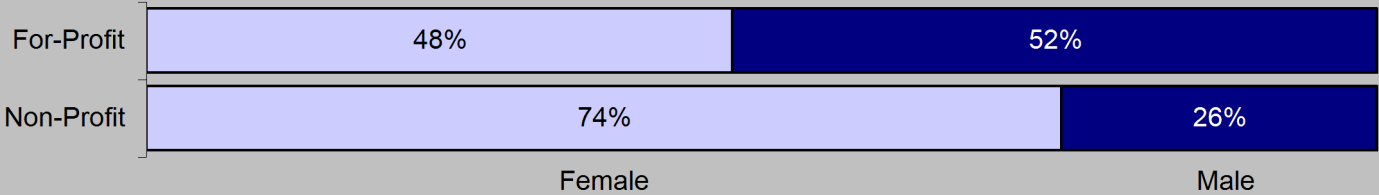
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**Non-Profit and  
Voluntary Sector**

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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

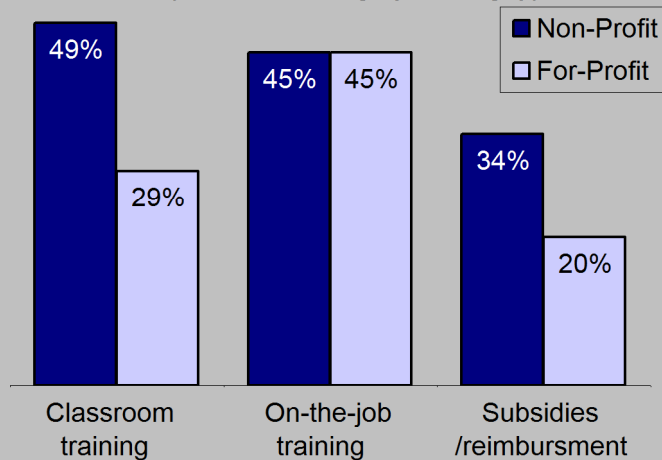
#### Negatives

- 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



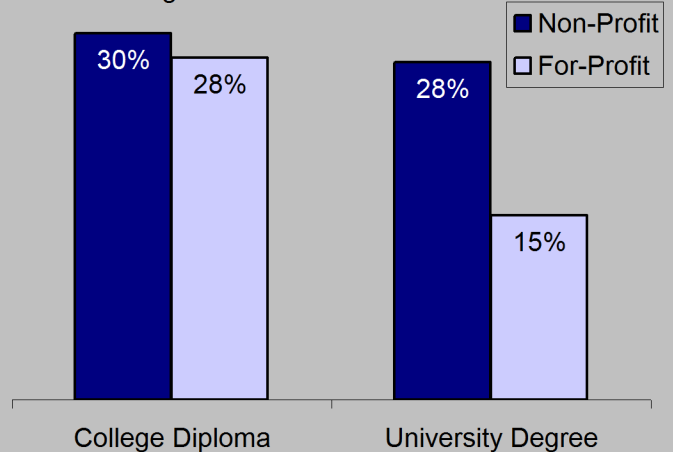
Source: Workplace and employee survey, Statistics Canada, 1999

### 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 contact The Sarnia Lambton Workforce Development Board at: 265 Front St. North Suite 504, Sarnia ON. N7T 7X1 (519) 332-0000

Workforce Focus is an original publication of the Elgin, Middlesex, Oxford Local Training Board

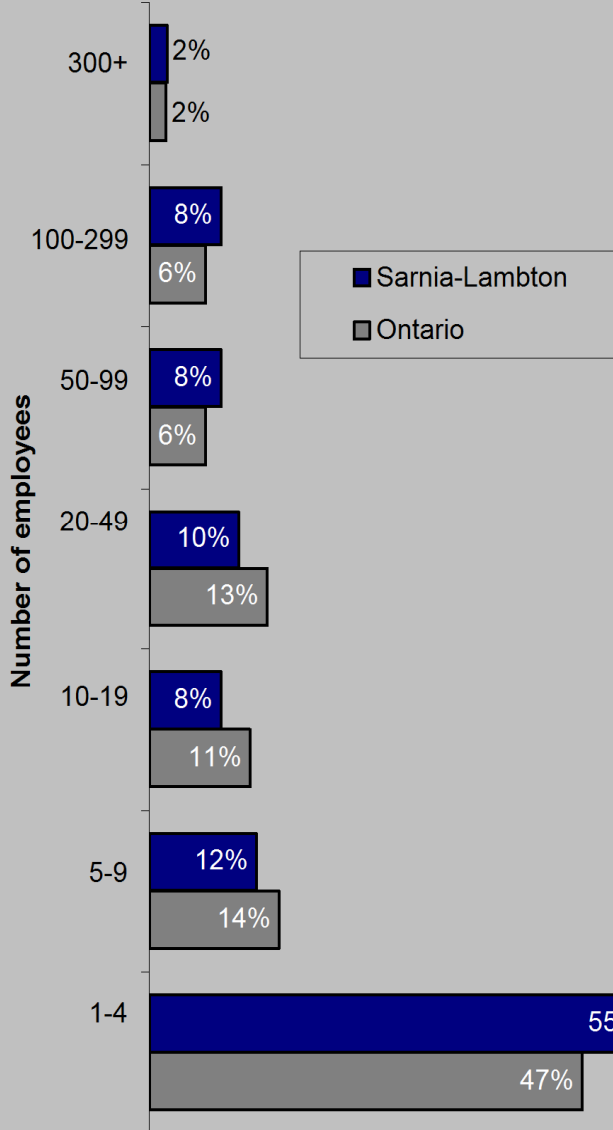
**Created by : Dane Rice**

## 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

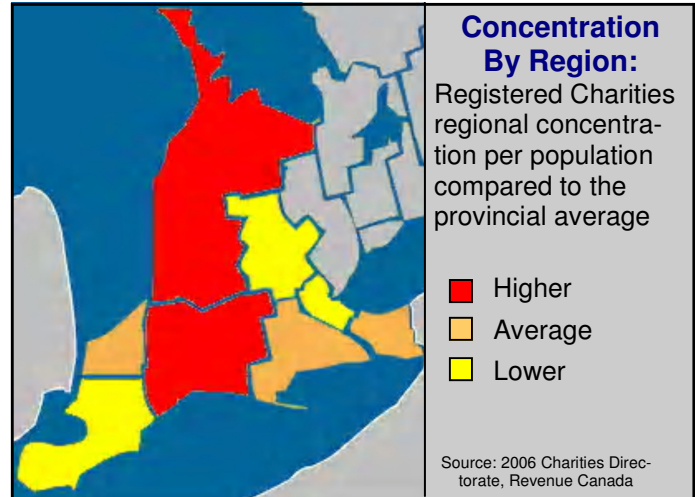
Registered charities by number of paid employees  
Sarnia-Lambton and Ontario, 2005



Source: Charities Directorate, Canadian Revenue Agency, 2005

### Work Structure

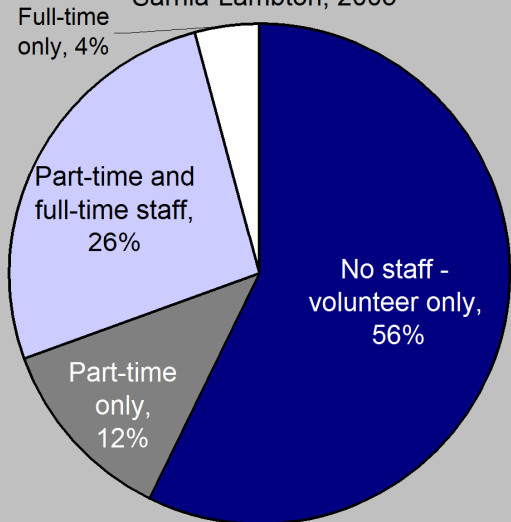
Exceeding the provincial norm, over half of this regions registered charities employ less than four people. Smaller non-profit and voluntary organizations tend to have lower pay and fewer opportunities for advancement.



Sarnia-Lambton has a similar concentration of registered charities per population as the province as a whole.

### Workforce Composition

Registered Charities,  
Sarnia-Lambton, 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.

**EMPLOYMENT  
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