

A Career in the Nonprofit Sector

Part three of a four-part webinar series
brought to you by the
Canadian Alliance for Community Service Learning,
in partnership with Carleton University,
Memorial University, the University of Victoria, and
the HR Council for the Nonprofit Sector



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Roadmap

- About the nonprofit sector
- A portrait of students considering working in the nonprofit sector
- Nonprofit jobs and debunking career myths



About the nonprofit sector

When you hear the term ‘nonprofit sector,’ what is the first thing that comes to mind?

Please share your thoughts in the ‘share your thoughts’ window on the left



In the beginning...



In the beginning...



Canadian Alliance for Community Service-Learning
l'Alliance canadienne pour l'apprentissage par le service communautaire



HR Council
for the Nonprofit Sector



In the beginning...



About the nonprofit sector

- The nonprofit sector is a complex organism that is hard to define/characterize
- There's no uniform agreement on 'who's in and who's out' (exercise in self-identification)
- HR Council focuses on the 'core nonprofit sector' (excludes the MUSH)
- We can't even decide on a name



About the 'core' nonprofit sector

- Includes some 69,000 organizations (that have at least one paid staff member)
- Employs more than 1.2 million Canadians
- It's an economic powerhouse:
 - Represents 7.2% of Canadian labour force
 - Contributes more than 7% to Canada's GDP
 - Annual collective payroll of \$22 billion



About the 'core' nonprofit sector

- The sector has a split personality:
 - Vast majority of nonprofits are small, with 75% of organizations employing less than ten staff
 - However, 50% of people working in nonprofits are employed by the 3% of organizations with 100 + employees



About the 'core' nonprofit sector

- Profile of employees:
 - 76% of people working in nonprofits are women, compared to 47% in the overall labour force
 - The average age of a nonprofit employee is 43.4, slightly higher than the overall labour force at 41.2
 - Nearly all have completed high school and seven out of ten have completed post-secondary education



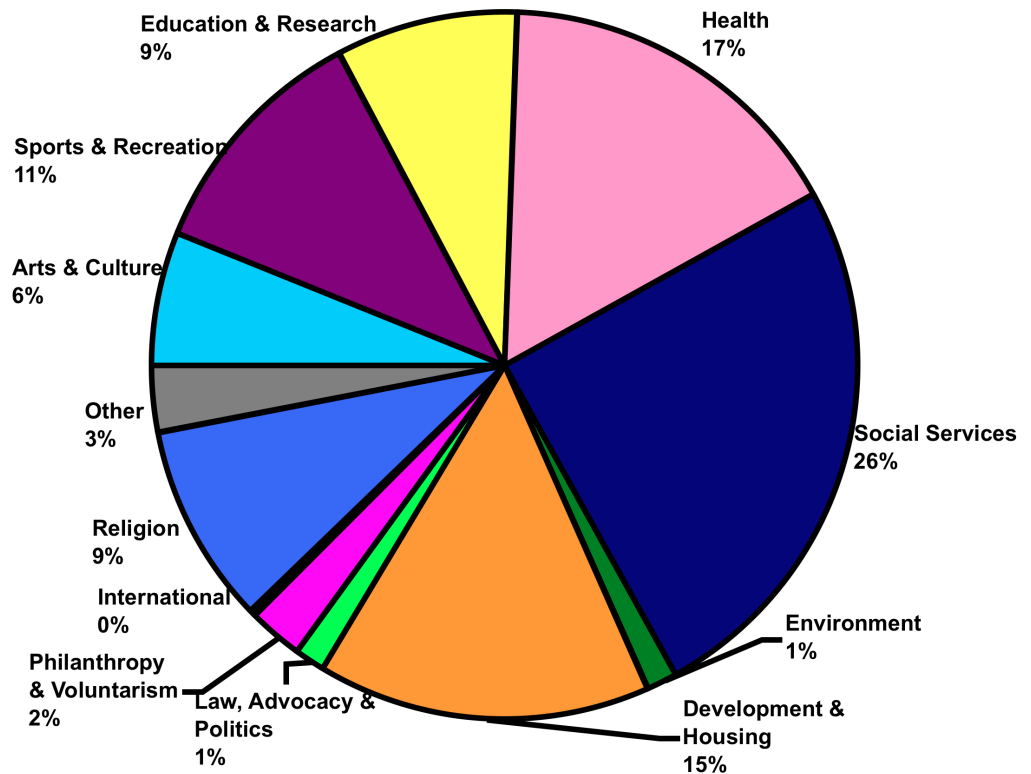
About the 'core' nonprofit sector

- Where people work:

Distribution of Employees

Top areas of activity:

- Social Services (26%)
- Health (17%)
- Development & Housing (16%)
- Sports & Recreation (11%)



A portrait of students considering working in nonprofits

- This information comes from an 18-month research initiative that explored the career motivations of individuals in ‘early career’ (read: students and recent graduates)
- More detailed findings are available in a pair of reports on hrcouncil.ca:

<http://hrcouncil.ca/about/news-details.cfm?nid=366>



Check out the
research on



HR Council
for the Nonprofit Sector



A portrait of students considering working in nonprofits

- 23% of those interested in the sector were male and 77% were female
- Students considering the nonprofit sector report significantly lower salary expectations than other students
 - Those with a definite interest expect a starting salary of \$40,000 and a salary of \$59,500 in five years



A portrait of students considering working in nonprofits

- 60% will owe an average of \$25,000 in debt
- 61% of all students (regardless of preferred industry) expect a promotion within 18 months
- Work-life balance, especially flexible working hours was the highest priority for all students
- Willingness to change jobs frequently to find work that fits their interests and abilities



A portrait of students considering working in nonprofits

- Factors that influence young people's thinking about possible careers:
 - Volunteering. Those aged 15-24 more likely to volunteer than any other age group (54%)
 - Increase in community-service learning
 - Field of study. Liberal arts and natural science students far more likely to list nonprofits among preferred employers



Nonprofit jobs

- The nonprofit sector offers a wide-range of job options and career trajectories
 - Examples include:
 - Frontline service delivery
 - Professional occupations (nurses, accountants, lawyers, engineers)
 - Technical staff & para-professionals
 - Managers, administrators
 - Fundraisers and community developers



Nonprofit jobs

- Careers in nonprofits tend to be more ‘buffet’ in style than ‘ladder’
 - People move around and across the sector
 - Amass a ranges of skills and responsibilities
 - Learning by doing
 - Networks and teamwork are important



A little myth-busting

- Myth #1:

“No one makes any money in the nonprofit sector”

Source: *The Idealist Guide to Nonprofit Careers for First-time Job Seekers*
<http://www.idealist.org/info/Careers/Guides/FirstTime>



A little myth-busting

- Myth #2:

“The nonprofit sector is for people who couldn’t make it in the business world”

Source: *The Idealist Guide to Nonprofit Careers for First-time Job Seekers*
<http://www.idealists.org/info/Careers/Guides/FirstTime>



A little myth-busting

- Myth #3:

“Everyone in the nonprofit sector is nice”

Source: *The Idealist Guide to Nonprofit Careers for First-time Job Seekers*
<http://www.idealists.org/info/Careers/Guides/FirstTime>



A little myth-busting

- Myth #4:

“Working for a nonprofit is just like volunteering”

Source: *The Idealist Guide to Nonprofit Careers for First-time Job Seekers*
<http://www.idealists.org/info/Careers/Guides/FirstTime>



A little myth-busting

- Myth #5:

“All nonprofits support left-wing causes”

Source: *The Idealist Guide to Nonprofit Careers for First-time Job Seekers*
<http://www.idealists.org/info/Careers/Guides/FirstTime>



A little myth-busting

- Myth #6:

“Nonprofits only do direct service work”

Source: *The Idealist Guide to Nonprofit Careers for First-time Job Seekers*
<http://www.idealists.org/info/Careers/Guides/FirstTime>



Resources

- Idealist Guide to Nonprofit Careers
 - <http://www.idealist.org/info/Careers/Guides/FirstTime>
- Working in Nonprofits on [hrcouncil.ca](http://www.hrcouncil.ca)
 - Profiles of young nonprofit professionals, links to job boards, career profiles and other information
 - <http://www.hrcouncil.ca/about-the-sector/job-in-sector.cfm>
- Your campus CSL / Career office
- Lee Rose
 - About.me: <http://about.me/leerose>
 - Twitter: @thisleerose | E-mail: lrose@hrcouncil.ca



Next week

Incorporating CSL experience into a job search plan

Thursday, February 24 from 1 to 2 pm (EST)

Looking for a summer job or your first post-degree position? In this session, Geri Briggs, Director, Canadian Alliance for Community Service-Learning, will share tips on incorporating your CSL experience into identifying potential work, creating job search tools such as resumes, developing your job search network, and preparing for interviews.

