

# Survey Says...

Selected findings from the HR Council's 2008 surveys of non-profit employers and employees

Retirement savings

Opportunities for training and advancement

OVERALL, 88% OF EMPLOYEES ARE SATISFIED WITH THEIR CURRENT JOB, HOWEVER SOME ASPECTS OF THEIR WORK ARE LESS SATISFYING:

Compensation for overtime

Pay and benefits

# 71

Percentage of non-profit employees that hold full-time, permanent positions.

WHEN CONSIDERING GENERIC SKILLS, EMPLOYEES ARE MORE CONFIDENT IN THEIR COMMUNICATION SKILLS AND THEIR ABILITY TO WORK IN TEAMS THAN IN THEIR COMPUTER SKILLS AND NUMERACY FOR DAILY ACTIVITIES.



**NEARLY A QUARTER**

of all employees do not receive any employee benefits.

# 40:10:00

[HRS] [MIN] [SEC]

THE AVERAGE AMOUNT OF TIME WORKED EACH WEEK BY A FULL-TIME EMPLOYEE IN A NON-PROFIT ORGANIZATION.

**TWENTY ONE PERCENT**

of non-profit employees are union members. Half of large employers (those with 100 or more employees) are unionized. Organizations in Health and Social Services are more likely to be unionized than those in other areas of activity.

# 53.5

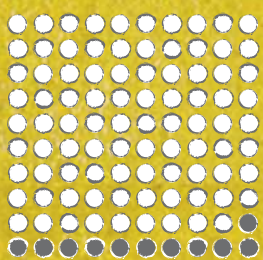
PERCENTAGE OF EMPLOYEES THAT HAVE BEEN EMPLOYED BY THEIR CURRENT ORGANIZATION FOR MORE THAN FIVE YEARS. NEARLY A THIRD HAVE TENURE EXCEEDING 10 YEARS.

**FOUNDED IN 19\_\_**

More than half of employers in the sector have existed for 28 years or more, with religious organizations reporting an average age of 70 years.



Nearly **TWO OUT OF THREE** employers recruited in the past year and about half of them reported difficulty finding and hiring qualified staff. Large organizations, organizations in Alberta and those in Health and Social Services reporting greater difficulty.



89% of survey respondents identified themselves as white or Caucasian.

**SEVENTY SIX PERCENT**

of sector employees are women. Women make up 47% of Canada's overall labour force.

# "NOTHING..."

The most common response given by employers when asked what their organization did in the past twelve months to make their workplace more attractive.

**7 out of 10**



Number of non-profit sector employees that have completed post-secondary education.

## About the Surveys

Conducted on behalf of the HR Council by Ipsos Reid between December 2007 and February 2008, the surveys of non-profit employers and employees are an integral part of the HR Council's Labour Force Study. This study will produce a diagnosis of the sector's short and long term needs related to its paid workforce and will lay the foundation for recommendations leading to a national human resources strategy for the sector.

The HR Council thanks the 1 570 employers and 2 873 employees who took the time to participate in these surveys.

For more information about the surveys, the Labour Force Study or the HR Council, please visit our website at [www.hrcouncil.ca](http://www.hrcouncil.ca).

# HR Council for the Voluntary & Non-profit Sector

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