



A PROFILE OF THE WORKFORCE
IN THE NON-PROFIT SECTOR
IN THE DISTRICT OF ALGOMA

Algoma Workforce Investment Corporation

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Executive summary

This report seeks to profile the labour force working in the non-profit sector in the District of Algoma. To undertake such a task requires making assumptions about which industry sectors should be profiled, because the labour market statistics as currently gathered do not distinguish between for-profit and non-profit employers.

One caveat bears highlighting: the smaller overall population in Algoma means that when the data is analyzed to a greater depth, becoming divided into smaller categories, the numbers can sometimes diminish to the point where the data tables provided by Statistics Canada start showing cells with “0” entries, either because of the random rounding up and down of the figures or because data is suppressed so that it does not link specific data to some a limited number of individuals.

This report focuses on the following industry subsectors:

- Out-patient care centres
- Individual and family services
- Community food and housing, and emergency and other relief services
- Vocational rehabilitation services
- Child day-care services
- Performing arts companies
- Promoters (presenters) of performing arts, sports and similar events
- Heritage institutions
- Grant-making and giving services
- Social advocacy organizations
- Civic and social organizations

Not included in this analysis are establishments in the para-public sector, such as community colleges, universities and hospitals. It bears emphasizing that not all establishments in the subsectors listed above would be non-profit, however the assumption is that the preponderance of these establishments would be non-profit and for the sake of the analysis all are assumed to be non-profit.

Almost a third (32%) of all non-profit establishments have no employees, which is lower than the ratio for all establishments in Algoma (44%). The most prominent establishments are among child day-care services (20 establishments, 11% of all non-profit establishments), followed by other individual and family services (14 establishments, 8% of the total) and social advocacy organizations (14 establishments, 8% of the total). Almost two-thirds (64%) of these establishments are located in Sault Ste. Marie.

The share of Algoma residents employed in the non-profit sector as defined in this report is 4.1%, slightly higher than the similar proportion for Ontario (3.4%). That share is higher than the 3.9% share registered in 2006, but that is due less to a significant increase among non-profit employment and more so because total employment in Algoma dropped between 2006 and 2011.

Employment in child care services accounts for 30% of the residents employed in non-profit sector industries, and another 25% can be found in individual and family services.

In comparison with 2006, the following subsectors experienced employment growth:

- Child day-care services
- Social advocacy organizations

The following subsectors reported employment decline:

- Vocational rehabilitation services
- Out-patient care services
- Individual and family services

The most striking feature of the non-profit sector labour force is the very high proportion of females who work in this field, compared to the gender split in the general workforce. In Algoma, where the labour force is otherwise evenly split between men and women, among the non-profit sector industries women make up 88% of the workforce (not far off from the 80% figure for Ontario).

There is little difference between the age profile of residents employed in the non-profit sector and that for all industries, with youth and those aged 65 years and older somewhat under-represented. There is a roughly even share of workers in the Algoma non-profit sector by the various adult age groups: 25-34, 35-44, 45-54 and 55-64 years of age. This is unlike the overall workforce, where 45-54 year olds constitute a clearly larger age segment.

It would appear (based in this case on 2006 data) that the proportions of visible minorities and of immigrants working in the non-profit sector are roughly equivalent to the proportions for the entire Algoma labour force.

Males working in the non-profit sector have the same incidence of part-time work as do males working across all industries. While females have a higher incidence of part-time work generally, it is considerably less pronounced in the non-profit sector (this analysis was based on 2006 data).

In Algoma, the level of educational attainment among the non-profit workforce is higher than that of the Algoma workforce as a whole. When compared to the provincial averages, the Algoma non-profit workers have somewhat higher proportions of college diploma holders, and notably fewer university certificate holders.

Wages are proportionately smaller in Algoma compared to the rest of the province, even when excluding the Toronto numbers. The one exception is for workers in the child day-care services industry, where wages are higher in Algoma than in the province, including Toronto.

Occupations can be classified according to the level of education usually expected of someone employed in that function. Adding up all the workers by occupation and the skills requirements for each of those occupations provides us with a skills distribution profile for this sector. The skills distribution for the occupations in the non-profit sector in Algoma requires on average a higher level of educational attainment than that required for all jobs in Algoma, and in fact is higher than that for the non-profit sector in Ontario as a whole, primarily on account of a greater proportion of jobs that require a college diploma or a trades certificate.

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Introduction

This study seeks to provide a statistical overview of the non-profit sector in the District of Algoma, in particular its labour force. From the start, this requires a disclaimer: data collected by Statistics Canada relating to employers does not make distinctions between for-profit and non-profit establishments. Thus, to embark down this path requires making some assumptions, namely that in certain industry subsectors, the preponderance of establishments are non-profit.

The first step, therefore, will be to profile which industry subsectors will be focused on. These will first be defined, then described in terms of number of establishments, followed by number of employees.

These employees then will be examined in terms of prominent occupations which make up these industry subsectors.

This study does not purport to offer a precise head count of workers in Algoma's non-profit sector, in part because of this assumption regarding which industries constitute the non-profit sector, and in part because the data for the head count comes from the National Household Survey conducted in 2011, and so is a few years old. What is of greater interest are the characteristics which describe this workforce, in terms of age, levels of education attainment, and so on, as these are more likely to stay relatively constant over the course of several years.

In certain instances the data will have further limitations, because the smaller population for Algoma does not permit for much slicing and dicing of the numbers before the data is suppressed by Statistics Canada on account of an insufficient sample size.

In all instances, it is important to demystify the authority of data. Data can be subject to error, from poor sampling to human mistakes when it comes to classification and coding. Local intelligence matters greatly. Numbers that do not accord with on-the-ground knowledge about local employers should be questioned. The presentation of data is the start of a conversation about the scale of the non-profit sector in Algoma, not the end of that conversation.

Methodology

Statistics Canada applies the North American Industry Classification System (NAICS) to catalogue employers by industry. NAICS organizes all industries into 20 broad categories, identified by the first two digits of its codification. These 2-digit categories include such headings as Manufacturing (digits 31 to 33) Health Care and Social Assistance (digits 62) and Other Services (except Public Administration) (digits 81). The classification provides more detailed categories with the addition of more digits, as the example below illustrates (all 3-digit and 4-digit headings are shown, and one elaboration to the 6-digit level):

Table 1: Illustration of NAICS coding system

- 62 Health Care and Social Assistance
 - 621 Ambulatory Health Care Services
 - 6211 Offices of physicians
 - 6212 Offices of dentists
 - 6213 Offices of other health practitioners
 - 6214 Out-patient care centres
 - 621410 Family planning centres
 - 621420 Out-patient mental health and substance abuse centres
 - 621494 Community health centres
 - 621499 All other out-patient care centres
 - 6215 Medical and diagnostic laboratories
 - 6216 Home health care services
 - 6219 Other ambulatory health care services
- 622 Hospitals
- 623 Nursing and Residential Care Facilities
- 624 Social Assistance
 - 6241 Individual and Family Services
 - 6242 Community Food and Housing, and Emergency and Other Relief Services
 - 6243 Vocational Rehabilitation Services
 - 6244 Child Day-Care Services

This study will limit itself to the core portion of the non-profit sector, those either delivering a service to an individual or serving the community at large, defined by the following industry categories:¹

Table 2: NAICS 4-digit industries comprising core non-profit sector

4-digit NAICS sub-industry sectors	Examples
6214 Out-patient care centres	Family planning counselling services; outpatient treatment clinics for alcoholism and drug addiction; community health centres
6241 Individual and family services	Big Sister services; youth centres; youth self-help organizations; adult day-care centres; homemaker services; senior citizen centres; neighbourhood centres; outreach programs; parenting services; rape crisis centres; refugee services; telephone counselling services

¹ The extended non-profit sector typically includes hospitals, colleges and universities. These are not included in this analysis. As well, while broader civil society includes places of worship and numerous forms of membership associations, these have been excluded from this analysis. This exclusion extends to such groups as: boards of trade, chambers of commerce, real estate boards, retailers' associations, labour unions, federations of labour, bar associations, teacher associations or political parties.

6242 Community food and housing, and emergency and other relief services	Food banks; meal delivery services; soup kitchen; shelters for the homeless; transitional housing; volunteer housing construction organizations
6243 Vocational rehabilitation services	Community service employment training programs; sheltered workshops; vocational rehabilitation services
6244 Child day-care services	Child care centres
7111 Performing arts companies	Theatre companies; dance companies; musical groups and artists
7113 Promoters (presenters) of performing arts, sports and similar events	These establishments may operate arenas, stadiums, theatres or related facilities, or present events in such facilities
7121 Heritage institutions	Museums, historic and heritage sites, zoos and botanical gardens, nature parks
8132 Grant-making and giving services	Grant-making foundations; federated charities organizations; health research fundraising organizations
8133 Social advocacy organizations	Social service advocacy organizations; tenant advocacy associations; wildlife preservation advocacy organizations
8134 Civic and social organizations	Athletic associations; ethnic associations; fraternal lodges; parent-teacher associations; scouting organizations; senior citizens' clubs; students' associations

It bears emphasizing that not all establishments in each of these industry subsectors are non-profit operations. Day care facilities, for example, could include for-profit businesses.² But the preponderance of these establishments across these selected industries are non-profit, and with the caveat that there might be some for-profit businesses, for the purposes of this report these industries will be called non-profit.

² Approximately three-quarters of full-time regulated centre spaces in Ontario are run by non-profit operators. Jane Beach, Martha Friendly, Carolyn Ferns, Nina Prabhu and Barry Forer, *Early Childhood Education and Care in Canada 2008*, p. 73.

Number of non-profit establishments

Statistics Canada tracks establishments by industry through the *Canadian Business Patterns* data, which counts all business establishments twice a year (in June and December).³ Table 3 presents the number of these establishments for the District of Algoma by industry (that is, each of the subsectors identified in Table 2) and by size of establishment, as follows:

- No employees (usually a one person operation, or where the other staff are unpaid family members)
- 1-4 employees
- 5-19 employees
- 20-99 employees
- 100 or more employees

Table 3: Number of establishments in non-profit sector, by subsector and by size of establishment, Algoma, June 2014

↓subsector / employee size→	0	1-4	5-19	20-99	100+	TOTAL	%
621410 Family planning centres	0	0	1	0	0	1	1%
621420 Out-patient mental health/substance abuse	0	0	1	1	0	2	1%
621494 Community health centres	1	0	1	0	2	4	2%
621499 All other out-patient care centres	2	3	0	0	0	5	3%
624110 Child and youth services	2	1	0	0	1	4	2%
624120 Services for elderly & persons w/disabilities	1	2	0	0	1	4	2%
624190 Other individual and family services	2	6	4	2	0	14	8%
624210 Community food services	0	0	0	0	0	0	0%
624220 Community housing services	2	0	1	1	0	4	2%
624230 Emergency and other relief services	0	0	1	0	0	1	1%
624310 Vocational rehabilitation services	0	1	8	0	0	9	5%
624410 Child day-care services	5	2	8	5	0	20	11%
711111 Theatre (except musical) companies	1	1	0	0	0	2	1%
711112 Musical theatre and opera companies	0	0	0	0	0	0	0%
711120 Dance companies	1	0	0	0	0	1	1%
711130 Musical groups and artists	0	0	0	0	0	0	0%
711190 Other performing arts companies	0	0	0	0	0	0	0%
711321 Performing arts promoters without facilities	0	0	0	0	0	0	0%
711322 Festivals without facilities	1	2	0	0	0	3	2%

³ This figure does undercount the number of establishments, notably in the case of the self-employed. The Statistics Canada's Canadian Business Patterns database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than \$30,000 in a given year.

712111 Non-commercial art museums and galleries	0	0	1	0	0	1	1%
712115 History and science museums	0	0	0	0	0	0	0%
712119 Other museums	0	1	2	0	0	3	2%
712120 Historic and heritage sites	0	0	0	0	0	0	0%
712130 Zoos and botanical gardens	1	0	0	0	0	1	1%
712190 Nature parks and other similar institutions	0	0	0	0	0	0	0%
813210 Grant-making and giving services	6	2	2	0	0	10	6%
813310 Social advocacy organizations	3	5	5	1	0	14	8%
813410 Civic and social organizations	29	18	21	7	1	76	43%
TOTAL	57	44	56	17	5	179	100%
Percentage	32%	25%	31%	10%	3%	100%	

As can be seen from Table 3, almost a third (32%) of all non-profit establishments have no employees. This is a lower ratio than that for all establishments in Algoma, where 44% have no employees. On the other hand, 13% of establishments have 20 or more employees, which is considerably higher than the 8% of all establishments in Algoma which have 20 or more employees.

By far, the most prominent number of establishments are among civic and social organizations (76 establishments, 43% of the total), followed by child day-care services (20 establishments, 11% of all establishments), other individual and family services (14 establishments, 8% of the total) and social advocacy organizations (14 establishments, 8% of the total).

Almost two-thirds (64%) of these establishments are located in Sault Ste. Marie. Table 4 lists the geographic distribution by census subdivision of all the establishments listed in Table 3, with somewhat finer detail in terms of their employee size.

Table 4: Number of establishments in non-profit sector, by census subdivision and by size of establishment, Algoma, June 2014

↓census subdivision / employee size→	0	1-4	5-9	10-19	20-49	50-99	100-199	200-499	TOTAL
Sault Ste. Marie	38	24	17	20	9	2	3	2	115
Elliot Lake	5	7	3	3	3	0	0	0	21
Wawa	2	4	1	1	2	0	0	0	10
Algoma, Unorganized, North Part	1	3	2	1	0	0	0	0	7
Huron Shores	4	0	1	0	0	1	0	0	6
Blind River	2	2	1	0	0	0	0	0	5
Hornepayne	1	1	1	1	0	0	0	0	4
St. Joseph	0	2	1	0	0	0	0	0	3
Johnson	1	0	1	0	0	0	0	0	2
Bruce Mines	1	1	0	0	0	0	0	0	2
Serpent River 7	0	0	0	1	0	0	0	0	1
Garden River 14	0	0	1	0	0	0	0	0	1
Prince	1	0	0	0	0	0	0	0	1
Spanish	1	0	0	0	0	0	0	0	1
Dubreuilville	0	0	0	0	0	0	0	0	0
Macdonald, Meredith Aberdeen Additional	0	0	0	0	0	0	0	0	0
Rankin Location 15D	0	0	0	0	0	0	0	0	0
White River	0	0	0	0	0	0	0	0	0

Of the eight establishments with 50 or more employees, seven are located in Sault Ste. Marie, the other is found in Huron Shores. They are listed as follows:

Sault Ste. Marie

- 200-499 employees: two community health centres
- 100-199 employees: one child and youth services; one services for the elderly and persons with disabilities; one civic and social organization
- 50-99 employees: two civic and social organizations

Huron Shores

- 50-99 employees: one social advocacy organization

Employment in non-profit sector industries

Employment can be reported in two ways: the number of residents living in a given area who are employed versus the number of actual jobs present in a given area. While the latter approach would appear to offer the most accurate figure, it can only count those jobs that have a fixed workplace (that is, working from home or in a usual place of work). It undercounts the actual number of jobs because it excludes those workers who move from one job location to another (for example, construction workers moving from site to site or cleaners working in several buildings). On the other hand, data that counts all employed residents does not limit the calculation to the area of residence – these individuals could well be commuting outside the area for work.

Table 5 presents the numbers for both employed residents and for actual jobs, for all employment and for employment in the non-profit sector (the non-profit industries) for Algoma and, for comparison's sake, for Ontario, including a calculation of the share of employment accounted for by the non-profit sector. The data is drawn from Statistics Canada's National Household Survey, carried out in 2011, and compares it to the results of the 2006 Census.

Table 5: Employed residents and actual jobs, for the non-profit sector and for all industries, Algoma and Ontario, 2011

	2011		2006	
	ALGOMA	ONTARIO	ALGOMA	ONTARIO
ALL EMPLOYED RESIDENTS	49,420	6,297,000	51,390	6,164,245
Residents employed in NP sector	2,045	213,675	2,015	195,170
% of residents employed in NP sector	4.1%	3.4%	3.9%	3.2%
ALL JOBS	43,925	5,632,235	46,405	5,557,865
Jobs in the NP sector	1,995	196,180	1,900	182,885
% of jobs in NP sector	4.5%	3.5%	4.1%	3.3%

The share of Algoma residents employed in the non-profit sector is 4.1%, slightly higher than the similar proportion for Ontario (3.4%). The share of actual Algoma jobs in the non-profit sector is slightly higher (4.5%). This ratio is bigger because the actual number of jobs in Algoma does not include a considerable number of jobs with no fixed workplace and so the denominator is lower than the total number of residents employed (43,925 versus 49,420). Meanwhile, the actual number of non-profit jobs in Algoma is virtually the same as the number of residents employed in the non-profit sector, because these jobs almost all tend to have a fixed workplace.

The increase in the share of non-profit employment between 2006 and 2011 in Algoma, from 3.9% to 4.1%, is due less to a significant increase among non-profit employment and more so because total employment dropped (Table 6). This is in contrast to the situation for Ontario, where overall employment increased by 2.2%, while the employment growth rate in the non-profit sector was a

considerably higher 9.5%, resulting in a slightly larger share of all employment (from 3.2% in 2006 to 3.4% in 2011).

Table 6: Growth among employed residents, non-profit sector and all industries, Algoma and Ontario, 2006-2011

2006-2011	ALGOMA	ONTARIO
Growth in total employment among residents	-3.8%	2.2%
Growth in NP employment among residents	1.5%	9.5%

Employment by non-profit subsectors

Employment in child care services accounts for 30% of the residents employed in non-profit sector industries, and another 25% can be found in individual and family services. Table 7 lists the actual number of employed residents for each non-profit subsector, for both 2011 and 2006, and calculates the change in employment over those five years. As well, the share of employment in the non-profit sector for each subsector is calculated and compared to the similar share for Ontario. By and large, the proportions for Algoma very much match the Ontario averages. One notable difference is in relation to performing arts companies and to promoters (presenters) of performing arts, sports and similar events, which had no employed residents in 2011 in Algoma, although these two categories did account for a total of 40 employed residents in 2006. According to the number of establishments (Table 3), there were six establishments among these two categories, three with no employees and three with 1-4 employees. Statistics Canada randomly rounds entries up and down to 0 or 5, so it is plausible that one could arrive at no employees even if there actually were several employees in each category. However, the data does identify a trend in declining employment for these subsectors.

Table 7: Employed residents by non-profit subsectors, Algoma, 2006 and 2011

	Number 2011	Number 2006	Change	% share Algoma	% share Ontario
6214 Out-patients care centres	310	345	-10%	15%	12%
6241 Individual and family services	505	530	-5%	25%	24%
6242 Community food and housing	45	45	0%	2%	2%
6243 Vocational rehabilitation services	120	160	-25%	6%	4%
6244 Child day-care services	605	515	18%	30%	30%
7111 Performing arts companies	0	25	-100%	0%	5%
7113 Promoters	0	15	-100%	0%	2%
7121 Heritage institutions	55	50	10%	3%	4%
8132 Grant-making and giving services	30	30	0%	2%	4%
8133 Social advocacy organizations	190	105	81%	9%	5%
8134 Civic and social organizations	185	195	-5%	9%	7%
ALL NON-PROFIT INDUSTRIES	2045	2015	2%	100%	100%

6242 Community food and housing = Community food and housing, and emergency and other relief service

7113 Promoters = Promoters (presenters) of performing arts, sports and similar events

Subsectors with considerable employment growth included:

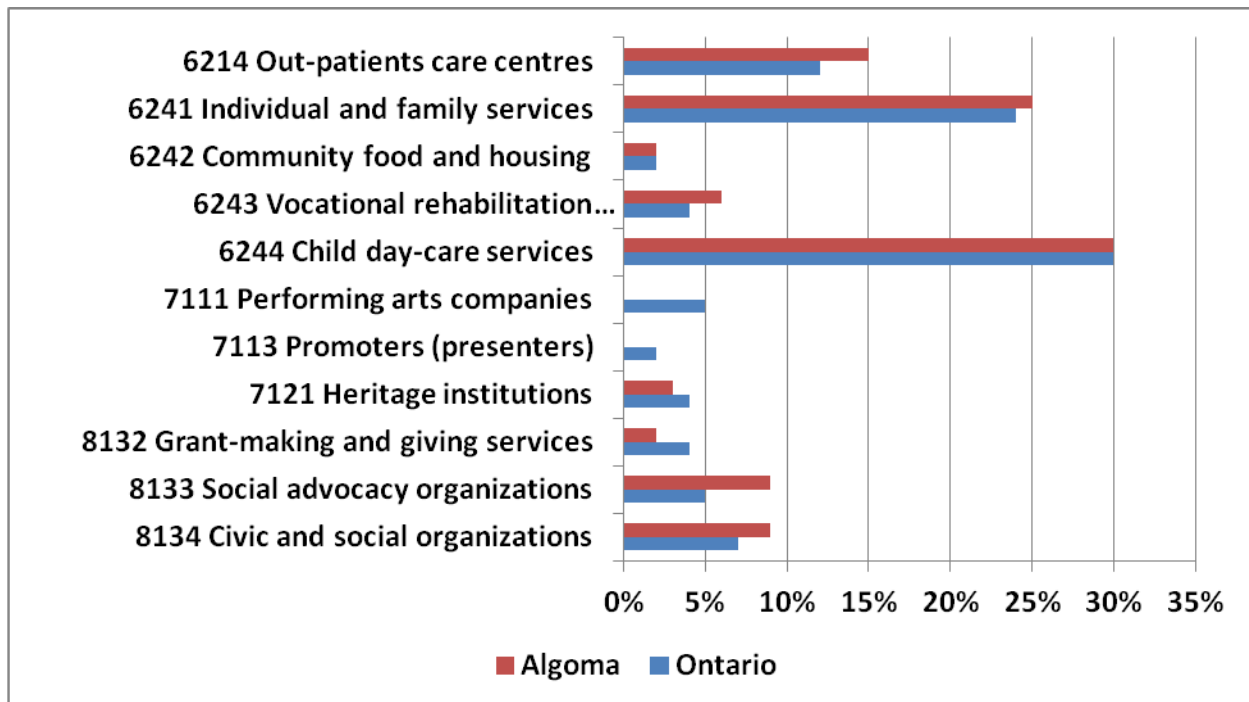
- Child day-care services (+90, an increase of 18%)
- Social advocacy organizations (+85, an increase of 81%)

Subsectors with considerable employment decline included:

- Vocational rehabilitation services (-40, a decrease of 25%)
- Out-patient care services (-35, a decrease of 10%)
- Individual and family services (-25, a decrease of 5%)

The equivalence in the share of employment distributed across the various subsectors is well illustrated by Chart 1.

Chart 1: Percentage distribution of employed residents by non-profit sectors, Algoma, 2011



Gender and the non-profit sector workforce

Probably the most striking feature of the non-profit sector labour force is the very high proportion of females who work in this field, compared to the gender split in the general workforce. Table 8 illustrates the gender split, for all industries, for the non-profit sector in total, and for the specific sub-industries in the non-profit sector, where the proportions vary but remain predominately female. For comparison's sake, the figures for Ontario are also provided.

A few comments on the data: there being no employment numbers for performing arts companies and promoters, there is of course no data for the gender split. Looking at the Ontario figures, these are the only subsectors on this list where males outnumber females. Secondly, looking at the specific gender split by subsector, one will note some instances where the sum of the figures for males and females do not add up to 100%, for example, community food and housing, as well as vocational rehabilitation services. This is because the numbers are very low, and when Statistics Canada randomly rounds up or down, a cell that might have had an entry or say “3” or “4” might have been rounded down to “0” – as is likely the case in these instances, resulting in “0” males being employed in these subsectors, even though females do not account for 100% of the employment. This is all a consequence of there being a smaller population base to begin with, and then that workforce number is divided into individual subsectors, and further by gender, resulting in the entries for each cell becoming very small, and be extinguished due to rounding.

Table 8: Gender proportions of employed residents by select industry categories, Algoma and Ontario, 2011

	ALGOMA		ONTARIO	
	Females	Males	Females	Males
ALL EMPLOYED WORKERS	50%	50%	48%	52%
Employed in non-profit sector	88%	12%	80%	20%
6214 Out-patients care centres	89%	11%	82%	18%
6241 Individual and family services	85%	16%	83%	17%
6242 Community food and housing	89%	0%	70%	30%
6243 Vocational rehabilitation services	92%	0%	76%	24%
6244 Child day-care services	98%	3%	96%	4%
7111 Performing arts companies	---	---	45%	55%
7113 Promoters	---	---	48%	52%
7121 Heritage institutions	73%	36%	56%	44%
8132 Grant-making and giving services	100%	0%	75%	25%
8133 Social advocacy organizations	68%	29%	74%	26%
8134 Civic and social organizations	81%	22%	67%	34%

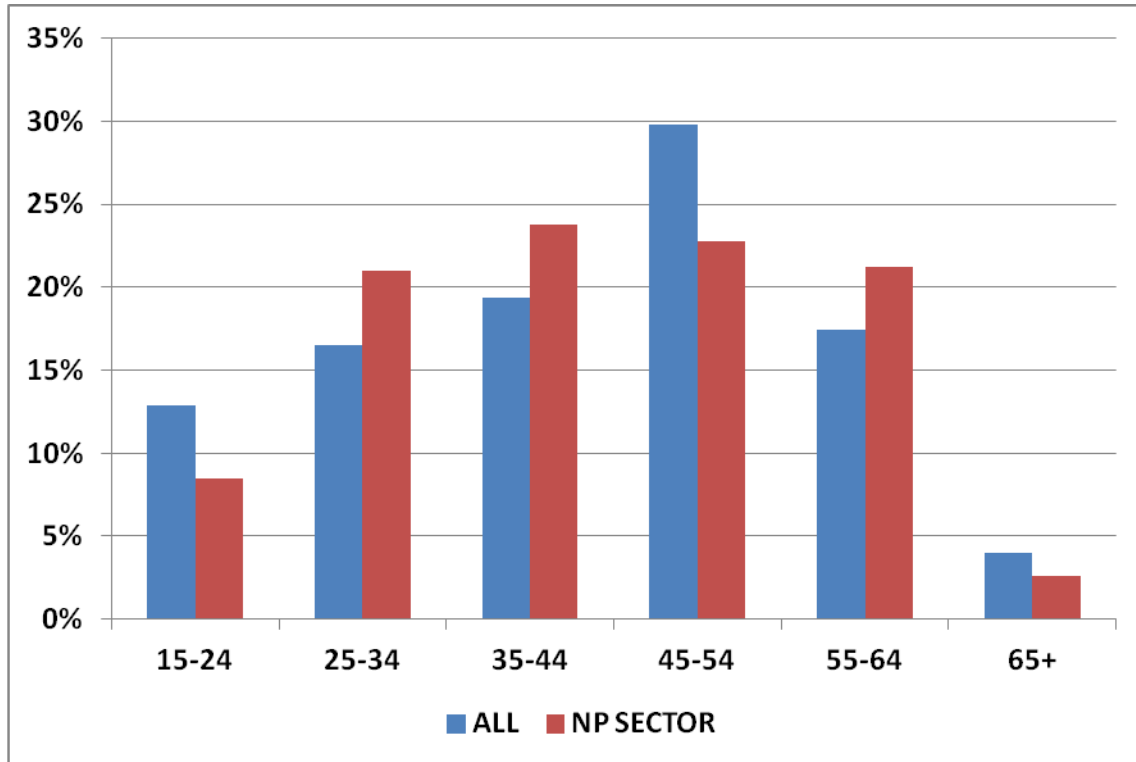
Despite these data issues, it is apparent that females make up the clear majority of workers in the non-profit sector. In Algoma they account for almost nine out of every ten workers (88%), compared to eight out of ten (80%) for Ontario. Their predominance is especially pronounced among child day-care services (98%) and grant-making and giving services (100%). In the case of the latter industry, by comparison the gender split in Ontario is not nearly so stark (75% female).

Age profile of workers in the non-profit sector workforce

There is little difference between the age profile of residents employed in the non-profit sector and that for all industries. Chart 2 illustrates the distribution of workers by age in Algoma, comparing the non-

profit sector and all employed residents. Youth are under-represented among non-profit sector employees, as are those workers aged 65 years and older. Otherwise, the non-profit workforce is virtually evenly divided among the remaining age categories, whereas compared to the workforce as a whole, those aged 45-54 years of age represent a significant “bump” in the age profile. Nevertheless, the overall age distribution does not vary that greatly.

Chart 2: Percentage distribution of employed residents by age, non-profit sector and all industries, Algoma, 2011



When the figures are examined by the non-profit subsectors, the smaller sample size makes some entries less reliable, but it would appear that the employment of youth (aged 15-24 years old) is particularly concentrated among civic and social organizations. With the caveat about the data in mind, Table 9 provides some illustration of the age profiles for several of the non-profit subsectors in Algoma.

Table 9: Age distribution of employed residents by select industries, Algoma, 2011

	15-24 years old	25-54 years old	55 years and older
ALL INDUSTRIES	13%	66%	21%
ALL NON-PROFIT SUBSECTORS	8%	69%	23%
6214 Out-patients care centres	10%	69%	21%
6241 Individual and family services	0%	69%	31%
6243 Vocational rehabilitation services	0%	88%	13%
6244 Child day-care services	11%	68%	22%
8132 Grant-making and giving services	0%	100%	0%
8133 Social advocacy organizations	0%	71%	29%
8134 Civic and social organizations	38%	49%	14%

Immigrant and visible minorities populations in the non-profit sector workforce

This study did not have access to data tables for 2011 which could compare the proportions of the employed labour force in terms of its immigrant and visible minorities populations. There were, however, older tables available from the 2006 census which can provide a context.

Table 10 lists the proportion of the entire labour force (that is, both employed and unemployed) who are attached to the non-profit industries and who are either visible minorities, immigrants (not born in Canada) or newcomers (immigrants who arrived recently to Canada – in the case of the 2006 census, who arrived between 2001 and 2006). These figures are compared to the same categories for the entire Algoma labour force.

Table 10: Visible minorities and immigrant populations in the labour force, non-profit subsectors and all industries, Algoma, 2006

	Non-profit industries	All industries
% visible minorities	1.6%	1.2%
% immigrants	5.2%	7.0%
% newcomers (2001-2006)	0.5%	0.2%

While relying on 2006 data to establish the actual proportion of visible minorities or immigrants in these categories is hardly ideal, the relevance here is more the comparison between the proportions found in the non-profit sector and all industries. By and large, the proportions of visible minorities and of immigrants working in the non-profit sector are roughly equivalent to the proportions for the entire Algoma labour force, based on 2006 data.

Full-time and part-time work

The incidence of part-time work is no different among the non-profit sector as a whole compared to all industries. Once again, reliance will need to be made of the 2006 data but, as before, the relevance is in the comparison with all industries.

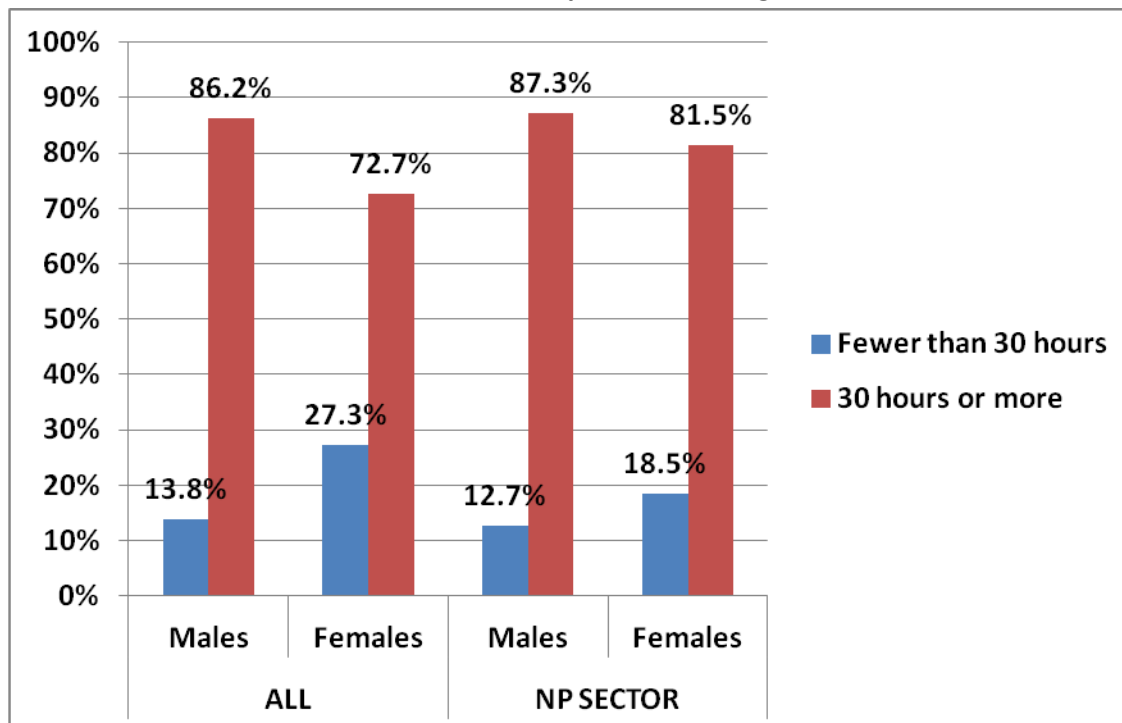
Table 11: Full-time and part-time employment, non-profit subsectors and all industries, Algoma, 2006

	Non-profit industries	All industries
FULL-TIME	73.2%	72.8%
PART-TIME	26.6%	27.2%

That being said, several of the non-profit sectors show a higher proportion of part-time work, namely performing arts companies, and civic and social organizations.

Another measure of expressing the incidence of part-time work is through hours worked. Chart 3 illustrates this data, comparing the patterns for males and females.

Chart 3: Percentage distribution of hours worked (fewer than 30 hours and over 30 hours per week), males and females, all industries and the non-profit sector, Algoma, 2006



According to this data, males working in the non-profit sector have the same incidence of part-time work as do males working across all industries. While females have a higher incidence of part-time work generally, it is considerably less pronounced in the non-profit sector (18.5%) compared to that found across all industries (27.3%).

Educational attainment

Workers in the non-profit sector tend to have higher levels of educational attainment compared to the general workforce. Table 12 compares educational attainment of non-profit workers to those of all workers, for both Algoma and Ontario. The figures reflect only full-time, full-year workers (data is from 2010). Chart 4 highlights the data for Algoma only.

Table 12: Educational attainment of full-time, full-year workers, non-profit sector and all industries, Algoma and Ontario, 2010

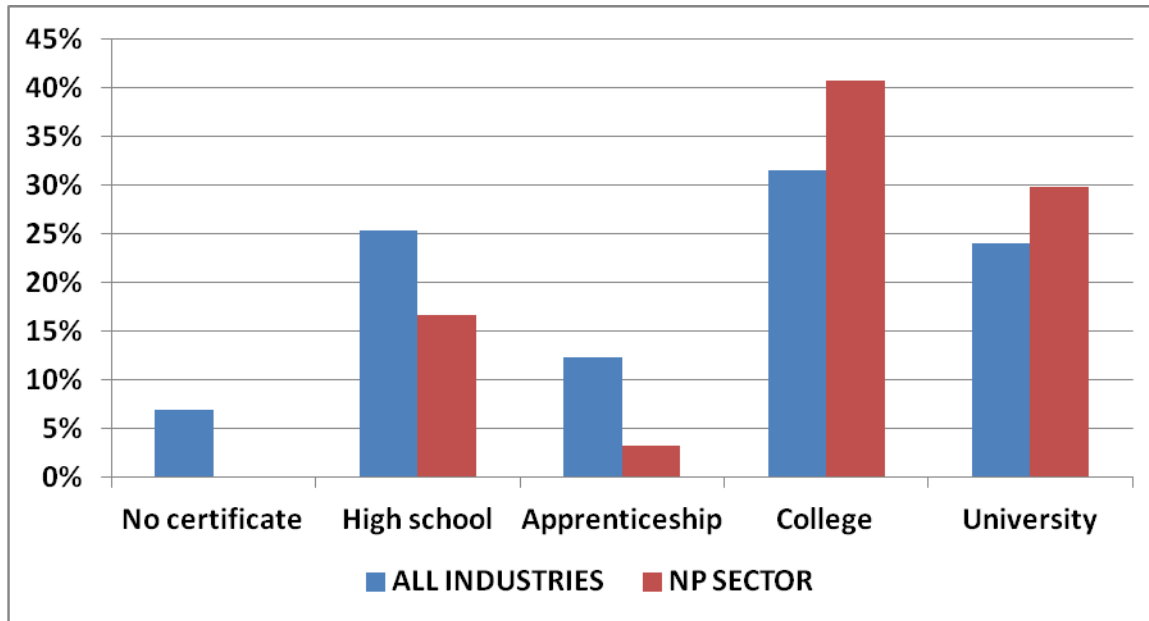
	No certificate	High school diploma	Apprenticeship certificate	College diploma	University certificate, diploma or degree
ALGOMA					
Non-profit sector	0%	17%	3%	41%	30%
All industries	7%	25%	12%	32%	24%
ONTARIO					
Non-profit sector	4%	14%	4%	35%	43%
All industries	8%	23%	8%	25%	36%

The educational attainment data for the non-profit sector in Algoma is incomplete, again, because of the rounding off and loss of data in some cells. The total percentage figures add up to 91% rather than 100%. That being said, one can still make some observations.

Overall, looking at workers in all industries, Algoma has more workers with apprenticeship certificates and college diplomas, and fewer with university certificates, compared to the provincial average. In the case of the non-profit workforce, in Algoma their level of educational attainment is higher than that of the Algoma workforce as a whole. When compared to the provincial averages, the Algoma non-profit workers have somewhat higher proportions of college diploma holders, and notably fewer university certificate holders.

Chart 4 makes clear the prominence of college diploma holders among non-profit workers in Algoma. When examined by non-profit subsectors, in most instances the college diploma holders outnumber the university degrees holders, often by a considerable amount (for example, among child day-care centres and social advocacy organizations). The one exception is with regards to individual and family services, where university certificate holders make up 45% of the full-time, full-year workforce.

Chart 4: Educational attainment of full-time, full-year workers, non-profit sector and all industries, Algoma, 2010



Employment income by non-profit sector industries

Employment income is available for full-time, full-year workers. In most instances a useful context for understanding data is to compare it to the provincial average, however in the case of employment income, a more useful comparison is to the Ontario data *minus* the Toronto figures, simply because Toronto employment income numbers are usually slightly higher and they push up the provincial average. Table 13 lists the average employment income for Algoma, Ontario, Toronto and Ontario minus Toronto.

Table 13: Average employment income, full-time, full-year workers, non-profit sectors and all industries, Algoma, Ontario, Toronto, Ontario minus Toronto, 2010

	Algoma		Ontario	Toronto	Ontario minus Toronto
	Number	Income			
ALL EMPLOYED WORKERS	28085	\$ 54,098	\$ 61,496	\$ 67,499	\$ 60,019
Employed in non-profit sector	1225	\$ 41,511	\$ 46,006	\$ 48,859	\$ 45,182
6214 Out-patients care centres	215	\$ 47,899	\$ 61,921	\$ 63,646	\$ 61,560
6241 Individual and family services	310	\$ 43,702	\$ 49,077	\$ 46,300	\$ 49,760
6242 Community food and housing	30	\$ 35,894	\$ 46,392	\$ 48,666	\$ 45,626
6243 Vocational rehabilitation services	80	\$ 46,577	\$ 49,792	\$ 50,976	\$ 49,523
6244 Child day-care services	280	\$ 30,772	\$ 27,125	\$ 30,183	\$ 26,427
7111 Performing arts companies	0	\$ ---	\$ 41,010	\$ 44,181	\$ 37,592
7113 Promoters	0	\$ ---	\$ 56,265	\$ 59,869	\$ 54,077

7121 Heritage institutions	25	\$ 38,021	\$ 54,899	\$ 61,047	\$ 52,866
8132 Grant-making and giving services	20	\$ 49,409	\$ 60,374	\$ 63,495	\$ 58,828
8133 Social advocacy organizations	180	\$ 47,064	\$ 59,762	\$ 68,934	\$ 56,327
8134 Civic and social organizations	85	\$ 37,368	\$ 51,487	\$ 52,491	\$ 51,084

When compared to the Ontario minus Toronto average, employment income in the non-profit sector is similar to employment income for all industries in Algoma. The average employment income for all industries in Algoma is .90 that of the Ontario minus Toronto figure, and the average employment income for the non-profit sector in Algoma is .92 that of the Ontario minus Toronto figure. It would appear that wages are proportionately smaller in Algoma compared to the rest of the province, even when excluding the Toronto numbers.

The one exception is in relation to the child day-care services industry, where the average employment income is not only higher than the Ontario minus Toronto figure, it is even a few hundred dollars higher than the Toronto average.

When analyzed by gender, there are noticeable discrepancies between the average employment incomes of males and females. Because of the small numbers for Algoma, and in particular for males in the non-profit sector, only those sectors where there were at least 30 males working full-time, full-year are highlighted. These are compared to the comparable Ontario figures, and a ratio is displayed, reporting the ratio of the female income to the male income for that occupation and that geography.

Table 14: Average employment income, select industries, male and female residents working full-time, full-year, Algoma and Ontario, 2010

	ALGOMA			ONTARIO		
	Males	Females	Ratio	Males	Females	Ratio
ALL INDUSTRIES	\$ 60,752	\$ 46,215	0.76	\$ 68,769	\$ 52,371	0.76
Individual and family services	\$ 52,301	\$ 42,166	0.81	\$ 58,107	\$ 46,981	0.81
Social advocacy organizations	\$ 60,776	\$ 40,917	0.67	\$ 76,359	\$ 52,955	0.69
Civic and social organizations	\$ 40,577	\$ 35,308	0.87	\$ 57,925	\$ 48,330	0.83
ALL NON-PROFIT	---	---	---	\$ 60,373	\$ 42,426	0.70

Consider first the Ontario results in Table 14: the ratio of female to male average employment figures for the non-profit industries as a whole was 0.70, slightly lower than the ratio for the employment incomes for all industries (0.76). When one compares the individual ratios for the selected non-profit industries, the ratios for Algoma are very similar for the ratios for Ontario, which suggests that if the data was complete, it is likely that the ratio for the entire non-profit sector for Algoma would also be lower than the industry average. This could be related to what occupations women are employed in across the non-profit industry (which would mean that women do not occupy the higher level positions in the same proportions as their share of their entire non-profit workforce) or that for the same occupations, women earn less than men. The notable fact is that in the non-profit sector, women's

employment income is proportionately lower than that of men compared to their wage outcomes across all industries.

Distribution of occupations within the non-profit sector

In the same way that industries have a classification code (NAICS), occupations also have an organizing framework, called the National Occupational Classification (NOC). The first digit of an occupation code denotes the skill type (for example, Health Occupations are all classified beginning with the digit “3”, while all Sales and Service Occupations begin with the digit “6”). The second digit for each occupation indicates the skill level, referring to the level of education or training that is typically required to carry out the functions of that occupation. These digits refer to the following:

- “0” or “1” An occupation that usually requires a university degree
- “2” or “3” An occupation that usually requires a college diploma or a trades certificate
- “4” or “5” An occupation that usually requires a secondary school diploma or occupation-specific training
- “6” or “7” There are no educational requirements and/or a short amount of on-the-job training will suffice

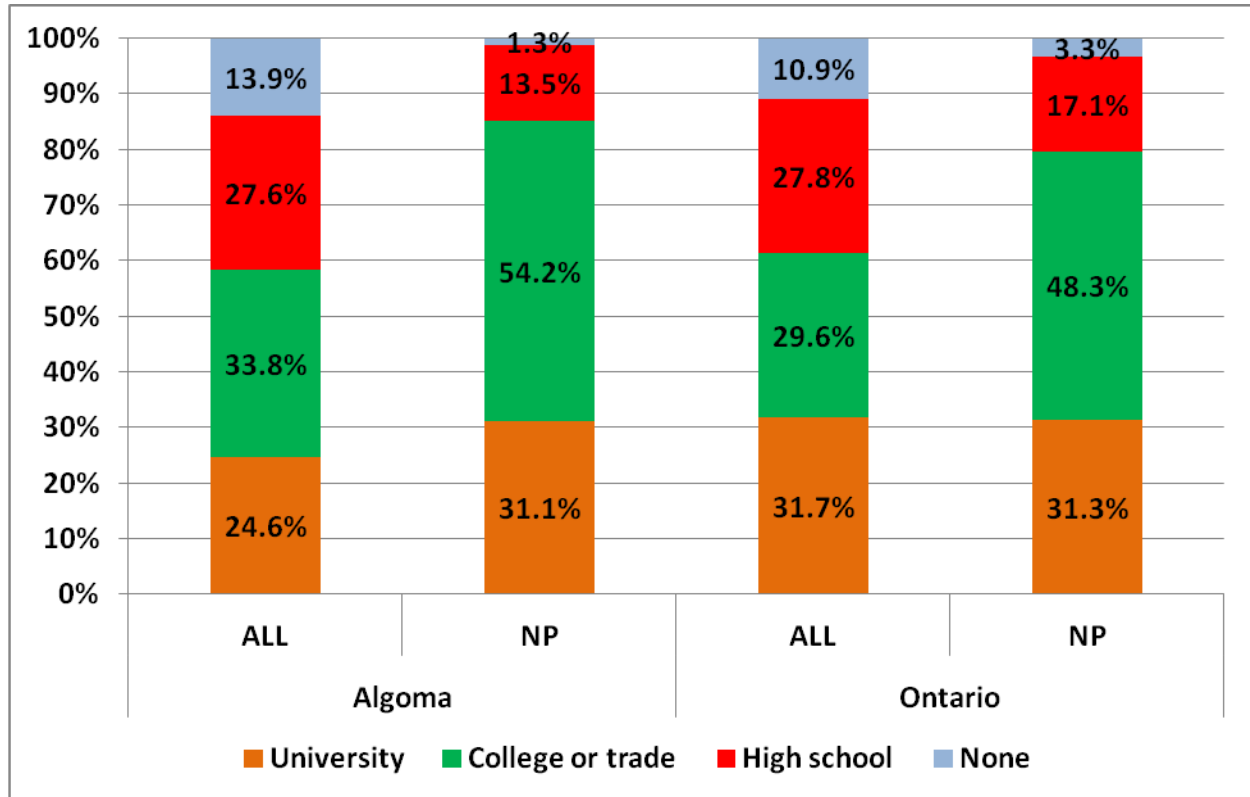
Table 15 lists the distribution of employed residents in Algoma by all occupations by skill level, both for all industries and for the non-profit industries, and provides a comparison with the same profiles for Ontario. These designations refer to the skill level usually required to carry out that occupation, not the actual level of education attainment possessed by those individuals employed in these jobs.

Table 15: Distribution of all occupations by skill level, all industries and non-profit sector, all employed residents, Algoma and Ontario, 2011

	ALGOMA		ONTARIO	
	All industries	NP sector	All industries	NP sector
University	24.6%	31.1%	31.7%	31.3%
College or trade	33.8%	54.2%	29.6%	48.3%
High school	27.6%	13.5%	27.8%	17.1%
No certificate	13.9%	1.3%	10.9%	3.3%

Chart 5 illustrates the results from Table 15.

Chart 5: Distribution of all occupations by skill level, all industries and non-profit sector, all employed residents, Algoma and Ontario, 2011

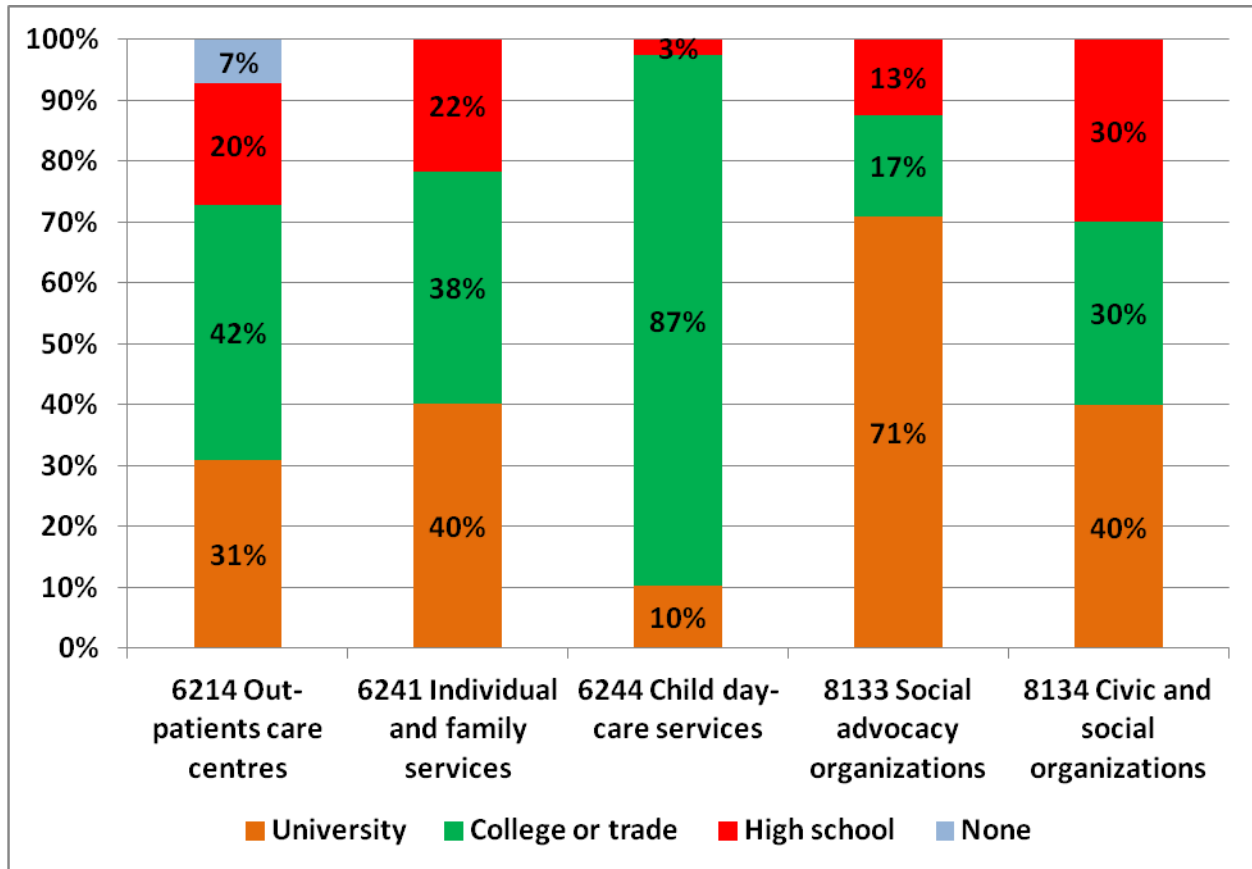


Comparing firstly the overall distribution of occupations in Algoma to the Ontario profile shows a considerably smaller proportion of jobs requiring a university degree (24.6% versus 31.1%), a slightly higher proportion of jobs requiring a college diploma (33.8% versus 29.6%), an equal number of jobs requiring a high school diploma (27.6% and 27.8%), and slightly more jobs requiring no educational certificate (13.9% compared to 10.9%).

When it comes to the profile of occupations in the non-profit sector, the jobs in Algoma have a higher skill distribution, not only more than that for all occupations in Algoma, but also more than that for the non-profit occupations in Ontario, which gets expressed by a higher profile for occupations that require a college diploma or trades certificate (54.2%).

As in many other circumstances, drilling down further is more challenging because of the smaller sample sizes in Algoma. Chart 6 lists the distribution of occupations by skill level for those non-profit sectors in Algoma for which there were at least 100 entries for this particular calculation.

Chart 6: Distribution of all occupations by skill level, select non-profit sectors, Algoma, 2011



Evidently, there are distinct variations in the types of occupations prevalent in each of these non-profit subsectors, from the preponderance of college-level occupations among child day-care services (87%) to the similar preponderance of university-level occupations among social advocacy organizations (71%), to the near equal division of most jobs between college and university-level occupations among out-patient care centres, individual and family services, and civic and social organizations.

Specific occupations in the non-profit sector

There are a limited number of occupations that can be characterized as core occupations in the non-profit sector. For the purposes of this report, six occupations have been chosen, based on the following criteria: (1) at least 20% of all those working in this occupation were employed in the non-profit sector; (2) there were at least 25 such workers. Based on this screen, those six occupations are:

- Social workers
- Family, marriage and other related counsellors
- Social policy researchers, consultants and program officers
- Social and community service workers
- Early childhood educators and assistants
- Home support workers, housekeepers and related occupations

Each of these occupations will be profiled in the following tables, relying on Algoma data and comparing the results to Ontario figures. (The employment income data is only for those working full-time, full-year.)

Table 16: Occupational profile of residents employed as social workers, Algoma and Ontario, 2011

ALGOMA		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
90	36%	5.8%
% of females	Average income – Males	Average income – Females
96%	\$ ---	\$ 52,427
ONTARIO		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
10,895	48%	5.1%
% of females	Average income – Males	Average income – Females
83%	\$ 64,079	\$ 59,858

Social workers make up similar proportions of the non-profit workforce, 5.1% in Ontario and 5.8% in Algoma, although it appears that a smaller proportion of Algoma social workers find themselves working in the non-profit sector (36% compared to 48% in Ontario). The vast majority of social workers are female (96% in Algoma, 83% in Ontario).

Table 17: Occupational profile of residents employed as family, marriage and other related counsellors, Algoma and Ontario, 2011

ALGOMA		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
25	23%	1.6%
% of females	Average income – Males	Average income – Females
86%	\$ ---	\$ 39,422
ONTARIO		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
4,185	49%	2.0%
% of females	Average income – Males	Average income – Females
76%	\$ 51,658	\$ 49,436

The sample number for family, marriage and other related counsellors is low for Algoma – 25 individuals. As a group, though, they make up a comparable proportion of the non-profit workforce to that in Ontario, 1.6% compared to 2.0%. This is another occupation made up predominately of women

(86% in Algoma, 76% in Ontario). While Algoma incomes tend to be lower than the provincial average, in this instance the employment income figure for female family, marriage and other related counsellors. The average employment income figure for Algoma females appears even lower than would be expected.

Table 18: Occupational profile of residents employed as social policy researchers, consultants and program officers, Algoma and Ontario, 2011

ALGOMA		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
30	33%	1.9%
% of females	Average income – Males	Average income – Females
68%	\$ 68,172	\$ 66,939
ONTARIO		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
1,710	15%	0.8%
% of females	Average income – Males	Average income – Females
69%	\$ 76,981	\$ 67,529

Social policy researchers are somewhat more likely to be employed in the non-profit sector in Algoma (33%) than is the case in Ontario as a whole (15%). Bucking the trend, the pay differential between men and women working in this occupation in Algoma compared is almost non-existent.

Table 19: Occupational profile of residents employed as social and community service workers, Algoma and Ontario, 2011

ALGOMA		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
155	27%	9.9%
% of females	Average income – Males	Average income – Females
84%	\$ 44,088	\$ 41,160
ONTARIO		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
21,320	43%	10.0%
% of females	Average income – Males	Average income – Females
78%	\$ 48,043	\$ 45,105

Social and community service workers account for one in ten employees in the non-profit sector, both in Algoma and in Ontario generally. The vast majority of these workers are females, yet once again males earn a higher income, both in Algoma and in Ontario.

Table 20: Occupational profile of residents employed as early childhood educators and assistants, Algoma and Ontario, 2011

ALGOMA		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
490	84%	31%
% of females	Average income – Males	Average income – Females
98%	\$ ---	\$ 32,058
ONTARIO		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
51,260	87%	24%
% of females	Average income – Males	Average income – Females
97%	\$ 38,057	\$ 27,077

Early childhood educators and assistants make up a considerable part of the non-profit labour force (31% in Algoma and 24% in the province). The vast majority of them work in the non-profit sector (that is, in child day-care centres) and almost all are women. The average employment income for Algoma female early childhood educators and assistants is substantially higher than the provincial average. The provincial figures also show that males earn considerably more than females in this occupation (\$38,057 versus \$27,077).

Table 21: Occupational profile of residents employed as home support workers, housekeepers and related occupations, Algoma and Ontario, 2011

ALGOMA		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
95	22%	6.1%
% of females	Average income – Males	Average income – Females
95%	\$ ---	\$ 35,507
ONTARIO		
Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
12,885	37%	6.1%
% of females	Average income – Males	Average income – Females
92%	\$ 37,625	\$ 30,262

The occupation of home support workers, homekeepers and related occupations makes up 6% of the non-profit sector workforce, is almost entirely made up of women and, once again, the average employment income for Algoma females in this occupation is considerably higher than the provincial

average for females. At the provincial level, the average income for female home support workers is considerably lower than that for males.

Employment income trends over time

This section examines the trend in employment incomes among these same occupations over the course of 1996 to 2011. Only five of these six occupations will be profiled, because the occupation of social policy researcher was only allocated a separation heading starting in 2001.

Table 22 lists the employment income figures for these occupations, together with the overall employment income average for Algoma for 1995, 2000, 2005 and 2010. (These figures are all for full-time, full-year workers). Table 23 provides the comparison with the Ontario numbers.

Table 22: Average employment income, full-time, full-year workers, select occupations, Algoma, 1995-2010 (constant 2010 dollars)

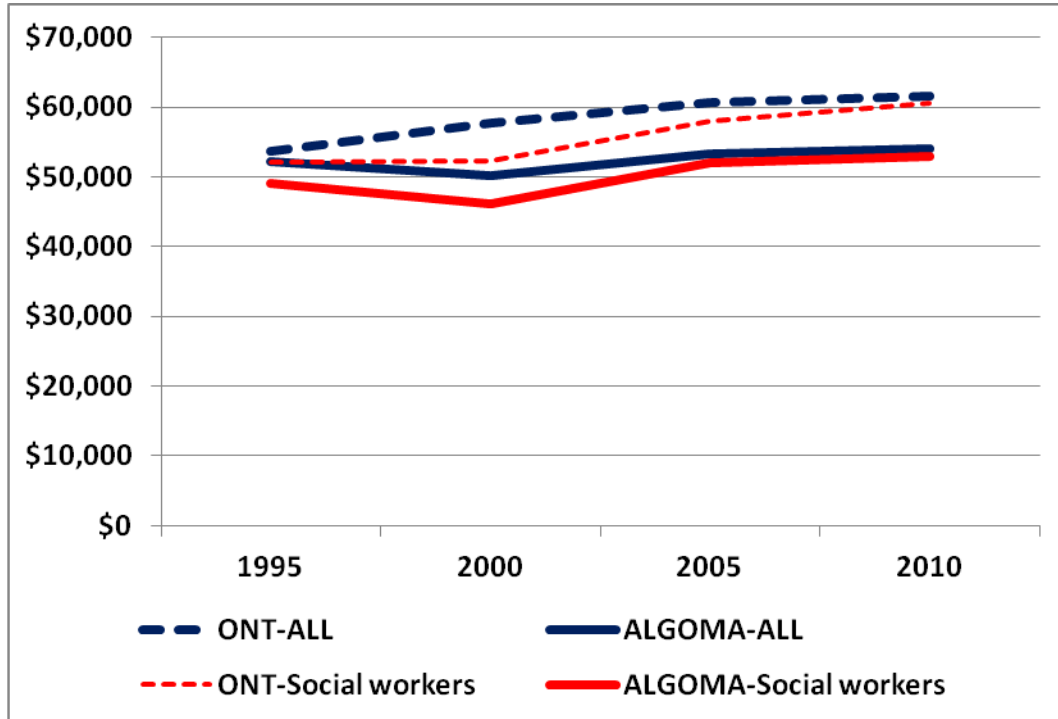
	1995	2000	2005	2010	% change 1995-2010
ALL OCCUPATIONS	\$ 52,268	\$ 50,157	\$ 53,324	\$ 54,098	3.5%
Social workers	\$ 49,000	\$ 46,100	\$ 52,012	\$ 52,967	8.1%
Family & marriage counsellors	\$ 47,718	\$ 44,251	\$ 43,776	\$ 40,840	-14.4%
Social & community service workers	\$ 44,368	\$ 40,707	\$ 41,271	\$ 41,649	-6.1%
Early childhood educators	\$ 27,916	\$ 24,360	\$ 30,834	\$ 32,040	14.8%
Home support workers	\$ 23,336	\$ 23,457	\$ 23,389	\$ 35,391	51.7%

Table 23: Average employment income, full-time, full-year workers, select occupations, Ontario, 1995-2010 (constant 2010 dollars)

	1995	2000	2005	2010	% change 1995-2010
ALL OCCUPATIONS	\$ 53,570	\$ 57,762	\$ 60,566	\$ 61,496	14.8%
Social workers	\$ 52,048	\$ 52,258	\$ 57,906	\$ 60,608	16.4%
Family & marriage counsellors	\$ 45,820	\$ 44,940	\$ 46,316	\$ 49,934	9.0%
Social & community service workers	\$ 44,510	\$ 42,274	\$ 44,468	\$ 45,788	2.9%
Early childhood educators	\$ 30,286	\$ 27,917	\$ 23,959	\$ 27,351	-9.7%
Home support workers	\$ 27,352	\$ 30,164	\$ 28,954	\$ 30,868	12.9%

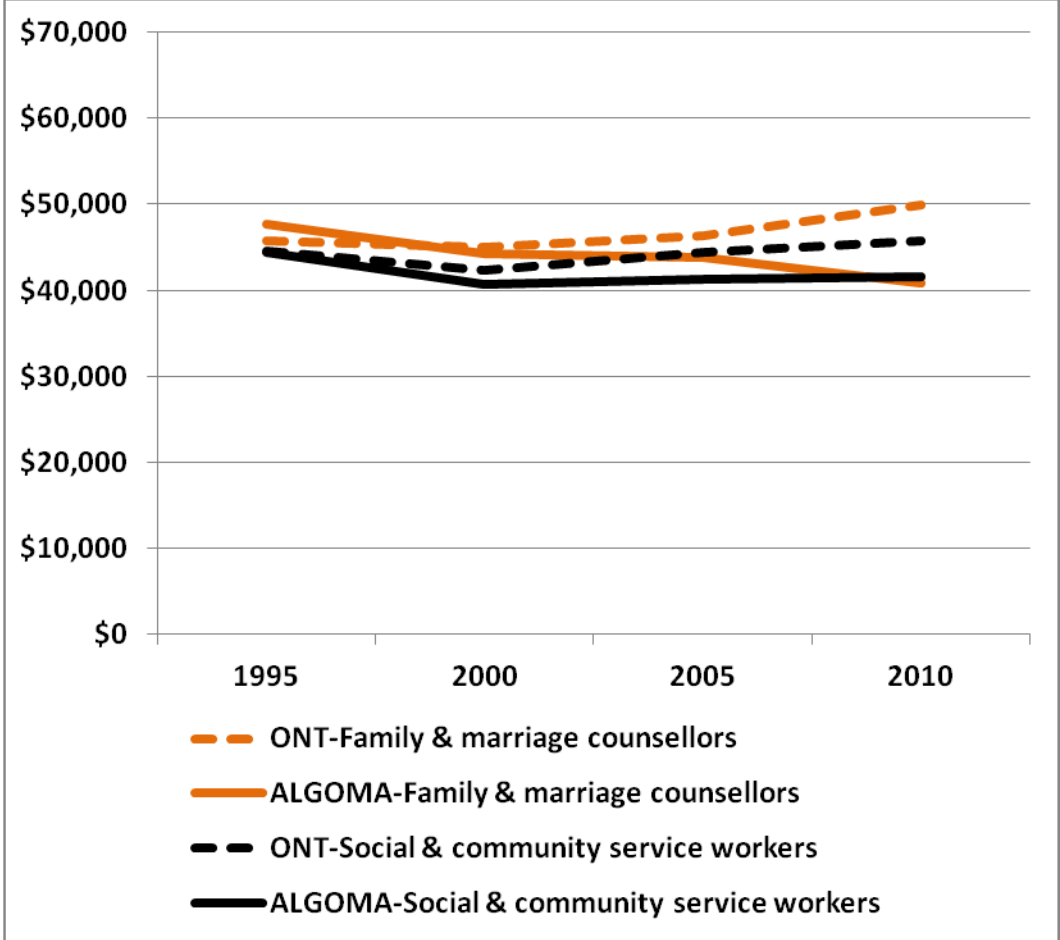
To better visualize the trends, Charts 7 through 9 plot the changes for each of these occupations, directly comparing the Algoma and Ontario figures.

Chart 7: Average employment income, full-time, full-year workers, social workers and all occupations, Algoma and Ontario, 1995-2010 (constant 2010 dollars)



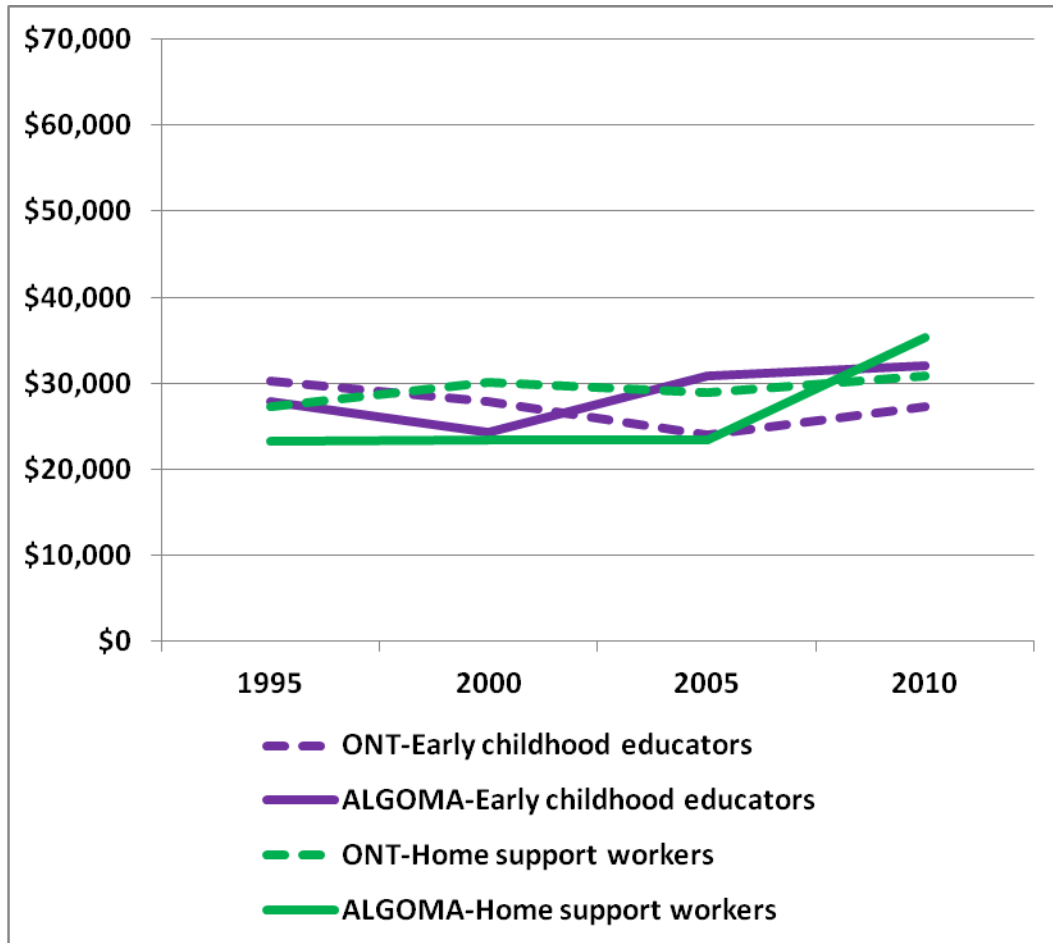
The average employment income for all occupations in Ontario has seen a steady rise, growing 14.8% between 1995 and 2010. The increase for all employed residents in Algoma has been much more muted, an increase of only 3.5% during the same period. The average employment income for social workers has roughly tracked that for all occupations, except for a dip in 2000, but closing the gap by 2010. In fact, in both instances the income for social workers rose faster than the income for all occupations between 1995 and 2010.

Chart 8: Average employment income, full-time, full-year workers, family & marriage counsellors and social & community service workers, Algoma and Ontario, 1995-2010 (constant 2010 dollars)



The income trends for family & marriage counsellors and for social & community service workers moved in different directions for Algoma and Ontario during the period profiled. In Ontario, the overall trend was upward, increasing 9.0% for family & marriage counsellors and a more modest 2.9% for social & community service workers. In Algoma, the exact opposite was the case, a drop in constant dollars of 14.4% for family & marriage counsellors and minus 6.1% for social & community service workers.

Chart 9: Average employment income, full-time, full-year workers, early childhood educators and home support workers, Algoma and Ontario, 1995-2010 (constant 2010 dollars)



The average employment figures for early childhood educators and for home support workers show quite variable trends. In the case of early childhood educators, the Ontario income figures show a consistent drop between 1995 and 2005, rising slightly in 2010, but overall registering a 9.7% drop during the 15 year period. One possible explanation could be the considerable increase in the number of such workers, resulting in new workers with starting-level wages bringing the overall average down. In Algoma, while the income figure dropped between 1995 and 2000, it rose afterwards, resulting in a healthy 14.8% increase over 15 years.

The income trend for home support workers in Ontario has been relatively steady, with an overall increase of 12.9%. For Algoma, after staying more or less flat for 10 years, the average income rose sharply in 2010, resulting in an overall increase of 51.7%. Such a sharp and sudden increase would require an explanation, as it is quite outside the pattern for all the other wage trends under consideration.