

# Priority for Action #1: **Improved conditions for the attraction and retention of paid staff**

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# Overview

- Recent history (video with Lynne Toupin)
- Some background info
- Why this matters
- Some strategies
- Imagine Canada Summit



# Who we are: the NFP sector nationally

- Nonprofits make up 7.2% of Canada's total paid workforce.
- The collective salaries of employees in the nonprofit sector add up to an annual payroll of \$22 billion.
- Combined with increased urbanization and an ageing demographic, the labour force is smaller, more urban, and greyer.

# Compensation considered



- Three quarters of nonprofits across Canada have fewer than 10 employees and just over 30% of these small nonprofits offer pension plans or pension contributions.
- Employees of nonprofits in all size categories rated compensation-related items as areas in which they were the least satisfied.

# High rates of turnover and competition for skilled labour

- Impact on service users in human services organizations.
- Cost to organizations of high rates of turnover.
- Challenges based on limitations of the public purse and donor perceptions of appropriate salary levels for NFP workers.



# Strategies – Working together

- Among the consistent messages heard nationally is that the nonprofit sector has not strategically and effectively organized amongst itself to represent its collective interests.



# Strategies – Other key pieces

- Need for Labour Market Information (LMI)
- Workforce development strategies
- Sector representation: internally and externally (including with business and government)
- Promotion and education
- Review of the whole compensation package



# Imagine Canada Summit

- What to expect
- Questions or comments?
- Thanks.
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