

Not Working For Profit: A LABOUR MARKET DESCRIPTION OF THE NON-PROFIT SECTOR IN TORONTO

**Toronto Workforce Innovation Group
On behalf of the Ontario Nonprofit Network
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With thanks to



EXECUTIVE SUMMARY

Partners and Purpose

This research began as a conversation between members of the Advisory Group to the Ontario Nonprofit Network and the Toronto Workforce Innovation Group. As the non-profit workforce is a significant part of Toronto's economy, we decided to create a formal partnership to analyze this segment of the labour force. Currently, no labour force data is explicitly oriented towards the nonprofit sector. We wanted to see what was out there to adapt, and discover whether current data for other sectors could be mined for analysis. To see what could be done, the ONN and TWIG hired Tom Zizys, a labour market analyst, to examine the occupations, salary rates and information about some sub-industry sectors in the non-profit workforce in the Toronto CMA. Starting with a few sub-sectors, in a distinct geography, is intended to give us a sense of the best approach to labour market information about the sector.

The report is part of the work of the Ontario Nonprofit Network, in collaboration with the Voluntary Sector Human Resources Council, to begin creating a workforce development strategy for this sector. The Ontario Non-Profit Network is working with the Partnership Project, an initiative of the Ontario Ministry of Citizenship and Immigration and the Ontario Trillium Foundation, to consider ways to further this work.

The Toronto Workforce Innovation Group (TWIG) is a catalyst for innovative workforce solutions. We work to ensure that Toronto is prepared to meet the demands of a changing economy by identifying the skills, training needs and workforce issues of our local economy. By engaging in research on issues related to our local economy we are able to highlight the strengths and opportunities in our local labour market.

The Toronto Workforce Innovation Group was incorporated in 1997 as the Toronto Training Board. Our name changed in 2009 to better reflect our mission and mandate. TWIG is an autonomous not-for-profit led by a volunteer Board of Directors who understand the importance of a vital and responsive labour market. We are a member of Workforce Planning Ontario, a network of 25 workforce planning/development agencies funded by the Ministry of Training, Colleges and Universities. The work of the Toronto Workforce Innovation Group includes:

- Doing research that analyzes and identifies the issues and opportunities in Toronto's labour market;
- Convening labour market partners to collaborate on effective partnerships to address the issues;
- Evaluating and using the information to improve our contribution to the Toronto's prosperity;

- Playing a pivotal role in promoting and supporting overall strategies for workforce development in Toronto.

The Ontario Non-Profit Network has a mandate to communicate, coordinate, and collaborate with nonprofit organizations working for the public benefit in Ontario. ONN has been created in order to:

- gather, analyze and interpret information about what is going on in the sector as a whole
- enhance communication across the sector
- work strategically with nonprofit organizations, government, business and other stakeholders
- respond to government at all levels about policy, legislation, and practices that effect how the sector operates
- develop a sense of shared interests and common purpose within the sector in order to strengthen the role of the nonprofits in Ontario.

The Ontario Nonprofit Network has several projects, constellations and sector-wide initiatives, all in various stages of evolution and activity. In addition to our constellations, we are also working closely with a number of other networks including the Social Enterprise Council of Canada, Imagine Canada, OSER, Creative Enablers Network, Volunteer Centres of Ontario and Toronto Neighbourhood Centres. The ONN engages in research and partnerships that benefit the sector as a whole and works closely with the National Voluntary Sector HR Council on issues of workforce development in the third sector.

Context

Labour force data collected by Statistics Canada typically classifies workers by industry and occupation, but does not make distinctions between for-profit and non-profit employers. As a result, any description and analysis must be based on those industries and those occupations that typically make up non-profit sector activity. Examples of these industries and occupations are Individual and Family Services (listed as an industry) and Community and Social Service Workers (listed as an occupation).

It is important to note that many of the occupations in the nonprofit sector have little or no equivalence in the current categories. The available data can, however, give us an idea of how the current data may lend itself to an exploration of the nonprofit sector, and serve as a foundation or complement to further research.

The Ontario Nonprofit Network reaches across the nonprofit sector, and uses the following sector categories to classify members¹:

- Culture and recreation

¹ Categories are drawn from Salamon, Lester M. and Helmut K. Anheier. "The International Classification of Nonprofit Organizations: ICNPO-Revision 1, 1996." *Working Papers of the Johns Hopkins Comparative Nonprofit Sector Project*, no. 19. Baltimore: The Johns Hopkins Institute for Policy Studies, 1996.

- Education and research
- Health
- Social services
- Environment
- Development and housing
- Law, advocacy and politics
- Health
- Housing
- Philanthropic intermediaries and voluntarism promotion
- International
- Religion
- Business and professional associations, unions
- Other

This report isolates select sub-industry sectors and several specific occupations that constitute a part of the non-profit labour market. The available data allows for analysis of the social services sector, with additional analysis of philanthropic foundations, and civic and social organizations.

The relevant industry sub-sectors available for analysis are:

- Out-patient care centres (such as community health centres)
- Individual and family services (such as neighbourhood centres)
- Community food and housing, and emergency and other relief services (such as food banks and shelters for the homeless)
- Vocational rehabilitation services (such as sheltered workshops)
- Child day-care services
- Grant-making and giving services (such as philanthropic foundations)
- Social service advocacy organizations (such as anti-poverty advocacy organizations)
- Civic and social organizations (such as ethnic associations)

This list excludes hospitals, universities, colleges, places of worship, boards of trade, labour unions, political parties, and cultural and recreational activities such as theatres and sports leagues. The term “nonprofit sector” has been applied to many groups, sometimes including the excluded categories, and other times excluding some or all of them. It is not yet a stable term. However, this limited list does make up an important portion of the non-profit sector. In this report, the term “nonprofit sector” will refer to the industry list above. The Ontario Nonprofit Network does include sports and recreation, and performing arts and culture, environment and many other organizations in their membership, as the international categories indicate, but for the purposes of this research, these sectors cannot be included.

The selected occupations included in this report are:

- Senior managers – health, education, social and community services and member organizations
- Managers in social, community and correctional services
- Social workers
- Family marriage and other related counsellors
- Community and social service workers
- Early childhood educators and assistants

Depending on the source, the data refers to either the City of Toronto or the broader Toronto Census Metropolitan Area (CMA). In most instances, the data refers to the industry or occupations of residents of the City of Toronto or of the Toronto CMA, not the actual jobs that exist in the City of Toronto or in the Toronto CMA. In the majority of examples, there will be a general match, enough to draw conclusions about proportions if not actual numbers in the workforce.

Size of non-profit workforce

Approximately 3% of employed residents in the City of Toronto work in the non-profit sector. In 2006, there were 36,930 employed. For the Toronto CMA, the percentage is 2.6% (67,805 employed). Residents of the City of Toronto make up 21% of Ontario's non-profit sector labour force. The figure for the Toronto CMA is 38.8%. City of Toronto residents form a disproportionate share of the provincial workforce in the following subsectors:

- grant-making and giving services;
- social advocacy organizations; and,
- community food and housing, emergency & other relief services.

The non-profit labour force in the Toronto CMA grew by 17.1% between 2001 - 2006, outpacing the growth of the total labour force by almost 50%. The total labour force grew by only 11.7%. Over a third (37.6%) of the Toronto CMA non-profit sector labour force is found in the Child Day-care Services sector.

Demographics of workforce

The most striking feature of the non-profit sector is the very high proportion of females who work in these occupations. . While women make up 47.6% of the Toronto CMA labour force, they represent 84.4% of the non-profit labour force.

The overall data for the non-profit sector indicates that the proportion of females in this industry has stayed relatively steady between 1996 and 2006. The proportion of women in the most prevalent occupations has generally increased between 1996 and 2006.

Women in the non-profit sector have the same profile of hours worked as women elsewhere. Men in the non-profit sector tend much more towards the women's profile of hours worked as opposed to the profile of males in all industries.

The proportion of women in the Toronto CMA working part-time in the non-profit sector is similar to the overall workforce (22.0%), but the proportion of men working part-time is almost double that of men in all industries (19.0%).

There is little difference between the age profile of the labour force for the non-profit sector and that of the entire labour force.

Visible minority workers in the non-profit sector in the Toronto CMA are present in virtually the same proportion as in the labour force as a whole. However, notable differences emerge among specific population groups:

- Blacks, both males and females, are employed in the non-profit sector in a proportion significantly higher than in the general labour force;
- Chinese females are notably under-presented, as are South Asian males;
- Filipinos are slightly more represented in the non-profit sector than in the general labour force.

There is a slight under-representation of immigrants in the non-profit sector labour force that crosses all periods of immigration more or less equally, but is somewhat more pronounced among males rather than females.

Educational attainment of workforce

In the Toronto CMA, residents who make up the non-profit labour force have notably higher levels of educational attainment compared to all workers in the area, particularly in the proportion of workers with college and related levels of education. There is also a noticeable difference between the educational attainment of females and males in the non-profit sector. Females are more likely to have college and related diplomas, while males are more likely to have bachelor degrees or higher.

Over half (51.9%) of the labour force in the non-profit sector in the Toronto CMA have diplomas or degrees in one of three fields. These are, social and behavioural sciences and law (21.9%); business, management and public administration (17.8%); and health, parks, recreation and fitness (12.2%).

Employment income

In the category of employment income, there are two significant facts:

- Women earn substantially less than men, regardless of industry, even when comparing full-year, full-time workers;

- Residents of Toronto earn more than residents in the rest of Ontario, in comparing the same industries.

In that context, workers in the non-profit sector earn somewhat less than the average employment income for all industries. In part this is related to the far higher proportion of females working in the non-profit sector. In particular, the average employment income is brought lower by the large share of workers in the child day-care centres sector. Average salaries for full-time, full-year employment in this sector, in Toronto are C\$21,234 - C\$31,509.

Analysis of occupations

Occupations in the non-profit sector are made up of far more jobs that require a university or college education than in other sectors. There is no variation in the profiles for these occupations between Toronto and the rest of Ontario. The very high proportion of jobs in the non-profit sector that require a post-secondary degree is incongruous with the average employment income levels for this sector, which trail those of all industries. Ontario as a whole has almost half the rate of jobs requiring post-secondary degrees.

Women occupy a disproportionately lower share of the many senior manager and manager positions related to the non-profit sector. Moreover, even with the same levels of educational attainment, women in these positions earn significantly less than men. This observation may or may not apply to the non-profit sector itself, as these occupation categories include individuals working in other industries, such as hospital chief executives, university presidents, correctional institution directors and senior staff of social services.

As one moves down the organizational ladder, the mid-level professional occupation of social workers demonstrates something closer to gender parity. In this level, women are making the same salary as men and they have close to the same educational attainment profile.

Social workers, both males and females, in and outside Toronto, experienced modest increases in employment income between 1995 and 2005. Family, marriage and other related counsellors, as well as community and social service workers, experienced essentially flat-lined employment incomes over this 10 year period.

Early childhood educators, both males and females, in and outside Toronto, have seen their employment incomes drop substantially. This is especially striking given that the National Occupational Classification upgraded this occupation between 1995 and 2000 from one usually requiring only secondary schooling to one usually requiring a college education.

Conclusions

This research was intended to give a sense of how current available data could be applied to the labour market of Ontario's nonprofit sector.

It is an important step to understand what the available data can do for us as we build a labour force strategy for the nonprofit sector in Ontario. We can now see the essential strengths and limitations of viewing the nonprofit sector through available categories. It is possible to broadly consider some important trends, such as the income associated with particular occupations, employment income, demographics and education attainment.

We can see where the nonprofit sector may be similar to other sectors (i.e. in the pay difference between managers and all knowledge workers), and where there may be certain concentrations (i.e. of knowledge workers with degrees in the social science and humanities, or of females in the labour force, or males working part time). However, because current industry sub-sectors combine for- and non-profit positions, and do not include many positions unique to the nonprofit sector, it is not possible to consider the cause of particular trends, or firmly identify sector specific trends. For these reasons, the data's current industry subsectors can only provide an understanding of some sector elements that happen to be reflected in the current categories. They cannot provide a comprehensive review of the sector.

With a clearer picture of how much work there is to be done, two critical challenges lie ahead of us: to build and share industry subsectors that reflect the sector as an employer, and to conduct in-depth research on the nonprofit sector's labour market to determine what can support it as a key economic player in Ontario.

This report's analysis provides a springboard to design strategies for data collection and research on the sector, in the service of strengthening this critical player in Ontario's social and economic arena. . It is clear that we need to account for elements of the nonprofit sector that are not represented in the current data in order to devise appropriate labour force strategies for Ontario's nonprofit sector.

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INTRODUCTION

Building capacity “is a key challenge facing the not-for-profit sector”.ⁱ One aspect of capacity building is devising a workforce development strategy for the not-for-profit sector. Having a plan or strategy that identifies specific occupations in the sector, educational pathways, career advancement opportunities, human resource development approaches such as recruitment, hiring, retaining, training or retraining workers, could help to strengthen the sector and attract potential workers. A workforce development strategy could help the sector in providing effective services to Ontarians. In its recent budget, the Province of Ontario announced that the Minister of Citizenship and Immigration will have special responsibility for the non-profit sector. This recognition by the Government of Ontario comes from the work of the Partnership Project, a collaboration between the Ministry of Citizenship and Immigration and the Ontario Trillium Foundation. The Ontario Nonprofit Network has been actively engaged in the partnership and identified the need for a workforce development strategy for the sector.

This study provides an overview of the non-profit sector labour force in Toronto. Labour force data collected by Statistics Canada typically classifies workers by industry and occupation, but does not make distinctions between for-profit and non-profit employers. As a result, any analysis must be based on those industries (e.g. Individual and Family Services) and those occupations (e.g. Community and Social Service Workers) that typically make up non-profit sector activity.

This study does not purport to offer a precise head count of workers in Toronto’s non-profit sector. It does make comparisons, nevertheless, to other studies estimating the size of the non-profit sector labour force. Rather, as far as possible given that existing data is not sector specific, this study seeks to describe this labour force, in terms of demographic features and other labour force characteristics. These are analyzed in terms of proportions and averages, with comparisons to the labour force as a whole.

Methodology

Statistics Canada applies the North American Industry Classification System (NAICS) to catalogue employers by industry. NAICS organizes all industries into 14 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
622 Hospitals
623 Nursing and Residential Care Facilities
6231 Nursing Care Facilities
6232 Residential Developmental Handicap, Mental Health and Substance Abuse Facilities
6233 Community Care Facilities for the Elderly
6239 Other Residential Care Facilities
62399 Other Residential Care Facilities
623991 Transition Homes for Women
623992 Homes for Emotionally Disturbed Children
623993 Homes for the Physically Handicapped or Disabled
623999 All Other 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 is limited to the available groupings that fall within the non-profit sector, those either delivering a service to an individual or serving the community at large. These are defined by the following industry categories:

Table 2: NAICS 4-digit industries that pertain to the 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	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
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
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

Several exemptions are worth noting. 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.

Finally, many activities included in the nonprofit sector, including cultural and recreational activities, such as museums, art galleries, theatres, arts councils and sports leagues, have not been included in the list because it was not possible to separate out for profit from non-profit organizations. Child care centres are included under the non-profit definition because three-quarters of full-time regulated centre spaces in Ontario are run by non-profit operators.² Others, such as environment, newcomer services, youth organizations and social enterprise simply have no equivalent in the current categories.

The resulting group of categories match those used by Community Development Halton in their profile of the human services sector.³ It is slightly different from Statistics Canada's grouping of non-profit

² Jane Beach, Martha Friendly, Carolyn Ferns, Nina Prabhu and Barry Forer, *Early Childhood Education and Care in Canada 2008*, p. 73.

³ See Community Development Halton, *Halton Human Services Sector Labour Force Profile*, Halton's Nonprofit & Voluntary Sector Labour Force Study, Working Paper Series No. 2, March 2006, p. 4.

institutions serving households (NPISH), which includes Religious Organizations but excludes Out-patient Care Centres.⁴

Almost all the categories that form the focus of this study have some portion of for profit establishments, for example, day care centres. A number of the excluded categories clearly cover non-profit employers, such as community theatres. Regrettably the data does not permit better targeting. However, these categories provide the closest fit and an analysis of the labour force within these industry sub-sectors provides a useful approximation of the profile of individuals working in the non-profit sector, demonstrating what analysis can be made with the current data. **For the rest of this study, this collection of non-profit sub-industry sectors will often be referred to as the non-profit sector, to reduce the clutter of words.**

Data Sources

The data for this analysis comes from two sources: (1) Statistics Canada customized data made available to the Toronto Workforce Innovation Group by the Ontario Ministry of Training, Colleges and Universities; and (2) Statistics Canada public data available on-line.

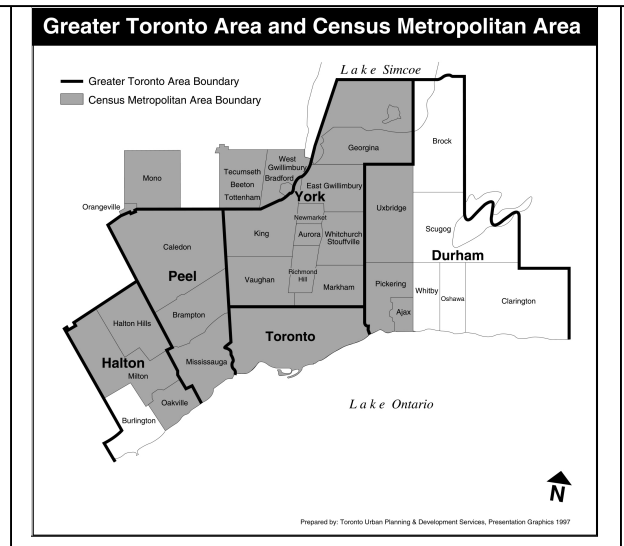
The customized data covers the City of Toronto, however it is largely limited to data on occupations rather than industries. As a result, it will be used infrequently to examine a limited number of occupations that are prevalent in the non-profit sector.

The public data provides useful insights into the workforce by sub-industry sector. However it is only available without charge at the Toronto Census Metropolitan Area level, a territory stretching from Oakville in the west, Ajax in the east and Georgina to the north. This geography serves the purpose of providing proportional descriptions of the labour force.

In all cases, unless otherwise stated, the data will refer to residents within the geographic area. Residents may be commuting outside the area for

Chart 1: Map of Toronto CMA

(The shaded area is the Toronto CMA. The area within the bolded lines are the regional municipalities that make up the Greater Toronto Area.)



⁴ See Statistics Canada, *Satellite Account of Non-profit Institutions and Volunteering 2007*, Catalogue no. 13-015-X, 2009, p. 30.

employment, but by and large, the insights relating to employee demographics are close enough to provide useful insights.

Coverage

How does this study's choice of industry categories match the estimated head-count of workers in the non-profit sector? Using the industry sub-sectors identified produces the following proportions for Ontario, the Toronto CMA and the City of Toronto:

Table 3: Number and proportion of workers employed in the non-profit sector, 2006

	Ontario	Toronto CMA	City of Toronto
All employed residents	6,164,245	2,627,350	1,242,215
Residents employed in the non-profit sector	175,230	67,805	36,930
Employment in non-profit sector as percentage of total	2.84%	2.58%	2.97%

There are two estimates for employment in the non-profit sector. The Statistics Canada Satellite Account of Non-profit Institutions and Volunteering offers an estimate for Canada in 2007 of 488,000 jobs, which would be 2.89% of the employed labour force in that year.⁵ The other estimate can be derived from the national survey of non-profit and voluntary organizations.⁶ Paid staff are extrapolated from the survey according to primary activity areas. The categories of Health (not hospitals), Social Services, Grant-making, Fundraising and Voluntarism Promotion, and Organizations Not Elsewhere Classified, encompass 27.2% of the total employed extended non-profit sector workforce. In 2003, the survey estimates the total employed workforce for the extended non-profit sector to be 2,031,744, 12.97% of all jobs.⁷ The portion of the non-profit sector addressed in this study would therefore amount to 552,634 jobs, or 3.53% of all jobs.⁸ The estimate of the proportion of all jobs found in the portion of

⁵ The employment number for 2007 was 16,866,000, from Statistics Canada, *Canadian Economic Observer: Historical Statistical Supplement*, Catalogue no. 11-210-X, Table 2.1-1.

⁶ Statistics Canada, *Highlights of the National Survey of Nonprofit and Voluntary Organizations*, Catalogue no. 61-533-XIE, 2005, p. 42.

⁷ The employment number for 2007 was 15,672,000, from Statistics Canada, *Canadian Economic Observer: Historical Statistical Supplement*, Catalogue no. 11-210-X, Table 2.1-1.

⁸ Statistics Canada acknowledges there is a discrepancy between the employment estimates generated by the survey and by the satellite accounts, which it attributes to methodology, although the difference is not exceptional.

the non-profit sector generated by this report is exactly within the range estimated by Statistics Canada. This data generates a number of questions about the nonprofit workforce in the City of Toronto.

1. Do demographic characteristics derived from Toronto CMA data apply to City of Toronto residents?

Residents of the City of Toronto make up over half (54.5%) of the Toronto CMA workforce employed in the non-profit sector. It is very possible that the broad demographic characteristics are generally shared, except in limited cases where there are significant differences between the two base populations.

2. How do the number of Toronto residents employed in the non-profit sector compare to the number of jobs in the sector in the City of Toronto?

Overall, the City of Toronto has more jobs than it has employed residents, meaning that Toronto depends on workers commuting from outside the city to fill its jobs. In the case of the non-profit sector, the ratio of jobs in Toronto compared to residents employed in the sector is even greater (see Table 4). This means that an even larger proportions of individuals commute from outside the city to non-profit sector jobs in Toronto than is the case for all jobs.

Table 4: Ratio of jobs to employed residents, all employment and employment in the non-profit sector, Toronto, 2006

	ALL EMPLOYMENT	EMPLOYMENT IN THE NON-PROFIT SECTOR
Jobs in Toronto	1,336,540	42,140
Toronto residents employed	1,242,215	36,930
Ratio of jobs/residents	1.08	1.14

Therefore, in considering the statistics involving residents of the City of Toronto, it seems that those employed in the non-profit sector are working in jobs in the city itself. Similarly, when considering statistics focusing on Toronto CMA residents employed in the non-profit sector, a slightly larger proportion are likely working in the City of Toronto than elsewhere in the Toronto CMA.

PROFILE OF SELECT CHARACTERISTICS OF THE TORONTO CMA NON-PROFIT LABOUR FORCE: INDUSTRY ANALYSIS

Distribution by geography (regional municipalities)

As noted earlier, residents of the City of Toronto make up over half (54.5%) of workers employed in the non-profit sector in the Toronto CMA. The size of the employed labour force for each GTA regional municipality is listed in Table 5.

Table 5: Residents employed in the non-profit sector by regional municipality, 2006

Area	Number	As % of all employed residents
Toronto	36,945	2.97%
Peel	12,455	2.04%
York	10,880	2.30%
Durham	8,670	2.95%
Halton	5,420	2.28%
TOTAL ALL FIVE REGIONS	74,370	2.60%
TORONTO CMA	67,805	2.58%

As noted from the map in Chart 1, these five regional municipalities do not quite match the boundaries of the Toronto CMA, but the concordance here is relatively close (total number employed in non-profit sector for the five areas is 74,370 compared to the Toronto CMA's number of 67,805.) More notably, the ratio of residents employed in the non-profit sector varies, from a low of 2% in Peel region to a high of 3% in the City of Toronto.

Proportion of non-profit sector in City of Toronto and Toronto CMA

Toronto CMA residents are employed in the non-profit sector at a smaller percentage than residents in the rest of Ontario. For City of Toronto residents the proportion is similar to that of the province. The proportions vary by subsector as illustrated in Table 6.

Table 6: Toronto CMA resident non-profit sector labour force as a percentage of the provincial non-profit sector labour force, 2006

	City of Toronto	Toronto CMA
6214 Out-patient care centres	18.1%	32.5%
6241 Individual and family services	20.3%	34.4%
6242 Community food and housing, emergency & other relief	27.0%	42.4%

6243 Vocational rehabilitation services	16.4%	34.2%
6244 Child day-care services	19.2%	42.7%
8132 Grant-making and giving services	35.9%	54.7%
8133 Social advocacy organizations	27.4%	41.7%
8134 Civic and social organizations	25.7%	38.9%
All non-profit sector	21.1%	38.8%
ALL INDUSTRIES	20.2%	42.7%

Technically, these figures reflect the occupations of residents who form part of the labour force. With some caution, these numbers can be seen to parallel the actual proportion of jobs within these communities.

Table 6 illustrates that for all industries in the City of Toronto, residents make up 20.2% of the provincial labour force. Toronto CMA residents make up 42.7%. City of Toronto residents form a disproportionate share of the provincial workforce in the following subsectors: grant-making and giving services; social advocacy organizations; and community food and housing, emergency & other relief services. They are under-represented in the category of vocational rehabilitation services. Toronto CMA residents are under-represented in the out-patient care centres subsector.

Growth in non-profit sector employment, 2001-2006

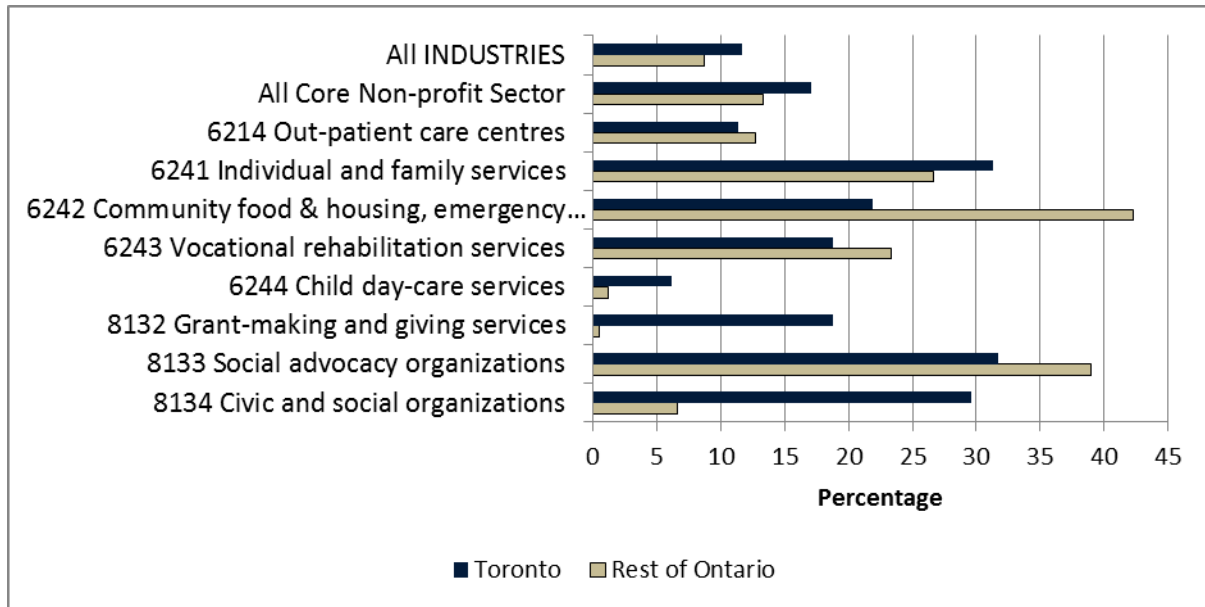
The growth in the non-profit sector labour force between the two censuses (2001 and 2006) outpaced that for the labour force as a whole. The growth occurred at roughly the same rate for the Toronto CMA and for the rest of Ontario.

Table 7: Percentage growth in labour force for available portion of non-profit sector compared to all industries, Toronto CMA and the rest of Ontario, 2001-2006.

	Toronto	Ontario
% growth, non-profit sector	17.1%	13.3%
% growth, all industries	11.7%	8.7%
Ratio between growth in non-profit sector and growth in all industries	1.46	1.53

This growth occurred at different rates for the various sub-sectors in the two regions.

Chart 2: Percentage growth in labour force for some non-profit sub-sectors compared to all industries, Toronto CMA and the rest of Ontario, 2001-2006

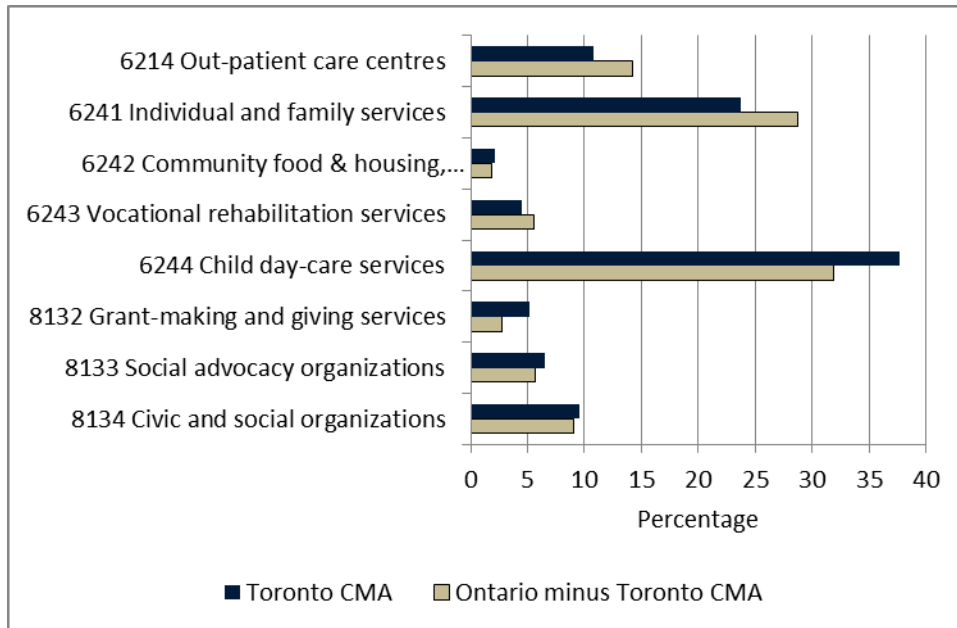


The labour force in child care services hardly grew, while social advocacy organizations grew significantly in both the Toronto CMA and the rest of Ontario. Grant-making and giving services as well as civic and social organizations grew primarily in the Toronto CMA. Individual and family services, community food and housing and emergency and other relief services, and social advocacy services grew significantly, the latter two particularly in the rest of Ontario.

Distribution by sub-industry sector

The labour force of these eight non-profit sub-sectors is shared in the following manner:

Chart 3: Percentage distribution of employment in sub-sectors among non-profit industry, Toronto CMA and Ontario minus Toronto CMA, 2006



By and large, the proportions between the Toronto CMA and Ontario minus the Toronto figures are relatively comparable, with a few notable differences:

1. The significantly higher proportion of child care workers in Toronto, and
2. The proportionately higher number of workers in Toronto in grant-making (8132), social advocacy (8133) and civic and social organizations (8134).

The rest of Ontario has proportionately higher numbers in service delivery (out-patient care centres – 6214, individual and family services – 6241, and vocational rehabilitation services – 6243).

Gender

The most striking feature of the non-profit sector is the very high proportion of females who work in this field. Table 3 illustrates the gender split, for all industries, for the non-profit sector and for specific sub-industries in the non-profit sector, where the proportions vary but remain predominately female. The figures for Ontario as a whole are comparable.

Table 8: Gender proportions of employed labour force by select industry categories, Toronto CMA, 2006

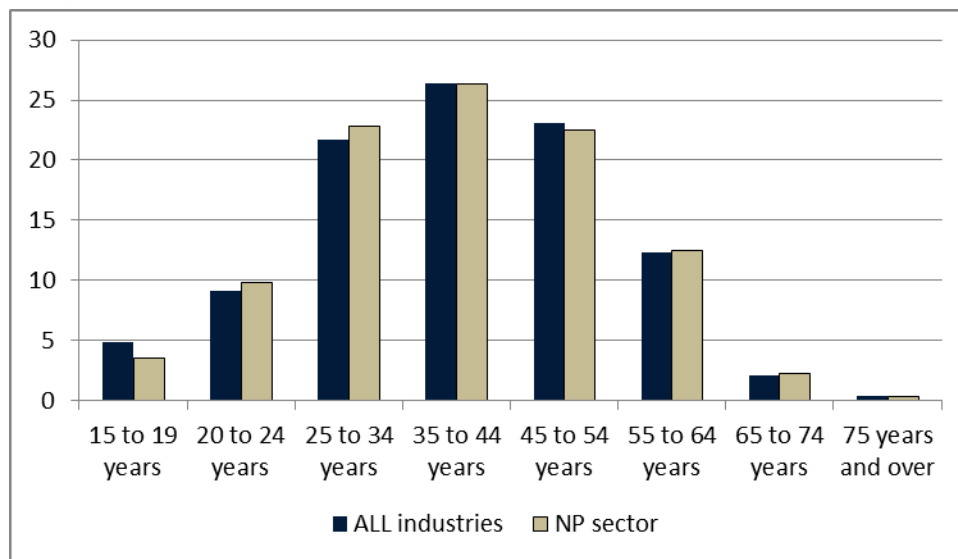
	Females	Males
ALL EMPLOYED WORKERS	47.6%	52.4%
Employed in non-profit sector	84.4%	15.6%
6214 Out-patient care centres	81.1%	18.9%
6241 Individual and family services	82.3%	17.6%

6242 Community food & housing, emergency and other relief	65.3%	35.0%
6243 Vocational rehabilitation services	73.7%	26.4%
6244 Child day-care services	95.9%	4.1%
8132 Grant-making and giving services	73.8%	26.0%
8133 Social advocacy organizations	70.8%	29.2%
8134 Civic and social organizations	71.6%	28.4%

Age profile

There is virtually no difference between the age profile of the labour force for the non-profit sector and that of the entire labour force.⁹

Chart 4: Percentage distribution of labour force by age, non-profit sector and all industries, Toronto CMA, 2006



Visible minority population

Visible minority workers in the non-profit sector in the Toronto CMA are present in virtually the same proportion as found in the labour force as a whole. However, when viewed in terms of specific population groups, notable differences emerge, as illustrated by Table 9.

⁹ Labour force figures include the employed as well as the unemployed. This is how Statistics Canada provides the data for these demographic characteristics. Because we are comparing one industry to all industries using the same population category, we are comparing like to like.

Table 9: Percentage of non-profit labour force by visible minority status compared to all industries, Toronto CMA, 2006

	All industries			Non-profit sector		
	ALL	Males	Females	ALL	Males	Females
Total visible minority population	40.3%	39.9%	40.6%	41.5%	40.2%	41.7%
Chinese	9.0%	8.7%	9.3%	6.2%	8.2%	5.8%
South Asian [13]	12.4%	13.5%	11.1%	9.8%	8.7%	10.0%
Black	6.5%	5.8%	7.2%	11.8%	11.6%	11.8%
Filipino	3.7%	2.9%	4.5%	5.2%	3.9%	5.4%
Latin American	2.1%	2.1%	2.0%	2.6%	2.0%	2.6%
Southeast Asian [14]	1.3%	1.3%	1.3%	0.7%	0.9%	0.6%
Arab	0.9%	1.1%	0.7%	0.9%	1.2%	0.8%
West Asian [15]	1.3%	1.5%	1.2%	1.6%	1.6%	1.6%
Korean	0.9%	0.9%	0.9%	0.5%	0.8%	0.5%
Japanese	0.3%	0.3%	0.4%	0.2%	0.1%	0.3%
Visible minority, other	0.9%	0.9%	1.0%	1.0%	0.5%	1.1%
Multiple visible minority	1.0%	1.0%	1.1%	1.1%	0.8%	1.1%

Blacks, both males and females, are employed in the non-profit sector in a proportion significantly higher than in the general labour force. Black males make up double the proportion found in the labour force as a whole. Chinese and South Asians are under-represented, although the discrepancy varies by gender: Chinese females are notably under-represented, while the figure for Chinese males is similar to the all industries average. South Asian males are noticeably under-represented, while South Asian females are not. Filipinos are also employed in the non-profit sector at a proportion somewhat higher than their representation in the general labour force. For all other visible minority populations, the discrepancies are relatively miniscule.

Immigrant population

Immigrants make up a slightly smaller proportion of the non-profit sector in the Toronto CMA, compared to their presence in the labour market. Table 10 illustrates the presence of immigrants in the nonprofit workforce.

Table 10: Percentage of non-profit labour force by immigrant status compared to all industries, Toronto CMA, 2006

	All industries			Non-profit sector		
	ALL	Males	Females	ALL	Males	Females
Total immigrant population	50.3%	50.8%	49.7%	47.4%	44.9%	47.9%
Before 1991	25.0%	25.3%	24.7%	23.5%	21.7%	23.9%

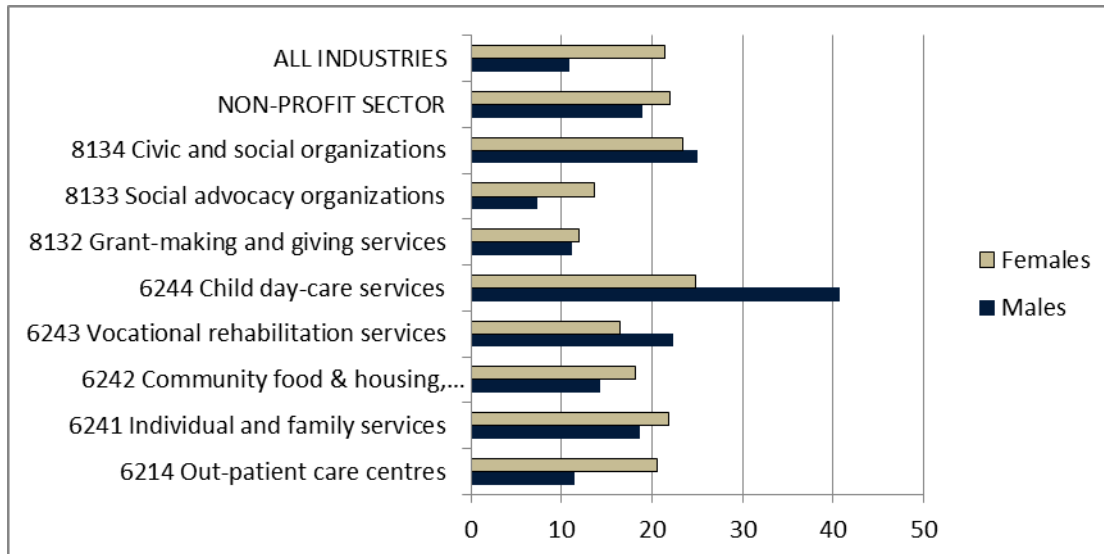
1991 to 2000	16.8%	16.8%	16.8%	16.0%	14.9%	16.3%
2001 to 2006 [9]	8.4%	8.7%	8.1%	7.9%	8.3%	7.8%
Non-permanent residents	1.3%	1.4%	1.3%	2.1%	1.7%	2.2%

The slight under-representation of immigrants in the non-profit sector labour force crosses all periods of immigration more or less equally, and is somewhat more pronounced among males than females. Non-permanent residents (those on work or study permits or who are refugees) are present in slightly greater proportions in the non-profit sector compared to the labour force as a whole.

Full-time and part-time work

Across all industries, a larger proportion of women tend to work part-time, under 30 hours per week, than men. In the Toronto CMA, 21.4% of women who worked in 2006 were employed part-time, compared to only 10.9% of men. The proportion of women in the Toronto CMA working part-time in the non-profit sector is similar to the overall workforce (22.0%), but the proportion of men working part-time is almost double that of men in all industries (19.0%). This is shown below in Chart 5.

Chart 5: Proportion of part-time workers (under 30 hours per week) by non-profit subsector, males and females, Toronto CMA, 2006

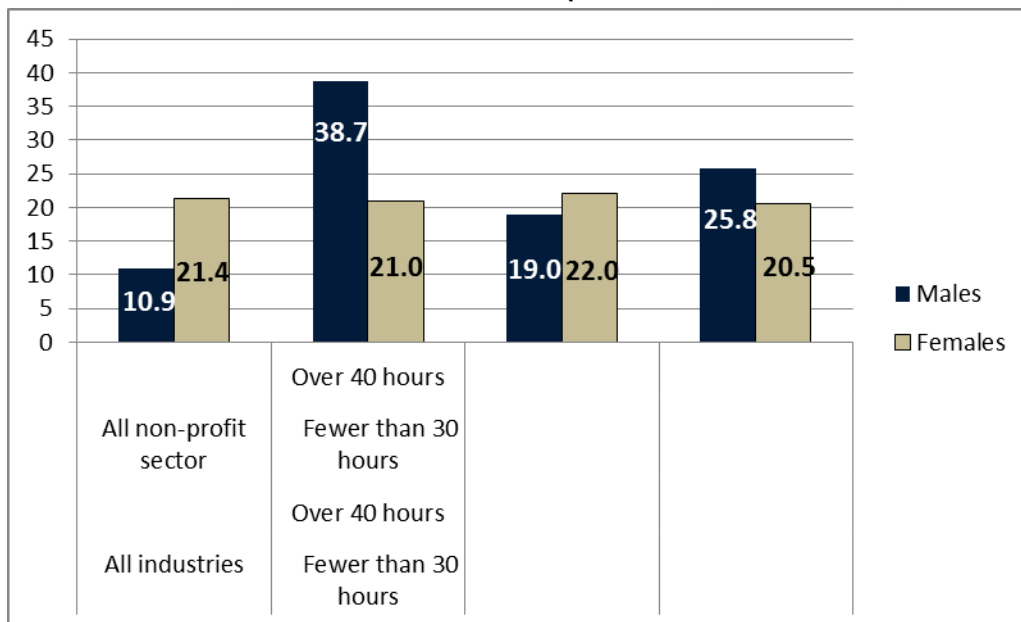


Overall, the proportion of women in the non-profit labour force is extremely high, and it follows that they set the standard for how work is apportioned. The much smaller proportion of men follow this pattern. In some subsectors, a greater proportion of men work part-time than women.

Hours worked

This tendency of the non-profit sector to have labour market characteristics that fit a female workforce also applies in the pattern of hours worked. On average, across all industries, a larger proportion of women work less than 30 hours per week compared to men, and a smaller proportion of women work over 40 hours per week compared to men. Women in the non-profit sector have the same profile of hours worked as women elsewhere, while men in the non-profit sector tend much more towards the women's profile of hours worked, as opposed to the profile of males in all industries, as illustrated in Chart 6.

Chart 6: Percentage distribution of hours worked (fewer than 30 hours and over 40 hours per week), males and females, all industries and the non-profit sector, Toronto CMA, 2006



There is not much variation in the profile of hours worked across the various non-profit sub-sectors, except in two cases shown in Table 11:

1. The Social advocacy organizations subsector far more resembles the profile of hours worked for all industries rather than that of the other non-profit subsectors available for study.
2. The Grant-making and giving services subsector tends slightly in that direction.

Table 11: Percentage distribution of hours worked (fewer than 30 hours and over 40 hours per week), males and females, select non-profit subsectors, Toronto CMA, 2006

	Under 30 hours		Over 40 hours	
	Males	Females	Males	Females
8132 Grant-making and giving services	11.2%	11.9%	23.6%	25.6%

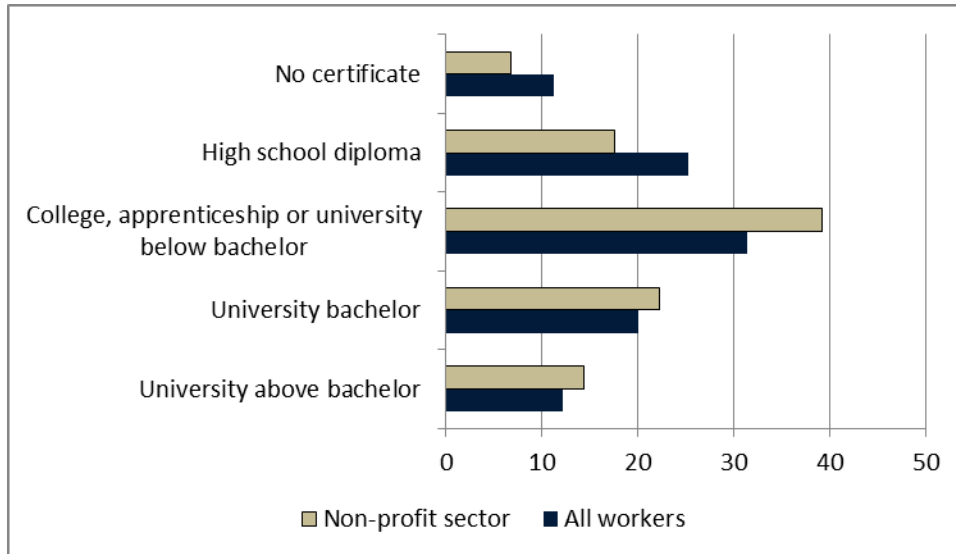
8133 Social advocacy organizations	7.3%	13.6%	33.1%	21.9%
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Educational attainment

In the Toronto CMA, residents who make up the non-profit labour force have notably higher levels of educational attainment compared to all workers in the same geographical area. Workers with college education and/or related areas of education comprise the largest percentage.

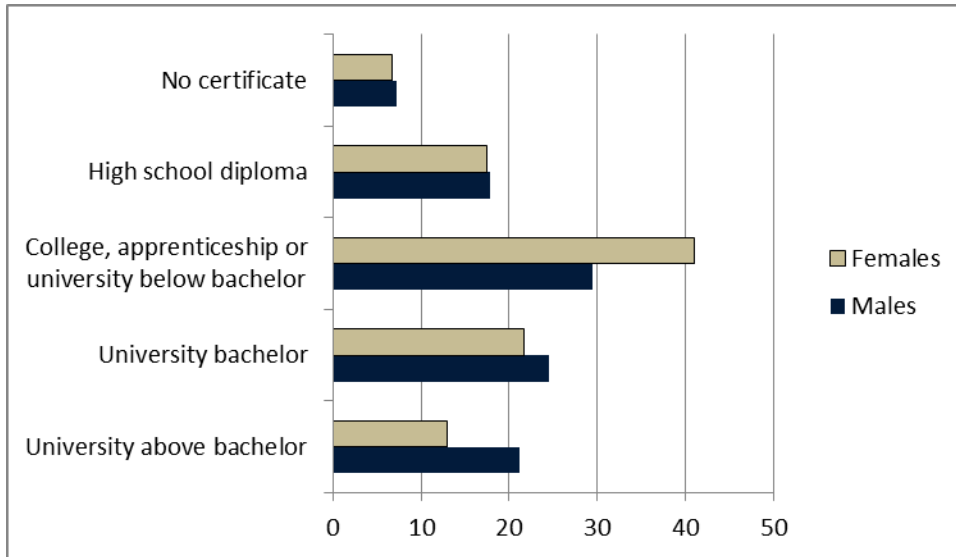
Chart 7 compares the educational attainment of the non-profit labour force in the Toronto CMA with that of all workers. The high proportion of non-profit workers with college, apprenticeship or university diplomas below a bachelor degree (39.2%) is noticeably higher than the proportion for all workers (31.4%), with the difference largely made up among those with a high school diploma or less.

Chart 7: Percentage distribution of labour force by educational attainment, non-profit sector and all industries, Toronto CMA, 2006



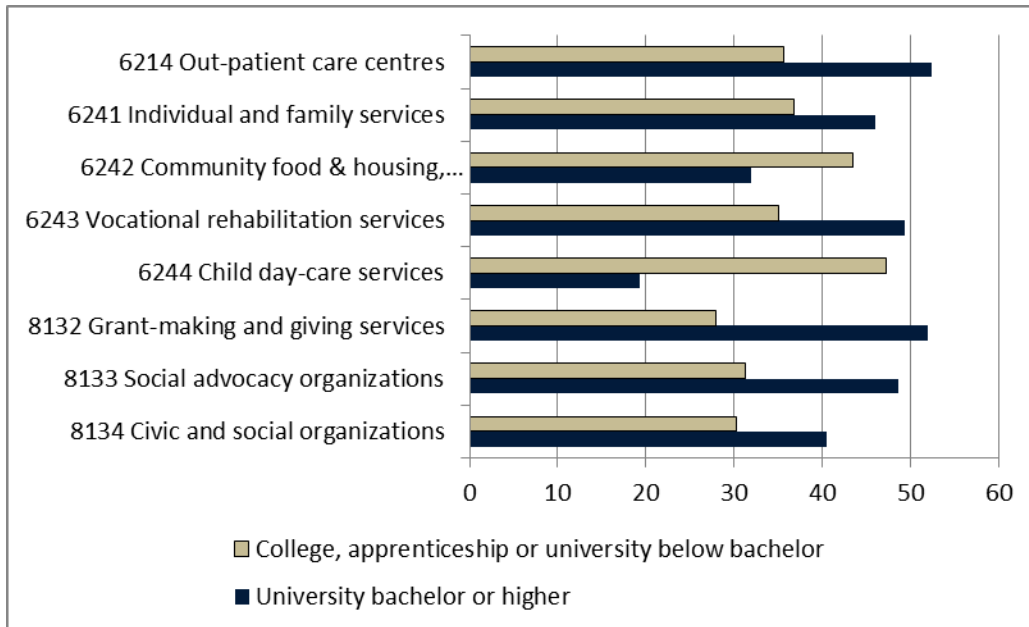
There is a noticeable difference between the educational attainment of females and males in the non-profit sector. Females are more likely to have college and related diplomas, while males are more likely to have bachelor degrees or higher. This may explain the higher numbers of males in management positions or above.

Chart 8: Percentage distribution of labour force by educational attainment, females and males, non-profit sector, Toronto CMA, 2006



The profile of educational attainment varies by non-profit subsector. The main distinguishing feature is the different proportions of those with college and related diplomas compared with university graduates (Chart 9).

Chart 9: Percentage distribution of labour force by college or related diploma or university degree, non-profit sector, Toronto CMA, 2006



Four subsectors have a labour force in which around half of the workers possess university degrees:

1. Out-patient care centres (52.4%);

2. Vocational rehabilitation services (49.4%);
3. Grant-making and giving services (52.0%); and
4. Social advocacy organizations (48.6%).

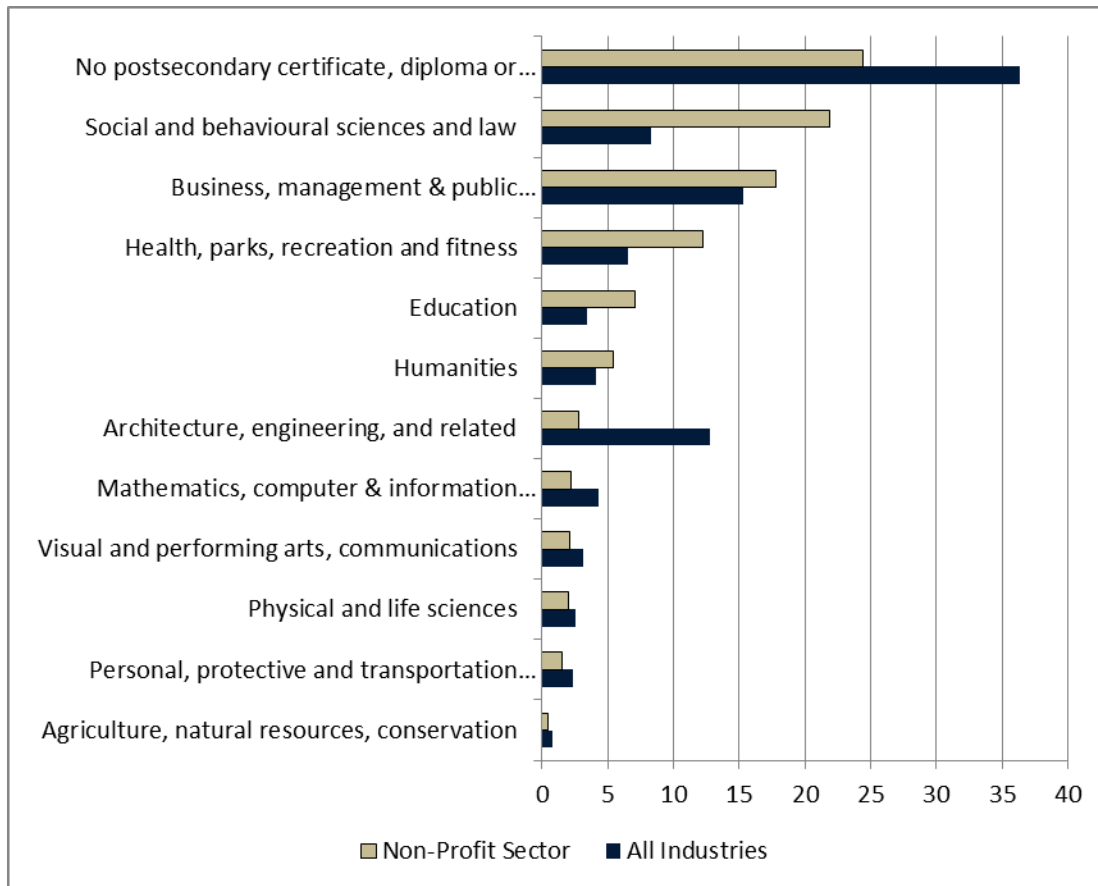
Almost half of the workforce in Child day-care services has a college, apprenticeship or university certificate below a bachelor degree (47.2%).

Field of study

Over half (51.9%) of the labour force in the non-profit sector in the Toronto CMA have diplomas or degrees in one of three fields: social and behavioural sciences and law (21.9%); business, management and public administration (17.8%); and health, parks, recreation and fitness (12.2%). In comparison to the Toronto CMA labour force overall, three points are noteworthy: :

- (1) the significantly lower proportion of workers in the non-profit sector without a post-secondary degree;
- (2) the significantly larger proportion of workers in the non-profit sector with a post-secondary degree in social and behavioural sciences and law; and
- (3) the significantly lower proportion of workers in the non-profit sector with a post-secondary degree in architecture or engineering.

Chart 10: Percentage distribution of labour force by post-secondary field of study, non-profit sector and all industries, Toronto CMA, 2006



Employment income

Employment income varies by industry and occupation, and by gender and geography. Table 12 offers the average 2005 employment income for residents who worked full-year (were employed between 49 and 52 weeks in 2005), usually full-time (over 30 hours a week). The table compares those employed in all industries to those employed in the non-profit sector.

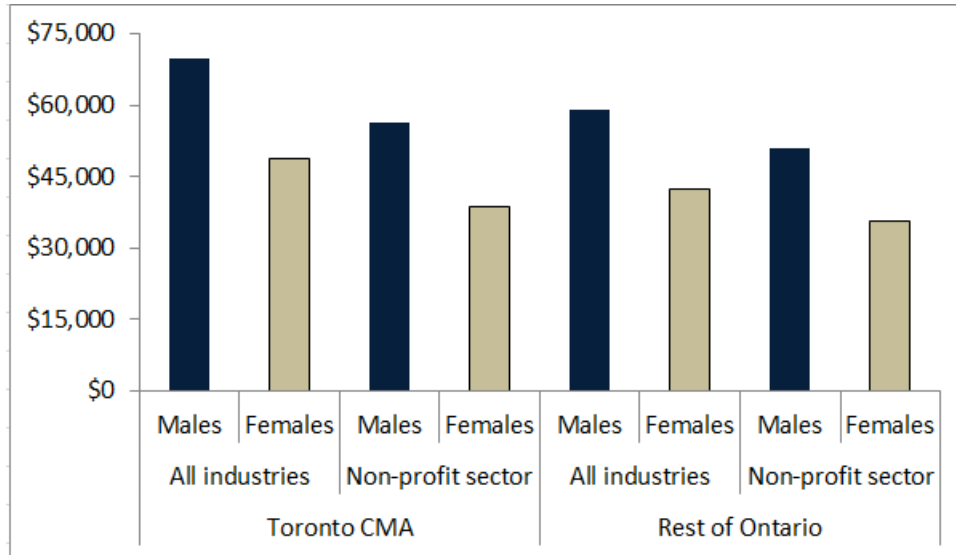
Wage figures for Toronto are significantly different from the rest of the province. At the same time these figures make up such a substantial portion of the provincial figures that a better comparison is between the Toronto CMA and Ontario, minus the Toronto CMA numbers, as opposed to the Ontario figures as a whole.

Table 12: 2005 average employment income, all industries and the non-profit sector, males and females, Toronto CMA and Ontario minus Toronto CMA

Toronto CMA				Ontario minus Toronto CMA			
All industries		Non-profit sector		All industries		Non-profit sector	
Males	Females	Males	Females	Males	Females	Males	Females

\$ 69,912	\$ 48,881	\$56,154	\$38,648	\$58,868	\$42,237	\$51,050	\$35,752
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Chart 11: 2005 average employment income, all industries and the non-profit sector, males and females, Toronto CMA and Ontario minus Toronto CMA



Three comparisons warrant emphasis:

- Women earn substantially less than men, regardless of industry, even when comparing full-year, full-time workers;
- Residents of the Toronto CMA earn more than residents in the rest of Ontario when comparing the same industries,;
- Workers in the non-profit sector earn somewhat less than the average employment income for all industries.

As far as comparisons between wages by gender, there is a striking similarity by industry and geography. Women fare no better in the non-profit sector, as far as wages are concerned, compared to the ratio between female and male wages across all industries. In fact, they actually fare 1-2% worse, as shown by Table 13.

Table 13: Employment income of female wage earners as a percentage of male employment income, all industries and the non-profit sector, Toronto CMA and the rest of Ontario, 2005 (full-year, full-time earners)

Toronto CMA		Rest of Ontario	
All industries	Non-profit sector	All industries	Non-profit sector
70%	69%	72%	70%

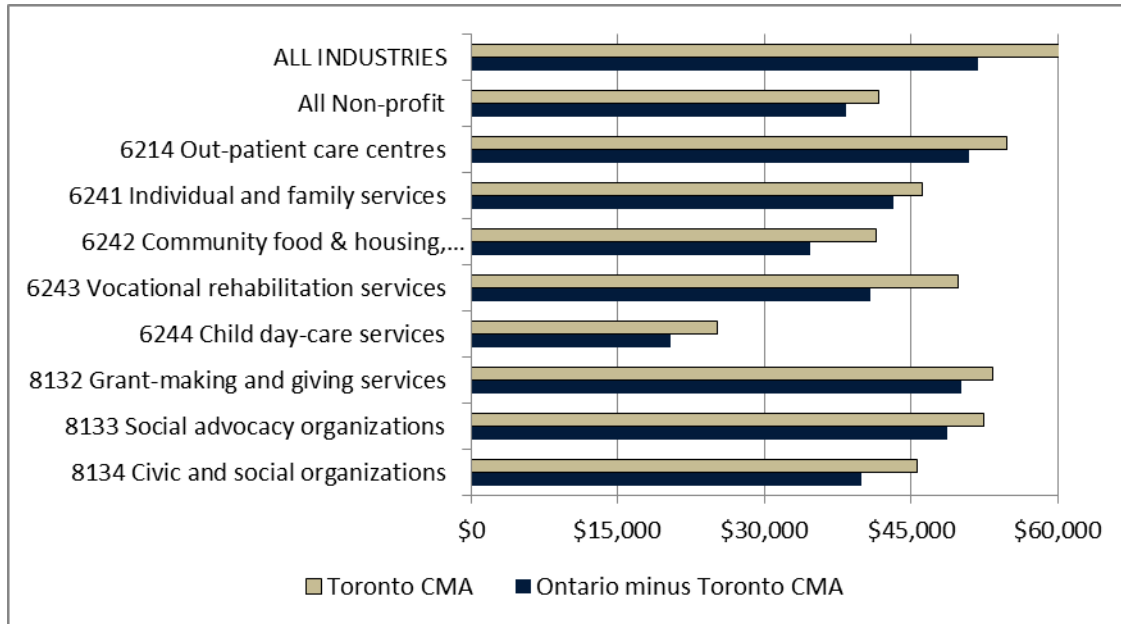
The gap between non-profit sector earners and all earners in the Toronto CMA is wider than that found in the rest of Ontario (Table 13). For example, females working in the non-profit sector in the Toronto CMA earned 79% of the average wage for all Toronto CMA workers in 2005, while the figure for female non-profit sector workers in the rest of Ontario was 85%. This may be because the average wage in the Toronto CMA is driven higher due to the presence in Toronto of several high-paid sectors such as finance, head office executives, professionals.

Table 14: Employment income of non-profit wage earners as a percentage of the employment income of all wage earners, Toronto CMA and the rest of Ontario, 2005 (full-year, full-time earners)

Toronto CMA		Rest of Ontario	
Males	Females	Males	Females
80%	79%	87%	85%

Examining average employment income by each non-profit subsector reveals a range of earnings. The range goes from a low of \$20,108 for females working in child day care services in Ontario outside the Toronto CMA, to a high of \$74,988 for males working in out-patient care centres in the Toronto CMA. Chart 12 illustrates the average earnings by non-profit industry sector for all workers (males and females), comparing the Toronto CMA and the rest of Ontario. One noticeable discrepancy is that the average wage for the non-profit sector, when compared to the average for all industries, shows an even greater gap when comparing average incomes of males and females combined. This is because the vast majority of this sector's labour force is female. Females have lower earnings than males.

Chart 12: Average 2005 employment income, all workers, select industries, Toronto CMA and the rest of Ontario



Not only is there significant variation in earnings between subsectors, there is considerable variation in the spread between Toronto CMA earnings and those in the rest of the province, as demonstrated in Table 15.

Table 15: Ratio of Toronto CMA 2005 employment income to that of the rest of Ontario, select industries

ALL INDUSTRIES	All Non-profit	6214 Out-patient care centres	6241 Individual and family services	6242 Community food & housing, emergency & other	6243 Vocational rehabilitation services	6244 Child day-care services	8132 Grant-making and giving services	8133 Social advocacy organizations	8134 Civic and social organizations
1.17	1.09	1.08	1.07	1.19	1.22	1.24	1.06	1.08	1.14

While the earnings of workers in the grant-making and giving services are roughly the same across the province (a ratio of 1.06 means Toronto CMA wages are 6% higher), employees in the Toronto CMA working in child day-care centres make 24% more than their counterparts in the rest of the province. Workers in vocational rehabilitation services make 22% more.

CHARACTERISTICS OF THE CITY OF TORONTO CMA NON-PROFIT LABOUR FORCE: OCCUPATION ANALYSIS

This section examines two characteristics of the segment of the non-profit sector labour force for which data is available:

- (1) The general distribution of occupations with the sector;
- (2) An in-depth look at some specific occupations within the sector.

Distribution of occupations within the non-profit sector

There are 520 occupations defined under the National Occupational Classification (NOC). One way to cluster these occupations is by using the following categories:¹⁰

Knowledge workers – jobs that absolutely require a university degree or a three-year college diploma or a highly refined skill;

Middle jobs – jobs that typically do not require a post-secondary degree but that do require some skill, usually acquired through several years of work or through apprenticeship; and

Entry-level jobs – jobs that typically require a high school diploma, but otherwise require no experience, as well as the next-level job immediately accessible after a short period in an entry-level job.

The Middle and Entry-level jobs are further divided by broad industrial sector:

Service sector: occupations engaged in the provision of services;

Working sector: occupations engaged in manufacturing, the trades and transportation;

Primary sector: occupations engaged in agriculture, fishing, farming, and oil and mining.

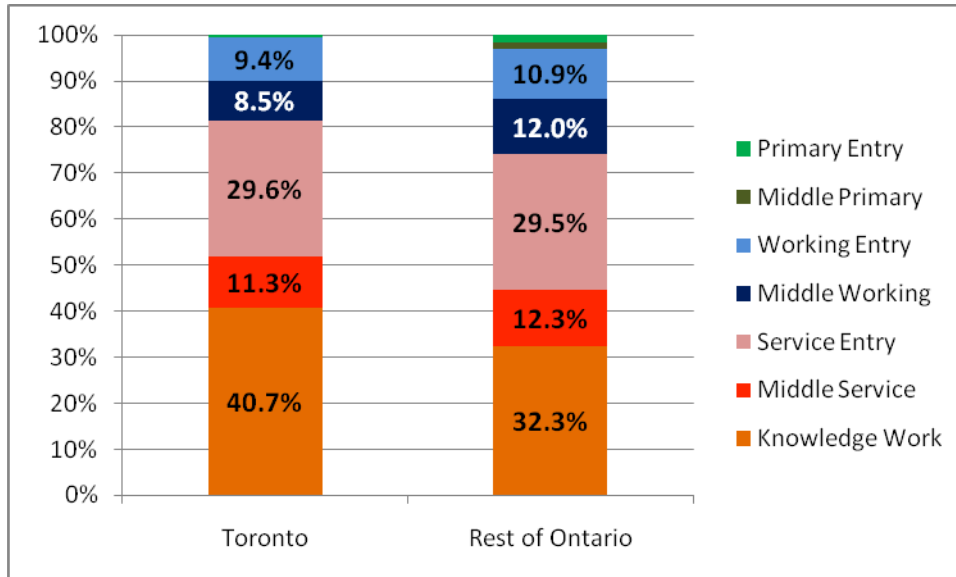
The City of Toronto has a significant concentration of knowledge worker jobs. Forty-five percent of all Toronto jobs are knowledge work jobs, reflecting the concentration of the financial sector, creative industries, higher education institutions and hospitals. In the rest of Ontario minus Toronto, the proportion of knowledge worker jobs is only 32.2%.¹¹

¹⁰ This classification approach is described in greater detail in Toronto Workforce Innovation Group,, *An Economy Out of Shape: Changing the Hourglass*, prepared by Tom Zizys, 2010

¹¹ Ibid, pg. 18

Residents of the City of Toronto are also employed in knowledge worker jobs in a higher proportion than residents in the rest of Ontario as shown in Chart 13. The difference in the rest of Ontario is made up through employment in the Working and Primary sectors.¹²

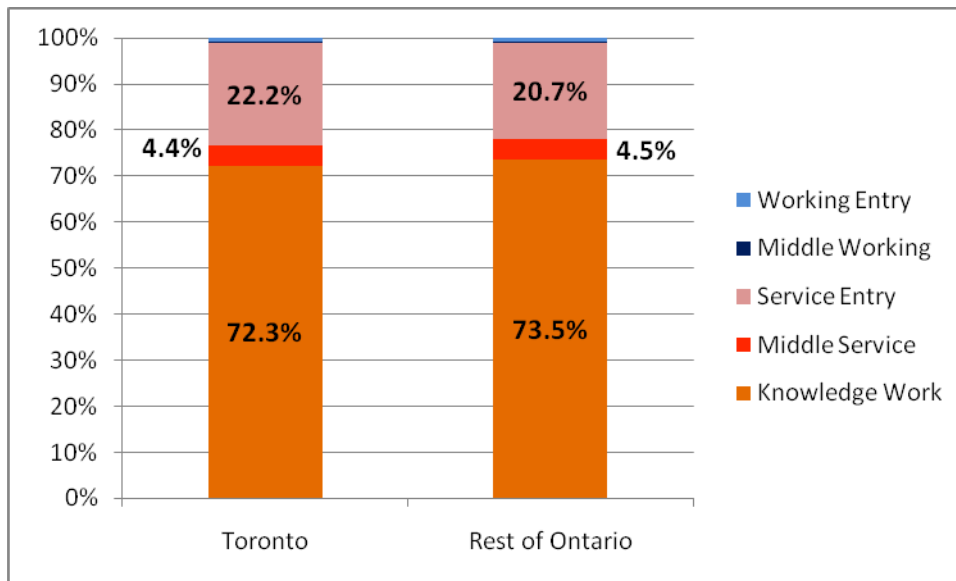
Chart 13: Percentage distribution of all employed residents by skill/sector categories, Toronto and the rest of Ontario, 2006



Occupations in the non-profit sector are made up of far more jobs that require a university or college education than in other sectors. There is no variation between the profiles for these occupations between Toronto and the rest of Ontario. There are so few jobs in the Primary sector in the non-profit industry that they have been excluded from the chart below. Working sector jobs are included but make up such a small proportion that they are barely visible.

¹² Ibid pg. 16

Chart 14: Percentage distribution of employed residents in the non-profit sector by skill/sector categories, Toronto and the rest of Ontario, 2006¹³



This very high proportion of jobs in the non-profit sector requiring a post-secondary degree raises the question of why the average employment income of this sector trails that of all (total) industries, which have almost half the rate of jobs requiring post-secondary degrees. For Ontario as a whole, 34.0% of jobs across all industries require a post-secondary degree, compared to 73.3% for the non-profit sector.

Distribution of occupations within specific non-profit subsectors in the City of Toronto

Each subsector of the non-profit industry has a slightly different profile as far as the distribution of occupations. To take an extreme example, child day-care centres have a very high proportion of their workforce employed as early childhood educators and assistants (78.9%). Other variations may not be as extreme but are still significant:

- 43.0% of the workforce of community food and housing, emergency and other relief services is made up of community and social workers;
- 14.7% of the workforce of grant-making and giving services is made up of professionals in public relations and communications.

The following tables, 15 through 22, illustrate the profile of occupations for non-profit subsectors in Toronto and highlight the five most prevalent occupations. In all instances the statistics refer to

¹³ Toronto Workforce Innovation Group, "An Economy Out of Shape: Changing the Hourglass", prepared by Tom Zizys, pg. 17

occupations of residents of Toronto, not actual jobs in Toronto, although there will be a high concordance between the two.¹⁴

Table 15: Occupational profile of Toronto residents employed in the out-patient care centres sector, 2006

Skill/sector categories		Major occupational categories	
Knowledge Work	75%	Registered nurses	12%
Middle Service	5%	Other technical occupations in therapy & assessment	9%
Service Entry	19%	General office clerical (3-digit)	6%
Middle Working	1%	Community and social service workers	6%
Working Entry	0%	Family, marriage and other counsellors	5%

All occupations are 4-digit NOC occupations, except where the generic category includes many very similar functions, in which case a 3-digit classification will be noted

Table 16: Occupational profile of Toronto residents employed in the individual and family services sector, 2006

Skill/sector categories		Major occupational categories	
Knowledge Work	66%	Social workers	16%
Middle Service	4%	Visiting homemakers and housekeepers	14%
Service Entry	29%	Family, marriage and other counsellors	5%
Middle Working	0%	General office clerical (3-digit)	5%
Working Entry	1%	Early childhood educators and assistants	2%

Table 17: Occupational profile of Toronto residents employed in the community food and housing, emergency and other services sector, 2006

Skill/sector categories		Major occupational categories	
Knowledge Work	69%	Community and social service workers	43%
Middle Service	3%	General office clerical (3-digit)	7%
Service Entry	23%	Managers, social, community & correctional services	4%
Middle Working	1%	Cooks	4%
Working Entry	4%	Family, marriage and other counsellors	3%

¹⁴ All of the data in these tables is based on the classifications first used in “An Economy out of Shape: Changing the Hourglass” published by the Toronto Workforce Innovation Group.

Table 18: Occupational profile of Toronto residents employed in the vocational rehabilitation services sector, 2006

Skill/sector categories		Major occupational categories	
Knowledge Work	80%	Community and social service workers	16%
Middle Service	3%	Employment counsellors	8%
Service Entry	13%	General office clerical (3-digit)	8%
Middle Working	0%	Social workers	6%
Working Entry	4%	Senior managers: health, social & community services	5%

Table 19: Occupational profile of Toronto residents employed in the child day-care services sector, 2006

Skill/sector categories		Major occupational categories	
Knowledge Work	83%	Early childhood educators and assistants	79%
Middle Service	1%	Babysitters and parents' helpers	12%
Service Entry	16%	Managers, social, community & correctional services	1%
Middle Working	0%	Cooks	1%
Working Entry	0%	Community and social service workers	1%

The proportion of knowledge workers in this subsector may be somewhat overstated. The occupation of early childhood educators and assistants could also include many Middle Service jobs, ones that can be accessed with less than a two-year college diploma.

Table 20: Occupational profile of Toronto residents employed in the grant-making and giving services sector, 2006

Skill/sector categories		Major occupational categories	
Knowledge Work	69%	Professionals in public relations and communications	15%
Middle Service	11%	Administrative officers	6%
Service Entry	18%	Registered nurses	5%
Middle Working	0%	General office clerical (3-digit)	5%
Working Entry	2%	Senior managers: health, social & community services	4%

Table 21: Occupational profile of Toronto residents employed in the social advocacy organizations sector, 2006

Skill/sector categories		Major occupational categories	
Knowledge Work	70%	Community and social service workers	11%
Middle Service	6%	General office clerical (3-digit)	8%
Service Entry	23%	Professionals in public relations and communications	7%

Middle Working	0%	Senior managers: health, social & community services	7%
Working Entry	1%	Managers, social, community & correctional services	5%

Table 22: Occupational profile of Toronto residents employed in the civic and social organizations sector, 2006

Skill/sector categories		Major occupational categories	
Knowledge Work	56%	Community and social service workers	8%
Middle Service	10%	General office clerical (3-digit)	7%
Service Entry	32%	Early childhood educators and assistants	5%
Middle Working	1%	Program leaders in recreation, sport and fitness	5%
Working Entry	1%	Administrative officers	4%

Analysis of several specific occupations within the non-profit sector

Given available data, there are six occupations that are particularly prevalent in the non-profit sector:

- (NOC 0014) Senior Managers – Health, Education, Social and Community Services and Memberships Organizations
- (NOC 0314) Managers in Social, Community and Correctional Services
- (NOC 4152) Social Workers
- (NOC 4153) Family, Marriage and Other Related Counsellors
- (NOC 4212) Community and Social Service Workers
- (NOC 4214) Early Childhood Educators and Assistants

Each of these occupations is profiled using 2006 data and the characteristics of Toronto residents employed in these occupations. It is important to note that much of this data (e.g. salary figures, educational attainment levels) refers to everyone employed in this occupation, including those not employed in the non-profit sector. However in all but one case, over 50% of each occupation profiled is employed in the non-profit sector, so it is likely that the overall figures are a good approximation for the characteristics of those employed in the non-profit sector. The one exception is the occupation of senior managers, of which 42.5% work in the non-profit sector.

Table 23: Occupational profile of Toronto residents employed as Senior managers: health, social and community services, 2006

Number employed in non-profit sector	% of this occupation working in the non-profit sector	This occupation as a % of the non-profit workforce
820	42.5%	2.2%
% of females	Average income – Males	Average income – Females
59.0%	\$141,830	\$98,882

	% with college degree or equivalent	% with a bachelor's degree	% with a degree higher than bachelor's
Males	9.7%	39.5%	6.5%
Females	15.0%	38.3%	6.7%

Figures for percentage females, average employment income and for educational attainment are for those employed full-year, full-time

In a sector that is almost 85% female, it is somewhat ironic that females make up only 59% of the senior management figure. This occupation, however, also includes industries other than the non-profit sector. The Toronto CMA data, limited to only the non-profit sector, indicates that women make up 65.8% of the senior manager positions, still significantly short of their share of the non-profit sector workforce at 84.4%.

The disparity in annual employment income is very striking. Males make 43% more than females, an average of \$141,830 compared to \$98,882 for females. Yet the educational attainment of males and females in this occupation are exactly the same, indeed, women have a slight edge. In comparing individuals with exactly the same credentials (a bachelor's degree), Toronto male residents in this occupation earned an average \$129,828 compared to females at \$95,918.

Table 24: Occupational profile of Toronto residents employed as Managers in social, community and correctional services, 2006

Number employed in non-profit sector	% of this occupation working in the non-profit sector		This occupation as a % of the non-profit workforce
720	56.7%		1.9%
% of females	Average income – Males		Average income – Females
64.9%	\$80,176		\$66,497
	% with college degree or equivalent	% with a bachelor's degree	% with a degree higher than bachelor's
Males	17.6%	31.1%	9.5%
Females	27.0%	42.3%	5.8%

Figures for percentage females, average employment income and for educational attainment are for those employed full-year, full-time.

The same pattern holds for the next highest position, managers as differentiated from senior managers. The Toronto figures for all individuals in this occupation show the proportion of females at 64.9%. The equivalent comparison using the Toronto CMA data for all manager positions other than senior managers, indicate that women hold these positions at a rate of 69.3%, a rate significantly below the workforce rate of 84.4%. A noticeable disparity in average employment income is once again present as the rate for males is roughly 20% higher than females, even though the educational attainment level of

women is higher. Comparing only workers with bachelor's degree in this occupation, the average employment income for males is \$77,309 and for females is \$59,589.

Table 25: Occupational profile of Toronto residents employed as Social workers, 2006

Number employed in non-profit sector	% of this occupation working in the non-profit sector		This occupation as a % of the non-profit workforce
2080	50.1%		5.6%
% of females	Average income – Males		Average income – Females
78.7%	\$56,804		\$54,918
	% with college degree or equivalent	% with a bachelor's degree	% with a degree higher than bachelor's
Males	18.1%	31.9%	3.4%
Females	17.2%	32.4%	4.7%

Figures for percentage females, average employment income and for educational attainment are for those employed full-year, full-time.

As one moves down the organizational ladder, the mid-level professional occupation of social workers demonstrates something closer to gender parity. In this occupation, women with a comparable educational attainment to men are making almost the same salary.

Table 26: Occupational profile of Toronto residents employed as Family, marriage and other related counsellors, 2006

Number employed in non-profit sector	% of this occupation working in the non-profit sector		This occupation as a % of the non-profit workforce
830	59.3%		2.2%
% of females	Average income – Males		Average income – Females
74.5%	\$45,762		\$43,910
	% with college degree or equivalent	% with a bachelor's degree	% with a degree higher than bachelor's
Males	16.7%	30.6%	0.0%
Females	27.8%	33.3%	2.8%

Figures for percentage females, average employment income and for educational attainment are for those employed full-year, full-time.

The pattern evident for social workers applies as well to family, marriage and other related counsellors. It also applies to the next profiled occupation, community and social service workers.

Table 27: Occupational profile of Toronto residents employed as Community and social service workers, 2006

Number employed in non-profit sector	% of this occupation working in the non-profit sector		This occupation as a % of the non-profit workforce
3740	57.4%		10.1%
% of females	Average income – Males		Average income – Females
74.9%	\$45,845		\$42,994
	% with college degree or equivalent	% with a bachelor's degree	% with a degree higher than bachelor's
Males	36.9%	29.1%	2.8%
Females	47.7%	27.4%	3.9%

Figures for percentage females, average employment income and for educational attainment are for those employed full-year, full-time.

Table 28: Occupational profile of Toronto residents employed as Early childhood educators and assistants, 2006

Number employed in non-profit sector	% of this occupation working in the non-profit sector		This occupation as a % of the non-profit workforce
9605	90.3%		26.0%
% of females	Average income – Males		Average income – Females
97.1%	\$22,612		\$26,511
	% with college degree or equivalent	% with a bachelor's degree	% with a degree higher than bachelor's
Males	30.8%	19.2%	0.0%
Females	58.4%	12.5%	2.3%

Figures for percentage females, average employment income and for educational attainment are for those employed full-year, full-time.

In this, one of the lowest paid occupations, women occupy 97% of the positions, and earn more than men in the same occupation. Of the males, 26.9% earned nothing higher than a high school diploma, compared to 14.6% of the females.

SOME TRENDS OVER TIME

Employment income trends

Tables 29 and 30 offer the employment income figures over the last 15 years for the occupations profiled, for males and females, for the City of Toronto and the rest of Ontario minus Toronto. The trends buried in these numbers are most easily be visualized when presented in chart format. Charts 15-18 provide that illustration.

The data indicates significant levels of pay and significant increases for male senior managers, particularly in Toronto, and somewhat less so for female senior managers in Toronto. This observation may not apply to the non-profit sector, as this occupation includes senior managers in the health and education fields, such as hospital chief executive officers and university presidents. As only 42.5% of all these senior managers in Toronto work in the non-profit sector, figures from these other industries may significantly skew the averages.

The same caution applies to the Manager positions, although in this instance 56.7% of these managers in Toronto work in the non-profit sector. Other industries included under this heading result in the inclusion of correctional institution directors and senior staff of social services (area directors, department heads and managers), which again may skew the averages.

Table 29: Average employment income (in constant 2005 dollars), males and females, employment full-year full-time, City of Toronto, 1995, 2000 and 2005

	Males			Females		
	1995	2000	2005	1995	2000	2005
Senior managers	\$ 117,540	\$ 129,603	\$ 141,830	\$ 93,261	\$ 99,561	\$ 98,882
Managers	\$ 60,168	\$ 57,031	\$ 80,176	\$ 60,649	\$ 59,342	\$ 66,497
Social workers	\$ 50,549	\$ 50,824	\$ 56,804	\$ 48,259	\$ 49,898	\$ 54,918
Counsellors	\$ 44,830	\$ 46,137	\$ 45,762	\$ 44,798	\$ 44,711	\$ 43,910
Social service workers	\$ 44,453	\$ 45,071	\$ 45,845	\$ 42,837	\$ 39,800	\$ 42,994
Early childhood educators	\$ 34,484	\$ 35,167	\$ 22,612	\$ 30,916	\$ 26,275	\$ 26,511
All knowledge workers	\$ 81,892	\$ 93,185	\$ 105,009	\$ 57,636	\$ 60,768	\$ 66,620

Legend for occupations:

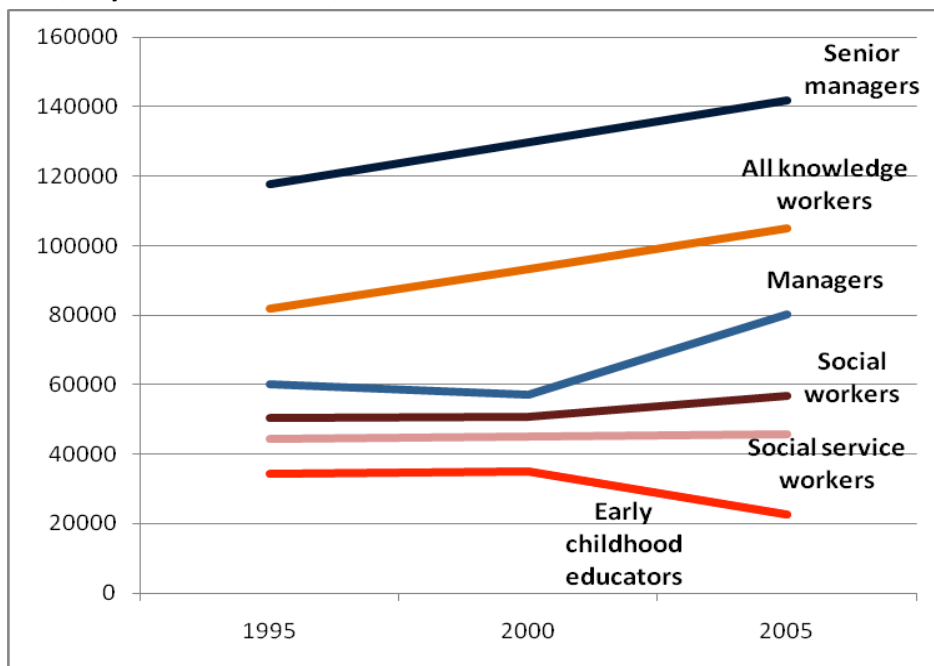
<i>Senior managers</i>	<i>Senior managers - health, education, social and community services and membership organizations</i>
<i>Managers</i>	<i>Managers in social, community and correctional services</i>
<i>Social workers</i>	<i>Social workers</i>
<i>Counsellors</i>	<i>Family, marriage and other related counsellors</i>
<i>Social service workers</i>	<i>Community and social service workers</i>
<i>Early childhood educators</i>	<i>Early childhood educators and assistants</i>
<i>All knowledge workers</i>	<i>All workers working in occupations that require a university or college degree or diploma</i>

Table 30: Average employment income (in constant 2005 dollars), males and females, employment full-year full-time, Ontario minus Toronto, 1995, 2000 and 2005

	Males			Females		
	1995	2000	2005	1995	2000	2005
Senior managers	\$ 106,638	\$ 103,175	\$ 110,225	\$ 69,614	\$ 72,057	\$ 80,412
Managers	\$ 69,225	\$ 69,591	\$ 74,443	\$ 56,462	\$ 51,194	\$ 55,830
Social workers	\$ 50,847	\$ 51,425	\$ 54,139	\$ 46,485	\$ 46,411	\$ 52,271
Counsellors	\$ 44,819	\$ 40,964	\$ 43,167	\$ 39,889	\$ 40,363	\$ 41,878
Social service workers	\$ 42,623	\$ 41,497	\$ 41,943	\$ 39,365	\$ 37,502	\$ 39,841
Early childhood educators	\$ 34,382	\$ 31,833	\$ 27,544	\$ 26,532	\$ 25,227	\$ 20,935
All knowledge workers	\$ 74,057	\$ 80,574	\$ 85,940	\$ 52,006	\$ 52,992	\$ 57,459

The charts below have excluded the data for family, marriage and other related counsellors because the trajectory of their employment income history pretty much matches that of community and social service workers.

Chart 15: Average employment income (in constant 2005 dollars), males, employment full-year full-time, City of Toronto, 1995, 2000 and 2005¹⁵



¹⁵ Charts based on data first published in "An Economy Out of Shape: Changing the Hourglass", by the Toronto Workforce Innovation Group, 2010 prepared by Tom Zizys

Chart 16: Average employment income (in constant 2005 dollars), females, employment full-year full-time, City of Toronto, 1995, 2000 and 2005

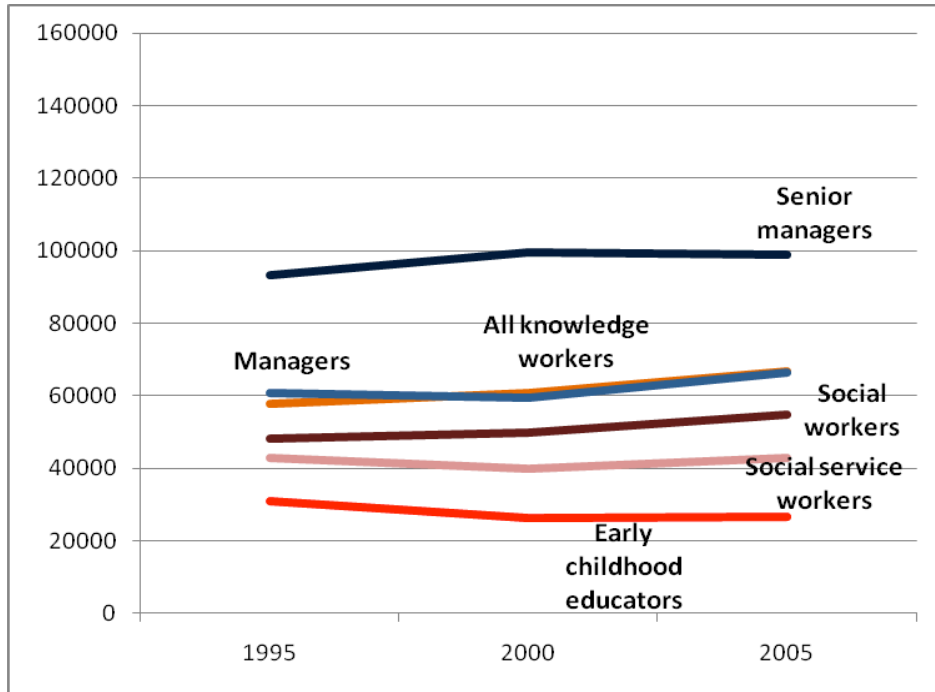


Chart 17: Average employment income (in constant 2005 dollars), males, employment full-year full-time, Ontario minus Toronto, 1995, 2000 and 2005

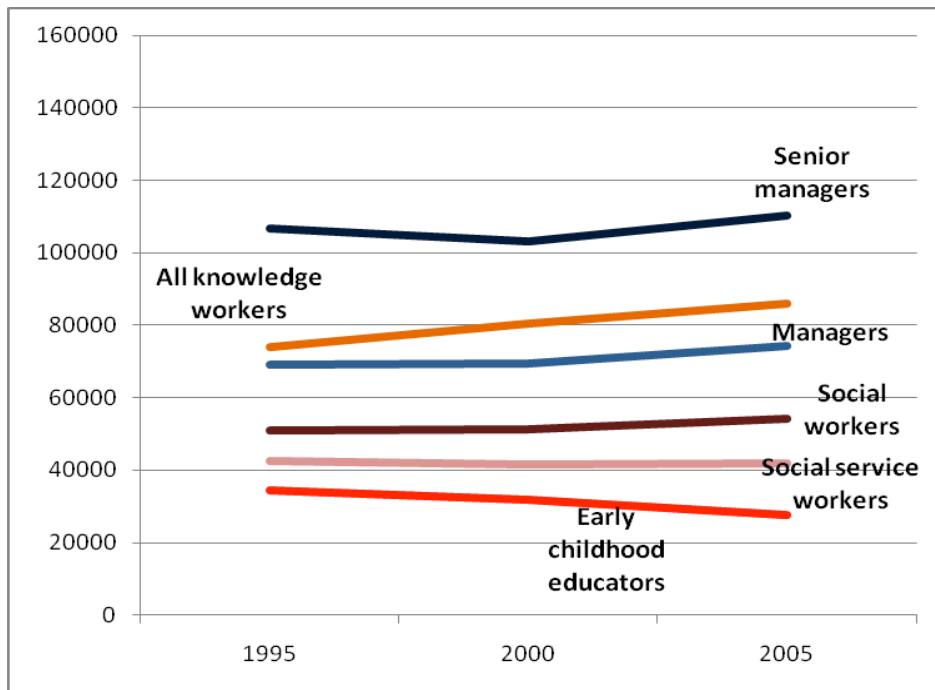
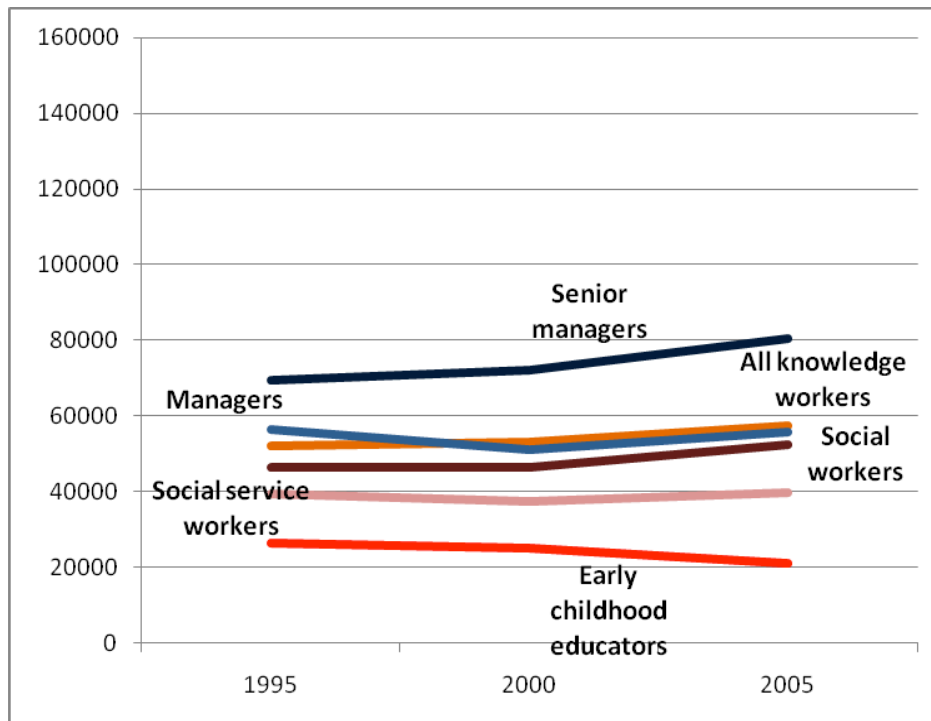


Chart 18: Average employment income (in constant 2005 dollars), females, employment full-year full-time, Ontario minus Toronto, 1995, 2000 and 2005



Some observations on the data:

- 1) Toronto males in senior positions (senior managers and managers) in the non-profit sector experience higher incomes and higher income increases (it bears emphasizing that this category includes hospital CEOs and university presidents and vice-presidents). Overall, male knowledge workers in Toronto have by far the best employment income record;¹⁶
- 2) Social workers, both males and females, in and outside Toronto, have experienced modest increases in employment income;
- 3) Family, marriage and other related counsellors, as well as community and social service workers, have experienced essentially flat-lined employment incomes over this 10 year period;
- 4) Early childhood educators, both males and females, in and outside Toronto, have seen their employment incomes drop substantially; this is especially striking given that the National Occupational Classification upgraded this occupation between 1995 and 2000 from one usually requiring only secondary schooling to one usually requiring a college education.

¹⁶ Ibid, pg. 21

Gender proportion trends

The different data sets used in this report result in slightly different interpretations regarding trends as far as the gender proportions are concerned in the non-profit sector. The CMA and provincial data is precisely focused on the non-profit industry sectors examined in this report, but the figure includes everyone in the labour force (employed and unemployed), and only applies to 2001 and 2006. This data suggests that there has hardly been any change in the proportions (a change of less than 1% is not significant).

Table 31: Percentage of females in the non-profit sector labour force, Toronto CMA and Ontario minus Toronto CMA, 2001 and 2006

	2001	2006
Toronto CMA	84.1%	84.2%
Ontario minus Toronto CMA	85.4%	84.8%

The other data classifies workers by occupations, working full-time and full-year. The occupations highlighted are those that are prevalent in the non-profit sector, although the numbers reflect all workers in this occupation and include workers in other industries (for example, a social worker operating out of a hospital). Nevertheless, all these occupations have over half of their workforce in the non-profit sector, while the senior manager category has over 40%. This data shows employed residents and covers the period from 1996 to 2006. The data suggests a continuing growth in the proportion of women in these occupations.

Table 32: Percentage of females in occupations prevalent in the non-profit sector, employed residents, City of Toronto and Ontario minus Toronto, 1996, 2001 and 2006

	Toronto			Ontario minus Toronto		
	1996	2001	2006	1996	2001	2006
Senior managers	48.6%	47.6%	59.2%	45.5%	47.9%	50.8%
Managers	65.9%	67.7%	64.9%	61.2%	65.1%	65.3%
Social workers	72.3%	76.0%	78.7%	76.5%	79.3%	81.4%
Counsellors	67.5%	74.5%	75.0%	69.3%	70.0%	73.0%
Social service workers	69.1%	71.8%	74.9%	73.9%	77.3%	77.7%
Early childhood educators	95.5%	95.5%	97.1%	97.8%	98.1%	98.6%

In every occupation, whether in Toronto or outside Toronto, the proportion of women between 1996 and 2006 increased, except for Managers in Toronto. Senior managers showed a small drop between 1996 and 2001, then a large increase for 2006.

CONCLUSION

This research was intended to give a sense of how current available data could be applied to the labour market of Ontario's nonprofit sector.

It is an important step to understand what the available data can do for us as we build a labour force strategy for the nonprofit sector in Ontario. We can now see the essential strengths and limitations of viewing the nonprofit sector through available categories. It is possible to broadly consider some important trends, such as the income associated with particular occupations, employment income, demographics and education attainment.

We can see where the nonprofit sector may be similar to other sectors (i.e. in the pay difference between managers and all knowledge workers), and where there may be certain concentrations (i.e. of knowledge workers with degrees in the social science and humanities, or of females in the labour force, or males working part time). However, because current industry sub-sectors combine for- and non-profit positions, and do not include many positions unique to the nonprofit sector, it is not possible to consider the cause of particular trends, or firmly identify sector specific trends. For these reasons, the data's current industry subsectors can only provide an understanding of some sector elements that happen to be reflected in the current categories. They cannot provide a comprehensive review of the sector.

With a clearer picture of how much work there is to be done, two critical challenges lie ahead of us: to build and share industry subsectors that reflect the sector as an employer, and to conduct in-depth research on the nonprofit sector's labour market to determine what can support it as a key economic player in Ontario.

This report's analysis provides a springboard to design strategies for data collection and research on the sector, in the service of strengthening this critical player in Ontario's social and economic arena. It is clear that we need to account for elements of the nonprofit sector that are not represented in the current data in order to devise appropriate labour force strategies for Ontario's nonprofit sector.

ⁱ The Partnership Project: An Ontario Government Strategy to Create a Stronger Partnership with the Not-for-Profit Sector, March 2011