

Hiring Climate in the Community Sector

CSC NL Community Sector Pulse Survey #2 June 22 2022

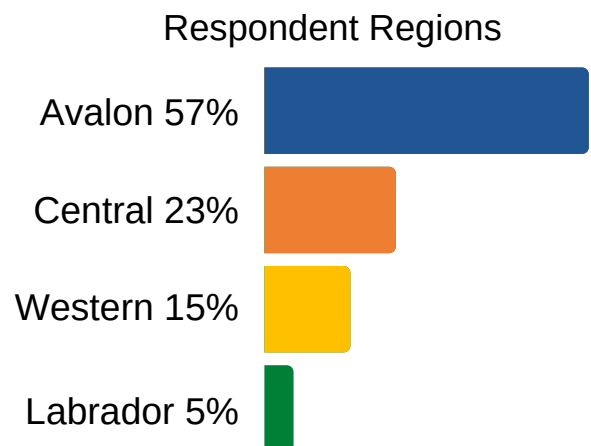
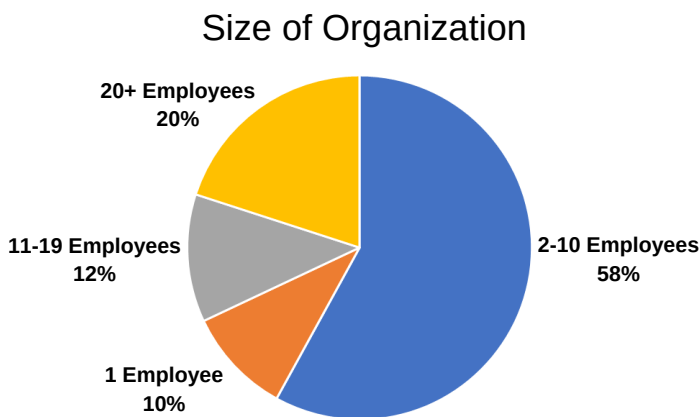
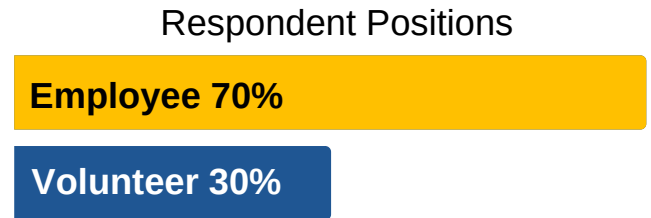
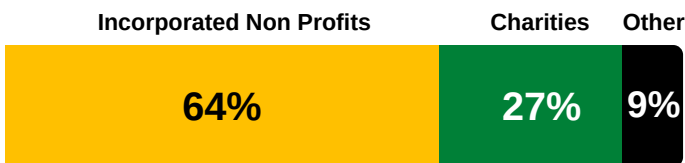
Today across Canada employers in every field are experiencing labour related issues; from worker shortages, to difficulty finding and recruiting new employees, to being unable to retain their current workforce. The community sector in Newfoundland and Labrador is no different. Beginning May 19th, we circulated a short survey to capture top of mind feedback related to the attraction and retention of employees in the sector. Of the respondents to this survey 169 of the 204 were from organizations that have employees. The results presented herein only relate to organizations that currently have employees.

What we heard

More than half (54%) of the respondents indicated that their organization currently has unfilled or vacant positions. Many organizations are hiring but cannot find people for the job, 63% of the respondents indicated that their organization is having difficulty filling vacant positions. Organizations are also struggling to keep the employees they currently have (41%) as they move on to other jobs, organizations, or fields of work. This has resulted in a hiring crunch within the community sector as organizations struggle to find and keep employees. This is seen across all job classifications and categories from senior positions such as CEO and managers, program staff, and administrators, to short-term contract positions and student hires.

While many organizations are facing this hiring crunch, there is also some positive news from the sector. Over the last year 47% of organizations in the community sector maintained their employment levels (i.e. number of employees), and 29% have grown. This is particularly significant as the economy is still recovering from challenges associated with the COVID-19 pandemic. This growth demonstrates the vital social and economic roles that the community sector has in this province.

Who we heard from



Growth of the Sector

Organizations within the community sector have been enjoying a period of growth in employment numbers.

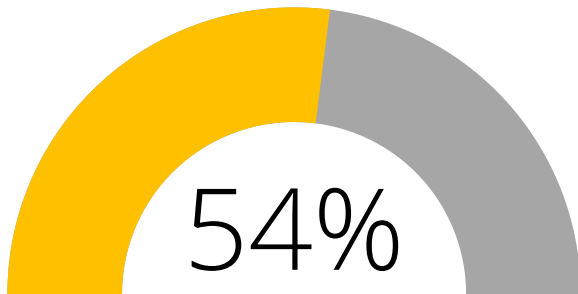
Change in Employee Numbers



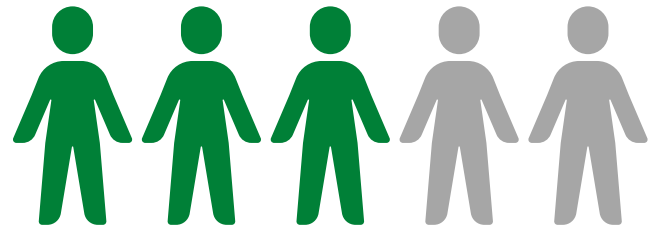
We're Hiring!

Organizations in the community sector are looking to hire, with an average of 3.3 positions open per organization seeking.

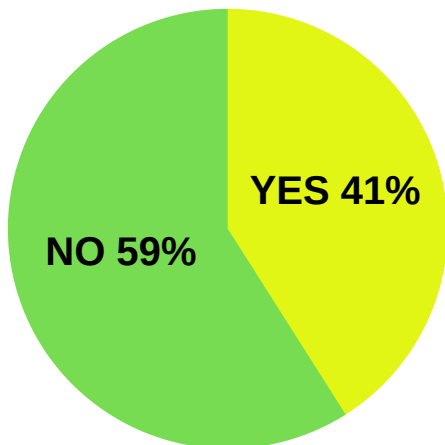
Organizations Seeking New Employees



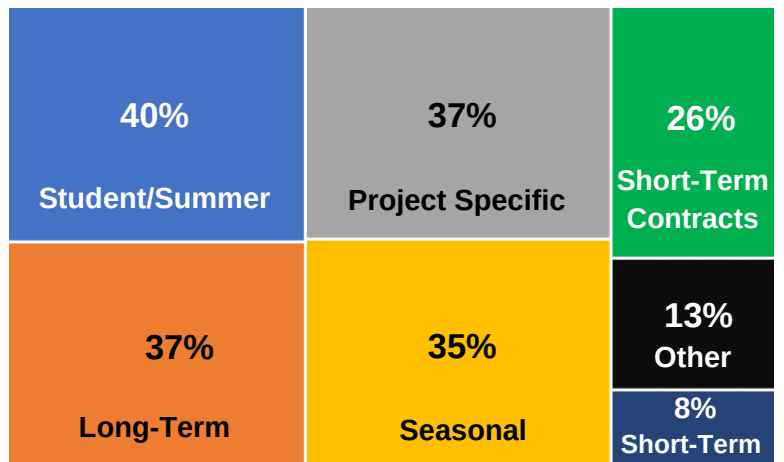
3.3 Positions on Average Open per Organization



Organizations Having Trouble Keeping Current Employees



Top Positions Organizations are Seeking to Fill

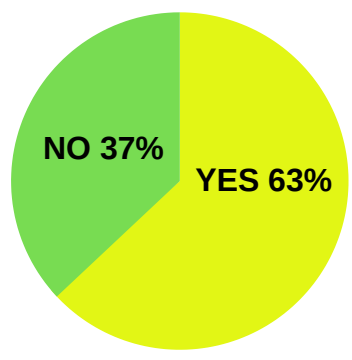


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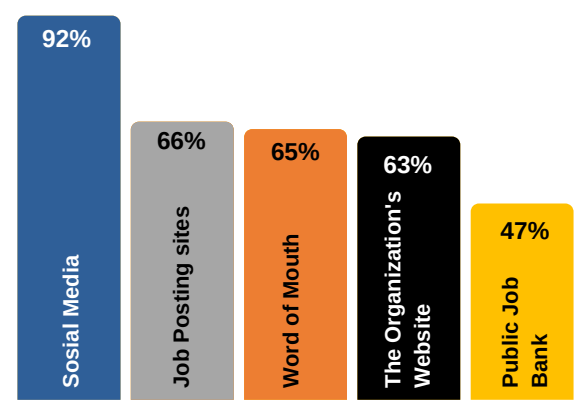
The Hiring Crunch

While organizations in the community sector are looking to hire new employees, respondents indicated that their organizations are facing significant challenges with both finding and keeping employees.

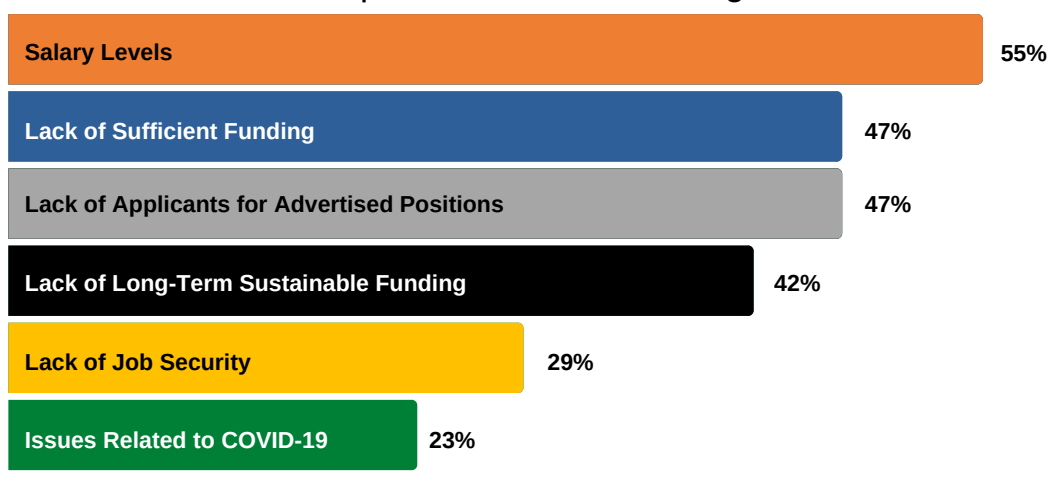
Organizations Having Trouble Filling Positions



Where Organizations are Looking



Reported Barriers to Hiring



Take Aways

The community sector is a significant employer in this province, and much like other employers is experiencing substantial labour issues. This hiring crunch is putting significant pressure on organizations as positions remain unfilled and organizations fail to retain qualified employees due to uncompetitive wages and a lack of job security.

The challenge lies in long-term, sustainable funding for employees. We have heard that many nonprofit organizations struggle to provide a competitive wage as their funding fails to keep pace with inflation, and that they operate on short-term contracts and inconsistent funding. These systematic issues lead to unsustainable conditions for our community groups.

If you have any questions or concerns related to this survey or the information contained herein please contact CSC NL by phone at 1-866-753-9860 or by email at research@cscnl.ca.