

# Employment in the Community Sector

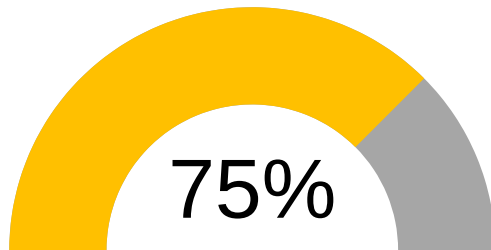
## CSC NL Community Sector Pulse Survey #4

As part of CSC NL's commitment to support nonprofit organizations and their labour force we are developing a profile of the sector; this profile will help us better understand the issues facing organizations in an effort to develop a strategy for attraction and retention. Over the last few months, we have heard from organizations and individuals about the challenges they are facing finding and retaining employees.

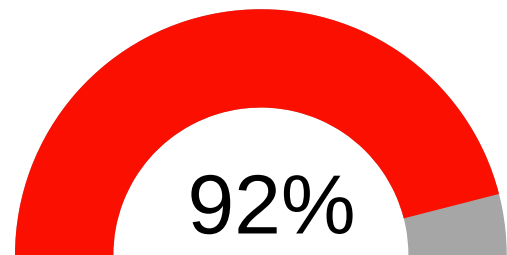
The most recent Pulse survey explored peoples perceptions of work in the community sector, and how people view employment and job opportunities. 208 individuals who are currently employed in nonprofit and charitable organizations from across the province responded. This is what they reported.

### What Employees Say About Working in the Sector

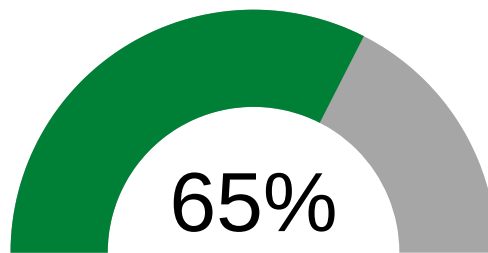
Working in the community sector was seen as an appealing option by many respondents. People in the sector find their work to be meaningful and important, and that their efforts contribute to the overall wellbeing and vibrancy of their communities.



Interesting and engaging jobs to be found in the sector

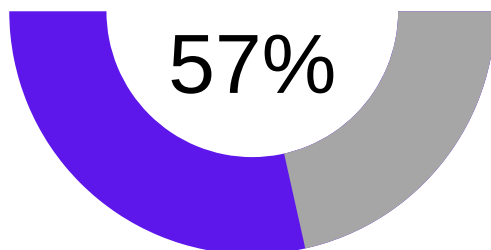


Feel engaged or highly engaged in their daily work

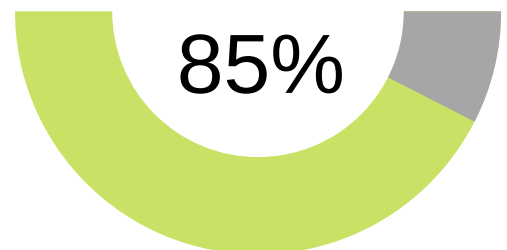


Indicated that a career in the community sector is attractive

View working in the sector as a viable long-term career option



Identified their work as being meaningful



## Benefits of Working in the Community Sector

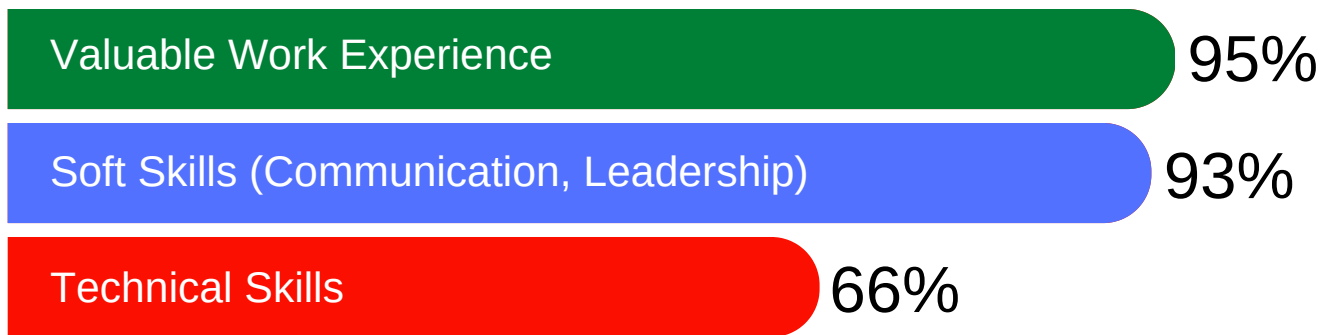
Respondents identified a number of benefits associated with working in the community sector. This includes flexibility with respect to work schedule and environment, the number of holidays (both statutory holidays and annual leave) as well as the amount of sick leave provided to employees. Further, 65% of respondents indicated that their organization shows appreciation for employees.



**44%**  
Of Respondents  
Indicated Having  
A Good Work-Life Balance

## What Employees Get from Working in the Community Sector

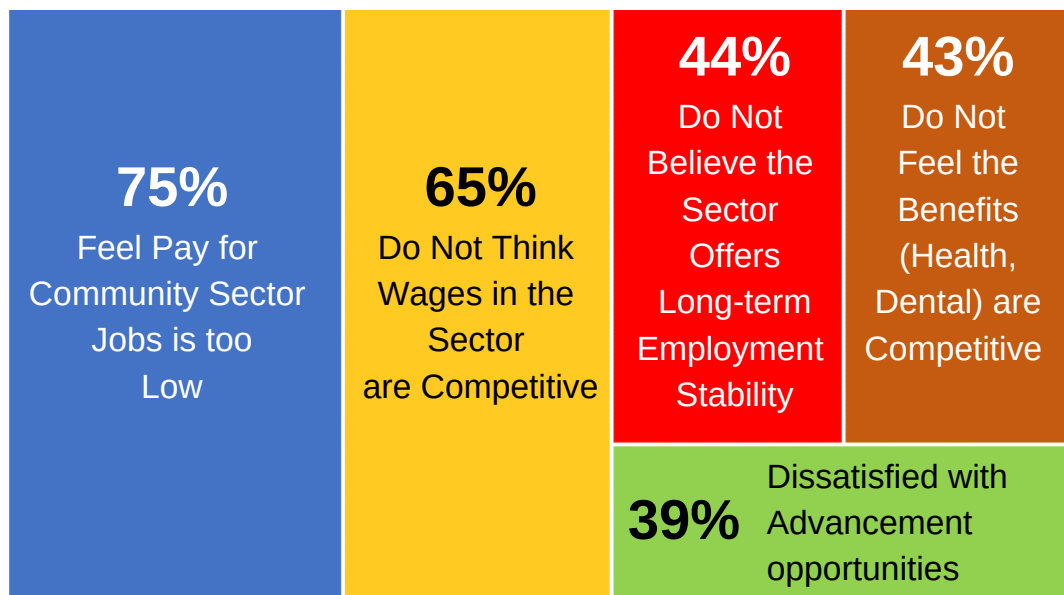
Working in the community sector offers many benefits, particularly for people just entering the workforce. Here are the top skills people acquire from working in the sector.



## Challenges for the Sector

A majority of respondents indicated that they enjoyed working in the sector, they also noted feeling overworked and stressed.

### Some of the Challenges we Heard



**35%**  
of respondents  
have applied for  
another job within the  
last year

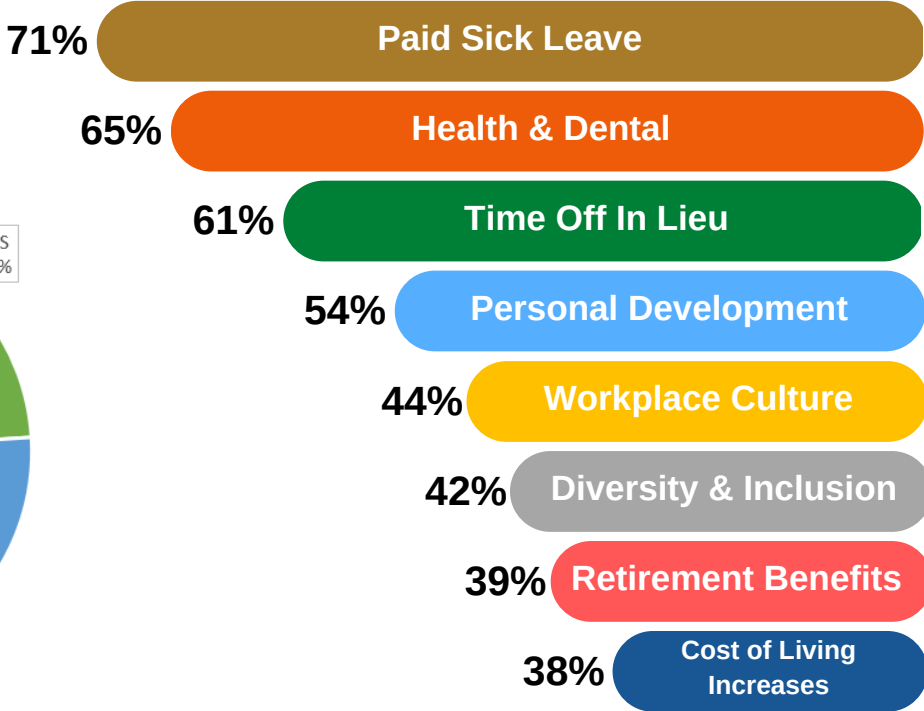
### Reasons for Applying for a New Job



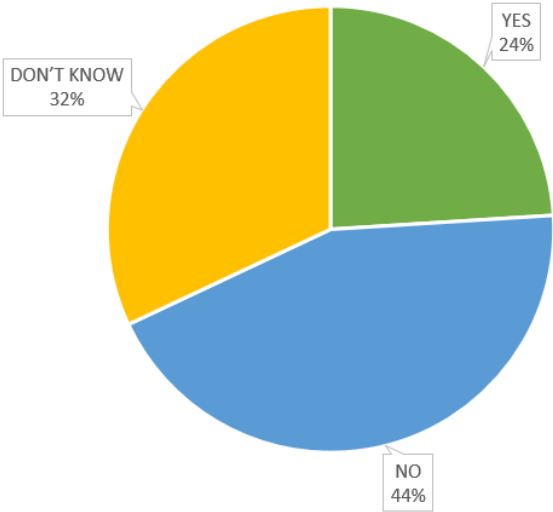
## Employee Retention

Organizations in the sector have told us that they are having difficulty finding and keeping employees. Only 24% of organizations indicated that they had a formal employee retention strategy in place.

### Most Common Employee Retention Strategies Used

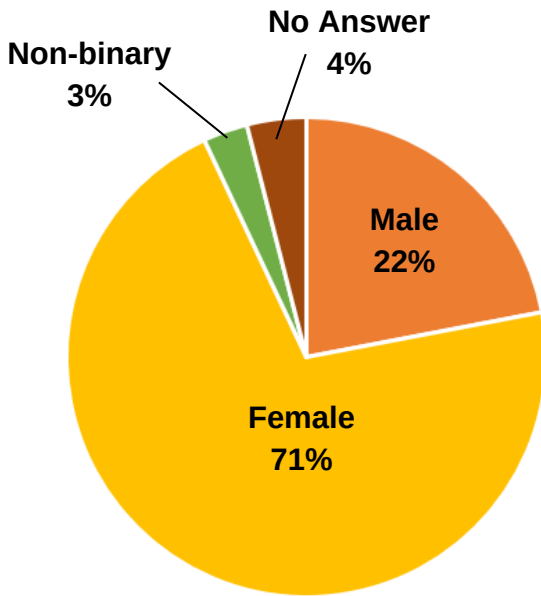


Formal Employee Retention Strategy

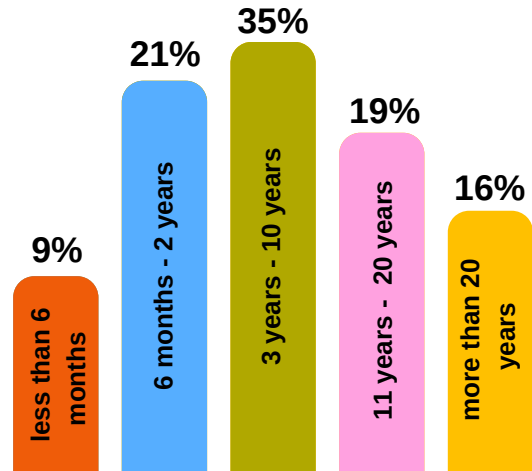


# Who We Heard From

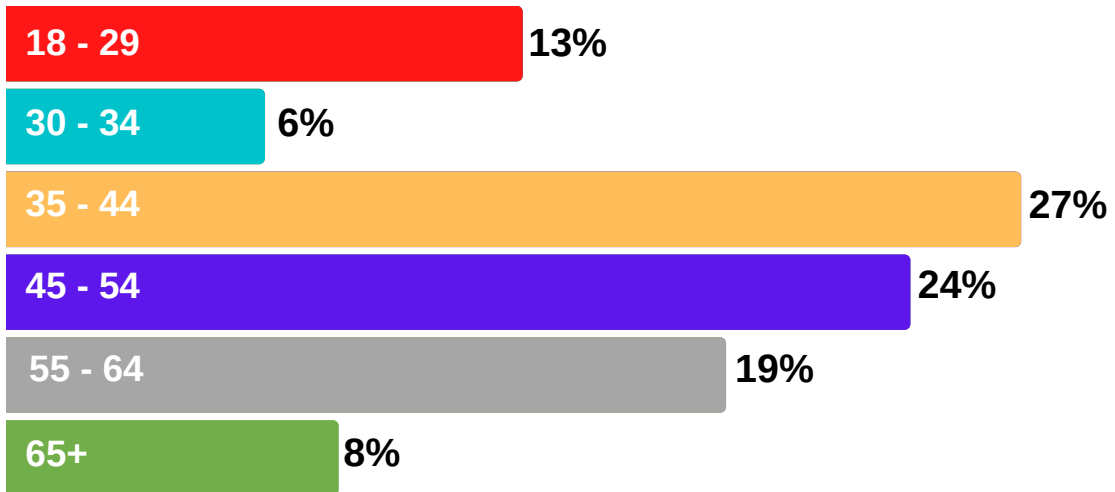
84% of respondents to this survey describe themselves as being white (European descent), 8% as Indigenous, and 2% as black (African, Afro-Caribbean, African-Canadian descent).



### Length of Time with Current Organization



### Employee Age

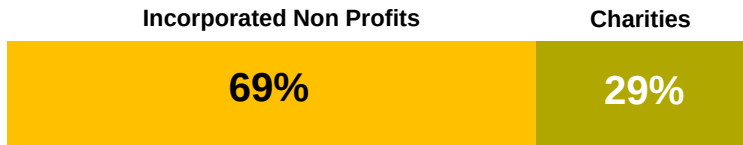


### Employment Status

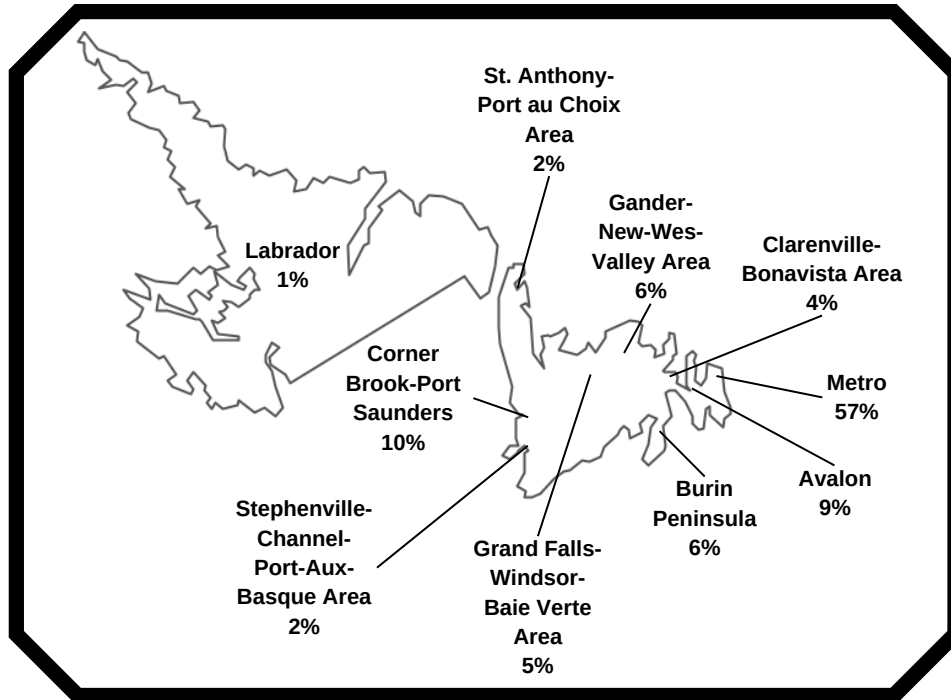


# Who We Heard From

## Organization Type



## Respondent Regions



## Take Aways

The community sector is an important economic driver in this province, employing thousands of people in vital roles that help our communities prosper and thrive. Respondents to this survey indicated that they enjoy working in the sector and feel passionate about what they do, however they are also concerned about the sustainability of jobs in the sector moving forward.

Compensation emerged as a significant concern, with the majority of respondents indicating that they do not feel that wages and benefits in the community sector are competitive. Stability (or lack thereof) for organizations was identified as an issue, with many respondents indicating they do not feel the sector offers long term employment stability because of short-term contracts and unreliable or inconsistent funding. This resulted in many viewing employment in the sector as a stepping stone until better employment becomes available.

There needs to be a greater recognition of the role that the community sector plays within this province. For organizations that receive funding from government multi-year funding would allow for organizations to plan for the future, providing organizations with a level of stability and allowing them to focus on employee retention strategies.

***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](mailto:research@cscnl.ca).***