



VOLUNTARY &  
NON-PROFIT

# HR SUMMIT

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## Saskatchewan



HR Council for the  
Voluntary & Non-profit Sector



# Saskatchewan's Non-profit Labour Force: Challenges & Opportunities

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# Introduction/Background

## Economic and Social Impact of the Non-profit/Third Sector

- National overview
  - Saskatchewan overview
- \* **Note:** Numbers exclude universities, school, hospitals (and business / professional associations and unions)



# Economic Impact - National

151,500 non-profit organizations

- 69,000 have employees
  - 1.2 million people employed
  - 7.2% of the total workforce
  - Total payroll - \$22 billion (est)
  - 6.6% of reported payroll

(**Source:** Cornerstones: NSNPVO: Statistics Canada 2005)

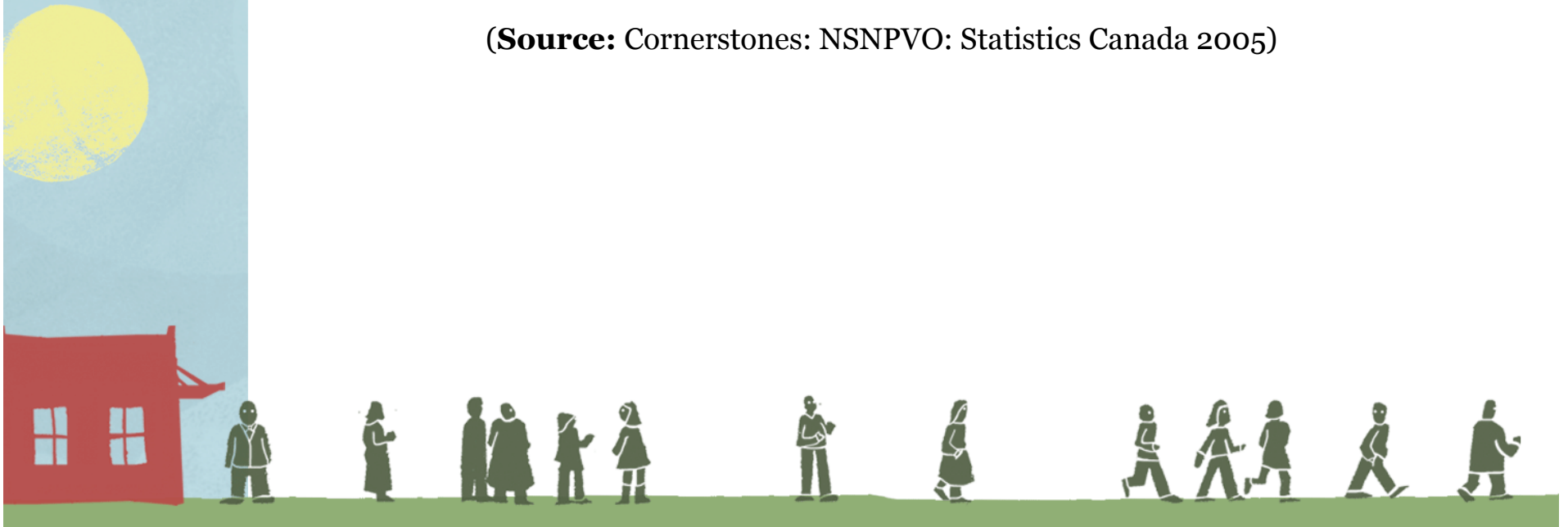


# Economic Impact - SK

## 7,500 non-profits in Saskatchewan

- 3,100 have employees
  - 39,000 employees
  - Total payroll - \$715 million (est)

(**Source:** Cornerstones: NSNPVO: Statistics Canada 2005)



# Socio-Economic Impact - I

## Volunteerism in Canada

- 12.5 million Canadians self-identified as volunteers in 2007
  - 2.1 billion hours of volunteer time
  - \$32 billion injection of skills into the labour market
  - Equivalent to 1.1 million F.T.E.s

(**Source:** Caring Canadians, Involved Canadians - CSGVP, 2007:  
Imagine Canada; Statistics Canada et.al.)



# Socio-Economic Impact - II

## Volunteerism in Saskatchewan

- 465,000 volunteers
  - 78 million hours
  - \$1.25 billion injection of skills into the labour market
    - Networking and skills development leads to employment, especially for young people
    - Volunteers self-report significant physical and mental health benefits
    - Improved integration into communities



## More on volunteers

Non-profit sector as incubator of social capital

Non-profits are the only sector 'industry' that routinely leverages the skills and knowledge of volunteers

Organizations with paid staff more likely to recruit and retain unpaid volunteer human resources

Retiring baby-boomers are a significant potential source of talent



# Socio-Economic Impact - III

## Programs, Services and Leadership

- Social, culture, sports, community organizations
  - Essential to community cohesion
- Leadership development and execution
  - 78% of Canadians have “A lot” or “some” trust in non-profit leaders
  - Opportunity for partnerships and effective change



# Challenges - I

## Labour Market Trends:

- Aging workforce
  - Baby boomer retirement wave
- Potential leadership deficit
  - Are young leaders ready?
- Recruitment and integration of GenNext employees
  - Can sector adapt to their expectations?



# Challenges - II

## HR Management Issues

- Recruitment and retention
  - Career pathing and links to education
  - Advancement opportunities
- Skills gaps
  - Training and development
- Competitive compensation
  - Pay/Benefits
  - Non-financial compensation



# Opportunities – HR Council Recommendations

1. Attract and Develop People That Organizations Need
2. Benefit From the Full Range of Talent
3. Promote the Value of Work in the Sector
4. Ensure Financial Resources to Sustain the Sector's Labour Force
5. Getting the Evidence to “Make the Case” (HR Council)



# Opportunities – Idea Bank

1. HR Management Services and Supports for Small Organizations
2. Provide Practical Information to Support Inclusive Hiring Practices
3. Create and Support Tools and Processes That Measure Outcomes
4. Identify Real Costs (e.g.: Competitive Salaries; Pensions and Benefits) to Make a Compelling Case for Financial Support
5. Develop Long-term Strategy for Identifying and Monitoring Workforce Demands



# How might we “get there”?

## A modest proposal . . . **Labour Market Agreements**

- Government of Canada transfers to all provinces for labour market development and training
  - Available to support CBO labour force development
- B.C. experience
  - GNPI accessed \$5 million (3 year plan – priorities - Prov Sector Council)

