# 2017 Alberta Wage and Salary Survey
Highlights of Nonprofit/Voluntary Sector

In 2017, the *Alberta Wage and Salary Survey* (AWSS) gathered data on the nonprofit/voluntary sector (NPVS) in Alberta. The 2017 AWSS results are based on a survey of approximately 1,239 NPVS organizations employing approximately 42,800 full-time and part-time employees.

Highlights of the 2017 AWSS analysis of NPVS data:

- Alberta's overall average hourly wage rate for the NPVS in 2017 was $24.86. Across Alberta's eight economic regions[1], the Edmonton region had the highest average wage at $26.3 per hour while those in the Athabasca-Grande Prairie area showed the lowest at $21.06 per hour. (Figure 1)

Figure 1   Overall Average Hourly Wage for NPVS and its Sub-Sectors across Eight Economic Regions, 2017
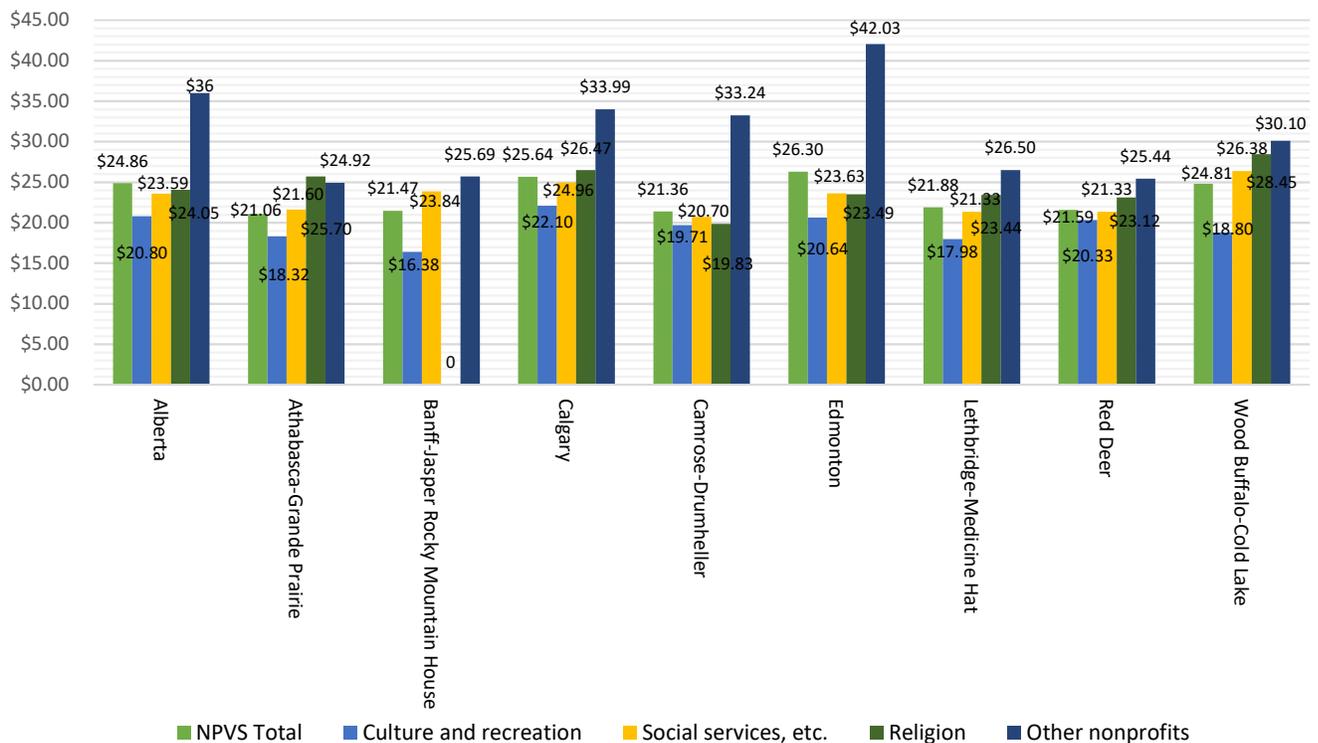
- Across Alberta's NPVS four sub-sector groups[2], the subgroup of other nonprofits showed the highest average wage of $36 per hour, more than $5 than that of culture and recreation. The difference between the highest and the lowest average hourly wage was most significant in Edmonton, where employees in the other nonprofits subgroup earned more than $21 per hour than their counterparts in culture and recreation. (Figure 1)

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[1] Alberta's eight economic regions are: Athabasca-Grande Prairie, Banff-Jasper Rocky Mountain House, Calgary, Camrose-Drumheller, Edmonton, Lethbridge-Medicine Hat, Red Deer, and Wood Buffalo-Cold Lake.

[2] The non-profit/voluntary sector is composed of the following subgroups: 1) Culture and recreation; 2) Social services, development & housing, education & research, and health; 3) Religion; 4) Other nonprofits which include environment, law, advocacy and political advocacy, philanthropic intermediaries and promotion of volunteerism, international, business & professional associations, unions, and other, not else where classified.

- As figure 1 shows, the NPVS employees in Red Deer had the lowest gap in average hourly wage ($5.11) across sub-sector groups among eight economic regions.
- The 2017 AWSS NPVS data indicated that the sector had approximately 1 per cent unfilled vacancy rate overall while Lethbridge-Medicine Hat doubled the vacancy rate and showed the highest in comparison with other economic regions. (Table 1)
- The proportion of NPVS employers experiencing hiring difficulties was the highest in organizations in the religion sub-sector at 21.4 per cent, while employers in nonprofits other than three primary subsectors reported the lowest rate of hiring difficulties at 9.1 per cent.. (Table 1)
- Across Alberta's eight economic regions, Calgary and Edmonton showed the lowest percentage rates of employers experiencing hiring difficulties with a percentage of 13.7 and 15.8 respectively. Regions that showed NPVS employers experiencing hiring difficulties the most were in Athabasca-Grande Prairie (28.4), Wood Buffalo-Cold Lake (26.2), and Banff-Jasper-Rocky Mountain House (24.7). (Table 1)
- In Lethbridge-Medicine Hat, Banff-Jasper-Rocky Mountain House, and Wood Buffalo-Cold Lake, the percentage of unfilled vacancy rates were the three highest (2, 1.7 and 1.6) and the percentage rates of employers experiencing hiring difficulties were also among the highest (23.9, 24.7 and 26.2) (Table 1). It may indicate a correlation in factors leading to hiring difficulties and unfilled vacancies in these regions.

Table 1   Rates of Hiring Difficulties and Unfilled Vacancies across NPVS Sub-Sectors and Alberta's Eight Economic Regions, 2017

REGION	SUB-SECTOR	% Employers Experiencing Hiring Difficulties (out of those hiring)	% Unfilled Vacancy Rate (>4 Months)
Alberta	Culture and recreation	19.1%	1.3%
	Social services, development and housing, health, education and research	18.9%	-
	Religion	21.4%	1%
	Other nonprofits	9.1%	-
	NPVS Total in Alberta	**17.5%**	**1%**
Athabasca-Grande Prairie		28.4%	1%
Banff-Jasper-Rocky Mountain House		24.7%	1.7%
Calgary		13.7%	-
Camrose-Drumheller		17.7%	1.5%
Edmonton		15.8%	-
Lethbridge-Medicine Hat		23.9%	2%
Red Deer		22.6%	1%
Wood Buffalo-Cold Lake		26.2%	1.6%

- The preliminary analysis findings of 2017 AWSS NPVS data indicated that the gaps in the average hourly wage across sub-sectors were comparatively small in most of economic regions while Edmonton and Camrose-Drumheller had the largest gaps. Compared to other sub-sectors, other nonprofits showed that employees in this subgroup fared better in average hourly wage earnings and employers encountered less difficulties in hiring new staff.