

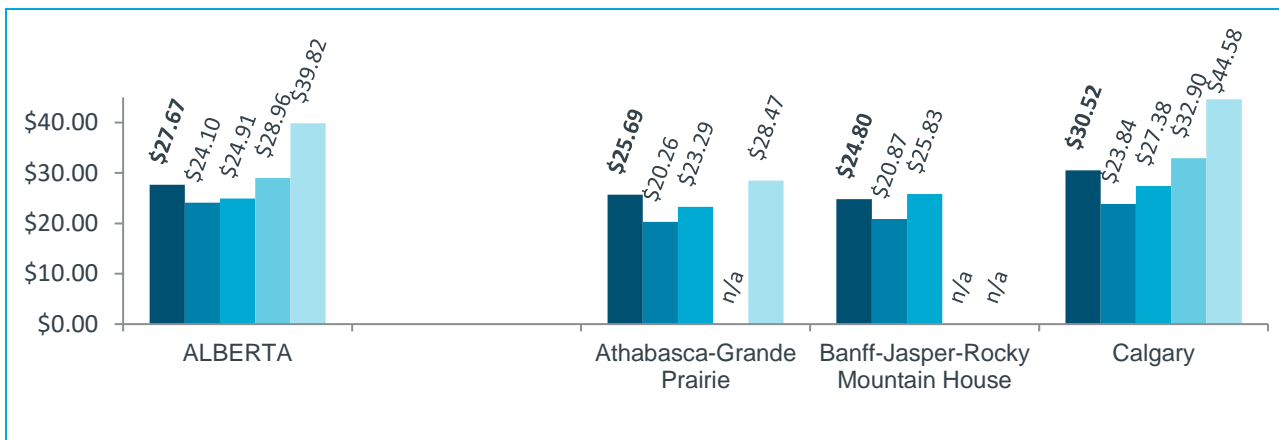
Highlights of Nonprofit/Voluntary Sector

In 2021, the Alberta Wage and Salary Survey gathered data on the nonprofit/voluntary sector in Alberta. The 2021 survey results are based on a survey of 1,015 nonprofit/voluntary sector organizations employing approximately 37,128 full-time and part-time employees.

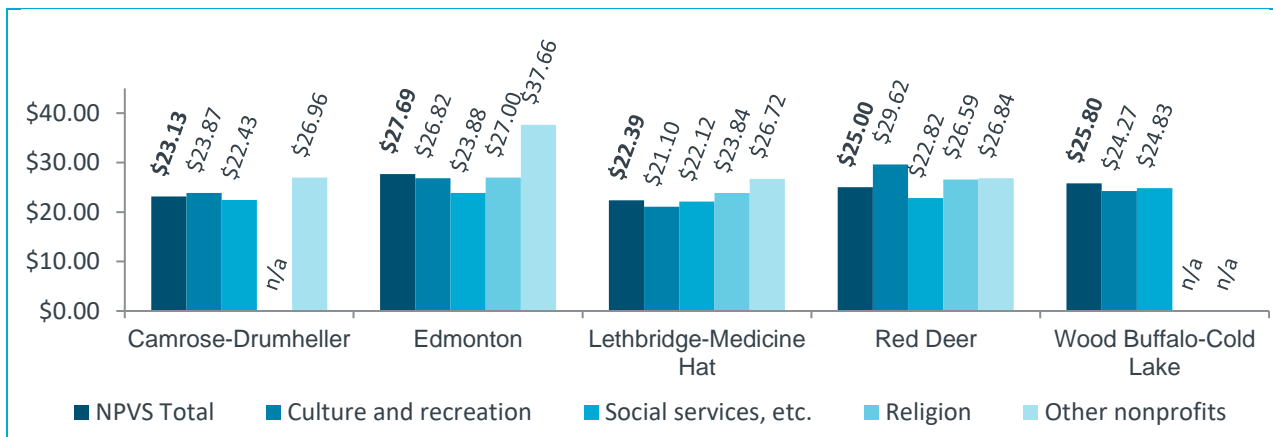
Highlights of the 2021 Alberta Wage and Salary Survey analysis of nonprofit/voluntary sector data:

- Alberta’s overall average hourly wage rate for the nonprofit/voluntary sector in 2021 was \$27.67.
- Across Alberta’s eight economic regions¹, the Calgary region had the highest average wage at \$30.52 per hour while those in the Lethbridge-Medicine Hat region showed the lowest at \$22.39 per hour. (Figure 1)

Figure 1: Overall average hourly wage for the nonprofit/voluntary sector and its subsectors across eight economic regions, 2021



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.



- Across Alberta’s nonprofit/voluntary sector’s four subsector groups², Other nonprofits showed the highest average wage of \$39.82 per hour, \$15.72 more than that of Culture and recreation. The average hourly wages for the Other nonprofits subsector are high in Edmonton and Calgary regions (\$37.66 and \$44.58, respectively), but somewhat lower in other regions although still above average. This may be due to the type of work engaged in by organizations in this subsector, particularly those that are located in the two large metropolitan areas. (Figure 1)
- The 2021 Alberta Wage and Salary Survey nonprofit/voluntary sector data indicated that the sector had an approximately 4.4% unfilled vacancy rate overall. Athabasca-Grande Prairie showed the highest unfilled vacancy rate (5.6%) and Camrose-Drumheller showed the lowest (2.3%) in comparison with other economic regions. (Table 1)
- Across subsectors, Religion nonprofits had the lowest vacancy rate, at 3.1%, while nonprofits engaged in Social services, development and housing, health, education, and research had the highest vacancy rate, at 5.0%. (Table 1)

Table 1: Rates of hiring difficulties and unfilled vacancies across the nonprofit/voluntary sector subsectors and Alberta’s eight economic regions

	% Employers Experiencing Hiring Difficulties (out of those hiring)	% Unfilled Vacancy Rate (>4 Months)
Nonprofit/voluntary sector total in Alberta	16.0%	4.4%
By nonprofit/voluntary sector subsector		
Culture and recreation	15.5%	4.9%
Social services, development and housing, health, education and research	19.0%	5.0%
Religion	15.2%	3.1%

² The nonprofit/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 elsewhere classified.

Other nonprofits	11.6%	4.2%
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By Region

Athabasca-Grande Prairie	22.0%	5.6%
Banff-Jasper-Rocky Mountain House	12.9%	1.8%
Calgary	11.9%	5.1%
Camrose-Drumheller	26.8%	2.3%
Edmonton	17.2%	4.1%
Lethbridge-Medicine Hat	19.3%	4.5%
Red Deer	22.0%	5.0%
Wood Buffalo-Cold Lake	25.8%	4.9%

- The proportion of nonprofit/voluntary sector employers experiencing hiring difficulties was the highest in organizations in Social services, development and housing, health, education and research at 19.0%, while employers in the Other nonprofits subsector reported the lowest rate of hiring difficulties at 11.6%. (Table 1)
- Across Alberta's eight economic regions, Calgary and Banff-Jasper-Rocky Mountain House showed the lowest percentage rates of employers experiencing hiring difficulties, at 11.9% and 12.9%, respectively. Regions that showed nonprofit/voluntary sector employers with the most hiring difficulties were Camrose-Drumheller (26.8%), Wood Buffalo-Cold Lake (25.8%), Athabasca-Grande Prairie (22.0%), and Red Deer (22.0%). (Table 1)
- The percentage of unfilled vacancy rates were highest in Athabasca-Grande Prairie (5.6%), Calgary (5.1%), and Red Deer (5.0%). The Athabasca-Grande Prairie and Red Deer regions also showed 22.0% of employers reporting hiring difficulties (Table 1). This may indicate a correlation in factors leading to hiring difficulties and unfilled vacancies in these regions. Conversely, the Calgary region showed the lowest percentage in employers reporting hiring difficulties at 11.9%.
- The preliminary analysis findings of the 2021 Alberta Wage and Salary Survey nonprofit/voluntary sector data indicated that the gaps in the average hourly wage across subsectors were comparatively small in most economic regions while Edmonton and Calgary had the largest gaps. Compared to other subsectors, Other nonprofits showed that employees in this subgroup fared better in average hourly wage earnings and employers encountered less difficulties in hiring new staff.