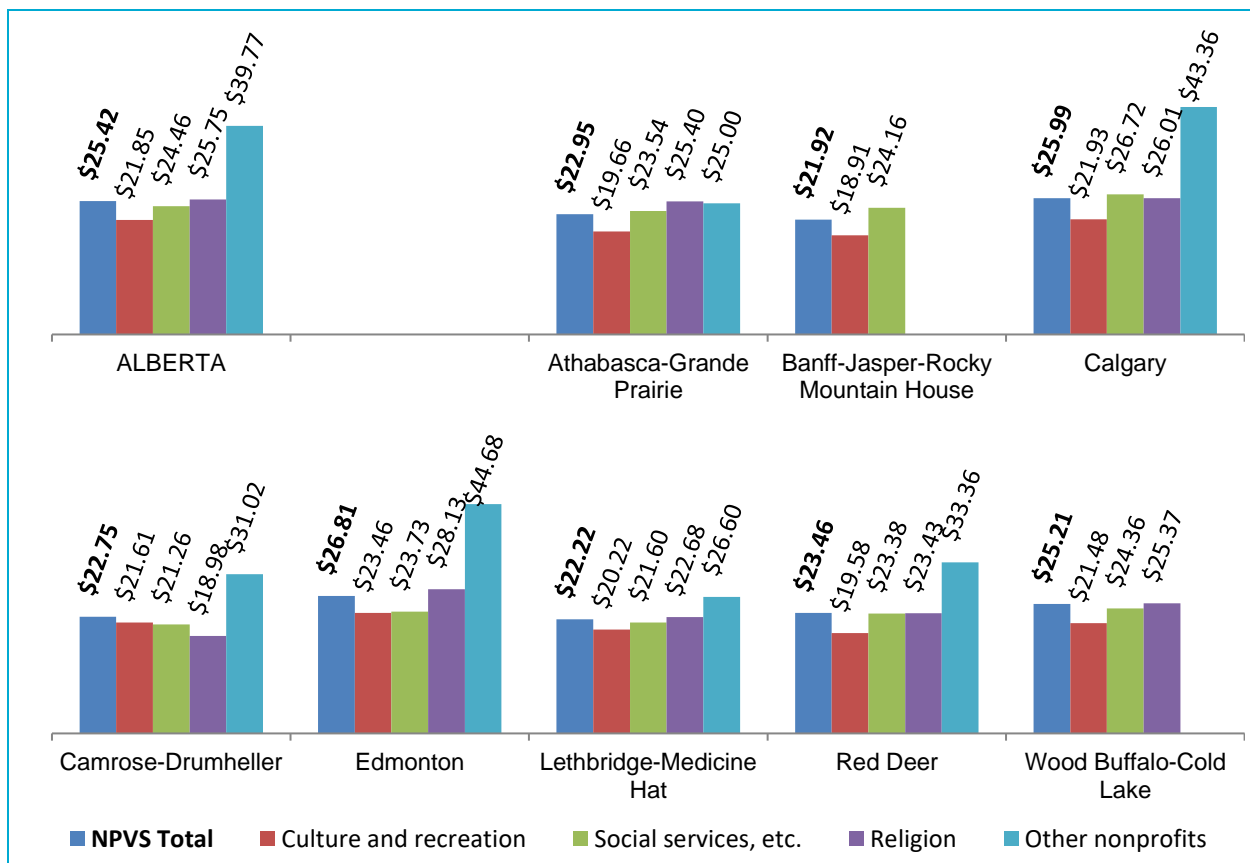# Highlights of Nonprofit/Voluntary Sector

In 2019, the Alberta Wage and Salary Survey (AWSS) gathered data on the nonprofit/voluntary sector (NPVS) in Alberta. The 2019 AWSS results are based on a survey of 1,188 NPVS organizations employing approximately 44,600 full-time and part-time employees.

Highlights of the 2019 AWSS analysis of NPVS data:

- Alberta's overall average hourly wage rate for the NPVS in 2019 was $25.42.

- Across Alberta's eight economic regions[1], the Edmonton region had the highest average wage at $26.81 per hour while those in the Banff-Jasper Rocky Mountain House region showed the lowest at $21.92 per hour. (Figure 1)

**Figure 1: Overall Average Hourly Wage for NPVS and its Subsectors across Eight Economic Regions, 2019**



ALBERTA: $25.42, $21.85, $24.46, $25.75, $39.77
Athabasca-Grande Prairie: $22.95, $19.66, $23.54, $25.40, $25.00
Banff-Jasper-Rocky Mountain House: $21.92, $18.91, $24.16
Calgary: $25.99, $21.93, $26.72, $26.01, $43.36
Camrose-Drumheller: $22.75, $21.61, $21.26, $18.98, $31.02
Edmonton: $26.81, $23.46, $23.73, $28.13, $44.68
Lethbridge-Medicine Hat: $22.22, $20.22, $21.60, $22.68, $26.60
Red Deer: $23.46, $19.58, $23.38, $23.43, $33.36
Wood Buffalo-Cold Lake: $25.21, $21.48, $24.36, $25.37

Legend: ■ NPVS Total  ■ Culture and recreation  ■ Social services, etc.  ■ Religion  ■ Other nonprofits

---

[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 NPVS four subsector groups[2], 'other nonprofits' showed the highest average wage of $39.77 per hour, $17 more than that of culture and recreation.  The average hourly wages for the other nonprofits subsector are high in Edmonton and Calgary regions ($43.36 and $44.68, 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 2019 AWSS NPVS data indicated that the sector had approximately 3.9% unfilled vacancy rate overall. Red Deer showed the highest unfilled vacancy rate (6.4%) and Camrose-Drumheller showed the lowest (2.4%) in comparison with other economic regions. (Table 1)

- Across subsectors, religious nonprofits had the lowest vacancy rate, at 2.1%, while nonprofits engaged in social services, development and housing, health, education, and research had the highest vacancy rate, at 4.9%. (Table 1)

**Table 1: Rates of Hiring Difficulties and Unfilled Vacancies across NPVS Subsectors and Alberta's Eight Economic Regions**

| | % Employers Experiencing Hiring Difficulties (out of those hiring) | % Unfilled Vacancy Rate (>4 Months) |
|---|---|---|
| **NPVS Total in Alberta** | 19.1% | 3.9% |
| **By NPVS Subsector** | | |
| Culture and recreation | 22.0% | 3.3% |
| Social services, development and housing, health, education and research | 18.6% | 4.9% |
| Religion | 19.5% | 2.1% |
| Other nonprofits | 16.4% | 3.2% |
| **By Region** | | |
| Athabasca-Grand Prairie | 31.4% | 5.6% |
| Banff-Jasper-Rocky Mountain House | 32.4% | 4.8% |
| Calgary | 15.0% | 4.7% |
| Camrose-Drumheller | 24.7% | 2.4% |
| Edmonton | 17.0% | 3.8% |
| Lethbridge-Medicine Hat | 29.4% | 4.1% |
| Red Deer | 22.2% | 6.4% |
| Wood Buffalo-Cold Lake | 18.9% | 3.2% |

---

[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 else where classified.

Alberta Government

- The proportion of NPVS employers experiencing hiring difficulties was the highest in organizations in the culture and recreation subsector at 22.0%, while employers in the other nonprofits subsector reported the lowest rate of hiring difficulties at 16.4%. (Table 1)

- Across Alberta's eight economic regions, Calgary and Edmonton showed the lowest percentage rates of employers experiencing hiring difficulties, at 15.0% and 17.0% respectively. Regions that showed NPVS employers experiencing hiring difficulties the most were Banff-Jasper-Rocky Mountain House (32.4%), Athabasca- Grande Prairie (31.4%), and Lethbridge-Medicine Hat (29.4%). (Table 1)

- In Red Deer, Athabasca-Grand Prairie, and Banff-Jasper-Rocky Mountain House the percentage of unfilled vacancy rates were the three highest (6.4, 5.6 and 4.8) and the percentage rates of employers experiencing hiring difficulties were also among the highest (22.2, 31.4 and 32.4) (Table 1). This may indicate a correlation in factors leading to hiring difficulties and unfilled vacancies in these regions.

- The preliminary analysis findings of 2019 AWSS NPVS data indicated that the gaps in the average hourly wage across subsectors were comparatively small in most of 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.