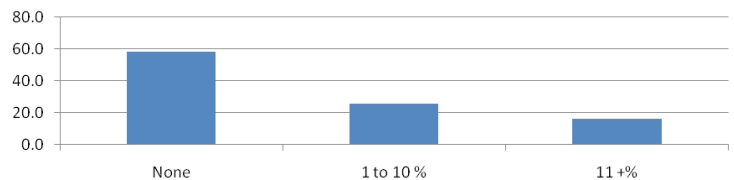


WORKPLACE ISSUE: Employee Retirement Rates

The information in this Fact Sheet comes from a survey of 305 voluntary and nonprofit organizations in the health and social services sector located in Manitoba conducted in late 2009 by the Manitoba Bureau of Statistics for the Manitoba Federation of Non-Profit Organizations and the Government of Manitoba to undertake labour force development planning for Manitoba's non-profit sector.

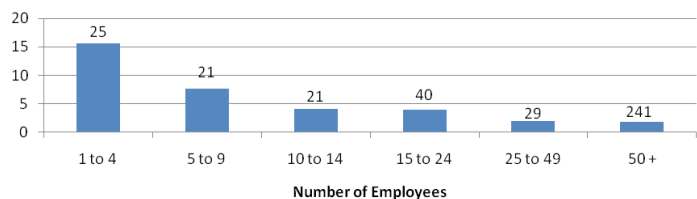
Organizations were asked how many retirements they anticipate in the next two years. The number of anticipated retirements was divided by the total number of paid employees to obtain the retirement rate. This chart shows that 59 per cent of organizations expect no retirements, while another 26 per cent anticipate between 1 and 10 per cent to retire, and the remaining 16 per cent expect even more retirements. For all organizations, the overall anticipated retirement rate is 6.6 (±1.4) per cent. For those organizations with expected retirements, the overall average rate is 14.7(±2.8) per cent.

Per cent of Organizations by Retirement Rates



The size of the organization affects the retirement rate. Smaller organizations have higher retirement rates than larger organizations, as this graph shows. While larger organizations have a higher number of anticipated retirements than smaller organizations, these retirees represent a smaller per cent of their workforce.

Average Retirement Rate by Number of Employees (showing the total number of retirements above each bar)



Some types of organizations experience higher retirement rates than others, as the following graph shows. Transportation, education and social advocacy services have the highest anticipated retirement rates, while children and youth, residential, health care, and child care services have the lowest retirement rates.

Average Retirement Rate by Organization Focus

