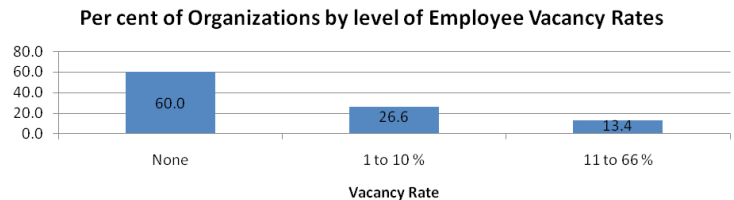


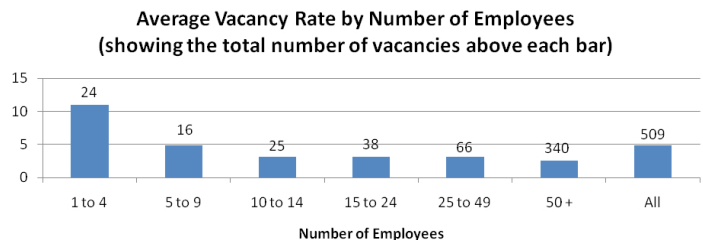
WORKPLACE ISSUE: Employee Vacancy Rates

The information in this Factsheet 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.

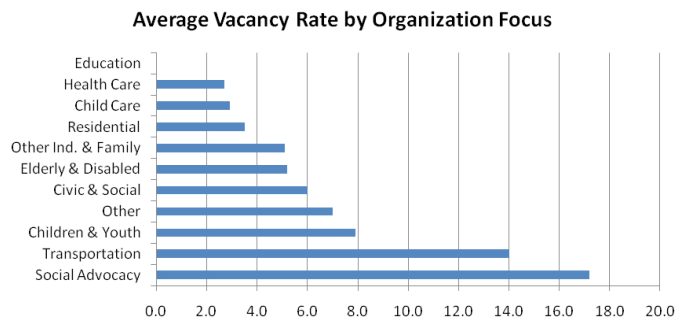
As part of the survey, organizations were asked how many paid employee vacancies they currently have. The number of current vacancies was divided by the total number of positions in the organizations (paid employees + vacancies) to obtain the vacancy rate. This chart shows that 60 per cent of organizations have no vacancies, while another 27 per cent have a low vacancy rate (1 to 10%), with the remaining 13 per cent having a higher vacancy rate. For all organizations, the overall vacancy rate was 4.9 (±1.0) per cent. For those organizations with vacancies, the overall average rate was 12.3(±2.0) per cent.



The size of the organization affects the vacancy rate. Smaller organizations have higher vacancy rates than larger organizations as the following graph shows. While larger organizations have a higher number of vacant positions than smaller organizations, these vacant positions represent a smaller per cent of their workforce.



Some types of organizations experience higher vacancy rates than others, as this graph shows. Social Advocacy and transportation services have the highest vacancy rates, while education, health care and child care have the lowest vacancy rates.



Organizations were asked why they thought vacancies were difficult to fill. This table shows that the lack of applicants or trained staff in the labour market was the most common reason given, with 39 per cent of organizations providing these reasons. If we add the lack of skills or experience to this, we get 67 per cent of organizations claiming a lack of applicants with the appropriate training as the main reason for their inability to fill vacancies. By comparison, uncompetitive compensation or poor working conditions only accounted for 29 per cent of the reasons for unfilled vacancies.

REASON	# OF RESPONSES	PERCENT
Closed-Ended – Total	181	88.7
Few or no applicants	72	35.3
Applicants' lack of skills and/or experience	58	28.4
Uncompetitive compensation and/or benefits	51	25.0
Open-Ended – Total	23	11.3
Insufficient funds to hire people	8	3.9
Too few trained staff in the labour market	7	3.4
Unsuitable working conditions; e.g. split shifts, few hours, term position	6	2.9
Location of job; e.g. rural location	2	1
TOTAL RESPONSES	204	100
TOTAL ORGS. WITH VACANCIES	122	