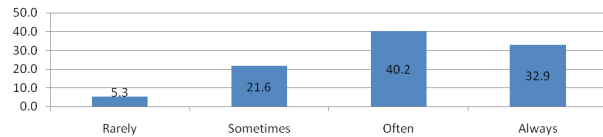


# WORKPLACE RESOURCE: Providing Further Training & Development

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.

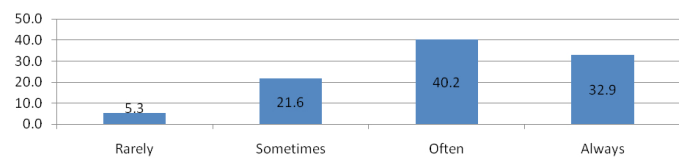
As part of the survey, organizations were asked how often they provide further training and development to employees who do not have sufficient skills and experience for their job. This chart shows that 73 per cent of organizations often or always provide further training and development to their employees.

**How Often Organizations Provide Further Training and Development**



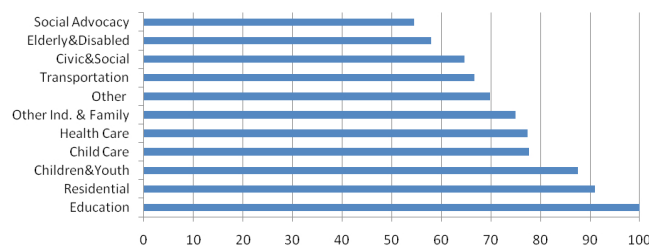
The size of the organization affects the likelihood that further training and development will be provided to employees. Organizations of fewer than 10 employees are less likely to provide necessary further training. Organizations with between 10 and 50 employees are the most likely to often or always provided further training and development to their employees.

**How Often Organizations Provide Further Training and Development**



Some types of organizations are more likely than others to provide further training and development. Education, residential care, and children and youth services show high levels of commitment to further training, while social advocacy, elderly and disabled and civic and social services show the lowest levels of commitment.

**Per cent of Organizations Often/Always Providing Further Training & Development**



Those organizations that did provide further training and development to their employees were then asked about the kinds of supports they provided. This table describes the range of supports provided.

REASON	# OF RESPONSES	PERCENT
<b>Closed-Ended – Total</b>	<b>711</b>	<b>97.8</b>
Pay for expenses and/or provide paid time-off	271	37.3
Through mentoring, job shadowing and/or presentations by staff	231	31.8
Through in-house training programs or courses	209	28.7
<b>Open-Ended – Total</b>	<b>16</b>	<b>2.2</b>
Attending training on own time	2	0.3
Attending workshops; unspecified if paid or not paid	4	0.6
Other types of training: e.g. videos, on-line training, core competencies, meetings, appraisals, practicum sites, independent research, connect with others in the field, community resources, staff evaluations	10	1.4
<b>TOTAL RESPONSES:</b>	<b>727</b>	<b>100</b>
<b>TOTAL ORGS. PROVIDING: FURTHER TRAINING</b>	<b>299</b>	