

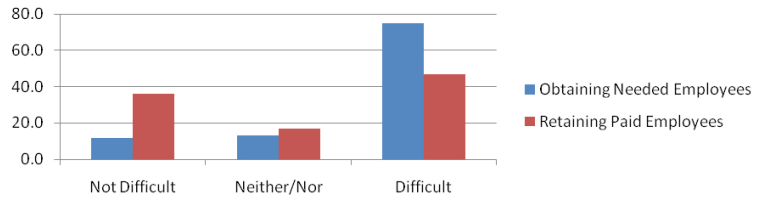
# WORKPLACE ISSUE: Obtaining & Retaining Needed Employees

## MFNPO inc. factsheet no.3 MB Voluntary & Non-Profit Health & Social Services Orgs.

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.

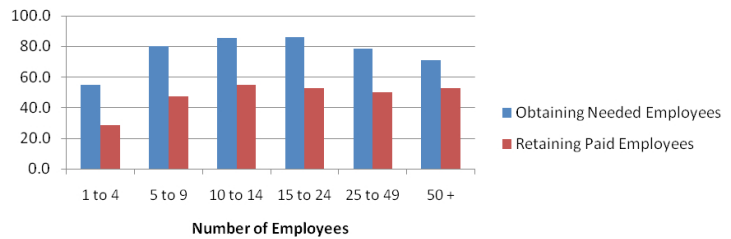
As part of the survey, organizations were asked whether they agreed/disagreed with the statement that "obtaining the type of paid employee that this organization needs is difficult." They were also asked whether they agreed/disagreed that retaining paid employees is a current issue for this organization. Seventy-five per cent either agreed or strongly agreed that obtaining needed employees was difficult, compared to 47 per cent agreeing that retaining employees is an issue.

**Level of Difficulty Organizations Experience in Obtaining and Retaining Needed Employees**



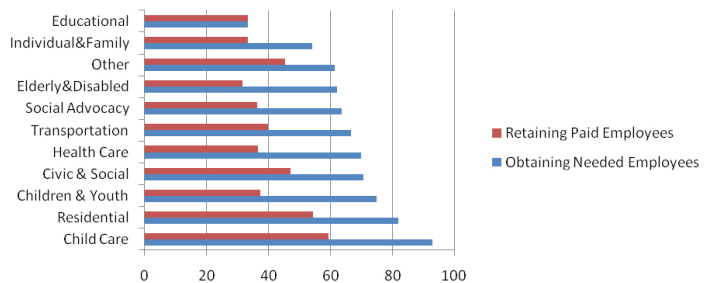
The size of the organization makes a difference in whether it finds it difficult to obtain and retain employees. Organizations with fewer than 5 employees are the least likely to find difficulties while larger organizations find it more difficult.

**Per cent of Organizations Finding It Difficult to Obtain and Retain Employees - by Number of Employees**



Certain types of organizations also find it more difficult to obtain and retain employees than other types. Child care and the residential services organizations find the greatest difficulty in both obtaining and retaining employees, while the other, individual & family services and education types experience the least difficulty doing so.

**Per cent of Organizations Finding It Difficult to Obtain and Retain Employees - by Service Focus**



One would think that low salary levels would make it more difficult to obtain and retain employees. Yet, this graph shows that both the lowest & highest paying organizations experience the least difficulty obtaining and retaining employees. Thus, other factors must be at play in creating those challenges.

**Per cent of Organizations Finding It Difficult to Obtain and Retain Employees - by Number of Employees**

