

Headline

Non-profit Training

(OTTAWA) Non-profit organizations do very well compared with the private sector when it comes to employee training, a report says.

Non-profit employers are more committed to classroom training and provide higher financial support for their employees than for-profit organizations, according to a study by researchers with the Ottawa-based think tank Canadian Policy Research Networks. Training in the for-profit sector is more likely to be on the job, the report says.

The researchers also found that there is a higher rate of participation in training in non-profit groups than in the for-profit sector by employees with a wide range of characteristics and educational qualifications. Non-profit employers scored particularly high compared with the private sector in the incidence of training for women (especially those in managerial and professional jobs), employees aged 35 to 44, and those aged 45 and over.

"These are all good signs," says Kathryn McMullen, one of the researchers and authors of the report, "Skills and Training in the Non-profit Sector." "Opportunities for training and skill development are linked to job satisfaction, confidence on the job, and higher productivity, morale, and commitment. They are essential to attracting and keeping skilled workers."

The authors say non-profit organizations are very human resource-intensive, so training should be a key priority. Indeed, their study found that 70% of Canadian non-profit groups emphasize increasing employee skills. However, among non-profit groups with 20 or fewer employees, only 30% saw employee skill-building as a top priority.

More than 61% of employees of non-profit organizations believed that a post-secondary credential was necessary to do their job, compared with only 36% in the private sector.

"As is true of other sectors of the economy, non-profit organizations need to continue to invest in training and skill development as part of their business strategies if they are to be efficient, cost-effective workplaces of choice," McMullen says.