

Postsecondary Education WANTED

Health sciences
 Personal support work
 Social work
 Social services
 Community services
 Early childhood education
 Sociology
 Psychology, Counselling
 Business administration
 Communications
 Marketing
 Finance/bookkeeping
 Environmental sciences
 Divinity
 Legal

Skills WANTED

fundraising
 financial
 IT skills (beyond basic)
 marketing, sales
 communications
 cause-driven
 good communicator
 organizational
 multi-task
 problem solve & assess

+ skills specific to organization

WORKING IN THE NOT FOR PROFIT SECTOR

WANTED ADS:

connectjobs.ca
 charityvillage.com
 workinnonprofit.ca
 organization's website

can:

- * be a viable career path
- * give a new grad work experience & networking opportunities
- * offer fulfilling part-time & flexible jobs for retirees

SAMPLE JOB TITLES

SENIOR MANAGEMENT: executive directors, general managers, CEO

PROFESSIONAL: accountants, HR, nurses, psychologists, social workers, family counsellors, program officers, employment counsellors, researchers, communications & marketing officers, ministers

TECHNICAL: paralegals, social or community service workers, early childhood educators & assistants



HOURS aren't long

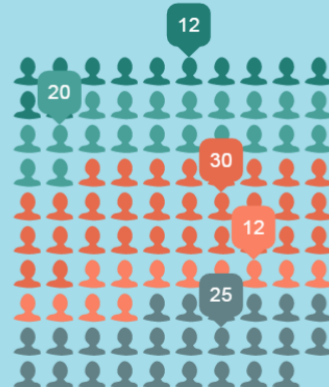
On average:
 Full-time: 40 hours/week
 Part-time: 16 hours/week

ADDITIONAL skills for senior management

strategic visioning (big pic)
 collaboration
 human resources management
 project planning
 project evaluation
 employment regulations
 administrative

EXPERIENCE being a Board of Director for an organization is an asset for potential senior management.

DISTRIBUTION (%) of JOBS in the NOT FOR PROFIT SECTOR in CANADA



■ Senior management (12%) ■ Middle management (20%) ■ Professional (30%)
 ■ Technical (12%) ■ Clerical/admin support (25%)

Job Search TIP:

Look up Not for Profit Organizations (NPOs) that offer social or health services. These NPOs hire 50% of all employees in the sector.

WORKING IN SARNIA LAMBTON

There are about 550 NPOs in Sarnia Lambton. For a full listing, visit the publication page on slwdb.org or call 519-332-0000.

Although not all of the NPOs hire employees, many do; having the names of specific organizations can help in the job search.

Who will be the NEXT Executive Director?

This question captures the biggest challenge the aging population poses for local NPOs. Local Executive Directors interviewed expected themselves & many of their colleagues to retire within the next 5 years.



The PRIMARY CONCERN is who will the replacement be and where will they come from. According to the Executive Directors interviewed, current employees are either not interested or not qualified.

LIVING IN SARNIA LAMBTON

- located at the southern tip of Lake Huron
- climate is relatively warmer compared to other parts of Ontario
- there are 10 towns/ townships/villages, & 1 city
- its western border neighbour is Port Huron, Michigan, USA

REASONS to live here:

- affordable real estate (avg. home price is \$200,000)
- short commute times, little traffic
- hiking & biking trails, recreational sports
- clean beaches for swimming, sailing, & wakeboarding
- a short drive to Detroit & London where there are many concerts & sporting events

SEE liveinlambton.ca for more!



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The study:

The information presented in this document comes from past research & interviews with senior management of NPOs in Sarnia Lambton. For elaboration of the results, see the full report *Not for Profit Labour Market Profile* published under the publications section of slwdb.org.

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