

Community Social Services  
Employers Association of British Columbia



CSSEA FACT BOOK 2024

October 2024

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# CSSEA FACT BOOK 2024



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# Introduction

The Community Social Services Employers' Association of British Columbia (CSSEA) is pleased to present the 2024 CSSEA Fact Book. The information in this report is based on 2023 calendar year data collected through the 2024 Compensation and Employee Turnover Report. Updated reporting techniques enable us to report using the most recent data available, therefore there is no longer a one year lag in reporting. The purpose of this report is to provide a detailed overview of the funding, employment, and compensation statistics for the entire sector, its service divisions and employee groups, and provide a breakdown of these figures by geographic region.

## Our Members

CSSEA members are social services employers contracted and funded by the provincial government to provide a range of community social services. Primarily not-for-profit agencies, member organizations range in size from under 10 to more than 1,000 employees and collectively employ approximately 38,098 people throughout British Columbia.

Members must meet the following criteria:

- Have a unionized component
- Receive at least 50 per cent of total agency funding from provincial ministries and/or authorities through ongoing, direct service contracts
- Receive at least 50 per cent of provincial contract revenue from non-health ministries or authorities
- Receive at least \$250,000 from provincial ministries and/or authorities for their unionized component
- Have a community of interest within the community social services sector

## Services provided by members

The contract services delivered by members focus on support and care programs for a wide variety of valued British Columbians which include:

- Residential and day support programs for persons with disabilities
- Crisis intervention programs
- Transition houses and residential transition care
- Counselling and life skills programs
- Emotional behavior therapy
- Counselling for sexually abused persons and their families
- Respite care homes for persons with developmental disabilities
- Job readiness and community integration services
- Literacy and language skills programs
- Immigrant settlement support programs



# CSSEA Sector Highlights

## Funding

- In 2023 the CSSEA sub-sector of the Social Services Sector of British Columbia reported \$2.91 billion dollars of funding.
- Provincial funding amounted to \$2.55 billion (87.4%) of reported funding while \$0.37 billion (12.6%) is non-provincial funding.
- In terms of service division funding, Community Living Services reported \$1.59 billion (54.6%), General Services \$1.181 billion (40.54%) and Indigenous Services \$141.595 million (4.86%).

## Compensation

- The average total compensation for Bargaining Unit employees is \$ 80,257.20, Non-Union is \$ 68,128.10 and Management & Excluded is \$103,968.10
- The average straight time wages for Bargaining Unit employees is \$59,855.90, Non-Union is \$53,517.60 and Management & Excluded is \$79,812.40

## CSSEA Member Agency Profile

- In 2023 there are 210 CSSEA member agencies. 178 agencies or 84.8% are non-profit agencies while the remaining 32 or 15.2% are private agencies.
- 139 agencies or 66.19% have funding greater than \$4 million. The largest group of agencies comprising 30.5% of CSSEA Sector member agencies is in the greater than \$15M funding range.

## Employee Count

- There are 38,098 employees in the CSSEA sub-sector of the Social Services Sector of British Columbia. Of these 29,283 are Bargaining Unit employees, 4,979 Non-Union employees and 3,836 Management & Excluded employees.

## Workforce Demographics

- The workforce is composed of 74.64% females, 24.56% males, and 0.8% gender diverse.
- The average age of the CSSEA Sector regular employees is 42.08
- The majority of the sector regular employees are under 46 years of age (54.39%). The largest cohort comprising 23.84% of the CSSEA Sector regular employees is in the 26-35 age group.

## New and Replacement Jobs

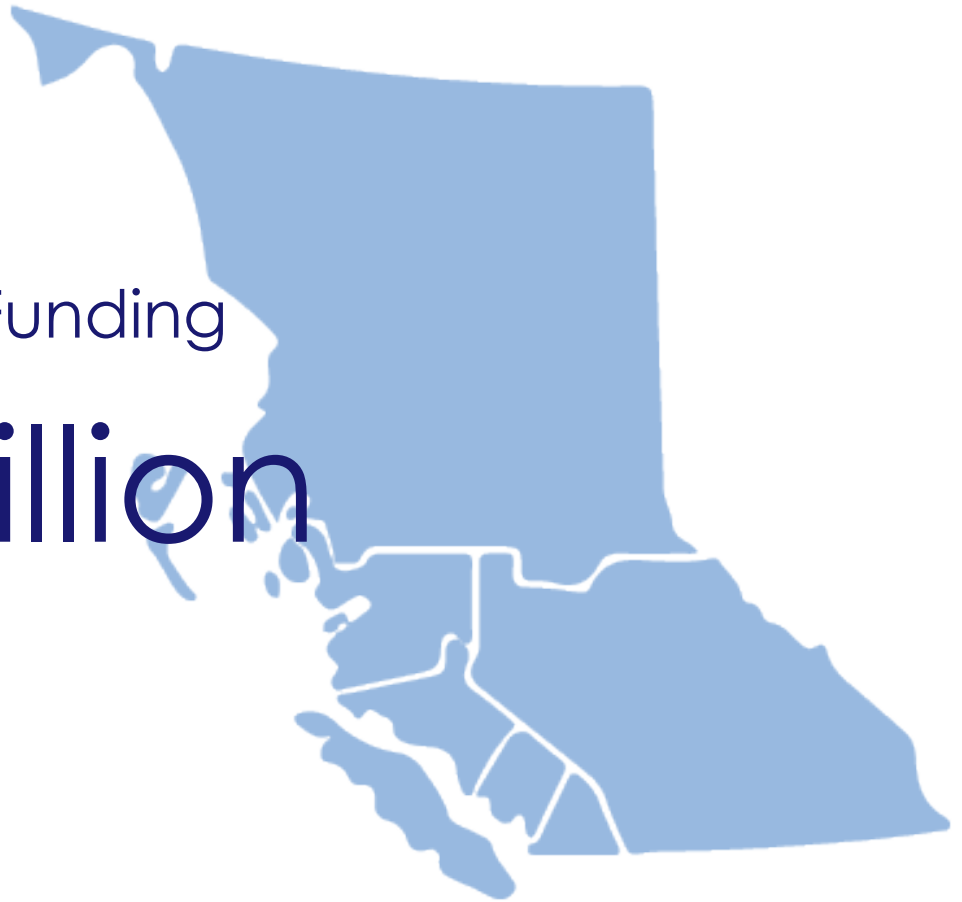
- In 2023 there are 8,586 new and replacement jobs in the sector.



# CSSEA Sector Funding

CSSEA Sector Funding

**\$2.9 billion**



The CSSEA sub-sector of the Social Services Sector of British Columbia receives 2.9 billion dollars of funding



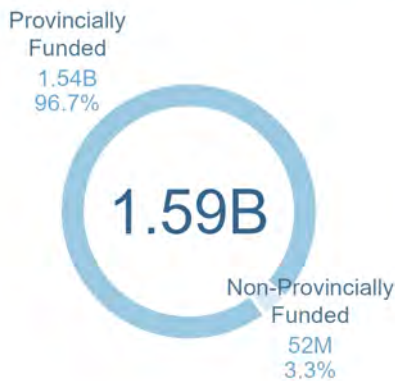
# Service Division Funding - CSSEA Sector

## Service Division Funding



## Reported Funding - CSSEA Sector

### Community Living Services



### General Services

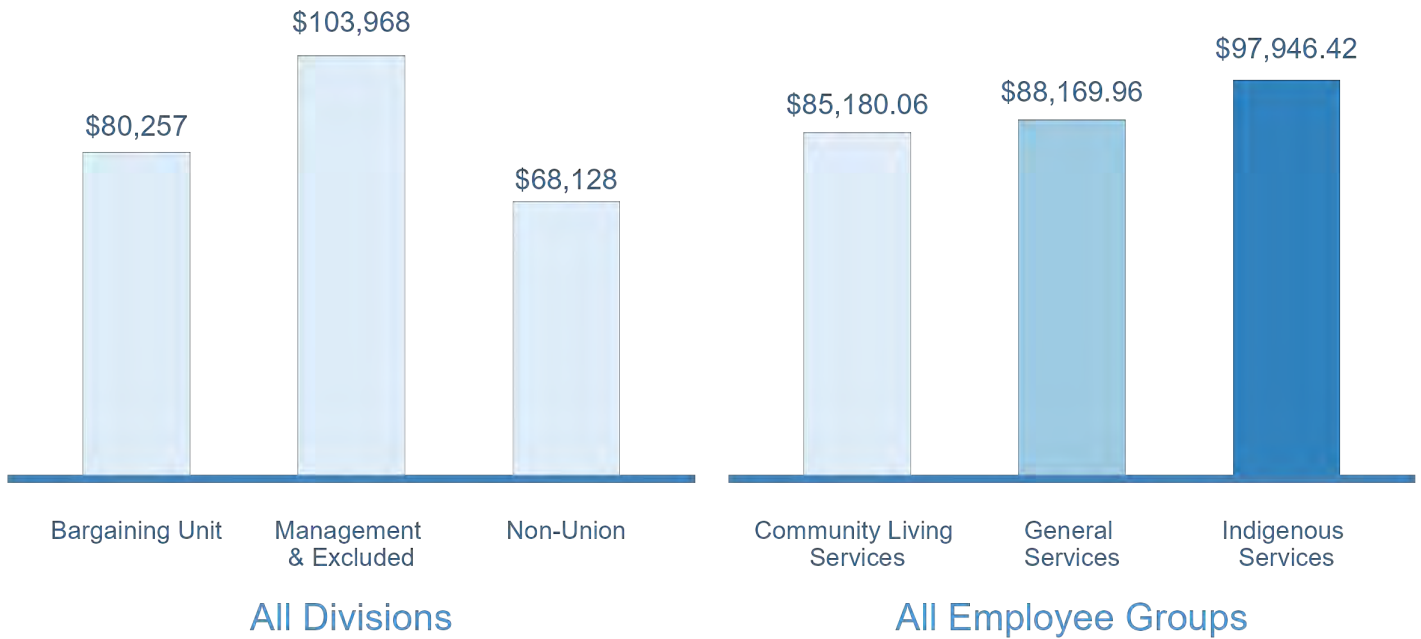


### Indigenous Services

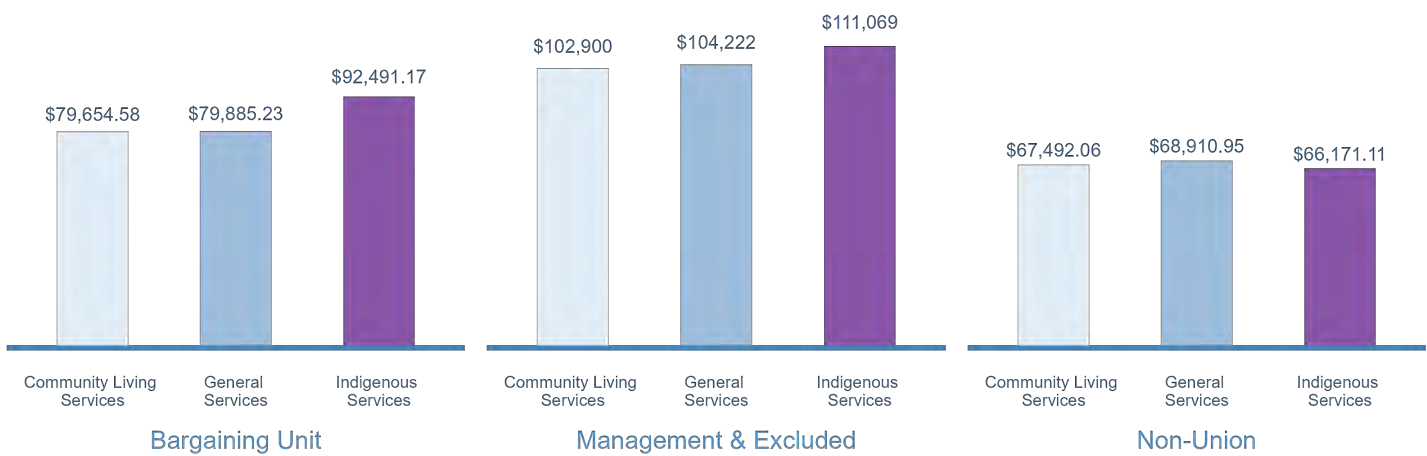


# CSSEA Sector Compensation

## Average Total Compensation

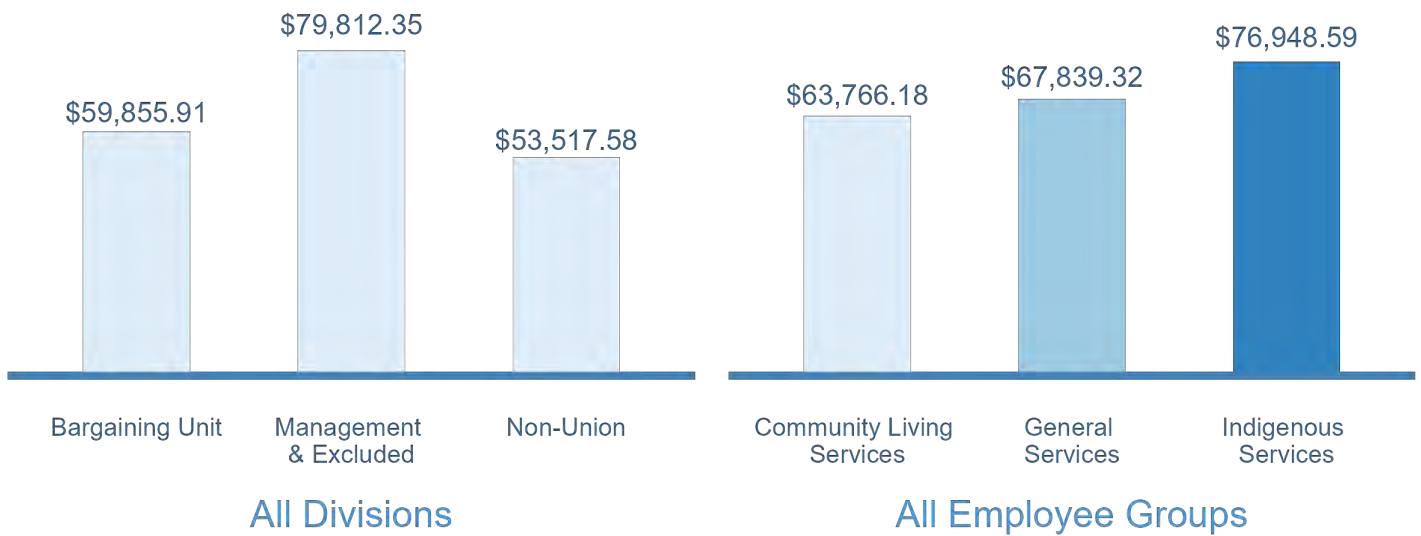


## Average Total Compensation by Employee Group

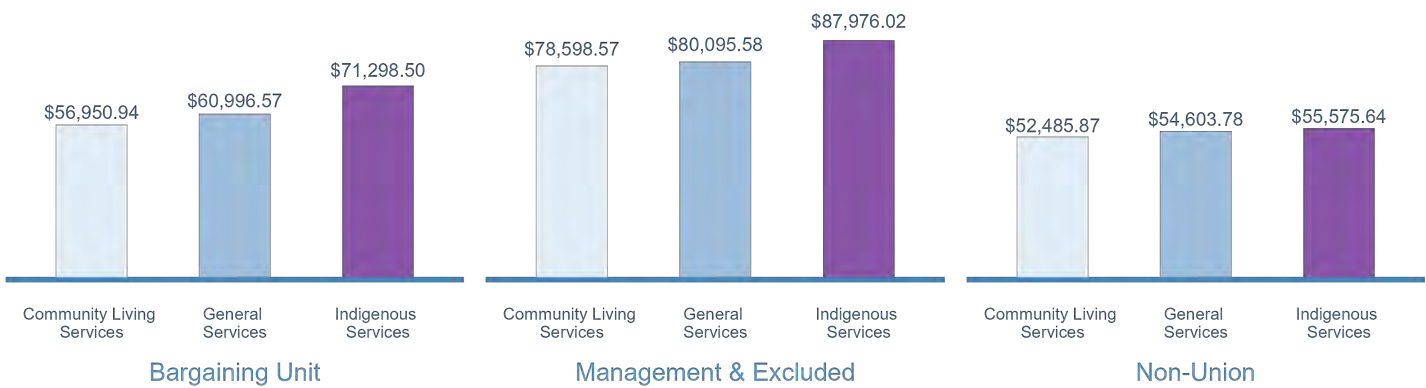


# CSSEA Sector Compensation (cont'd)

## Average Wages

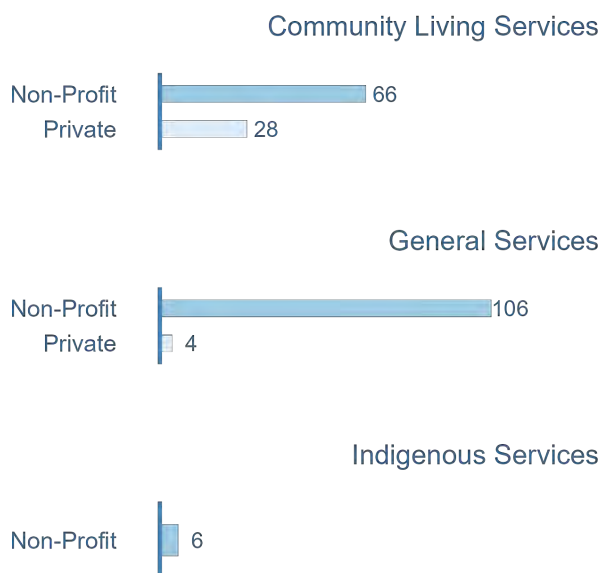


## Average Wages by Employee Group

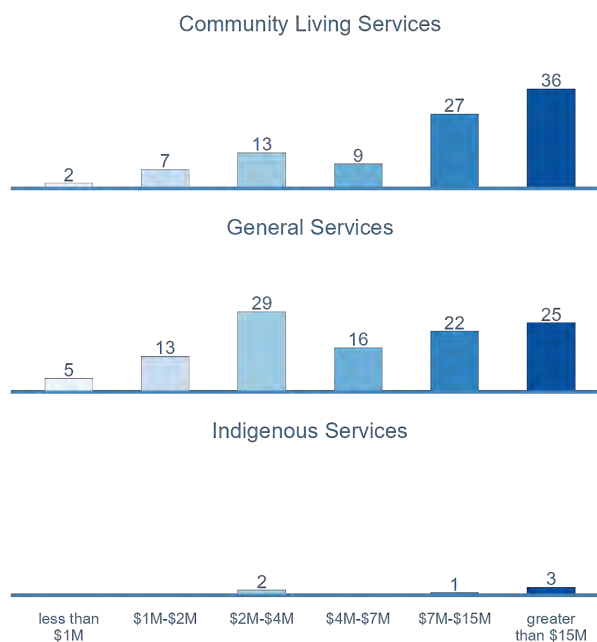


# Agency Count by Legal Status and Size - CSSEA Sector

## Legal Status



## Agency Size (based on funding)





# Employee Counts - CSSEA Sector

There are 38,098 employees in the CSSEA Sector of British Columbia



## Employee Counts by Service Division - CSSEA Sector

### Community Living Services



### General Services

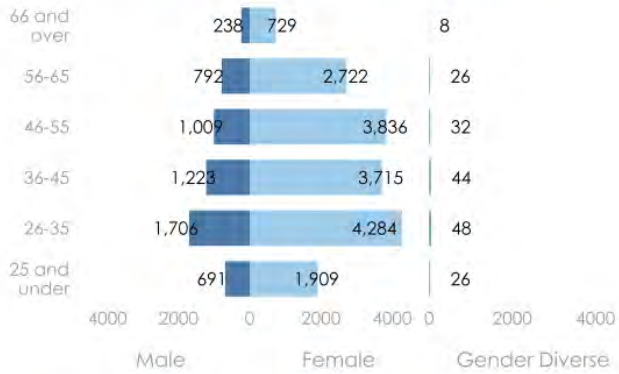


### Indigenous Services



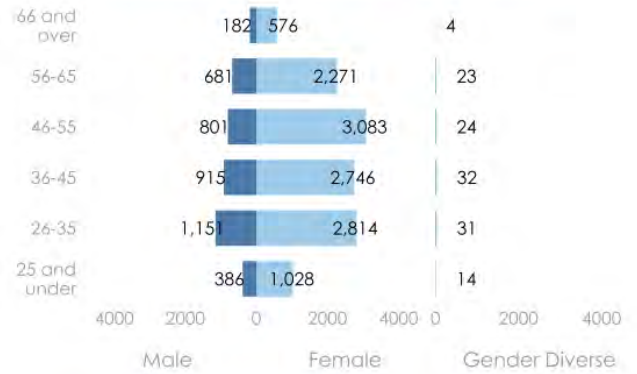
# Demographics - CSSEA Sector

All Employees Average Age: 42.08



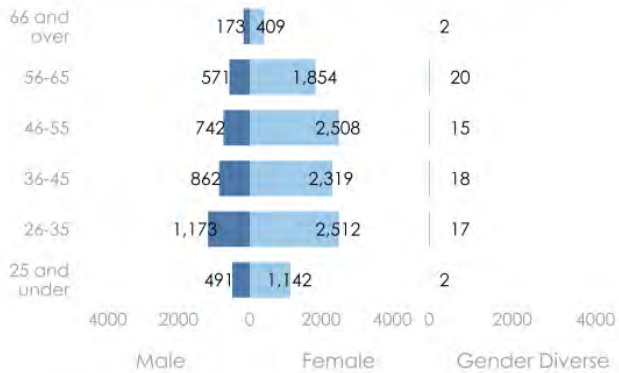
Male: 24.56% Female: 74.64% Gender Diverse: 0.8%

Regular Employees Average Age: 43.64



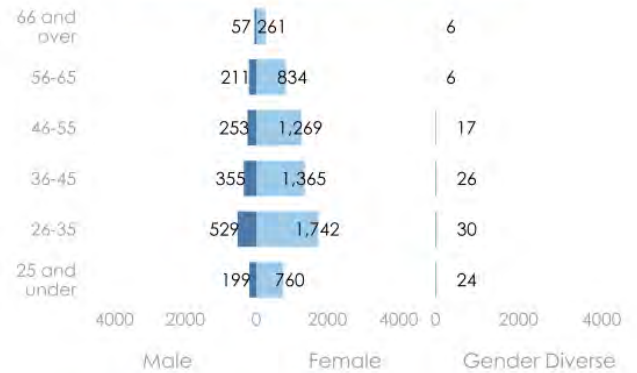
Male: 24.56% Female: 74.68% Gender Diverse: 0.76%

Community Living Services Average Age: 42.5



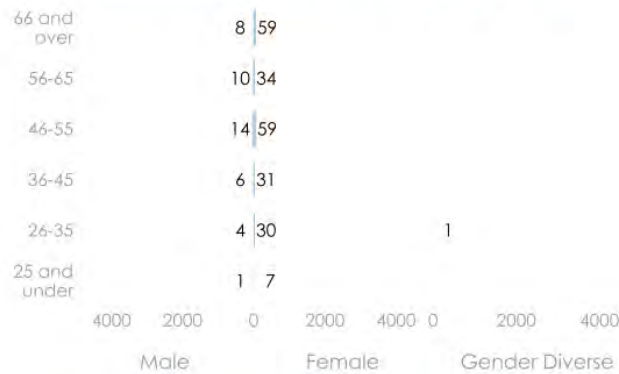
Male: 27.05% Female: 72.45% Gender Diverse: 0.5%

General Services Average Age: 40.97



Male: 20.19% Female: 78.44% Gender Diverse: 1.37%

Indigenous Services Average Age: 52.05

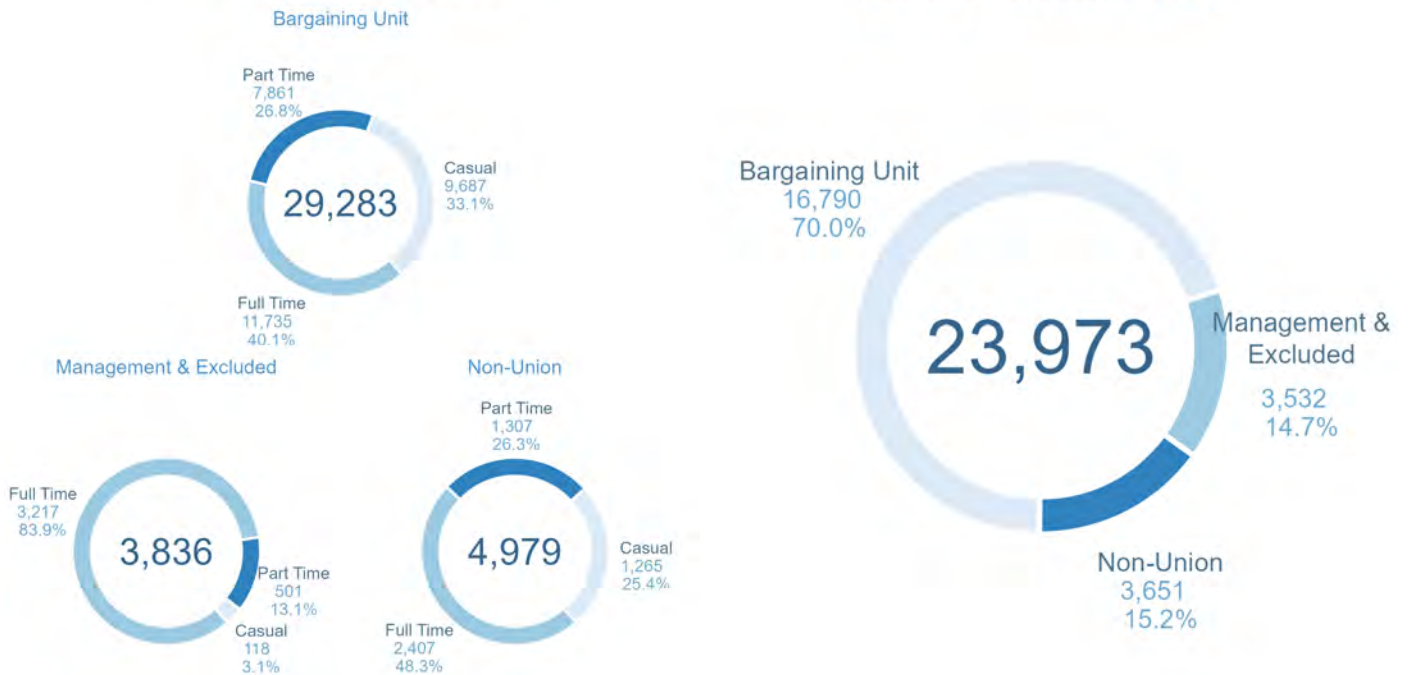


Male: 16.29% Female: 83.33% Gender Diverse: 0.38%

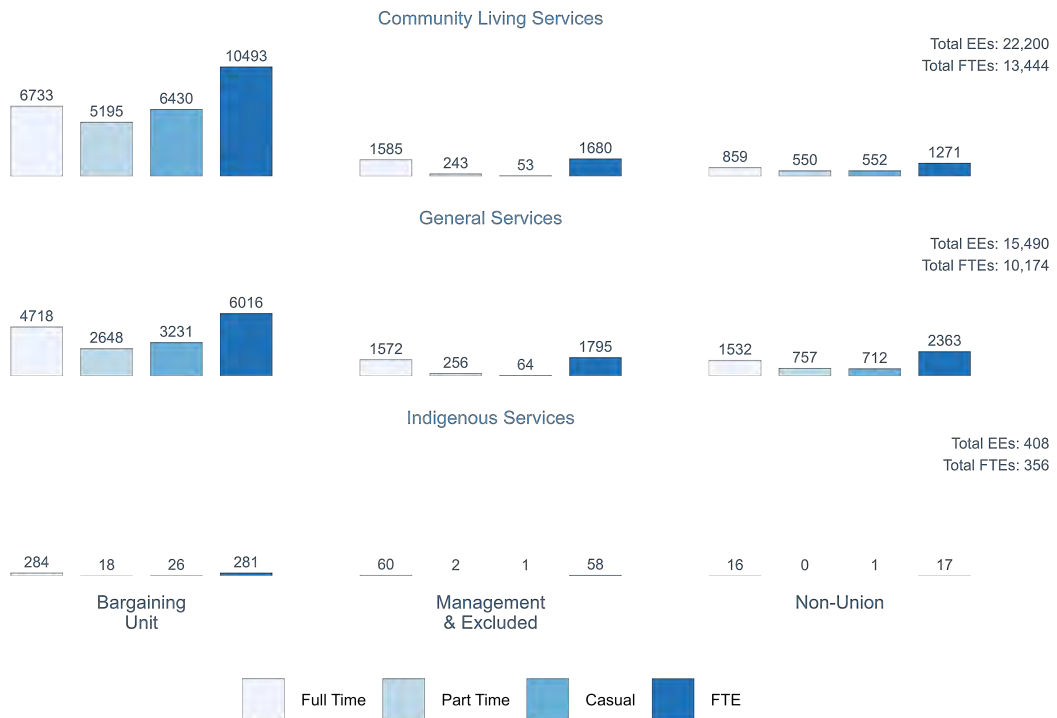
# Employee status and FTE Counts - CSSEA Sector

## 38,098 Employees

## CSSEA Sector FTEs



## Employee status and FTE Counts - CSSEA Sector



# New and Replacement Jobs - CSSEA Sector

There are 8,586 new and replacement jobs in the CSSEA Sector of British Columbia

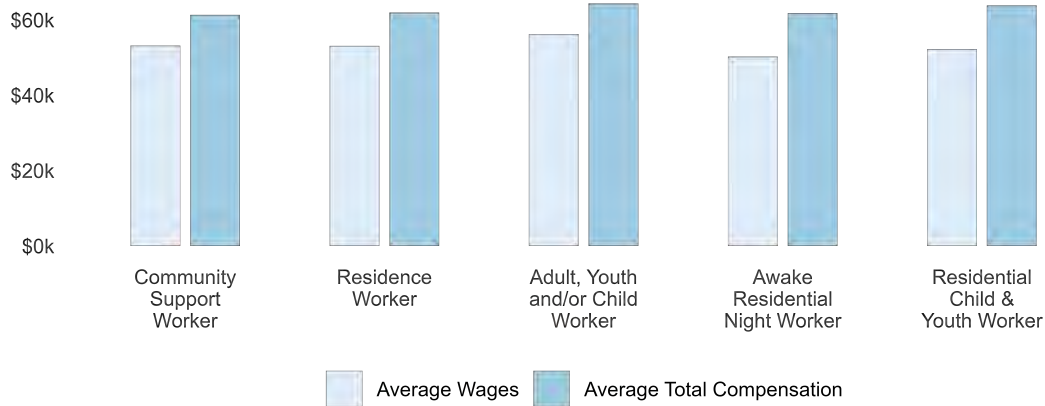


## New and Replacement Jobs by Service Division - CSSEA Sector



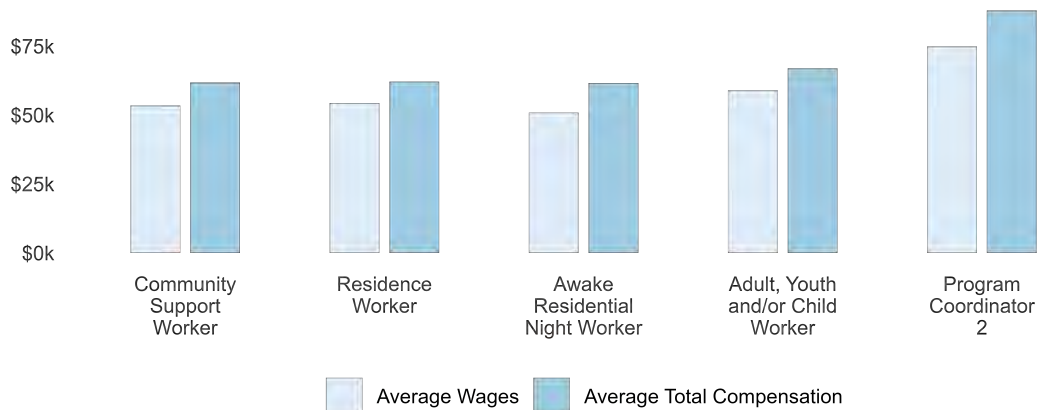
# Top Five Jobs - CSSEA Sector

## CSSEA Sector - Sector



	Community Support Worker	Residence Worker	Adult, Youth and/or Child Worker	Awake Residential Night Worker	Residential Child & Youth Worker
Average Wages	\$53,184	\$53,116	\$56,257	\$50,279	\$52,239
Average Total Compensation	\$61,350	\$61,986	\$64,404	\$61,787	\$63,832
Percentage of Workforce FTE	32.5%	24.2%	5.4%	3.2%	3.0%
FTEs	5,463	4,060	902	531	510
EEs	9,529	7,081	1,572	925	890

## CSSEA Sector - Community Living Services

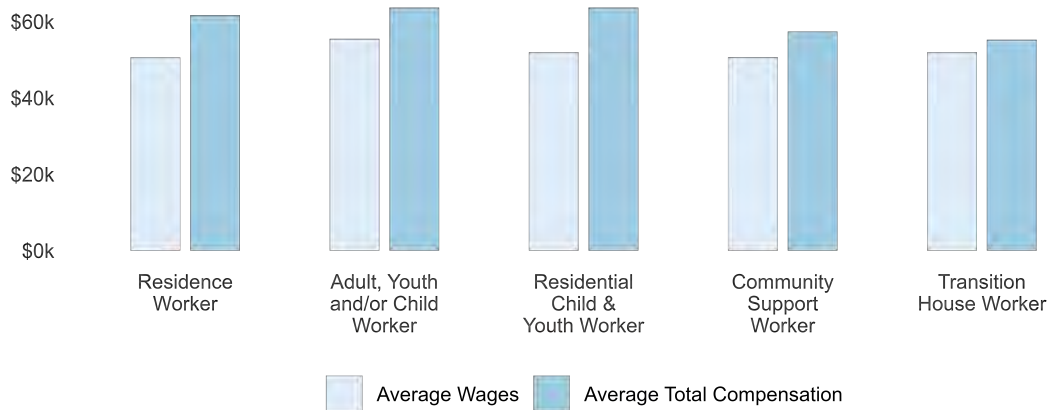


	Community Support Worker	Residence Worker	Awake Residential Night Worker	Adult, Youth and/or Child Worker	Program Coordinator 2
Average Wages	\$53,485	\$54,360	\$50,881	\$58,971	\$74,922
Average Total Compensation	\$61,822	\$62,141	\$61,596	\$66,954	\$87,965
Percentage of Workforce FTE	46.0%	30.3%	3.8%	2.6%	2.3%
FTEs	4,829	3,177	394	278	246
EEs	8,448	5,559	688	486	430



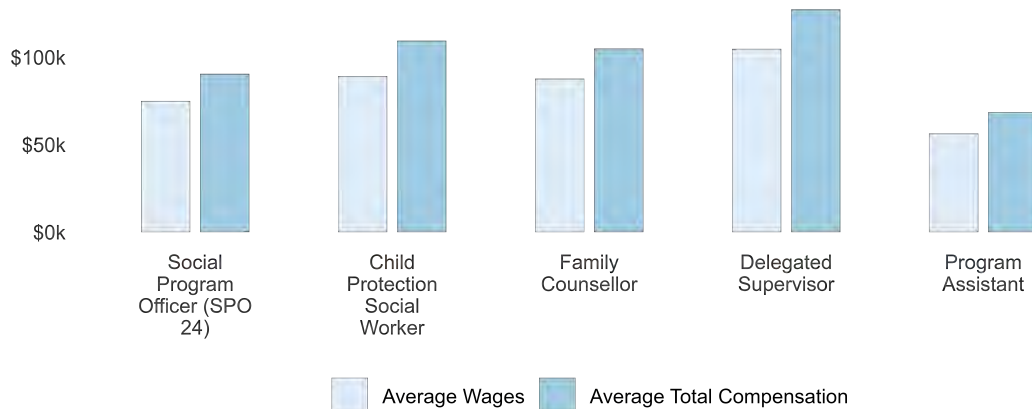
# Top Five Jobs - CSSEA Sector (cont'd)

## CSSEA Sector - General Services



	Residence Worker	Adult, Youth and/or Child Worker	Residential Child & Youth Worker	Community Support Worker	Transition House Worker
Average Wages	\$50,603	\$55,487	\$51,942	\$50,645	\$51,939
Average Total Compensation	\$61,673	\$63,680	\$63,687	\$57,366	\$55,252
Percentage of Workforce FTE	12.5%	11.3%	8.7%	5.8%	5.0%
FTEs	753	683	523	348	298
EEs	1,327	1,203	922	614	525

## CSSEA Sector - Indigenous Services



	Social Program Officer (SPO 24)	Child Protection Social Worker	Family Counsellor	Delegated Supervisor	Program Assistant
Average Wages	\$75,071	\$89,335	\$87,862	\$104,870	\$56,489
Average Total Compensation	\$90,554	\$109,505	\$105,046	\$127,437	\$68,554
Percentage of Workforce FTE	18.6%	17.8%	5.4%	5.3%	4.7%
FTEs	52	50	15	15	13
EEs	61	58	18	17	15

# Lower Mainland Highlights

## Funding

- In 2023 the Lower Mainland region of the CSSEA sub-sector of the Social Services Sector of British Columbia reported \$1.67 billion dollars of funding.
- Provincial funding amounted to \$1.44 billion (86.2%) of reported funding while \$0.23 billion (13.8%) is non-provincial funding.
- In terms of service division funding, Community Living Services reported \$0.835 billion (49.99%), General Services \$0.735 billion (44.01%) and Indigenous Services \$100.3 million (6%).

## Compensation

- The average total compensation for Bargaining Unit employees is \$ 80,487.10, Non-Union is \$ 73,713.90 and Management & Excluded is \$104,041.70
- The average straight time wages for Bargaining Unit employees is \$59,844.90, Non-Union is \$57,376.10 and Management & Excluded is \$80,298.10

## CSSEA Member Agency Profile

- In 2023 there are 80 CSSEA member agencies. 72 agencies or 90% are non-profit agencies while the remaining 8 or 10% are private agencies.
- 64 agencies or 80% have funding greater than \$4 million. The largest group of agencies comprising 51.2% of Lower Mainland member agencies is in the greater than \$15M funding range.

## Employee Count

- There are 20,973 employees in the Lower Mainland region of the CSSEA sub-sector of the Social Services Sector of British Columbia. Of these 15,476 are Bargaining Unit employees, 3,254 Non-Union employees and 2,243 Management & Excluded employees.

## Workforce Demographics

- The workforce is composed of 74.68% females, 24.55% males, and 0.77% gender diverse.
- The average age of the Lower Mainland regular employees is 42.18
- The majority of the sector regular employees are under 46 years of age (53.71%). The largest cohort comprising 23.94% of the Lower Mainland regular employees is in the 46-55 age group.

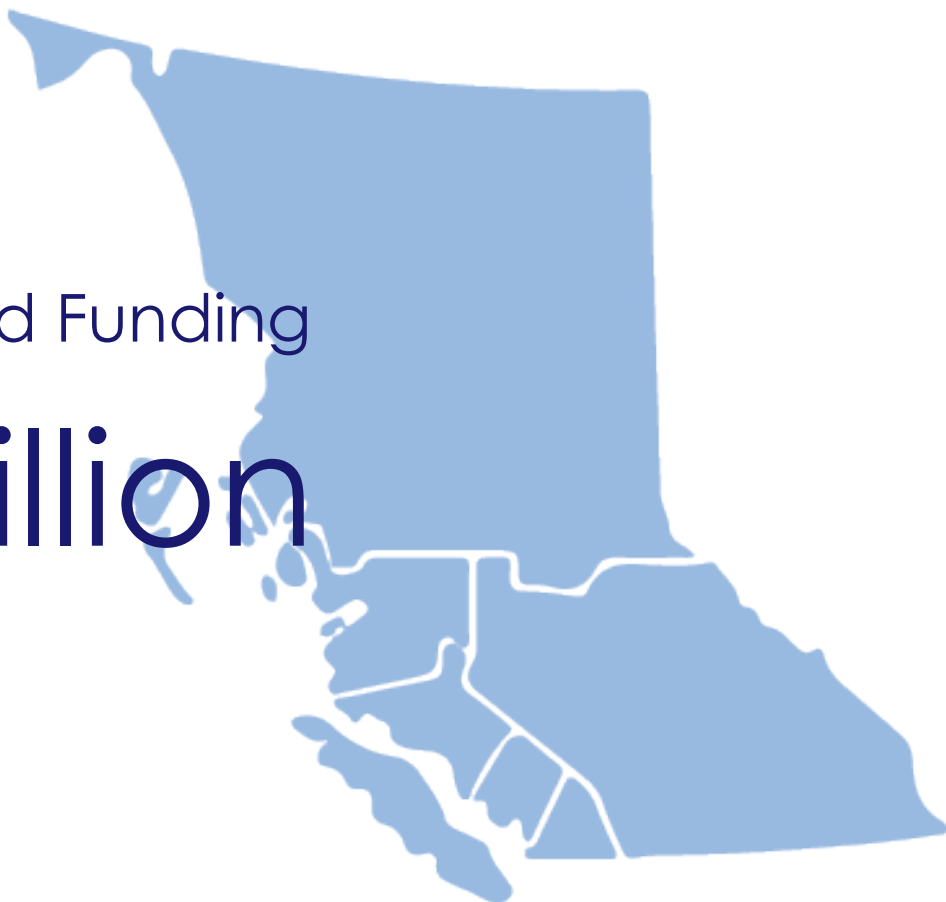
## New and Replacement Jobs

- In 2023 there are 4,569 new and replacement jobs in the sector.

## Lower Mainland Funding

Lower Mainland Funding

**\$1.7 billion**

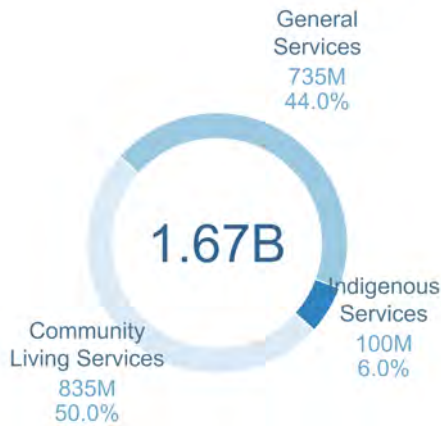


The CSSEA sub-sector of the Social Services Sector of British Columbia in the Lower Mainland receives 1.7 billion dollars of funding



# Service Division Funding - Lower Mainland

## Service Division Funding



## Reported Funding - Lower Mainland

### Community Living Services



### General Services

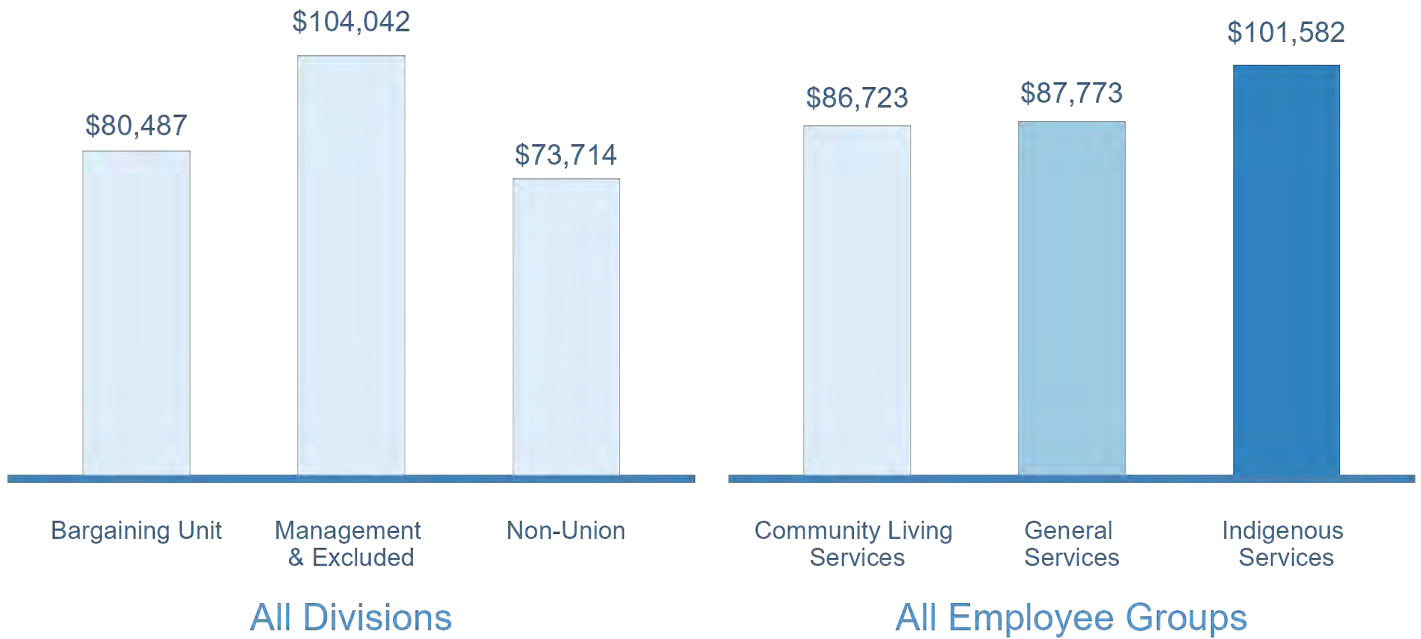


### Indigenous Services

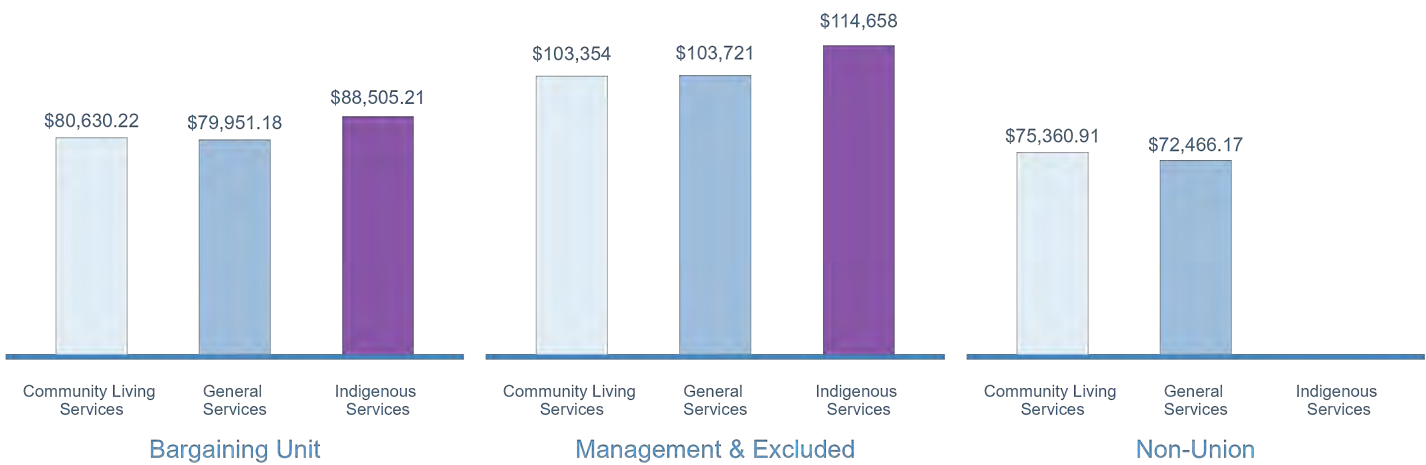


# Lower Mainland Compensation

## Average Total Compensation



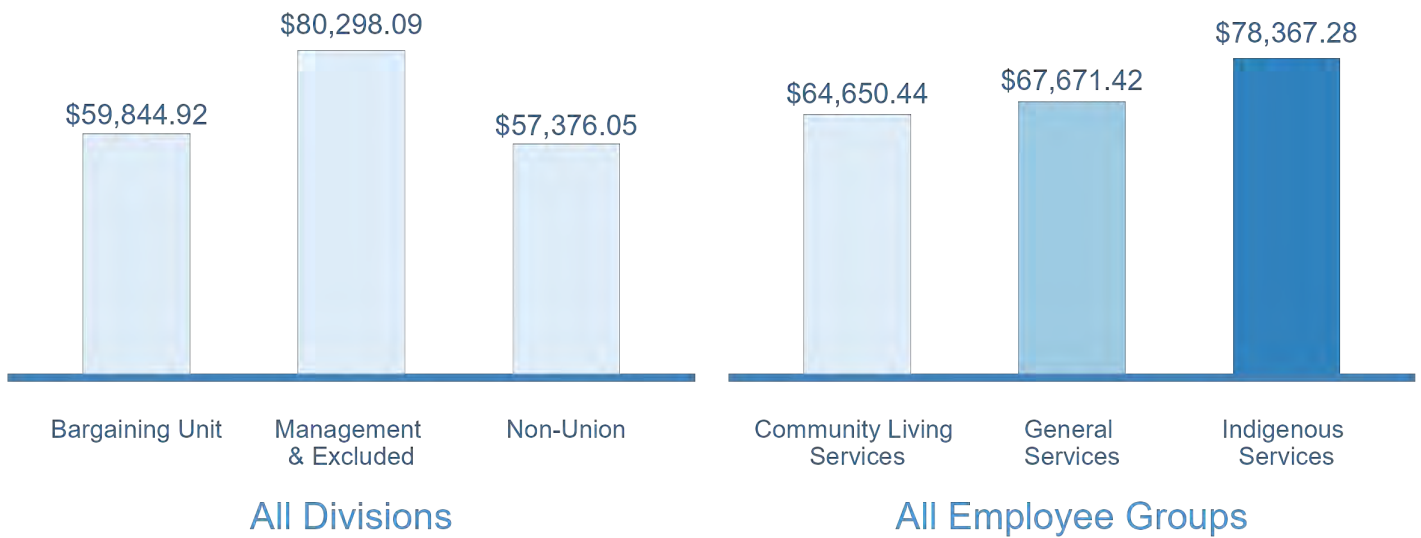
## Average Total Compensation by Employee Group



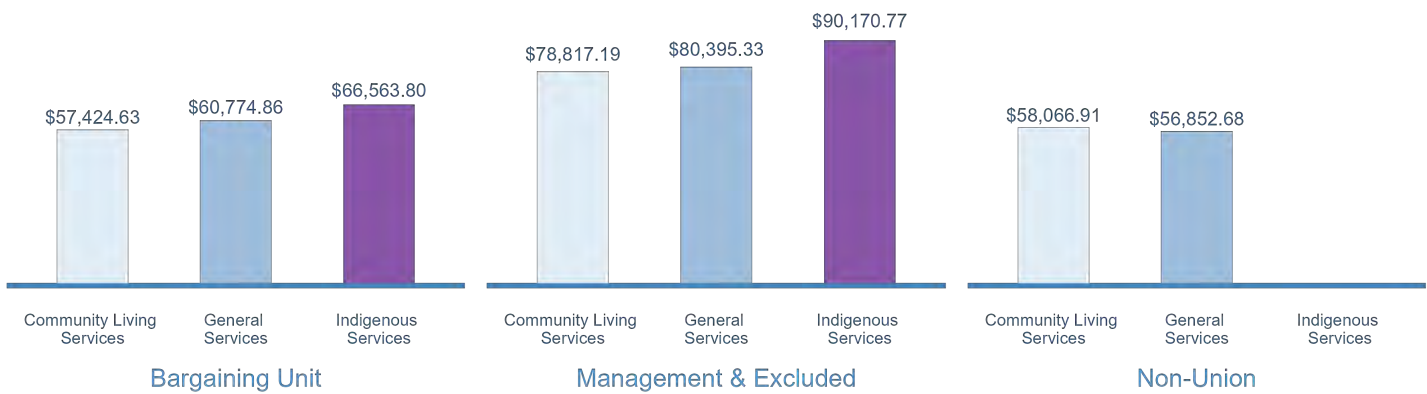


# Lower Mainland Compensation (cont'd)

## Average Wages

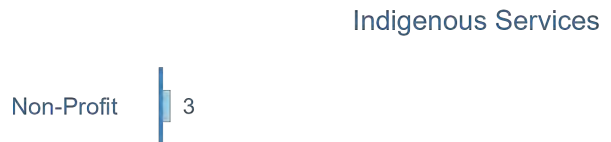
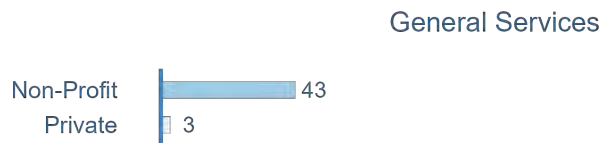


## Average Wages by Employee Group

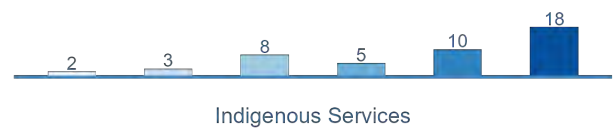
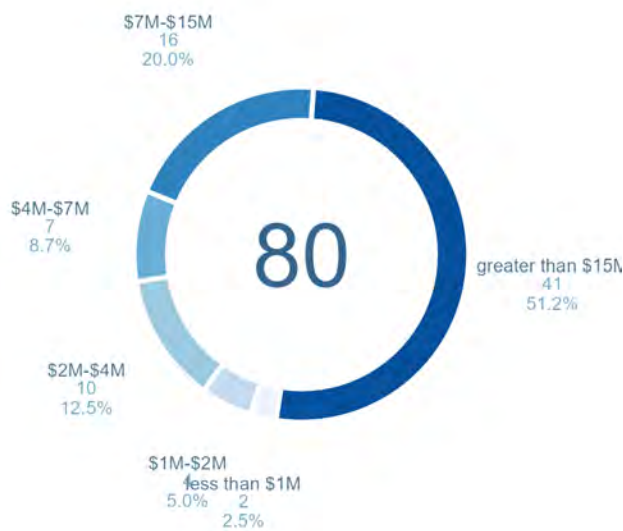


# Agency Count by Legal Status and Size - Lower Mainland

## Legal Status



## Agency Size (based on funding)



# Employee Counts - Lower Mainland

There are 20,973 employees in the Lower Mainland of British Columbia



## Employee Counts by Service Division - Lower Mainland

### Community Living Services



### General Services

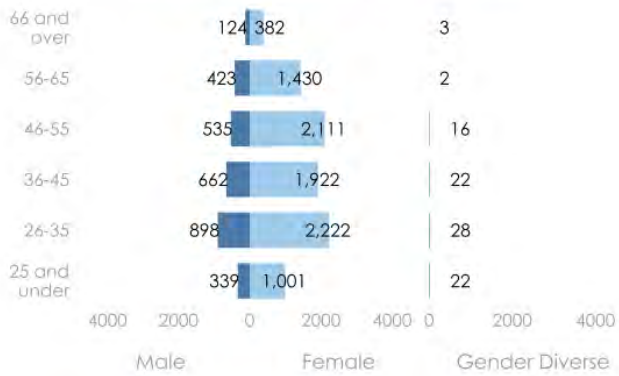


### Indigenous Services



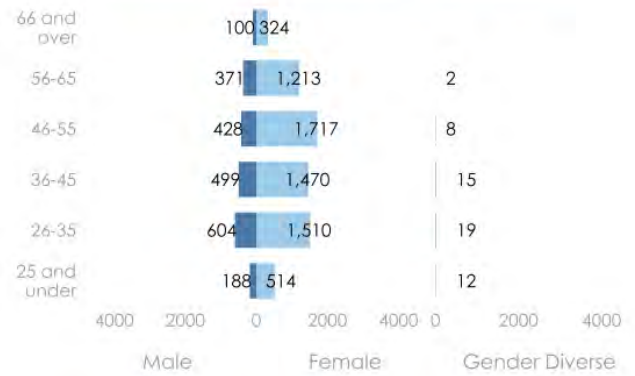
# Demographics - Lower Mainland

All Employees Average Age: 42.18



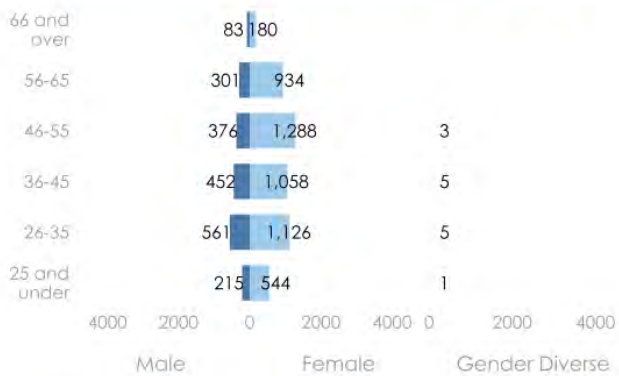
Male: 24.55% Female: 74.68% Gender Diverse: 0.77%

Regular Employees Average Age: 43.84



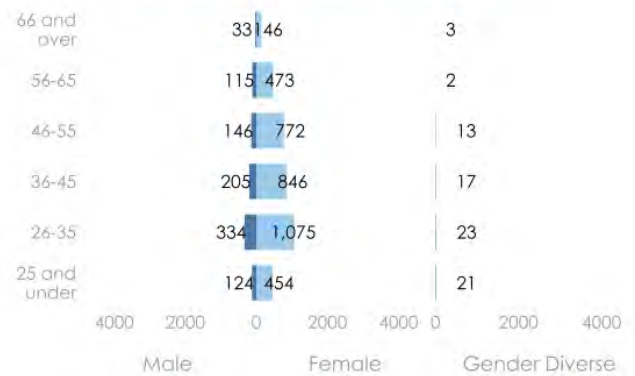
Male: 24.35% Female: 75.03% Gender Diverse: 0.62%

Community Living Services Average Age: 42.91



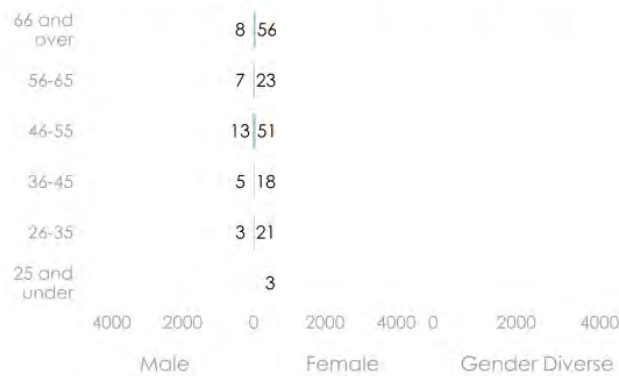
Male: 27.87% Female: 71.93% Gender Diverse: 0.2%

General Services Average Age: 40.58



Male: 19.93% Female: 78.43% Gender Diverse: 1.65%

Indigenous Services Average Age: 53.92

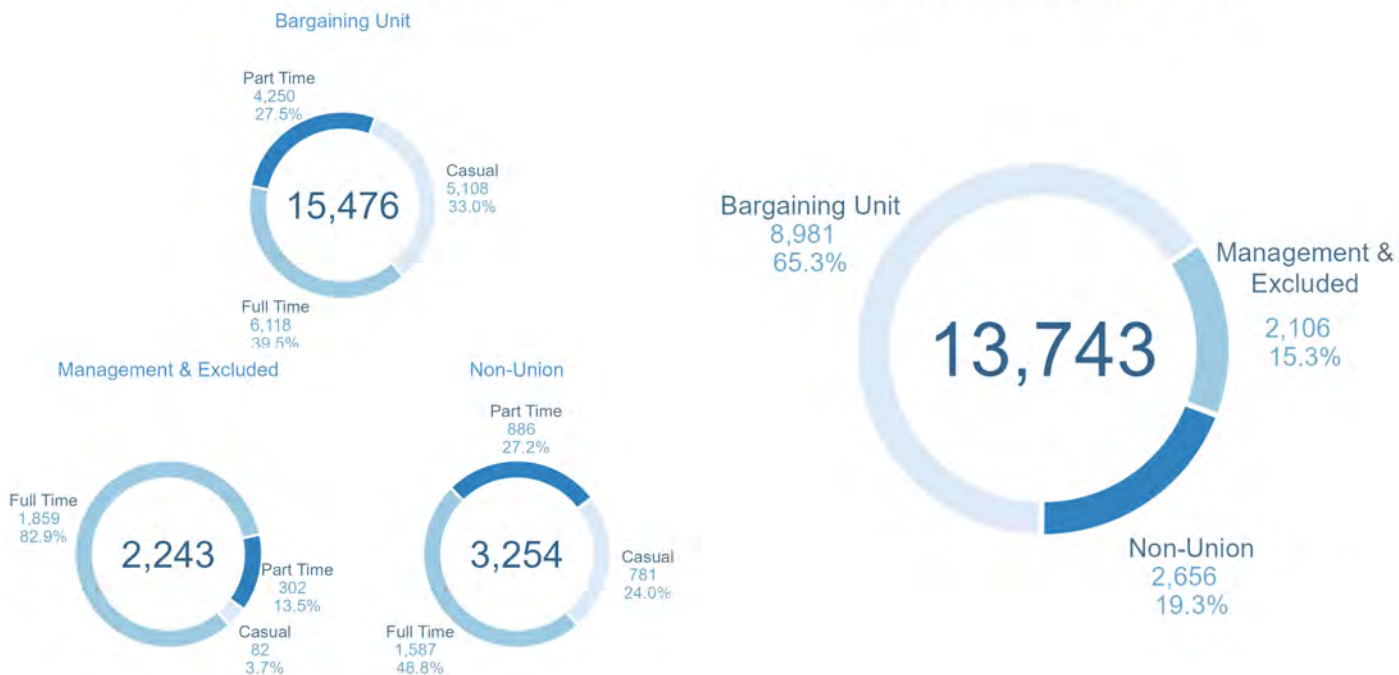


Male: 17.31% Female: 82.69% Gender Diverse: NA%

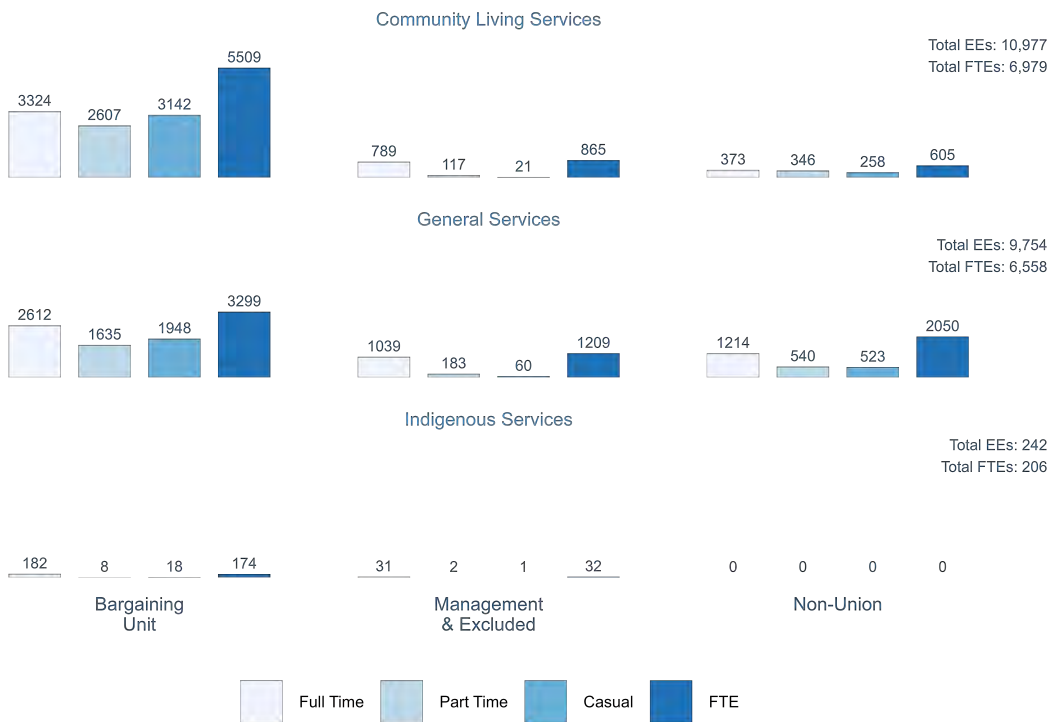
# Employee status and FTE Counts - Lower Mainland

## 20,973 Employees

## Lower Mainland FTEs



# Employee status and FTE Counts - Lower Mainland



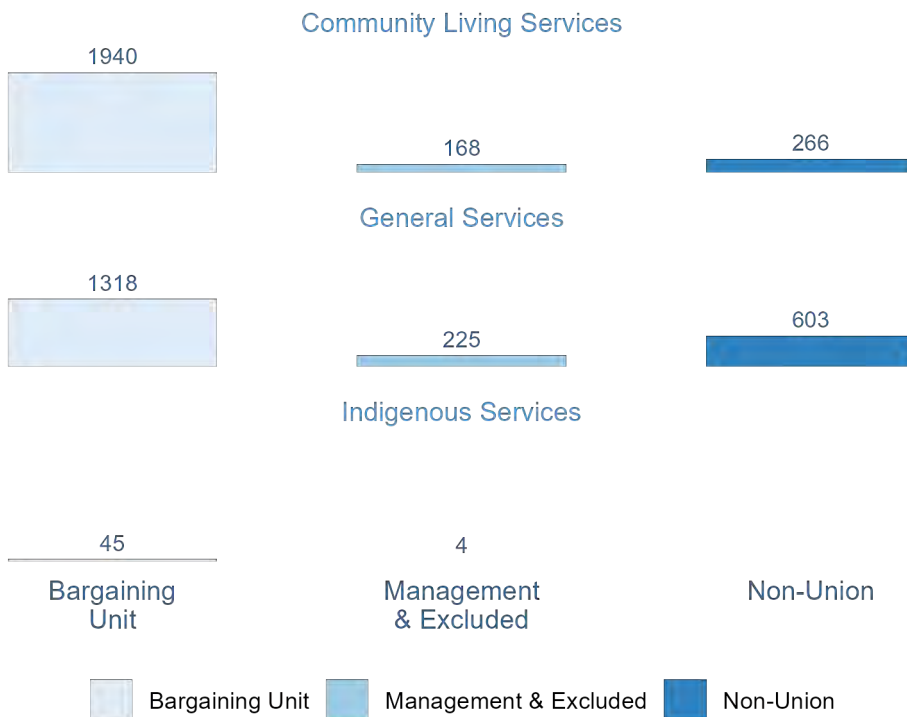


# New and Replacement Jobs - Lower Mainland

There are 4,569 new and replacement jobs in the Lower Mainland of British Columbia

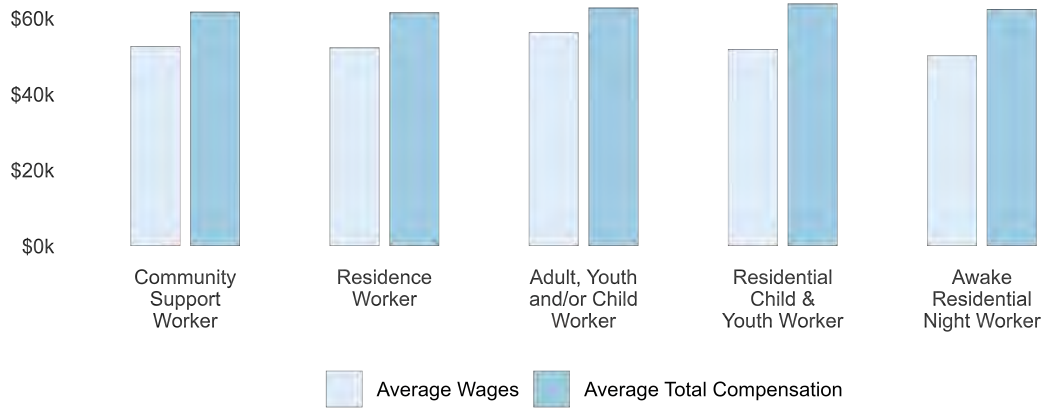


## New and Replacement Jobs by Service Division - Lower Mainland



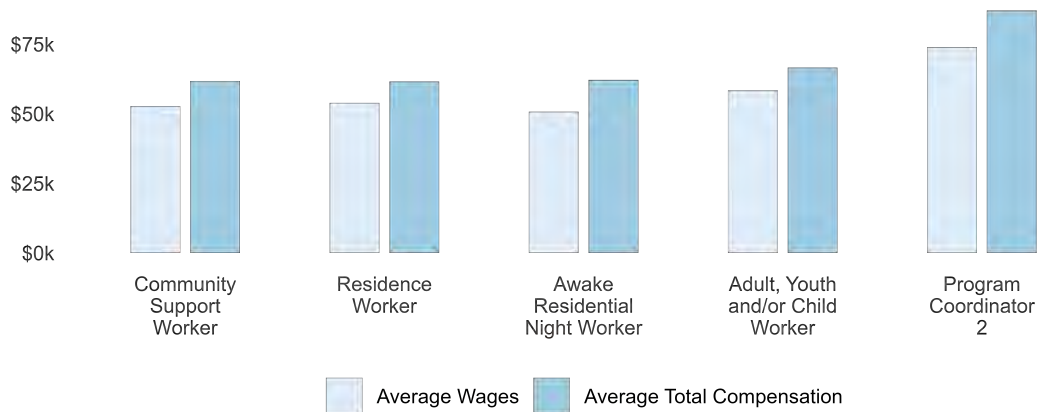
# Top Five Jobs - Lower Mainland

## Lower Mainland - Sector



	Community Support Worker	Residence Worker	Adult, Youth and/or Child Worker	Residential Child & Youth Worker	Awake Residential Night Worker
Average Wages	\$52,673	\$52,358	\$56,331	\$51,940	\$50,239
Average Total Compensation	\$61,770	\$61,641	\$62,875	\$63,967	\$62,455
Percentage of Workforce FTE	33.3%	20.5%	5.8%	4.8%	4.1%
FTEs	2,990	1,838	518	430	371
EEs	5,152	3,168	893	741	639

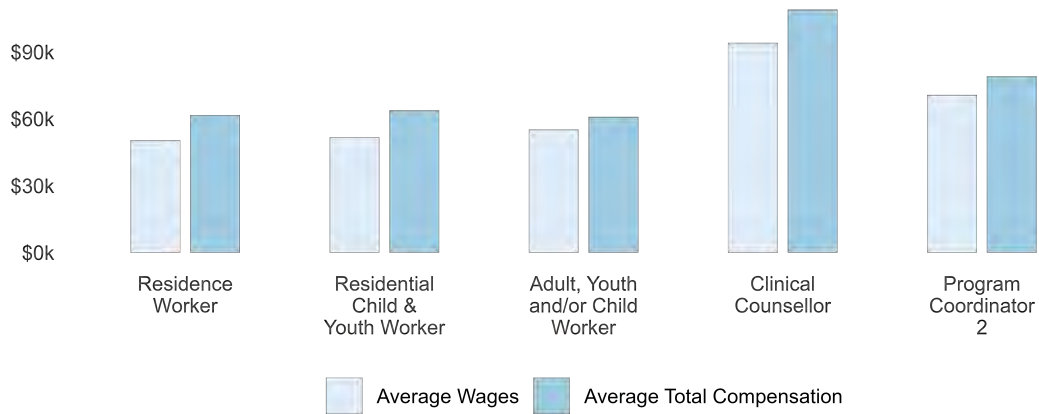
## Lower Mainland - Community Living Services



	Community Support Worker	Residence Worker	Awake Residential Night Worker	Adult, Youth and/or Child Worker	Program Coordinator 2
Average Wages	\$52,738	\$53,908	\$50,734	\$58,407	\$73,978
Average Total Compensation	\$61,779	\$61,573	\$62,185	\$66,605	\$87,146
Percentage of Workforce FTE	48.8%	23.0%	5.3%	3.4%	2.8%
FTEs	2,689	1,266	293	187	154
EEs	4,429	2,085	483	308	254

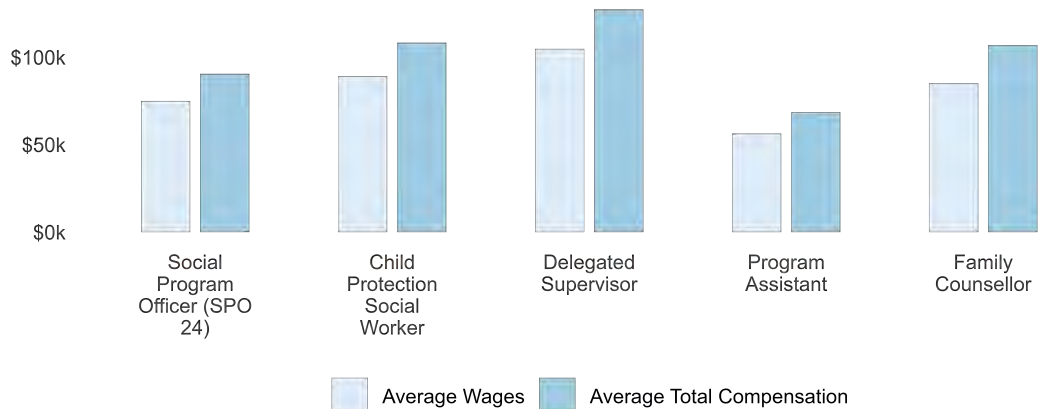
# Top Five Jobs - Lower Mainland (cont'd)

## Lower Mainland - General Services



	Residence Worker	Residential Child & Youth Worker	Adult, Youth and/or Child Worker	Clinical Counsellor	Program Coordinator 2
Average Wages	\$50,412	\$51,662	\$55,246	\$ 94,112	\$70,778
Average Total Compensation	\$61,727	\$63,862	\$60,923	\$109,084	\$79,083
Percentage of Workforce FTE	16.6%	13.7%	11.1%	4.5%	3.6%
FTEs	547	452	365	149	120
EEs	1,027	849	685	279	225

## Lower Mainland - Indigenous Services



	Social Program Officer (SPO 24)	Child Protection Social Worker	Delegated Supervisor	Program Assistant	Family Counsellor
Average Wages	\$75,071	\$ 89,240	\$104,870	\$56,489	\$ 85,184
Average Total Compensation	\$90,554	\$108,369	\$127,437	\$68,554	\$106,957
Percentage of Workforce FTE	24.2%	18.9%	6.8%	6.1%	4.7%
FTEs	42	33	12	11	8
EEs	50	39	14	13	10

# Vancouver Island Highlights

## Funding

- In 2023 the Vancouver Island region of the CSSEA sub-sector of the Social Services Sector of British Columbia reported \$0.47 billion dollars of funding.
- Provincial funding amounted to \$0.4 billion (85.1%) of reported funding while \$0.07 billion (14.9%) is non-provincial funding.
- In terms of service division funding, Community Living Services reported \$0.269 billion (56.64%), General Services \$0.202 billion (42.56%) and Indigenous Services \$3.839 million (0.81%).

## Compensation

- The average total compensation for Bargaining Unit employees is \$ 82,675.30, Non-Union is \$ 64,925.50 and Management & Excluded is \$106,073.50
- The average straight time wages for Bargaining Unit employees is \$60,832.60, Non-Union is \$51,505.10 and Management & Excluded is \$81,353.00

## CSSEA Member Agency Profile

- In 2023 there are 59 CSSEA member agencies. 46 agencies or 78% are non-profit agencies while the remaining 13 or 22% are private agencies.
- 28 agencies or 47.46% have funding greater than \$4 million. The largest group of agencies comprising 28.8% of Vancouver Island member agencies is in the \$2M-\$4M funding range.

## Employee Count

- There are 5,835 employees in the Vancouver Island region of the CSSEA sub-sector of the Social Services Sector of British Columbia. Of these 4,529 are Bargaining Unit employees, 649 Non-Union employees and 657 Management & Excluded employees.

## Workforce Demographics

- The workforce is composed of 74.98% females, 24.14% males, and 0.88% gender diverse.
- The average age of the Vancouver Island regular employees is 43.4
- The majority of the sector regular employees are under 46 years of age (50.73%). The largest cohort comprising 23.7% of the Vancouver Island regular employees is in the 46-55 age group.

## New and Replacement Jobs

- In 2023 there are 1,321 new and replacement jobs in the sector.

# Vancouver Island Funding

Vancouver Island Funding

**\$474.9 million**

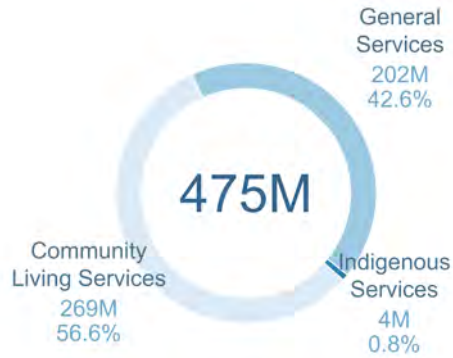


The CSSEA sub-sector of the Social Services Sector of British Columbia in the Vancouver Island receives 474.9 million dollars of funding



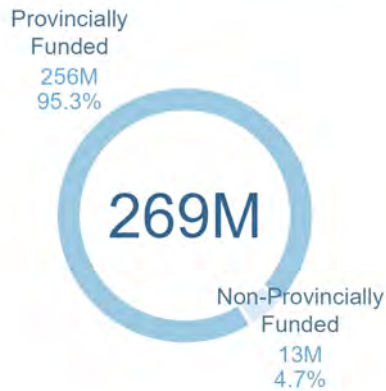
# Service Division Funding - Vancouver Island

## Service Division Funding



## Reported Funding - Vancouver Island

### Community Living Services



### General Services



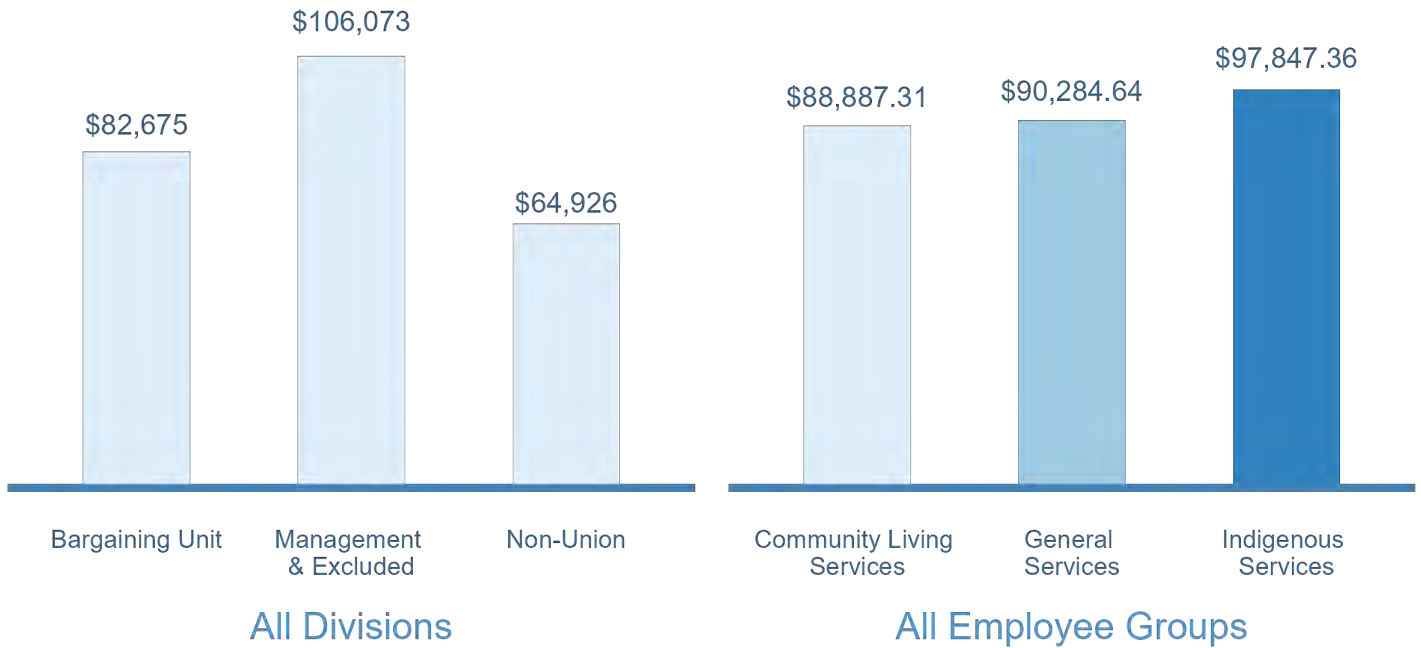
### Indigenous Services





# Vancouver Island Compensation

## Average Total Compensation

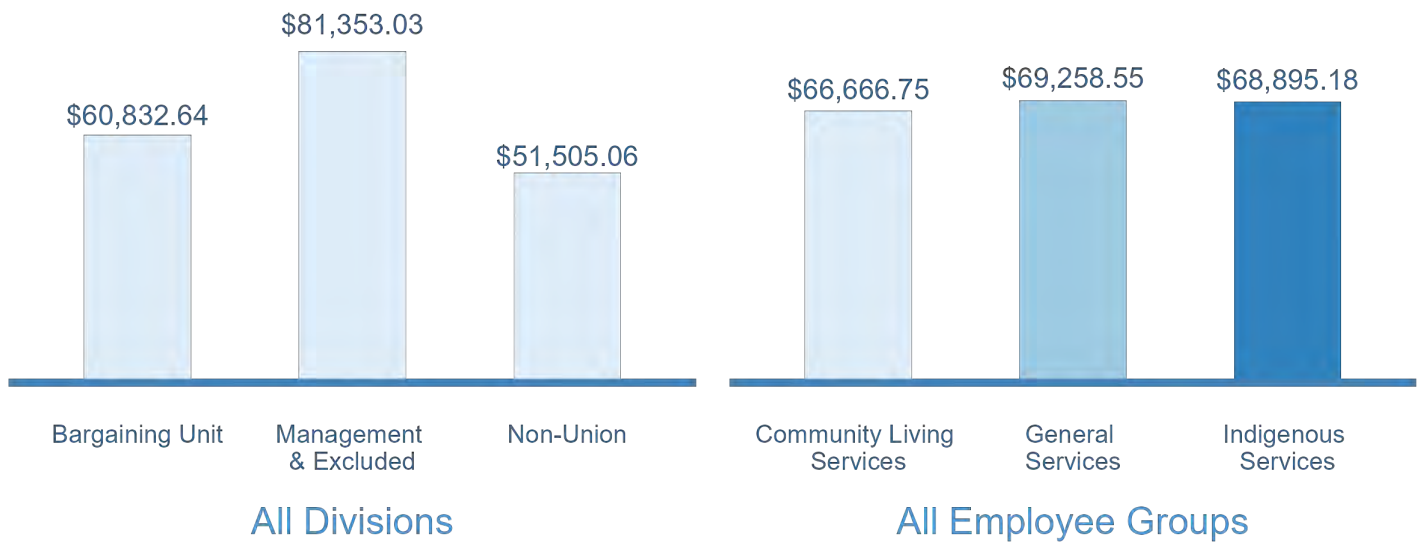


## Average Total Compensation by Employee Group

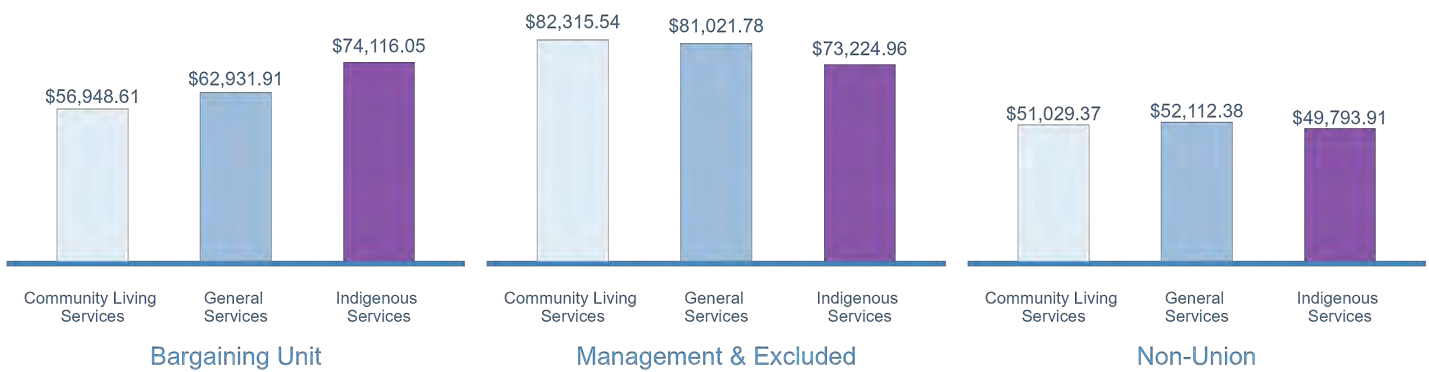


# Vancouver Island Compensation (cont'd)

## Average Wages

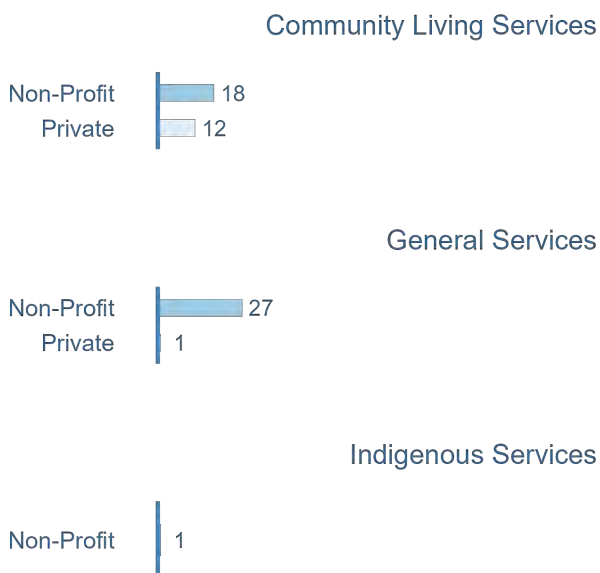


## Average Wages by Employee Group

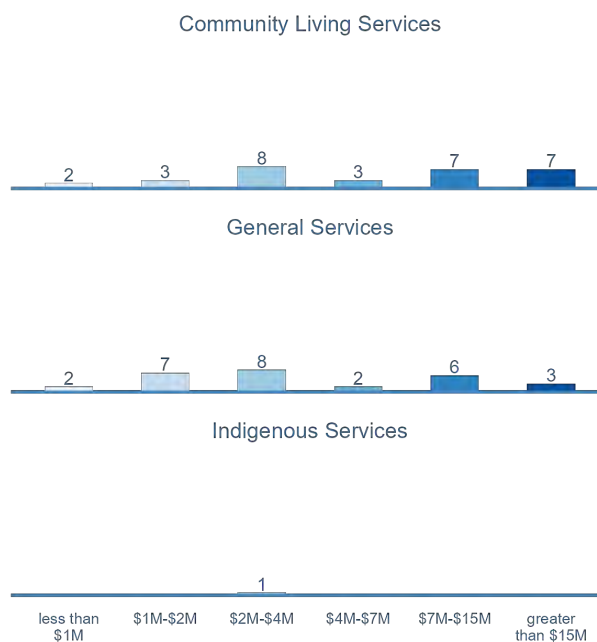


# Agency Count by Legal Status and Size - Vancouver Island

## Legal Status



## Agency Size (based on funding)



# Employee Counts - Vancouver Island

There are 5,835 employees in the Vancouver Island of British Columbia



## Employee Counts by Service Division - Vancouver Island

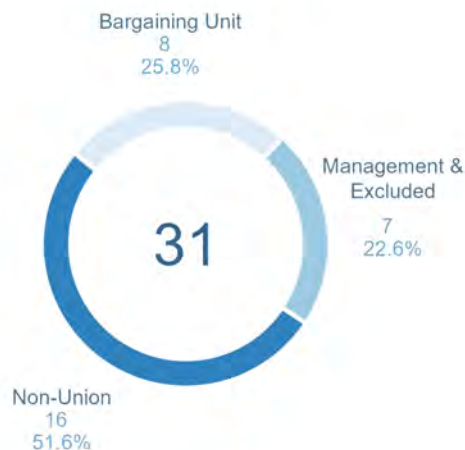
### Community Living Services



### General Services

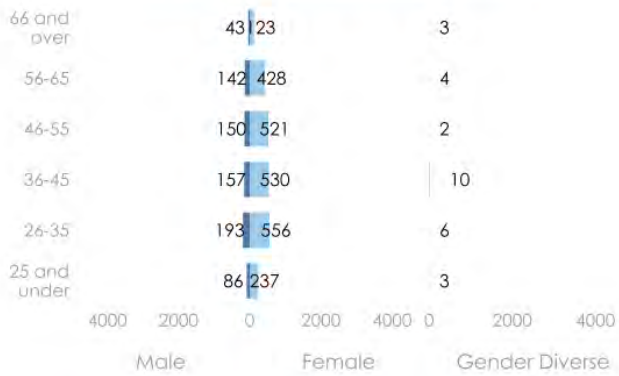


### Indigenous Services



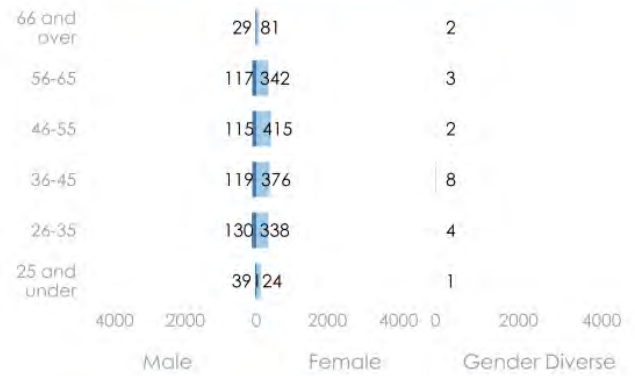
# Demographics - Vancouver Island

All Employees Average Age: 43.4



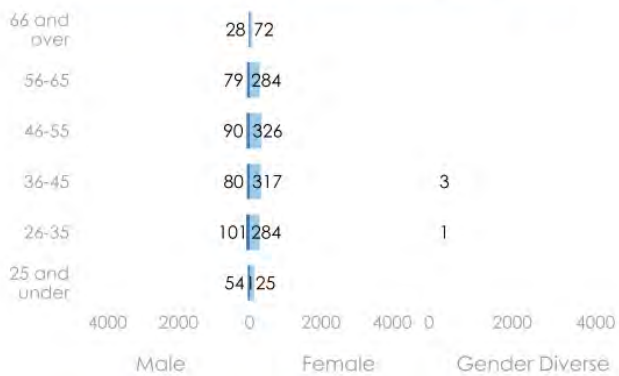
Male: 24.14% Female: 74.98% Gender Diverse: 0.88%

Regular Employees Average Age: 44.9



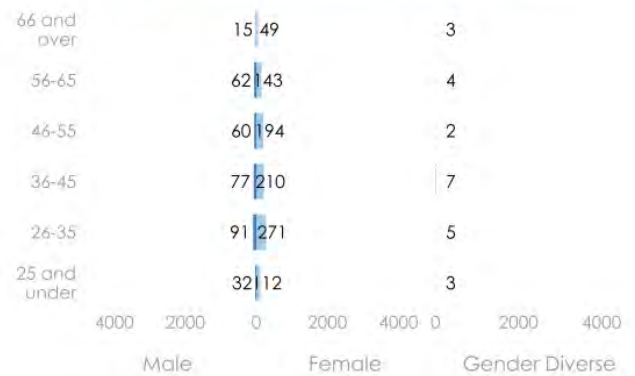
Male: 24.45% Female: 74.65% Gender Diverse: 0.89%

Community Living Services Average Age: 44.3



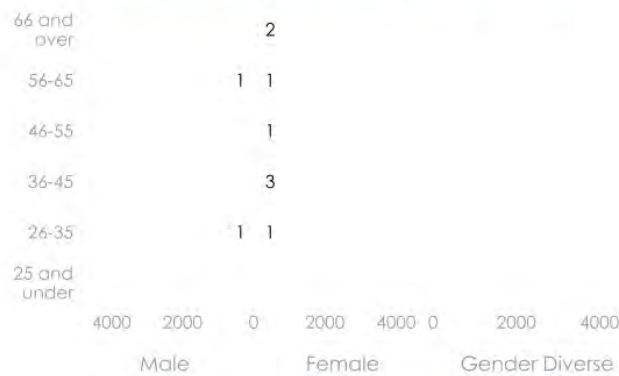
Male: 23.43% Female: 76.36% Gender Diverse: 0.22%

General Services Average Age: 42.11



Male: 25.15% Female: 73.06% Gender Diverse: 1.79%

Indigenous Services Average Age: 49.8

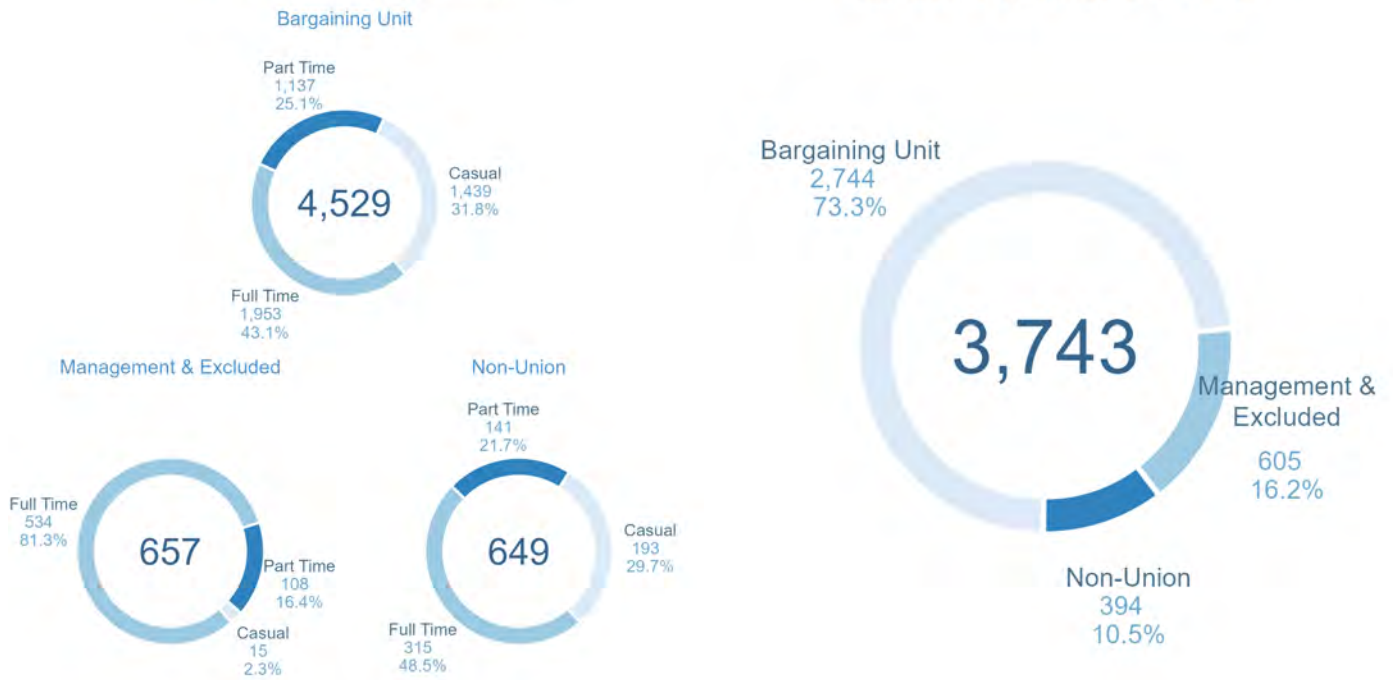


Male: 20% Female: 80% Gender Diverse: NA%

# Employee status and FTE Counts - Vancouver Island

## 5,835 Employees

## Vancouver Island FTEs



# Employee status and FTE Counts - Vancouver Island

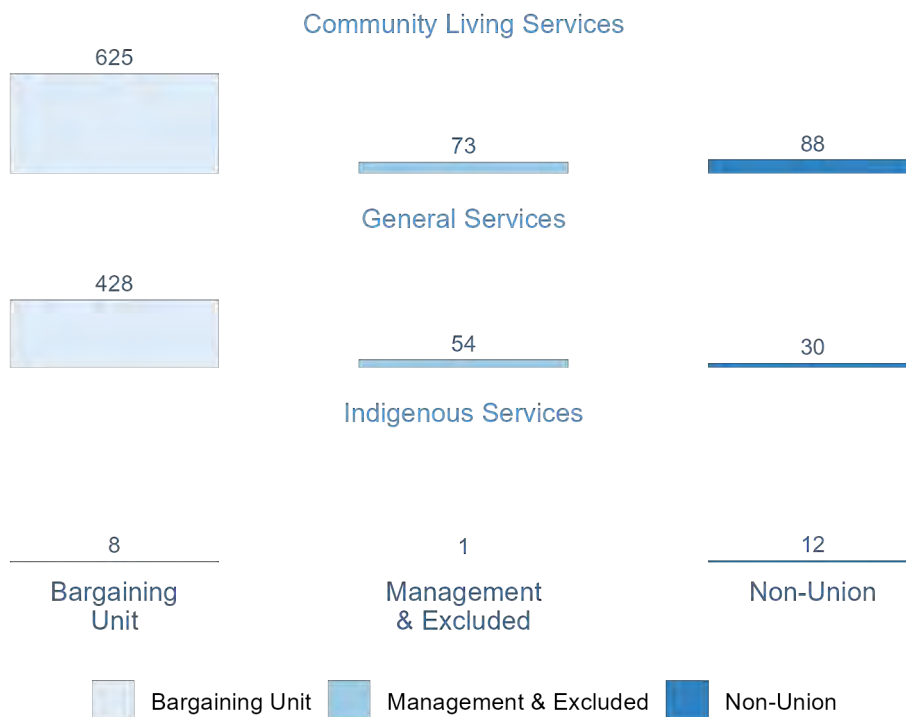


# New and Replacement Jobs - Vancouver Island

There are 1,321 new and replacement jobs in the Vancouver Island of British Columbia



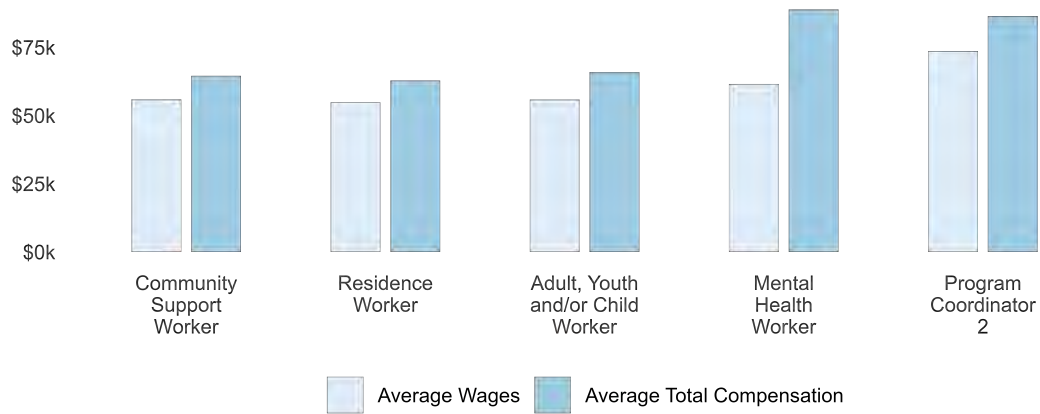
## New and Replacement Jobs by Service Division - Vancouver Island





# Top Five Jobs - Vancouver Island

## Vancouver Island - Sector



	Community Support Worker	Residence Worker	Adult, Youth and/or Child Worker	Mental Health Worker	Program Coordinator 2
Average Wages	\$55,931	\$54,829	\$55,886	\$61,573	\$73,667
Average Total Compensation	\$64,553	\$62,823	\$65,912	\$88,924	\$86,474
Percentage of Workforce FTE	33.8%	12.2%	8.7%	6.8%	3.5%
FTEs	926	334	239	186	97
EEs	1,529	551	395	307	159

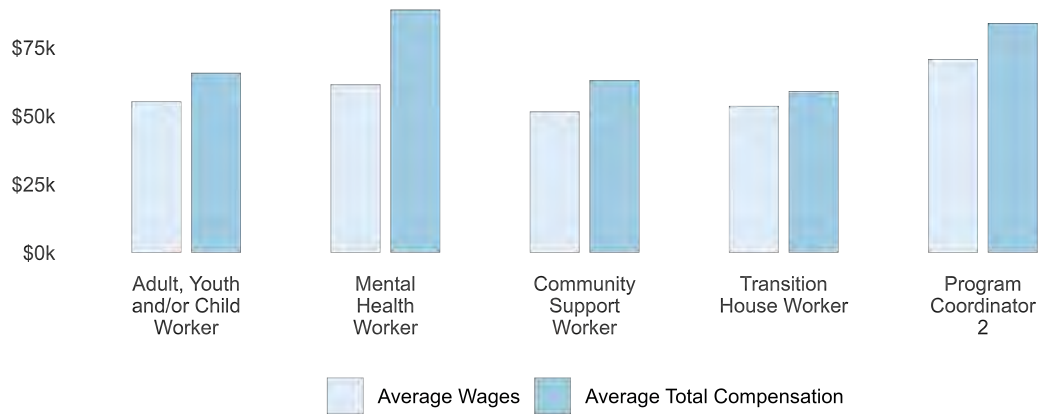
## Vancouver Island - Community Living Services



	Community Support Worker	Residence Worker	Program Coordinator 2	Family Counsellor	Vocational Counsellor
Average Wages	\$56,275	\$54,875	\$76,908	\$91,941	\$58,939
Average Total Compensation	\$64,672	\$62,920	\$89,777	\$94,085	\$67,019
Percentage of Workforce FTE	58.4%	22.4%	4.2%	2.3%	1.5%
FTEs	936	359	66	36	24
EEs	1,627	624	116	63	42

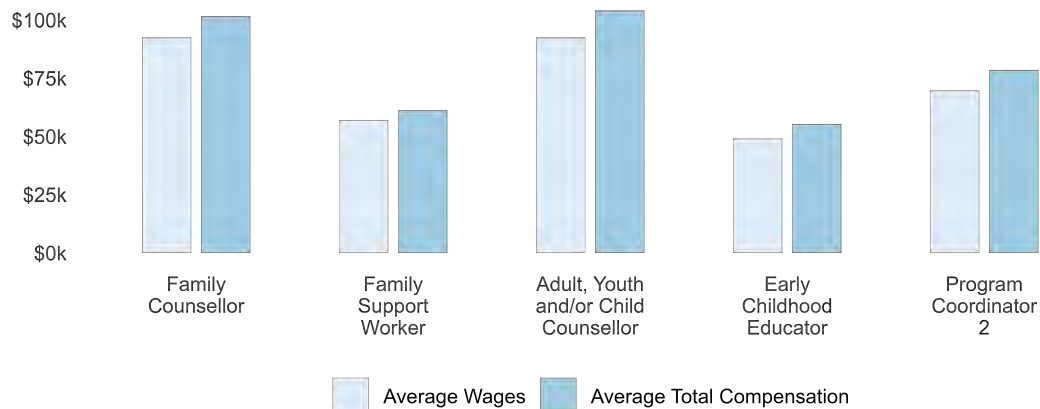
# Top Five Jobs - Vancouver Island (cont'd)

## Vancouver Island - General Services



	Adult, Youth and/or Child Worker	Mental Health Worker	Community Support Worker	Transition House Worker	Program Coordinator 2
Average Wages	\$55,296	\$61,573	\$51,654	\$53,652	\$70,817
Average Total Compensation	\$65,775	\$88,924	\$63,080	\$59,129	\$83,961
Percentage of Workforce FTE	16.8%	14.1%	7.5%	6.2%	2.8%
FTEs	190	160	85	70	31
EEs	292	246	130	107	48

## Vancouver Island - Indigenous Services



	Family Counsellor	Family Support Worker	Adult, Youth and/or Child Counsellor	Early Childhood Educator	Program Coordinator 2
Average Wages	\$ 92,547	\$57,135	\$ 92,547	\$49,120	\$69,752
Average Total Compensation	\$101,701	\$61,304	\$104,176	\$55,403	\$78,574
Percentage of Workforce FTE	46.7%	13.9%	13.4%	13.1%	12.9%
FTEs	5	1	1	1	1
EEs	4	1	1	1	1

# Interior Highlights

## Funding

- In 2023 the Interior region of the CSSEA sub-sector of the Social Services Sector of British Columbia reported \$0.55 billion dollars of funding.
- Provincial funding amounted to \$0.52 billion (93.4%) of reported funding while \$0.04 billion (6.6%) is non-provincial funding.
- In terms of service division funding, Community Living Services reported \$0.382 billion (69.02%), General Services \$0.158 billion (28.51%) and Indigenous Services \$13.667 million (2.47%).

## Compensation

- The average total compensation for Bargaining Unit employees is \$ 79,023.40, Non-Union is \$ 64,026.60 and Management & Excluded is \$106,432.70
- The average straight time wages for Bargaining Unit employees is \$59,454.80, Non-Union is \$50,430.20 and Management & Excluded is \$80,208.20

## CSSEA Member Agency Profile

- In 2023 there are 45 CSSEA member agencies. 35 agencies or 77.8% are non-profit agencies while the remaining 10 or 22.2% are private agencies.
- 30 agencies or 66.67% have funding greater than \$4 million. The largest group of agencies comprising 26.7% of Interior member agencies is in the \$7M-\$15M funding range.

## Employee Count

- There are 8,903 employees in the Interior region of the CSSEA sub-sector of the Social Services Sector of British Columbia. Of these 7,283 are Bargaining Unit employees, 916 Non-Union employees and 704 Management & Excluded employees.

## Workforce Demographics

- The workforce is composed of 74.91% females, 24.09% males, and 1% gender diverse.
- The average age of the Interior regular employees is 41.38
- The majority of the sector regular employees are under 46 years of age (57.61%). The largest cohort comprising 25.57% of the Interior regular employees is in the 26-35 age group.

## New and Replacement Jobs

- In 2023 there are 2,076 new and replacement jobs in the sector.

# Interior Funding

Interior Funding

**\$554.1 million**



The CSSEA sub-sector of the Social Services Sector of British Columbia in the Interior receives 554.1 million dollars of funding

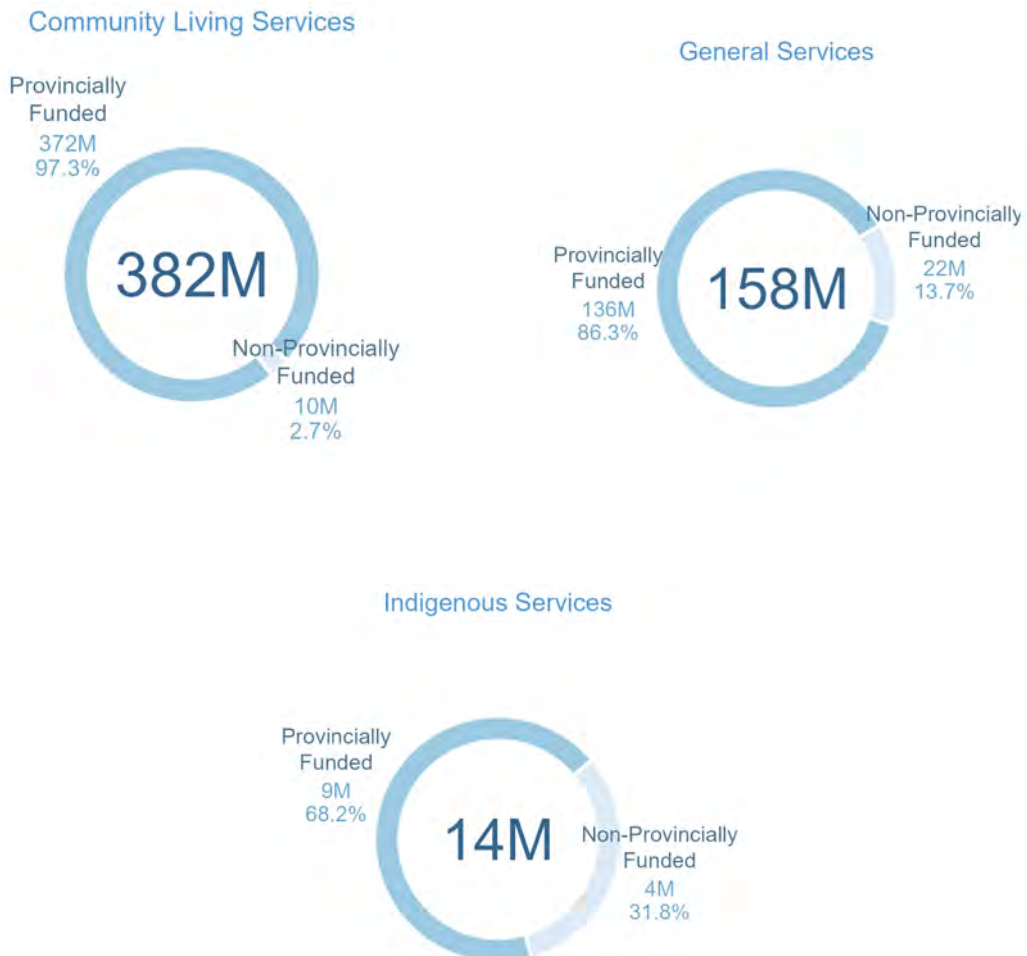


# Service Division Funding - Interior

## Service Division Funding

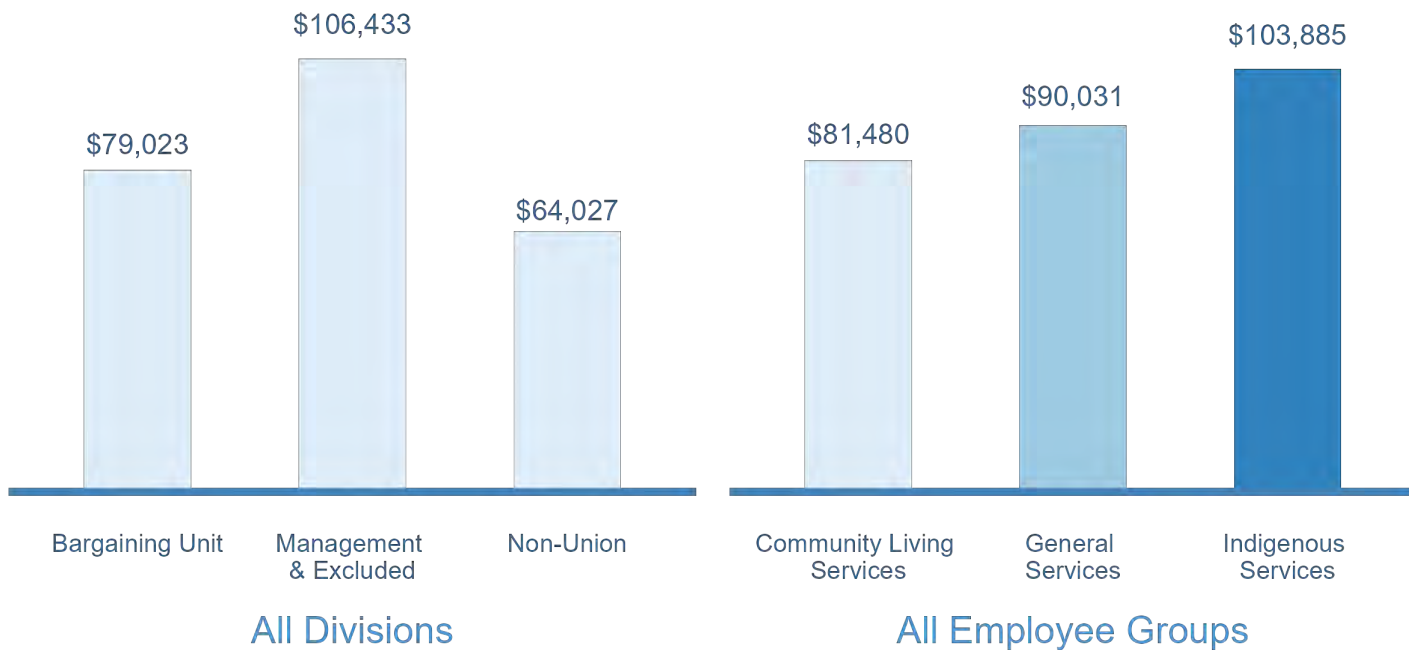


## Reported Funding - Interior

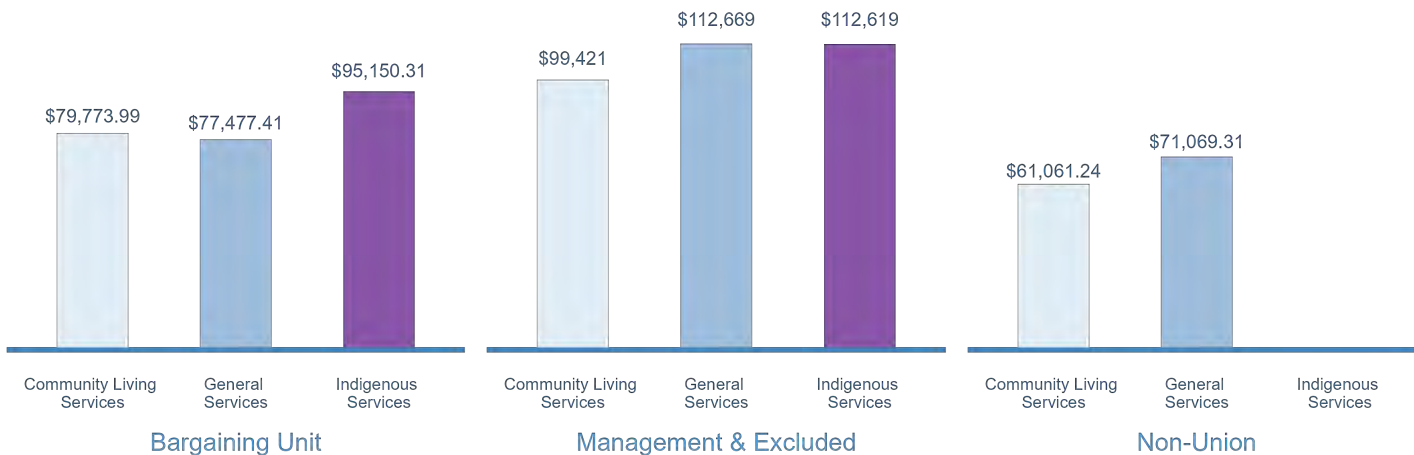


# Interior Compensation

## Average Total Compensation



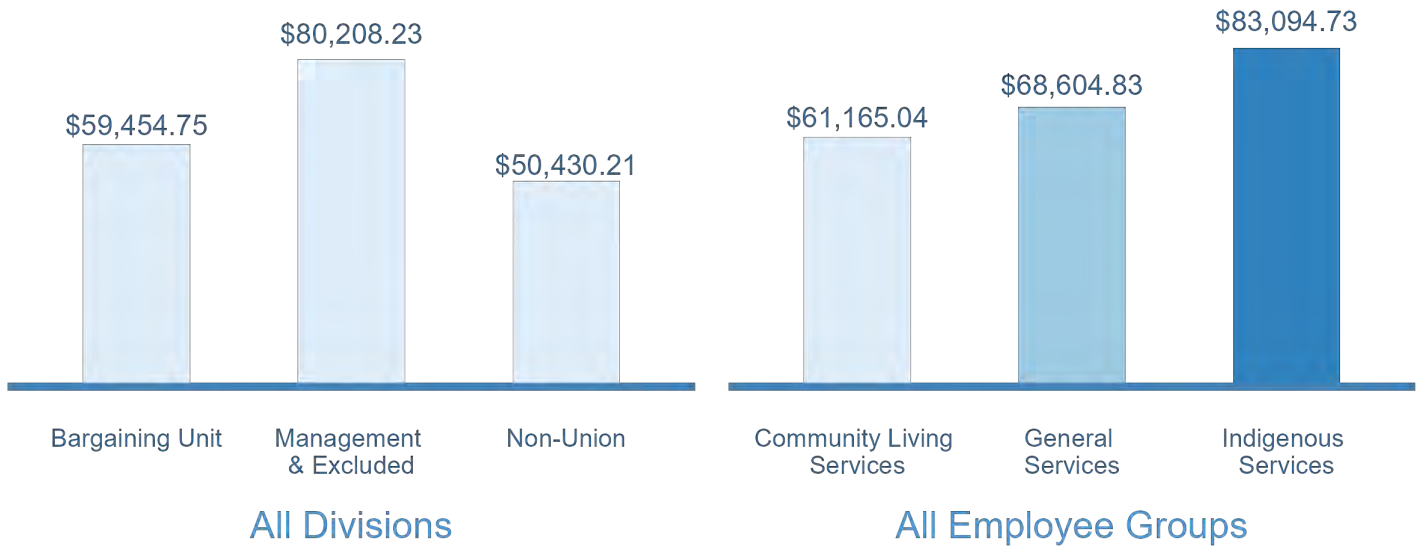
## Average Total Compensation by Employee Group



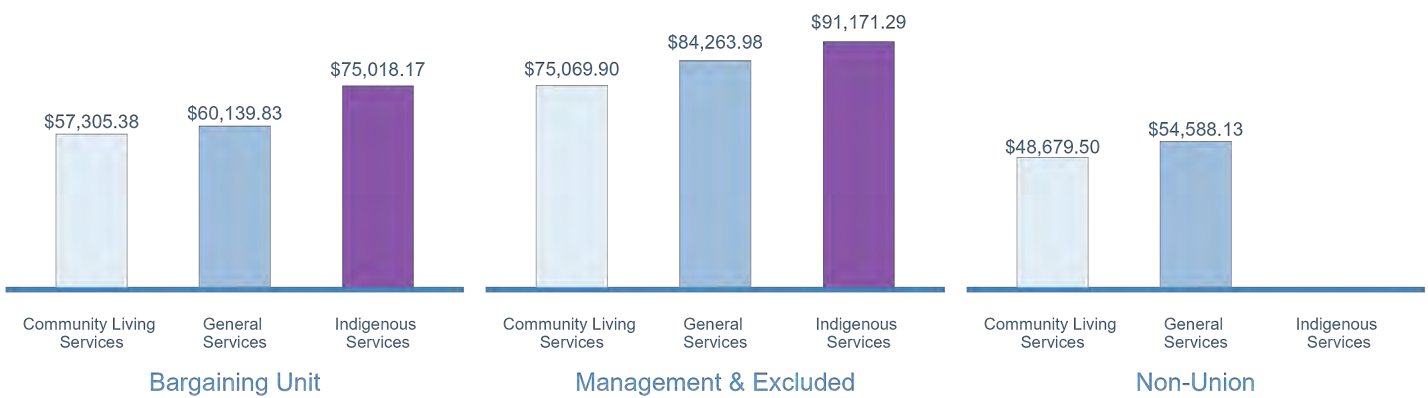


# Interior Compensation (cont'd)

## Average Wages



## Average Wages by Employee Group

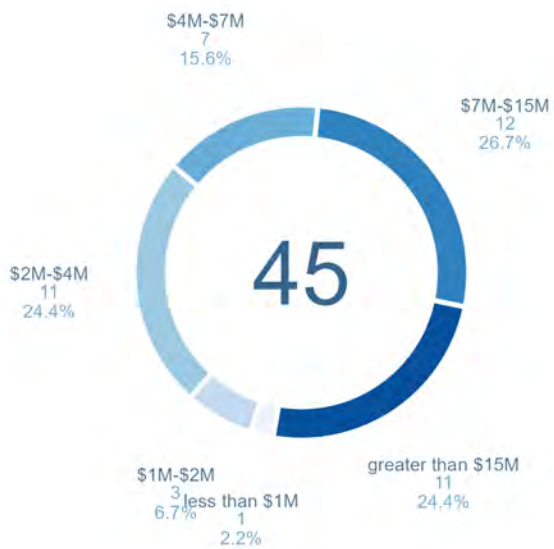


# Agency Count by Legal Status and Size - Interior

## Legal Status



## Agency Size (based on funding)



# Employee Counts - Interior

There are 8,903 employees in the Interior of British Columbia

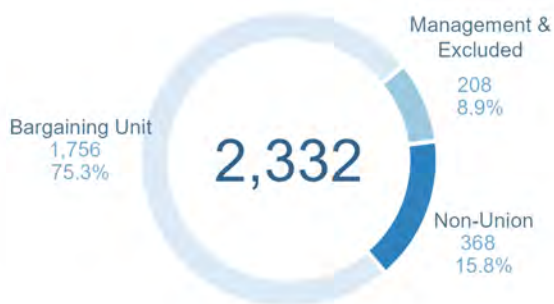


## Employee Counts by Service Division - Interior

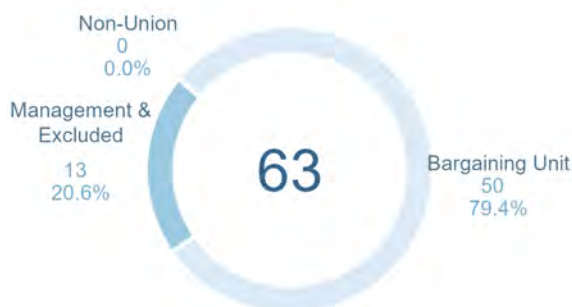
### Community Living Services



### General Services

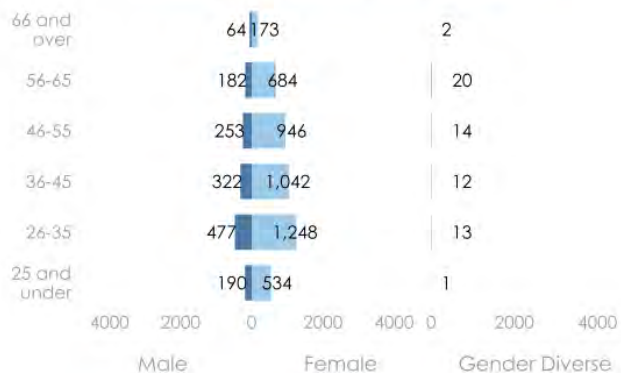


### Indigenous Services



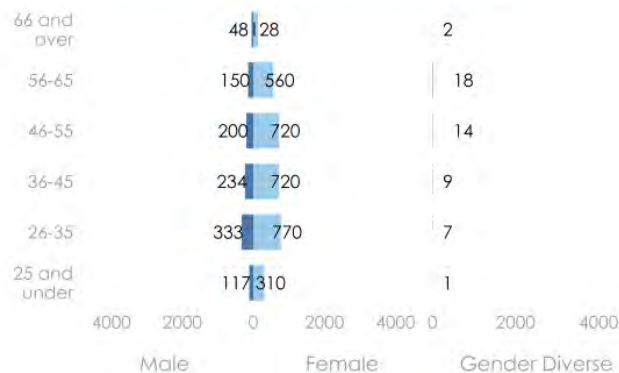
# Demographics - Interior

All Employees Average Age: 41.38



Male: 24.09% Female: 74.91% Gender Diverse: 1%

Regular Employees Average Age: 42.72



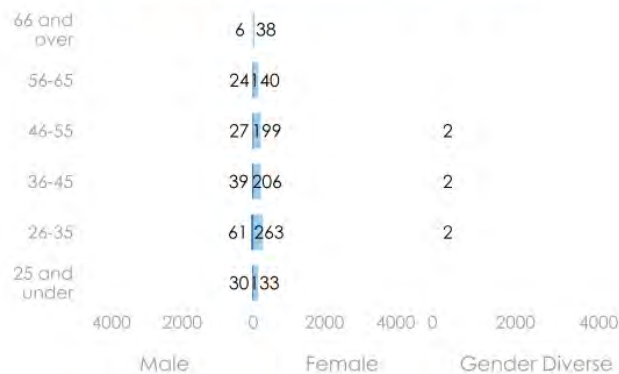
Male: 24.93% Female: 73.9% Gender Diverse: 1.17%

Community Living Services Average Age: 41.47



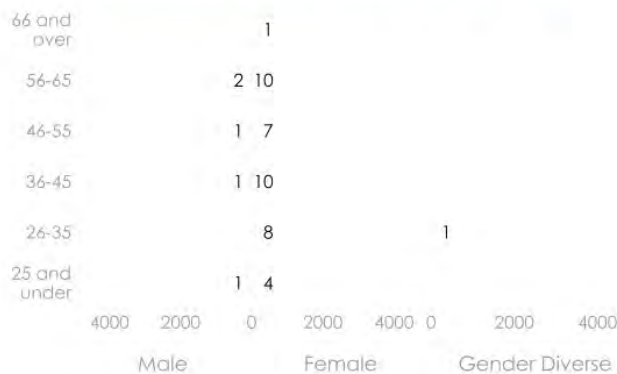
Male: 26.13% Female: 72.76% Gender Diverse: 1.11%

General Services Average Age: 40.86



Male: 15.96% Female: 83.53% Gender Diverse: 0.51%

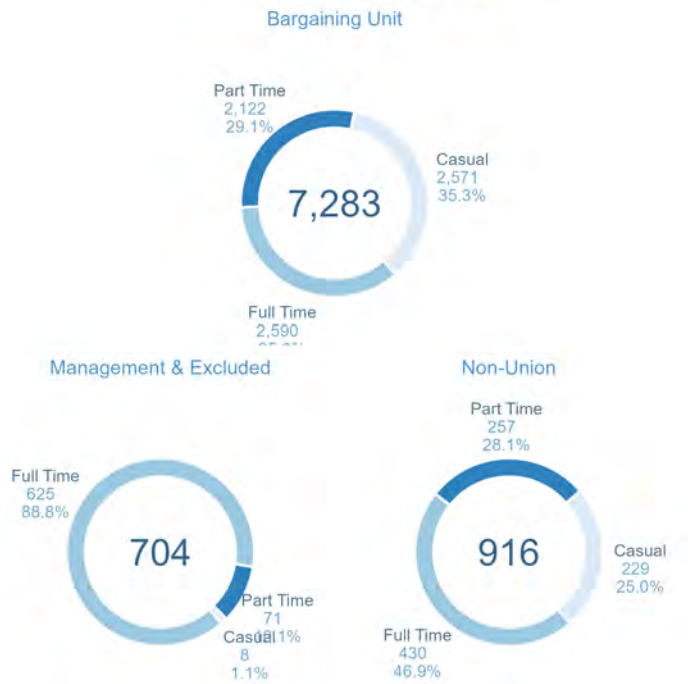
Indigenous Services Average Age: 44.09



Male: 10.87% Female: 86.96% Gender Diverse: 2.17%

# Employee status and FTE Counts - Interior

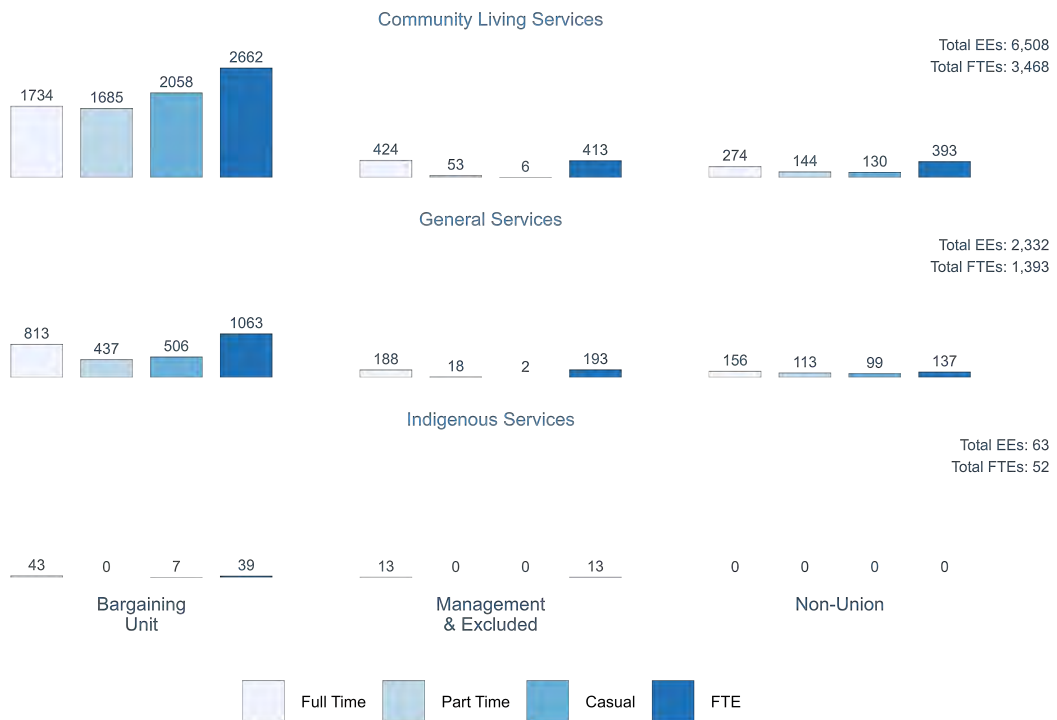
## 8,903 Employees



## Interior FTEs



# Employee status and FTE Counts - Interior

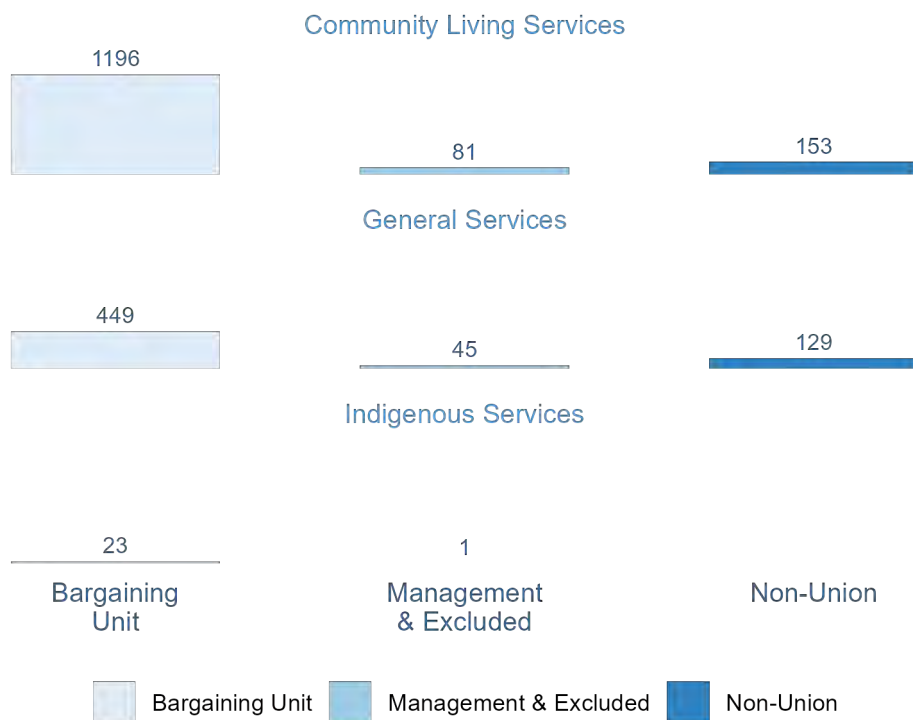


# New and Replacement Jobs - Interior

There are 2,076 new and replacement jobs in the Interior of British Columbia



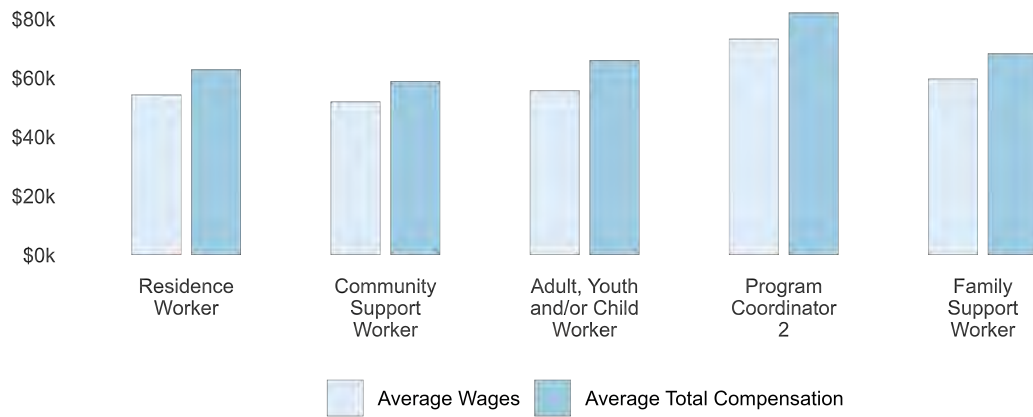
## New and Replacement Jobs by Service Division - Interior





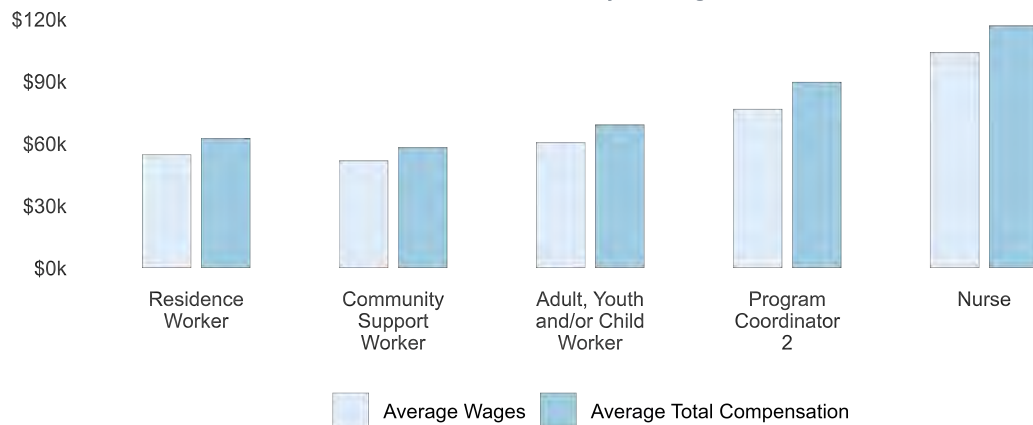
# Top Five Jobs - Interior

## Interior - Sector



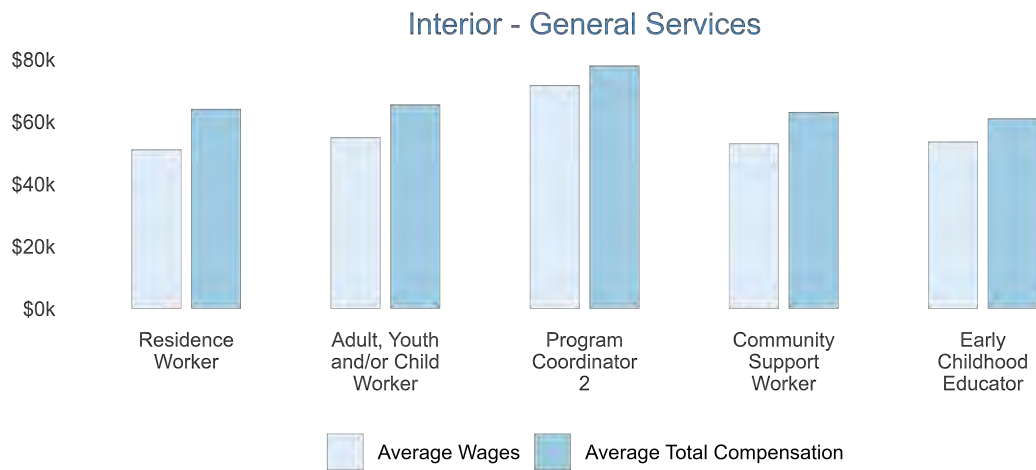
	Residence Worker	Community Support Worker	Adult, Youth and/or Child Worker	Program Coordinator 2	Family Support Worker
Average Wages	\$54,366	\$52,005	\$55,774	\$73,283	\$59,733
Average Total Compensation	\$62,901	\$58,898	\$66,036	\$82,215	\$68,327
Percentage of Workforce FTE	36.9%	35.0%	3.6%	2.3%	1.8%
FTEs	1,387	1,317	137	85	69
EEs	2,684	2,548	266	165	133

## Interior - Community Living Services

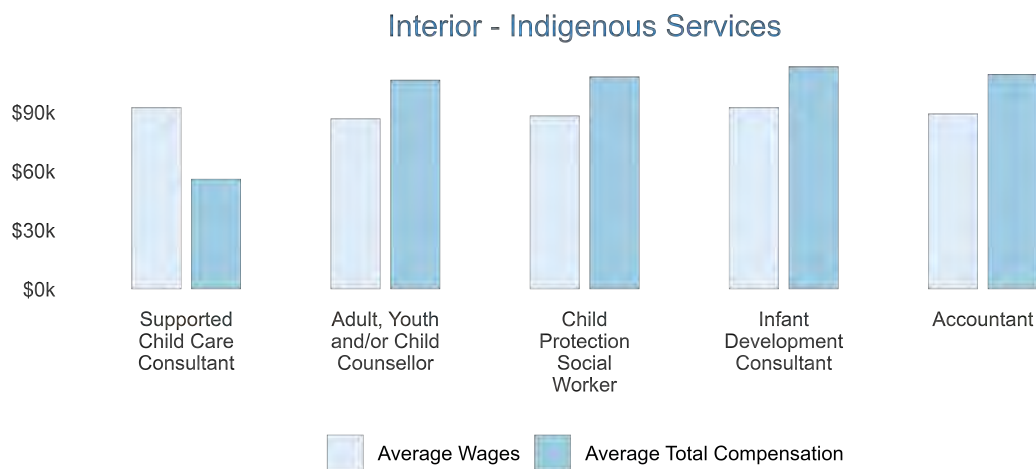


	Residence Worker	Community Support Worker	Adult, Youth and/or Child Worker	Program Coordinator 2	Nurse
Average Wages	\$54,770	\$51,879	\$60,760	\$76,758	\$104,234
Average Total Compensation	\$62,748	\$58,351	\$69,275	\$89,768	\$117,085
Percentage of Workforce FTE	43.3%	42.4%	2.1%	1.0%	0.9%
FTEs	1,152	1,128	57	26	25
EEs	2,370	2,321	117	54	52

# Top Five Jobs - Interior (cont'd)



	Residence Worker	Adult, Youth and/or Child Worker	Program Coordinator 2	Community Support Worker	Early Childhood Educator
Average Wages	\$51,087	\$55,044	\$71,743	\$52,983	\$53,627
Average Total Compensation	\$64,143	\$65,562	\$78,058	\$63,161	\$61,085
Percentage of Workforce FTE	12.9%	9.9%	7.4%	7.1%	5.8%
FTEs	137	105	79	75	62
EEs	226	174	130	124	103



	Supported Child Care Consultant	Adult, Youth and/or Child Counsellor	Child Protection Social Worker	Infant Development Consultant	Accountant
Average Wages	\$92,547	\$ 86,847	\$ 88,259	\$ 92,547	\$ 89,330
Average Total Compensation	\$56,133	\$106,491	\$108,192	\$113,357	\$109,481
Percentage of Workforce FTE	19.0%	17.4%	12.3%	11.1%	7.4%
FTEs	7	7	5	4	3
EEs	10	9	6	6	4

# Northern Highlights

## Funding

- In 2023 the Northern region of the CSSEA sub-sector of the Social Services Sector of British Columbia reported \$0.21 billion dollars of funding.
- Provincial funding amounted to \$0.18 billion (86.3%) of reported funding while \$0.03 billion (13.7%) is non-provincial funding.
- In terms of service division funding, Community Living Services reported \$0.103 billion (48.64%), General Services \$0.085 billion (40.15%) and Indigenous Services \$23.789 million (11.21%).

## Compensation

- The average total compensation for Bargaining Unit employees is \$76,198.70, Non-Union is \$56,604.00 and Management & Excluded is \$94,647.60
- The average straight time wages for Bargaining Unit employees is \$58,403.50, Non-Union is \$45,690.80 and Management & Excluded is \$73,900.70

## CSSEA Member Agency Profile

- In 2023 there are 26 CSSEA member agencies. 25 agencies or 96.2% are non-profit agencies while the remaining 1 or 3.8% are private agencies.
- 17 agencies or 65.38% have funding greater than \$4 million. The largest group of agencies comprising 34.6% of Northern member agencies is in the \$7M-\$15M funding range.

## Employee Count

- There are 2,387 employees in the Northern region of the CSSEA sub-sector of the Social Services Sector of British Columbia. Of these 1,995 are Bargaining Unit employees, 160 Non-Union employees and 232 Management & Excluded employees.

## Workforce Demographics

- The workforce is composed of 72.46% females, 27.48% males, and 0.07% gender diverse.
- The average age of the Northern regular employees is 41.44
- The majority of the sector regular employees are under 46 years of age (54.65%). The largest cohort comprising 24.45% of the Northern regular employees is in the 46-55 age group.

## New and Replacement Jobs

- In 2023 there are 620 new and replacement jobs in the sector.

# Northern Funding

Northern Funding

**\$212.2 million**

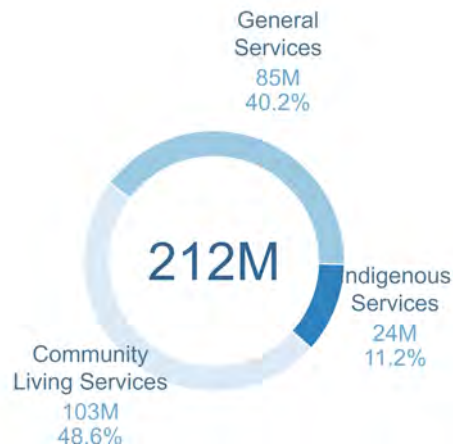


The CSSEA sub-sector of the Social Services Sector of British Columbia in the Northern receives 212.2 million dollars of funding



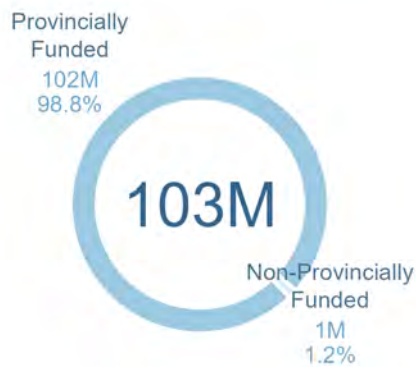
# Service Division Funding - Northern

## Service Division Funding



## Reported Funding - Northern

### Community Living Services



### General Services

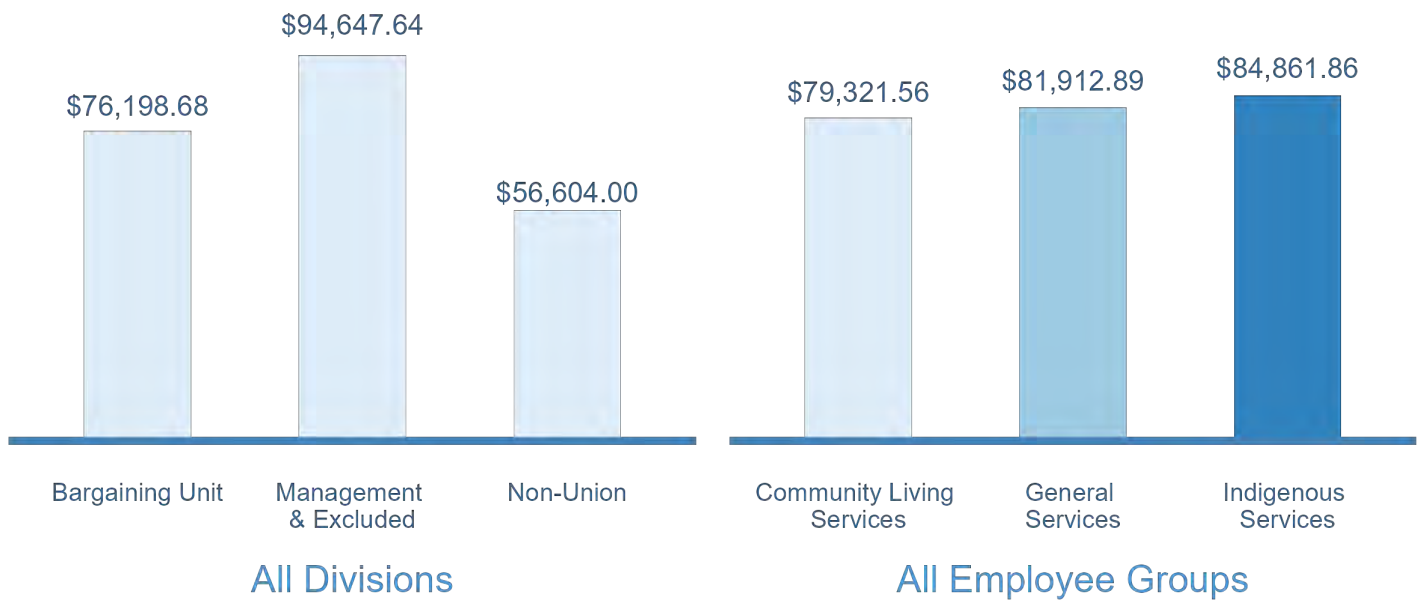


### Indigenous Services

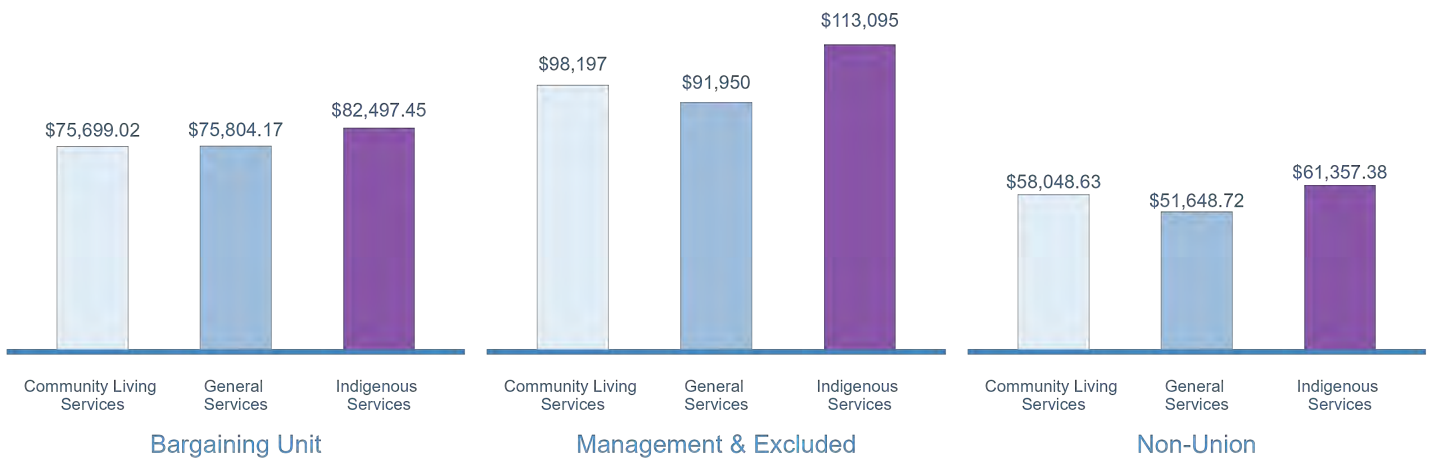


# Northern Compensation

## Average Total Compensation

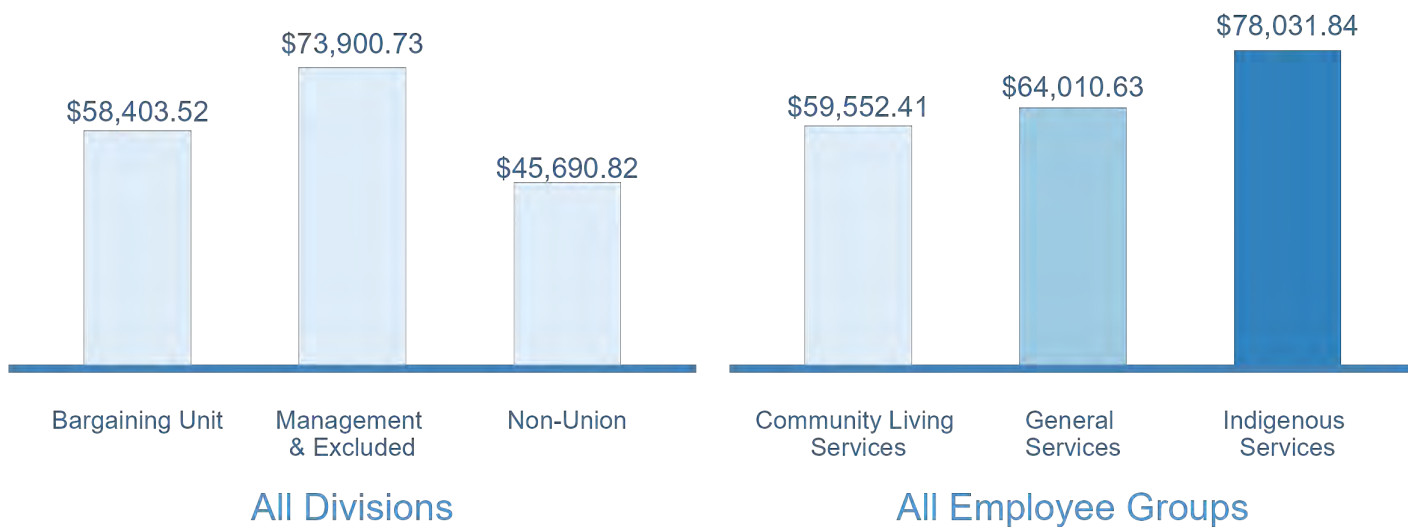


## Average Total Compensation by Employee Group



# Northern Compensation (cont'd)

## Average Wages



## Average Wages by Employee Group





# Agency Count by Legal Status and Size - Northern

## Legal Status

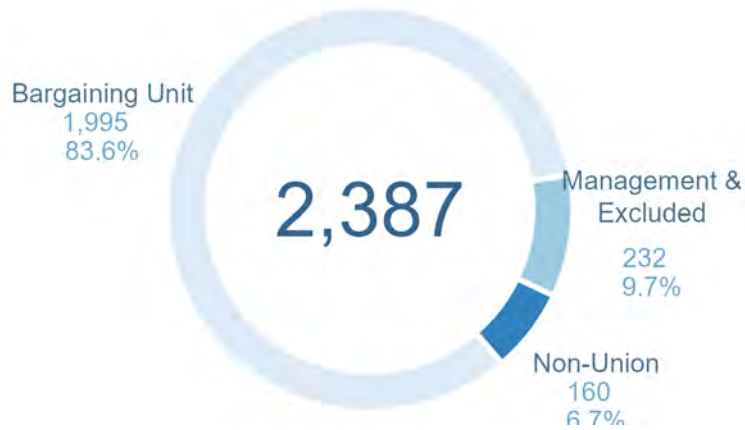


## Agency Size (based on funding)



# Employee Counts - Northern

There are 2,387 employees in the Northern of British Columbia



## Employee Counts by Service Division - Northern

### Community Living Services



### General Services

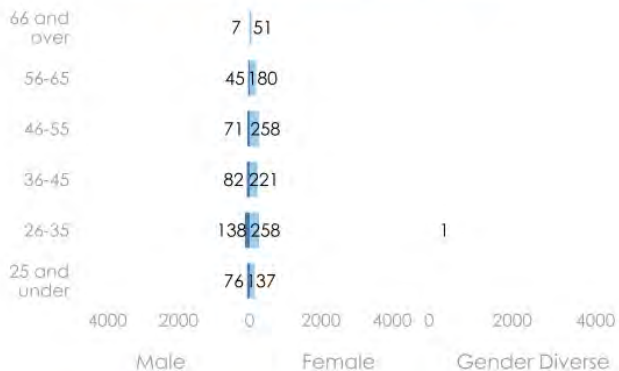


### Indigenous Services



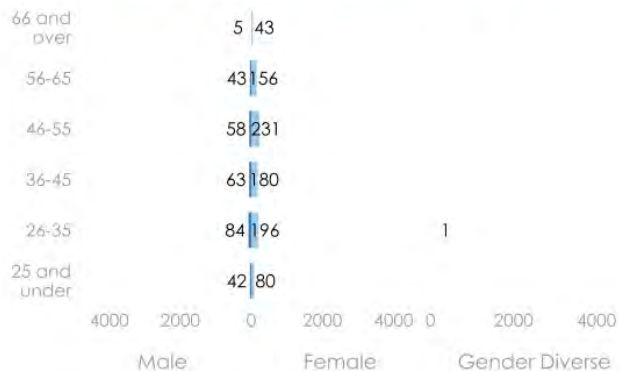
# Demographics - Northern

All Employees Average Age: 41.44



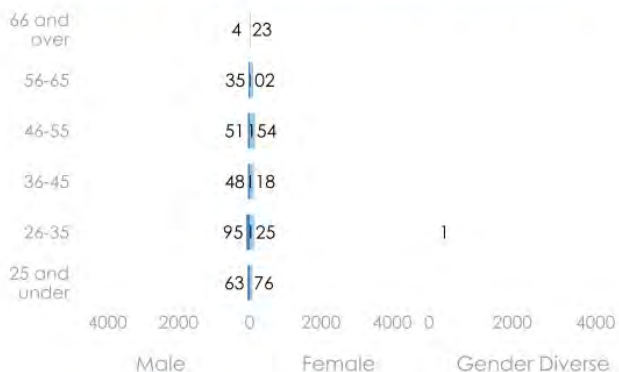
Male: 27.48% Female: 72.46% Gender Diverse: 0.07%

Regular Employees Average Age: 43.14



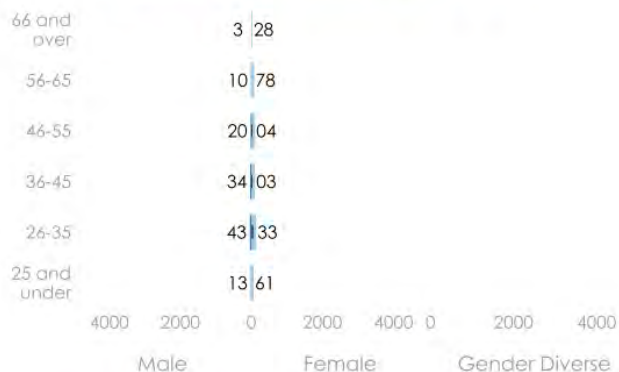
Male: 24.96% Female: 74.96% Gender Diverse: 0.08%

Community Living Services Average Age: 41.24



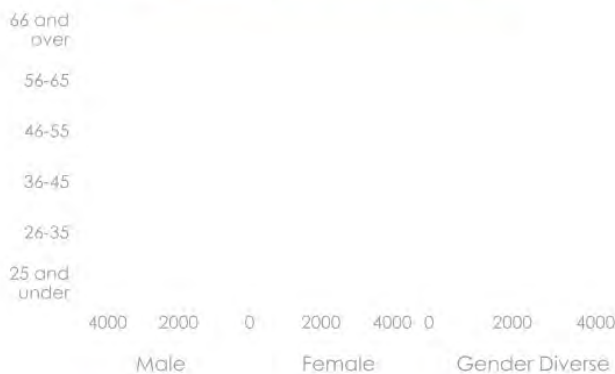
Male: 33.07% Female: 66.82% Gender Diverse: 0.11%

General Services Average Age: 41.72



Male: 19.52% Female: 80.48% Gender Diverse: NA%

Indigenous Services Average Age:

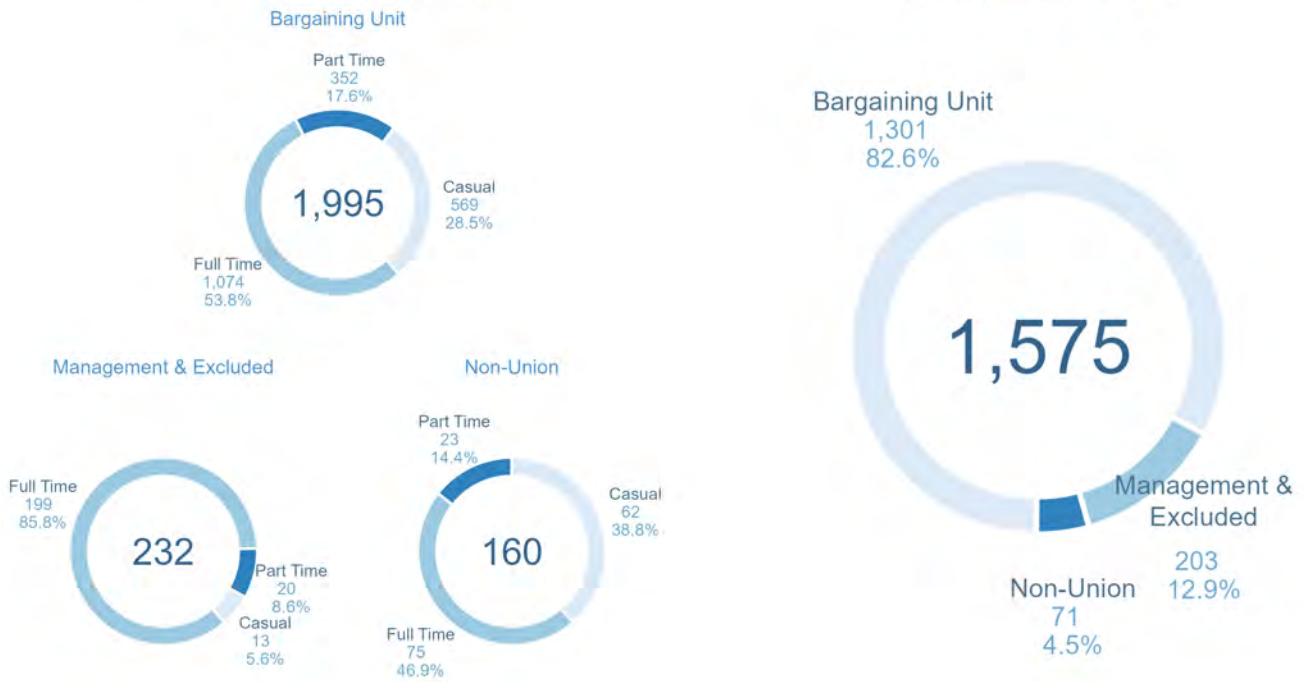


Male: NA% Female: NA% Gender Diverse: NA%

# Employee status and FTE Counts - Northern

## 2,387 Employees

## Northern FTEs

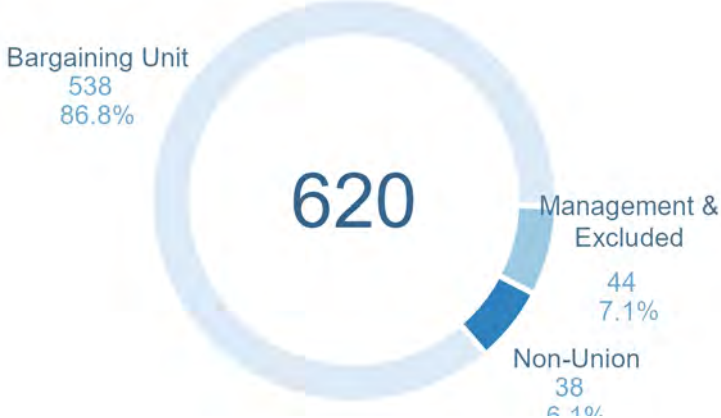


# Employee status and FTE Counts - Northern

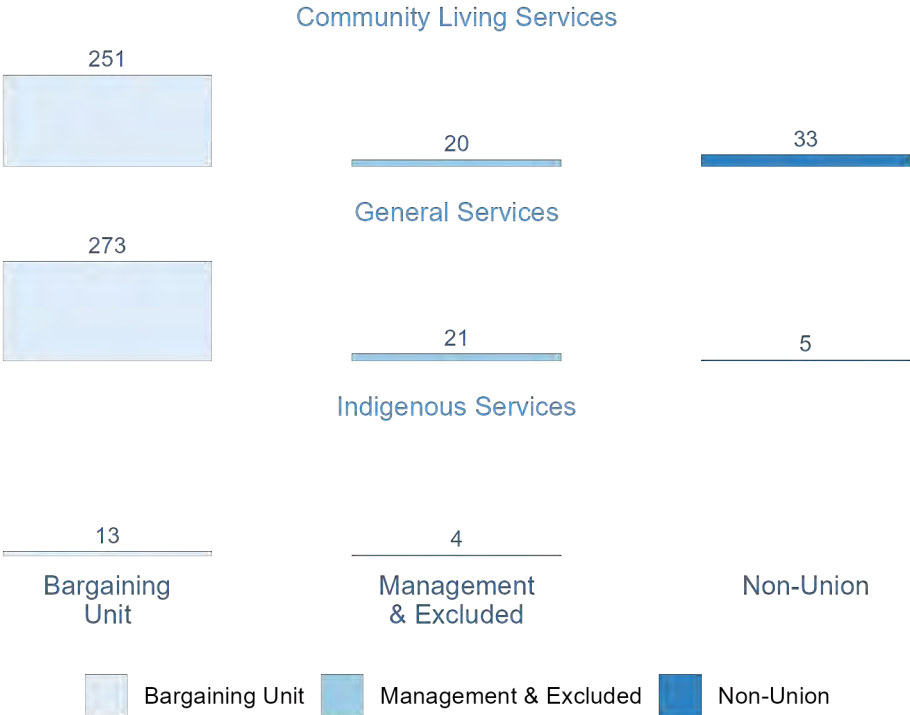


# New and Replacement Jobs - Northern

There are 620 new and replacement jobs in the Northern of British Columbia

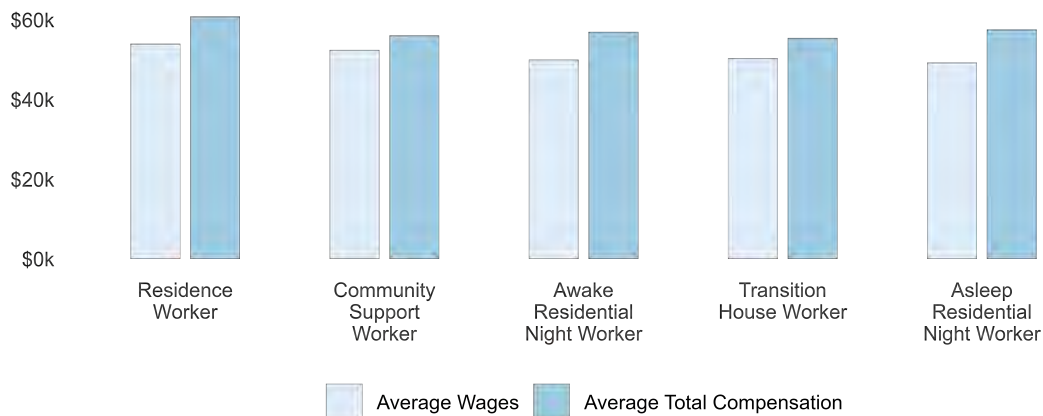


## New and Replacement Jobs by Service Division - Northern



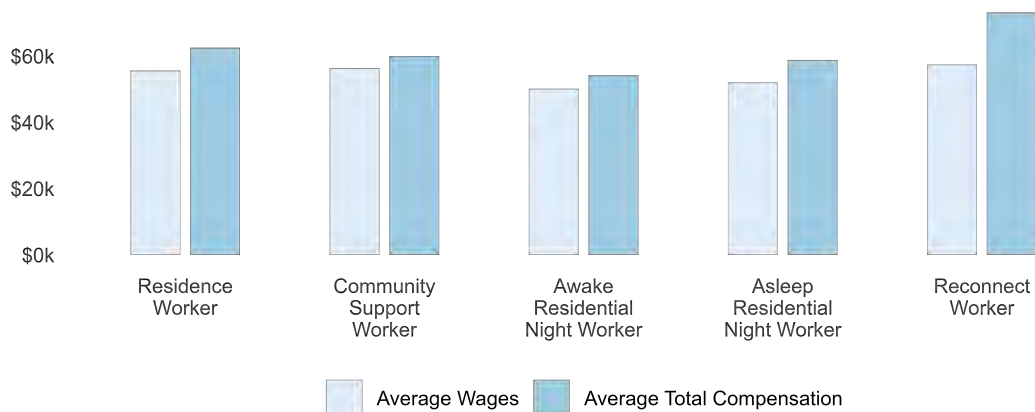
# Top Five Jobs - Northern

## Northern - Sector



	Residence Worker	Community Support Worker	Awake Residential Night Worker	Transition House Worker	Asleep Residential Night Worker
Average Wages	\$54,032	\$52,475	\$50,035	\$50,370	\$49,286
Average Total Compensation	\$60,892	\$56,117	\$57,012	\$55,497	\$57,590
Percentage of Workforce FTE	34.2%	17.8%	8.2%	6.9%	4.9%
FTEs	445	232	107	90	64
EEs	683	356	164	138	98

## Northern - Community Living Services



	Residence Worker	Community Support Worker	Awake Residential Night Worker	Asleep Residential Night Worker	Reconnect Worker
Average Wages	\$55,635	\$56,380	\$50,159	\$52,008	\$57,432
Average Total Compensation	\$62,518	\$59,988	\$54,217	\$58,830	\$73,194
Percentage of Workforce FTE	50.2%	19.3%	8.7%	7.9%	4.3%
FTEs	361	139	63	57	31
EEs	514	197	89	81	44

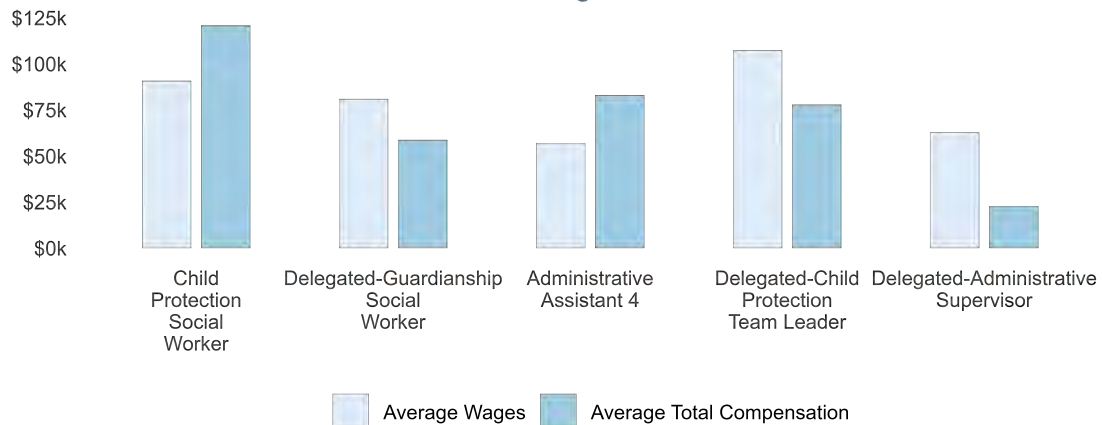
# Top Five Jobs - Northern (cont'd)

## Northern - General Services



	Transition House Worker	Community Support Worker	Residence Worker	Awake Residential Night Worker	Residence Worker Senior
Average Wages	\$50,370	\$49,922	\$52,145	\$49,886	\$60,042
Average Total Compensation	\$55,497	\$53,586	\$58,978	\$60,366	\$73,063
Percentage of Workforce FTE	17.4%	16.1%	11.2%	7.7%	6.7%
FTEs	91	84	59	40	35
EEs	158	147	102	70	61

## Northern - Indigenous Services



	Child Protection Social Worker	Delegated-Guardianship Social Worker	Delegated-Administrative Supervisor	Delegated-Child Protection Team Leader	Administrative Assistant 4
Average Wages	\$ 90,941	\$81,026	\$62,886	\$107,487	\$57,135
Average Total Compensation	\$120,986	\$58,853	\$22,870	\$ 77,981	\$83,164
Percentage of Workforce FTE	30.0%	20.0%	10.0%	10.0%	10.0%
FTEs	18	12	6	6	6
EEs	19	12	6	6	6



