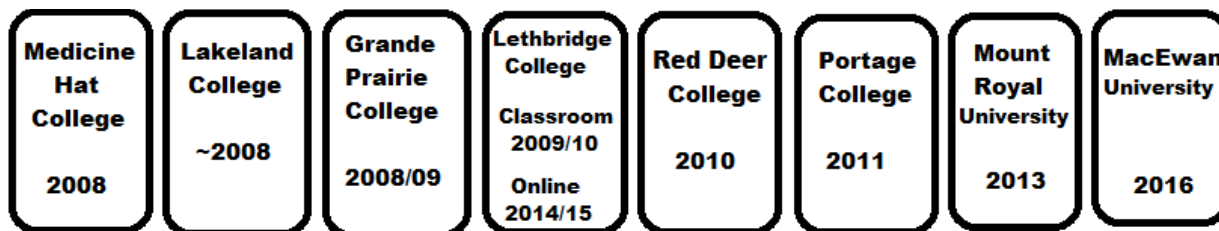


## Education



\*Bow Valley College – program closed in 2008/09 but was revitalized in 2014.

### Current Post-Secondary Programs – No Consistency in Requirements

Source Type	Program	Outcome	Length of Program
Accredited College/University program to prepare Front-Line Workers	Bow Valley College – Disability Studies	Cert.	8 mo incl Prac
	NorQuest College – Support Worker	Dip.	16 mo incl 2 Prac
Accredited College/University program to prepare Supervisors/Management	University of Calgary - Community Rehabilitation and Disability Studies	Cert	9 mo incl Prac
	MacEwan University – Applied Human Service Administration	BCR MA	4 yr varies
Private institutions/programs to prepare Front-Line Workers	MacEwan University – Applied Human Service Administration	BA	2 yr post-Dip.
	Columbia College – Human Services Professional	Dip.	50 wks
	Excel Academy – Community Support Worker	Cert.	17 wks
	Training Inc. – Community Disability Support worker ( <i>no current students</i> )	Cert.	12 wks + 90 hr Practicum
	ACDS – Foundations in Community Disability Studies	Cert.?	varies

### Estimated Level of Educational Attainment (2014)<sup>i</sup>

Level of Education	Women's Shelters	Children's Services	Disability Services
High School	27%	24%	37%
Certificate or Diploma	47%	40%	40%
Bachelor Degree	22%	30%	19%
Above Bachelor Degree	4%	6%	4%

## Wages

2015 Wages – Field Comparison <sup>ii</sup>	Average Starting Pay	Average Maximum Pay
Community and Social Service Workers (NOC 4212)	\$17.84	\$22.38
Nurse Aides, Orderlies & Patient Service Associates (NOC 3413)	\$19.27	\$23.64
Light Duty Cleaners (NOC 6731)	\$16.40	\$19.00

**Annual 2015 CDSW Minimum/Maximum Salary** = \$30,929 - \$40,019, **Median** = \$35,545

**Hourly 2015 CDSW Minimum/Maximum Salary** = \$16.37 - \$21.16, **Median** = \$18.91<sup>iii</sup>

**Hourly 2015 Individual Support I (govt) Minimum/Maximum Salary** = \$19.92 – \$22.90, **Midpoint** = \$21.42<sup>iv</sup>

## Turnover Rates<sup>v</sup>

2009	2010	2011	2012	2013	2014	2015
20.2%	18.0%	20.3%	19.2%	19.1%	18.4%	22.6%

## Alberta Disability Workforce Length of Employment in 2015<sup>vi</sup>

<1 year	1-2 years	2-3 years	3-4 years	4-5 years	5-10 years	10+ years
18.5%	18.3%	7.5%	11.5%	5.0%	21.7%	17.6%

## Disability Workforce Characteristics<sup>vii</sup>

**Gender balance:** 2013 - M/F = 24.8% / 75.2%    2015 - M/F = 20.4% / 79.6%

**Full-time** = 55.9% **Part-time** = 44.1% (includes supervisors, management and administration)

**# Jobs in Field:** One (75.2%)    Two (19.2%)    Three+ (5.6%) (Source: ADWA Compensation & Commitment Survey)

## Regional Differences – Gender, Position, Population Served, Turnover

2015	% Males	% of Workforce at CDSW level	% of Workforce at CDSP level	Turnover
Alberta	20.4%	60.8%	11.0%	22.6%
Calgary Region	30.6%	41.5%	31.3%	30.3%

## Minimum Wage<sup>viii</sup>

**Profile:** 3.1% of Alberta workers    **Part time** = 56.7% / **Full time** = \$43.3%    **Years in Job:** <1 =40.6% / 1-5=41.3% / >5=18%

<b>Age Range</b>	<b>15 - 19</b>	<b>20 - 24</b>	<b>25 - 29</b>	<b>30 - 54</b>	<b>55+</b>
<b>% of Minimum Wage Earners in Age Range</b>	32.7%	17.9%	9.6%	24.7%	15.1%
<i>By Industry</i>	<i>Hotel &amp; Food Services</i>	<i>Retail Trade</i>	<i>Other Services</i>	<i>Other Industries</i>	
<b>% of Minimum Wage</b>	25.4%	27.7%	9.2%	37.8%	

**Minimum wage in Disability Work (\$12.20/hr)** - 5% of the disability services workforce for asleep-overnight shifts.<sup>ix</sup>

<sup>i</sup> "Extent of the 'Main Association Contracted Sector' Report," Boles Consulting, 2014.

<sup>ii</sup> "2015 Alberta Wage and Salary Survey: Health Care and Social Assistance Industry Summary Report," Alberta Ministry of Labour, March 2016

<sup>iii</sup> "ACDS Survey of Salaries and Selected Human Resource Practices," Peter T. Boland & Associates, August 2015

<sup>iv</sup> "Subsidiary Agreement #009 Between The Government of the Province of Alberta and the Alberta Union of Provincial Employees Representing Health and Therapy and Institutional and Patient Support Services 2014-2016," Government of Alberta, Public Service Commission website

<sup>v</sup> "ACDS 2015 Annual Data Analysis Report," Alberta Council of Disability Services, August 2016

<sup>vi</sup> "ACDS 2015 Annual Data Analysis Report," Alberta Council of Disability Services, August 2016

<sup>vii</sup> "ACDS 2015 Annual Data Analysis Report," Alberta Council of Disability Services, August 2016

<sup>viii</sup> "Alberta Minimum Wage Profile 2015-2016," Government of Alberta, May 2016. <https://work.alberta.ca/documents/alberta-minimum-wage-profile.pdf>

<sup>ix</sup> "Minimum Wage Increases," Alberta Council of Disability Services, 2015.