

ACDS SURVEY 2023

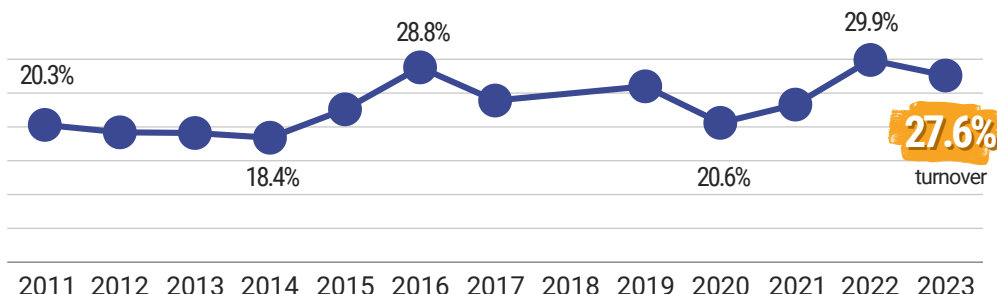
WORKFORCE FUNDAMENTALS

2023 continued to show high turnover in the Community Disability Services sector, with an industry turnover rate of

28%

and a vacancy rate of

6.8%



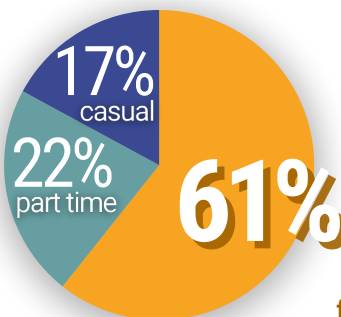
31%
men

69%
women

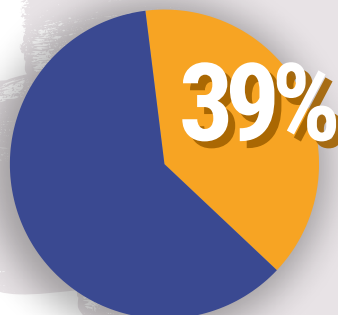
0.2%
other

The proportion of men in the CDS sector has gone from

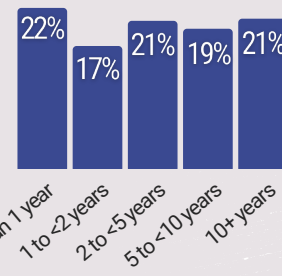
20% in 2015 to **31%** in 2023



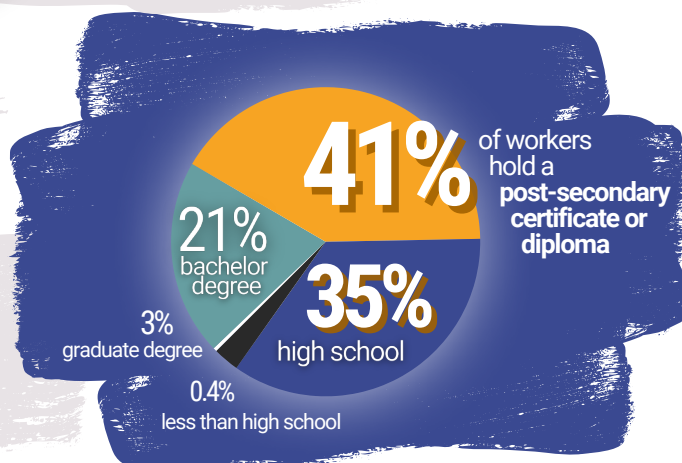
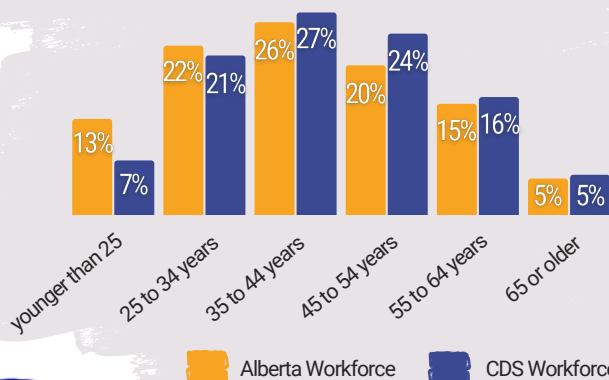
of workers in the CDS sector work full time hours



of employees have been with their employer for under 2 years



The age of the CDS workforce is relatively similar to the overall Alberta workforce, with 55% of the CDS workforce under the age of 45



of workers hold a post-secondary certificate or diploma

The overall **average hourly wage for all positions** in the CDS sector is

\$23.03

compared to **\$21.50 in 2020**

The average **frontline hourly wage** is

\$21.77

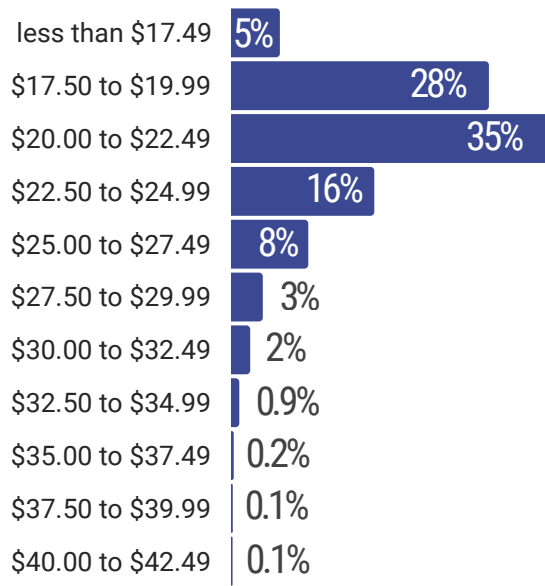
compared to **\$20.32 in 2020**

Frontline Wages

69%

of **frontline staff** make

under \$22.50 per hour



Community Disability Services Workers (CDSW) have an average wage of

\$20.20

89%

of CDSW make less than \$22.50 per hour

86%

of **Community Disability Services Practitioners (CDSP)** make less than \$25.00 per hour.

The average wage of a CDSP is

\$23.31

91%

of **Complex Support Needs (CSN)** workers make between \$20.00 and \$27.50 per hour. 50% make between \$25.00 and \$27.50. The average hourly wage of a CSN is

\$25.18

Employment Specialists have a larger range of hourly wages, spanning between \$17.50 to \$34.99. The average hourly wage is

\$25.78

Team Leaders have an average hourly wage of

\$28.69

78%

of Team Leaders make between \$25.00 and \$32.50 an hour

All Wages

less than \$17.49
\$17.50 to \$19.99
\$20.00 to \$22.49
\$22.50 to \$24.99
\$25.00 to \$27.49
\$27.50 to \$29.99
\$30.00 to \$32.49
\$32.50 to \$34.99
\$35.00 to \$37.49
\$37.50 to \$39.99
\$40.00 to \$42.49
\$42.50 to \$44.99
\$45.00 to \$47.49
\$47.50 to \$49.99
\$50.00 or more

CDSW \$20.20

CDSP \$23.31

Emp Spec \$25.78

CSN \$25.18

Team Leader \$28.69

Other direct service \$26.06

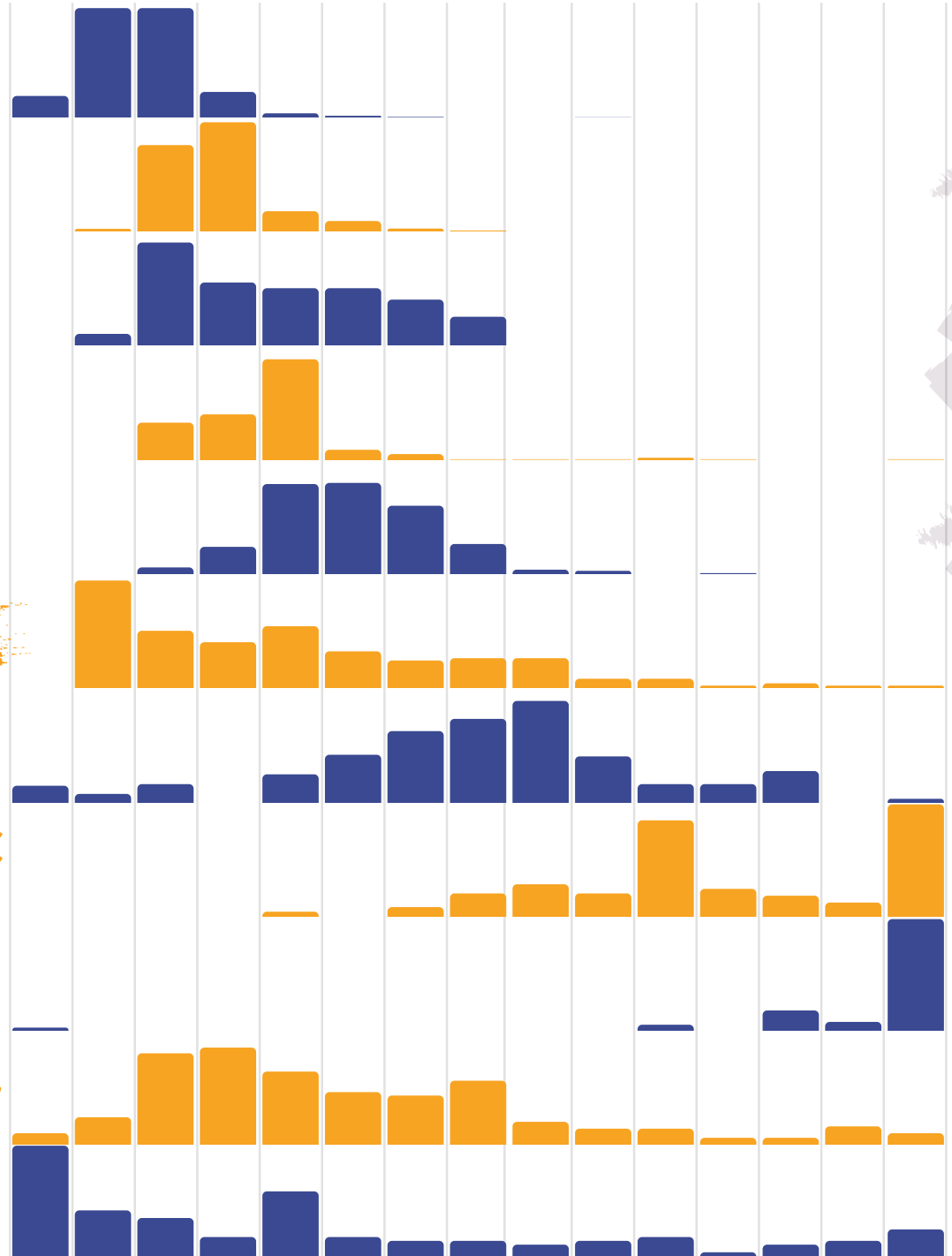
Coordinator \$33.38

Director or Leadership \$46.31

ED / CEO \$50.00+

Other admin \$29.01

Other positions \$28.59



ACDS members can access the full report at acds.ca