



**DURHAM CATHOLIC
DISTRICT SCHOOL BOARD**
Learning and Living in Faith

Durham Catholic District School Board Workforce Census Highlights 2024

Listening, Learning, and Living in Faith

Background

- In 2019, the DCDSB completed our first Workforce Census with Turner Consulting
- As a follow up, in October 2024 we completed our second workforce census with all employees
- Responses reflect survey participant data, and any comparison between the 2019 and 2024 census are for permanent full-time employees only based on the available data from the 2019 census
- All data in this report are only for employees who completed the census
- A total of **3,347** surveys were sent out to all DCDSB employees. **2,139** surveys were completed, marking a **63.9%** completion rate

Employment Questions

- 78.2% of census-completing employees are classified as permanent full-time
- 39.8% of employees have been employed by DCDSB for 1-10 years
- 7% of employees are eligible to retire now or within the next year
- 16.6% of employees are eligible to retire in the next 6-10 years

Notable Areas of Change

- 67.7% of all census participating employees identify as White/Caucasian and 23.7% identify as racialized
- 6.3% of all census participating employees identify as Black, 6.1% as South Asian and 2.8% as Southeast Asian
- 19.5% of permanent full-time employees identify as racialized in the 2024 survey, a significant increase from 12.9% in 2019
- 1.9% of permanent full-time employees identify as Indigenous, an increase from 0.7% in 2019

New Data - 2024 Workforce Census

- Employees identifying as 2SLGBTQ+ represent 6.4% of the responding census participants
- Overall, 13% of census participating employees are under 30 years of age
- 31% of overall census participating employees are between 41-50 years of age
- Note: No comparison is available for the above data from the 2019 census

Similarities - 2019 and 2024 Census

- The gender split remains consistent with:
 - 75.1% of the responding permanent full-time respondents identifying as female in 2024 vs. 72.2% in 2019
 - Employees identifying as male comprised 21.6% of survey respondents in 2024 vs. 22.8% in 2019
- The percentage of permanent full-time employees who identify as having a disability remains similar, with 8% in 2024 vs. 9.4% in 2019
- Non-Catholic permanent full-time employees remain consistent with 13.8% in 2024 vs. 12.6% in 2019

Challenges Since 2019

- Challenges and impacts of global pandemic
 - Areas of focus
 - Changing workforce demands
- Collective bargaining at central and local levels
 - Focus on ensuring positive and stable labour relations
- Only recently been in a growth state and able to focus on hiring for various employee groups with increases in enrolments
- Impact of Collective Agreement language

Next Steps

- Continued focus on recruiting
 - Immigration Centres
 - Attendance at Career Fairs
- Survey new employees at the point of hire
- Racialized and Indigenous Aspiring Leaders Program
- Create environments where employees feel safe and welcome

Next Steps

- Complete an in-depth analysis of the 2019 and 2024 censuses across all employee categories
- Compare results of the 2024 Workforce Census to the 2021 Durham Region Census
- Understand themes and trends identified to inform next steps