



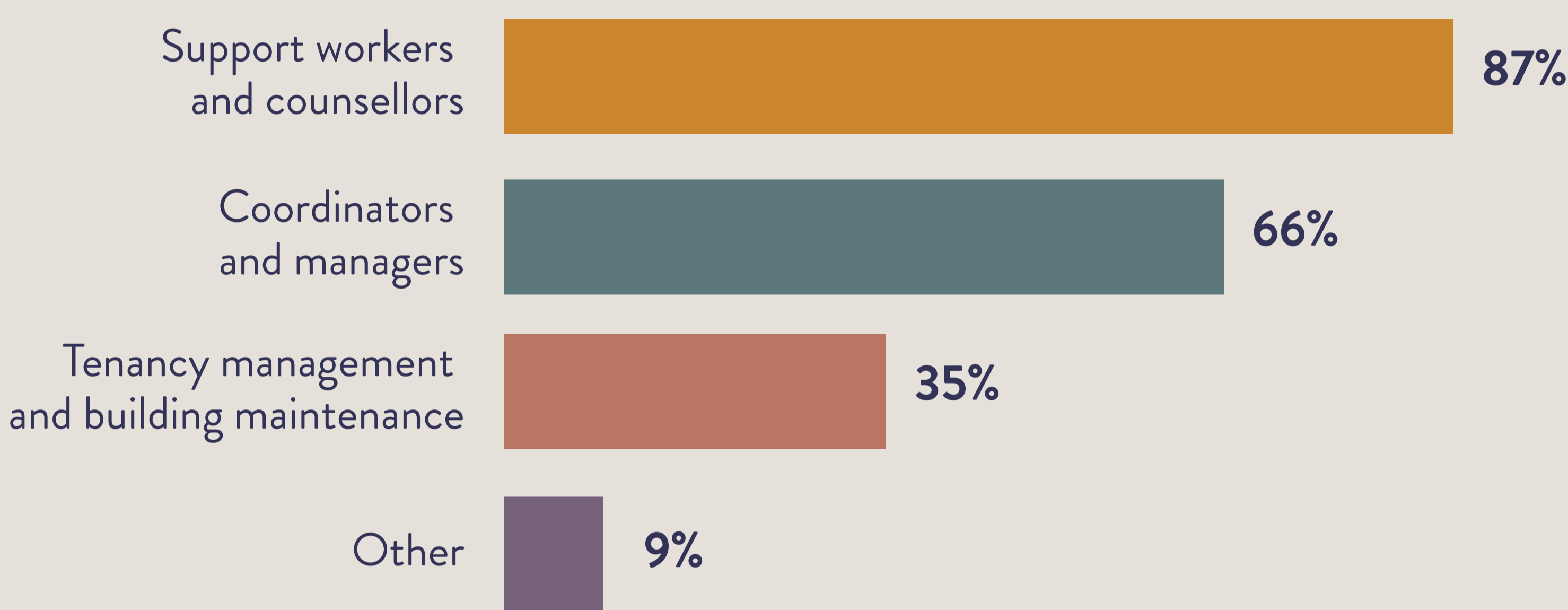
## SECOND STAGE SHELTERS **STAFFING**

Frontline workers are experts in gender-based violence and offer programs, counselling, and support for current and former residents.

*“They [staff] are the ones who saved my life. They are the ones who [helped] me map out my life, who directed, and who guided. They were always at my side advising me...[and] directing me down the right path. I have a worker who does follow up with me. She is always at my side. I can call anytime I want.”*

—current resident, Quebec, interview

### TYPES OF WORKERS EMPLOYED



- **88%** of second stage shelters surveyed employ staff on-site.
- Average of **4** full-time, **2** part-time, **5** casual workers per shelter

However, recruiting and maintaining quality staff is a challenge due to funding gaps. Many second stage shelters have to fundraise to cover salaries, and low salaries result in high turnover and loss of staff.

*“When I talk about resources, it is funding for appropriate staffing...we’re not 100% funded by any governing body and we have to fundraise any shortfall.”*

—executive director, Ontario, interview

## **IT’S TIME TO TAKE ACTION**

Second stage shelters need sustainable, core operational funding that allows them to provide competitive salaries to retain quality staff.