

Kootenay Career Development Society

Pay transparency report

Kootenay Career Development Society (KCDS) is a non-profit organization committed to diversity, equity and inclusion, including pay equity. As a designated Living Wage Employer, we support job seekers and employers in the communities we serve and are committed to fair and equitable employment practices.

Employer details

Employer:	Kootenay Career Development Society
Address:	203-514 Vernon street, Nelson, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn 97 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 0% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



Overtime pay

Mean overtime pay³

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay⁴

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours⁵

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours⁶

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Bonus pay

Mean bonus pay⁷



In this organization women's average bonus pay is 8% less than men's. For every dollar men earn in average bonus pay, women earn 92 cents in average bonus pay. *

Median bonus pay⁸



In this organization women's median bonus pay is 10% less than men's. For every dollar men earn in median bonus pay, women earn 90 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †

Women (100%)

Upper middle hourly pay quartile †

Women (100%)

Lower middle hourly pay quartile †

Women (100%)

Lowest hourly pay quartile (lowest paid) †

Women (100%)

■ Women

In this organization, women occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

In accordance with Pay Transparency reporting requirements, this report includes all employees who worked any hours during the reporting period, including employees who were with KCDS for only a portion of that period. As a predominantly female organization, women are represented across the full range of positions at KCDS, including both the highest- and lowest-paid roles. Women are also more highly represented among newer employees earning at the lower end of established pay ranges and among employees who did not work sufficient hours during the reporting period to qualify for bonus compensation. These workforce characteristics provide important context when interpreting the reported pay differences.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.