**NOTE TAKER TEMPLATE**

**Table Theme: Human Resources and Demographics**

**Issues and Opportunities**

1. The seasonality of work, pay levels and lack of benefits packages (e.g., health and dental insurance, pensions) can make it difficult to attract and retain workers, especially younger workers.
2. There are fewer people to take on leadership, mentorship and volunteer board roles.
3. Training opportunities to learn new required skills and inform Boards of employer obligations are limited.
4. There is no credential system for working in the community sector and that would help professionalize the sector**.**
5. The community sector would be well served if more youth and persons of different diverse backgrounds were drawn to and involved in the sector.
6. There is limited information on the role, impact and issues of women in the sector.
7. Some jobs could be shared across organizations, presenting possibilities in areas such as fundraising, fund development or social marketing.
8. The value of volunteerism must be promoted and celebrated.
9. The community sector can offer flexibility, which is considered a perk by certain demographics.
10. Government employment programs are not optimally aligned with sector needs, activities and timelines.
11. Actions Government can do
12. Actions Community Sector can do

**Other Items Mentioned:**

**Lack of ability to manage volunteers.**

**Existing personnel take on varied roles.**

**Lack of available jobs for younger workers (living wage).**

**Open nature on how to volunteer – same people in many organizations –work together – come together for balance, volunteer centre.**

**Credentials system need process and driving force – need development, process for professionalization needs clarification.**

**Community sector is seen as an afterthought for professional credentials. – professionalization of community sector could mean a living wage.**

**Downloading of government services onto community sector – paperwork is great. Can cause burnout.**

**Professionalizing sector – get JCP (Job Creation Partnership) for a museum. Lack of education, but fit criteria, can lead to a mismatch.**

**Diminishing ability of administrative costs – can cause friction in relationship between funder and client. Cannot get good talent.**

**Government creating the problem.**

**Satellite office of NL Arts Council in Corner Brook. Representative here, along with funding.**

**No incentive from Government to volunteer.**

**Scheduling for training, or meetings is difficult, require more flexibility.**

**Community sector is an employment generator.**

**Community sector is of utmost importance of community initiatives and happenings (ie. Cruise ship visits, sporting events). Makes events feasible and very enjoyable.**

**Administration.**

**Long term retention of quality individuals (increased funding allotment) – group benefits for community sector.**

**Living wages.**

**Group A**

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| What action(s) can **government** take to address the issues or seize the opportunities? | What action(s) can the **community sector** take to address the issues or seize the opportunities? |
| * Job Creation Partnership – loose workers, also loose association funding (i.e. loose materials). * Make decisions more quickly- need faster turnaround. * Timing and fluctuation. * Expand funding parameters – need support services, more flexibility within programs. * Multi-year funding for non for profits | * Community fund based efforts – all fish from same pond- put more pressure on Government. * Joint effort to put pressure on Government * Create a small town festival idea to western NL, more regional approach, as communities in western NL are close. * Provide avenues for collaboration to meet – collaborate to compete. |
| * Campuses- Grenfell and community of Corner Brook are separate, need to push them to work together. Opportunity. Agreement. No interaction. |  |
| * Professionalize work – pay level equivalency, to pay their workers more (it is a process). |  |
| * Change to employment programs, more flexibility, not for profit could fund that position. |  |

**Group B**

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| What action(s) can **government** take to address the issues or seize the opportunities? | What action(s) can the **community sector** take to address the issues or seize the opportunities? |
| * NL Arts Council satellite office   Minimum should be what do you need on staff – fund less than bare minimum –a scramble – do not meet minimum. Significant effort from volunteers. Justify the need for staff, a long term process (3 year – audited justification)  More money goes into arts, the more money it generates.  Get a pittance, fighting for bread crumbs, but contribute greatly to the economy, give back is not recognized by province.  Need a three year plan for non for profit/community organizations staff. – creates and maintains staff. | * Justify ourselves! * More collaboration from university’s perspective. We are a town with a university, but are not a university town. * Partnering opportunities with Government – needs to be communicated. Clarify and collaborate. * Collaboration – resident local theatre group taking up residence at the Rotary Arts Centre – discuss (Tourism NL and Rotary Arts Centre). * Financial accountability – support each other in knowledge. |
| * Lack of administrative funding a problem. |  |
| * A protection fund to cushion in uncertain times (i.e. Juried). |  |
| * Gathering employees benefits (i.e. Health). Government can pool resources to buy into a provincial program. |  |

**Group C**

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| What action(s) can **government** take to address the issues or seize the opportunities? | What action(s) can the **community sector** take to address the issues or seize the opportunities? |
| * Review policy for incentive for individuals to volunteer, expanding the firefighters tax credit to all sectors. (federal) Do not penalize volunteers. | * Idea exchange to share knowledge, experience, challenges, and difficulties so that it can be recognized and dealt with. |
| * Recognize the importance of the sector and their contributions to and for community. | * Right person in the right job. Two way street. |
| * Communicate and engage frequently to tell of needs, challenges, contributions and rewards to the community. | * Enrichment and value to community be communicated to the wider community. |
| * Need funding for more staff members – funding to hire additional staff members needs to be communicated. * Review how they approach non for profits. | * Do it for love of community. |

**Group D**

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| What action(s) can **government** take to address the issues or seize the opportunities? | What action(s) can the **community sector** take to address the issues or seize the opportunities? |
| * Recruitment strategies for community sectors. Needs to be treated as a viable options, similar to the trades. | * Stop expecting Government to take the lead – need partnership within the sector – Government cannot paint all these groups with the same brush (cannot all go to same pots of funds) onus on organization to go to Government, arts sector, service sector, health sector . * Room for more effectiveness. * Allow cross sectoral applications/partnerships. * Contribute greatly to the province and society. * Needs vary significantly (when funds need to be thought about). |
| * Group community sector benefits plan, pension plan. | * Students come into your organizations (co-op and interns) creates engagement and dialogue and helps the non for profit by providing an additional resource. |
| * Volunteer tax credit, similar to firefighters, equality across the board. | * What skill sets does your organization have that people may need? Aspect- what could your group provide to Government? |
| * Invest in non for profit sector, can get good bang for buck, there are boots on the ground * An awareness campaign on the sectors importance. * Keep young people in the communities. Change the stigma (when are you going to get a real job). * Have education and awareness’ in the schools – a great career choice. * Paid co-ops and internships. * Government needs to encourage and foster people’s awareness of the sector. | * Service learning project – adheres to curriculum, and gets students out in the community. |