**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. Xx
12. xx

**Group 1**

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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? |
| * Earlier announcement of funding for student programs.
* Applications too close to hiring dates.
* This impacts the quality of employees that can be hired.
 | * If there was an organization that can assist with the funding process. Centralized resource for all information of funding sources for hiring. Too much time from organizations searching for the right funding to find out it doesn’t work.
 |
| * Hold back the monies until end of program is completed so non for profit organizations don’t have the funding to pay upfront.
 | * More flexibility on how funds are spent.
 |
| * More flexibility on how funds can be spent.
 | * Length of programs and restrictions (i.e. tourism is 8 weeks and can only hire for 6). Extend funding programs to the shoulder season for students in tourism.
 |
|  | * Making resource and awareness to complete the application resources. Would that swamp the current employees (peer support) submit 10 proposals and only get one rejected.
* More feedback on why funding is declined.
* Online sector peer group could help.
 |

* \*\*\*\*things clearly missing:
* Outmigration of youth poses a problem (fits with point 2).
* Lack of clarity of what is available in regards to what is out there for funding.
* Lack of policies and procedures, lack of human resource expertise in the organizations.
* Organizations competing for funding. Maybe opportunities to come together for joint applications.
* Hard to apply for the program funding because restrictions are getting harder and harder. Funding programs that may be too restricted and no support for employees to hire people (i.e. supplies).
* Lack of time from opening of programs and funding available. Late announcements of provincial student programs negatively impacts proper training.

**Group 2**

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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? |
| * Stop downloading their own agendas into non for profit organizations. Stop micro-management. Adding to responsibilities to non for profit organizations. Before changes happen non for profit organizations needs to be consulted. Not always happening but often. Government needs to ask questions: purpose of Board of Directors and their own purpose. Acknowledge the role of the board. Consult before making changes. “Because you give us the funding, that doesn’t mean you’re the boss of us.” Consult the board about responsibilities.
 | * Hub model: benefits through being a member of community sector. Can get group insurance (medical ex). Fall under one big insurance. Member based organization to purchase group insurance, IT help, bulk buying, and develop constitution, policies.
 |
| * Seasonal staffing programs could be longer in shoulder season. Extend the funding program.
 | * Similar model as Chamber of Commerce
 |
| * Diversify the funding program outside of the student population.
 |  |
| * Extend length of student employment programs.
* Notice of approval quicker.
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Things to add

* Aboriginal perspective: Government is not aware of cultural practices and needs.
* The way Government funding works sometimes is that it’s given to non for profit organization, really board of directors, to distribute funding. Too many conditions and guidelines and Government takes ownership over non for profit organizations and dictates. Summarized: Government downloading additional requests of organizations who are funded to do more and then try to manage it. They micro manage rather than leave it to the organization. Government has their own agenda and using non for profit organizations. Government dictates.

**Group 3**

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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? |
| * Funding flexibility or less restriction on timing for hiring and when the program can be run.
 | * Group insurance under hub.
 |
| * Better support for proper board training. They need to have a good skill set to understand employment challenges, to work for agency, running payroll, etc…. (example: roles have to fit skill set). Board members understand their role is to meet needs effectively. Helping volunteers better understand their role as board member.
 | * Funders prospective: establishment of a credential system to efficiency.
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| * Challenge with too many steps to access funding.
 | * Community sector council empower boards and boards have understanding of roles people checked for skills.
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| * Partnership to develop opportunities to employ people with barriers to employment.
* Access to core funding to retain employees/continuity of skill set and knowledge.
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Things may have been missed

* Related 1 and 10: when funding becomes available, shift in tourism is extending into the fall. Would be nice to see programs start later.
* Lack of skills in leadership roles: JCP best of what we have to put them in a leadership role, in supervisor position, and they lack the skills themselves. Restrictions on funding programs ex. JCP program. Hire within the program for supervisor but supervisor may not always be best skilled.
* Timing (ex. Community Enhancement Program November to mid-March. Organization uses employees wrong time of year. Better in spring and summer).
* Boards as employers and development of that. Good leadership on board. Need to run as a business. You have to have wages and benefits package

**Group 4**

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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? |
| * Board members need to be made aware of roles and responsibilities.
 | * Board members need to be made aware of roles and responsibility. More of the training available Community Sector Council.
 |
| * Financial responsibility should be rewarded not punished. Government and funders making money in reserves shouldn’t be a reason not to gain more funding. Need to identify what excess funds would be used for.
 | * To retain volunteers they need to show more appreciation. Highlight the sector more than during volunteer week. See/treat as a career rather than a job/make it an option to work in the sector.
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| * Government should make available more money for non for profit organizations to help with cost so non for profit organizations can cut back on some of the fundraising that takes a huge amount of time with volunteers.
 | * When trying to obtain funding they are passed from person to person.
 |
| * Government needs to provide more clarity of who to contact rather than passing from department to department.
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**Missing**

- Board members not knowing their responsibility.

- Expectations of salaries don’t fit within realism of what non for profit organizations can afford.