**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? |
| * See notes from Theme A as they pertain as well.
 | * Government/organizations need to be more versatile. Look at hiring retired workers to fill contract work or possibly volunteer there.
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| * The current flow of programming hasn’t evolved with the changing needs and workforce. So 15 years ago!
 | * Our younger generations don’t seem to be valuing the importance of volunteerism. This needs to be promoted more.
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| * A lot of organizations and non for profits are dealing with huge social issues, etc. within their mandate. The salary for hiring people in these organizations is difficult to match and it doesn’t make sense that the funding to pay for these positions only comes from the organization when these positions are created to support the community/region and the issues.
 | * Services for smaller communities needs to more accessible. Those smaller communities don’t have as much “on-hand” and the commute to access the services needs to be readily available to those in need.
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| * It makes it even more difficult that the funding often comes for a term. Need more multi-year funding as people can’t commit to a position (despite their passion) because people don’t want to take the risk. This usually results in not hiring the “best” candidate.
 | * Get better at collaborating. There may not be enough work for one organization in any given position so there should be the option to share positions within community agencies.
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| * For young people it isn’t as enticing to take on such a position because of the lack of benefits, etc.
 | * Ask a retired person to help. Reach out to elders as they have many skills to offer.
 |
| * Government/organizations need to be more versatile. Look at hiring retired workers to fill contract work. Government can maybe assist in recruiting for such positions.
 | * Organizations need to get better at reaching out to private sector. Identify skills rather than looking for money. Get creative at recognizing private contributions.
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| * Celebrating volunteers is so important! Government should be providing resources to organizations to celebrate the help they get from volunteers! A pot of money to tap into.
 |  |
| * School programming surrounding volunteerism needs to be better promoted and the importance of volunteering needs to be emphasized, in particular with our younger generations.
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| * Programming needs to be issue based rather than population based. We shouldn’t look at numbers when there is such a NEED!!!
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| * Government needs to be more flexible i.e: job sharing needs to be an option for multiple organizations.
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| * Not a lot of incentive for non for profits to generate money to put back into the organization. Government shouldn’t be clawing back money.
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| * Job sharing is great in theory but may be detrimental to the organizations involved if it affects core funding.
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| * If the non for profit sector has become the dumping ground for services that that Government used to provide then the Government should support these organizations.
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| * Government can support or build incentives for the private sector to donate their time to the non for profit sector/community organizations. Private sector to possibly get receipts or other incentives to support. It’s not always a money amount that is needed.
* There are resources that may do that but there needs to be some education on that.
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**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? |
| * A central agency that all non-profits can go to and that agency gets the benefit package for those employees, driving the cost down for each organization.
 | * Volunteer needs to maintain volunteer duties outside of this potential hired employee.
 |
| * Really important to reiterate multi-year funding.
 | * Community agencies run on the premise that they hire someone knowing that, that hire may leave when something else comes along.
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|  | * How can small organizations make positions appealing? There is no money to do so.
 |
|  | * A central agency that all non for profits can go to and that agency gets the benefit package for those employees, driving the cost down for each organization.
 |
|  | * Knowledge of what insurance is required as a small organization. Not practical oftentimes for small organizations when it is needed but it is so costly. More education on options.
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