**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. ***Majority of individuals in these roles are women and are not compensated appropriately- multi skilled. Working alone- no group benefits***
2. There are fewer people to take on leadership, mentorship and volunteer board roles. ***Volunteer burnout***
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.

GROUP 1 General Comments:

* Have to send clients to St. John’s and St. John’s can’t take them because they don’t live in St. John’s (Ex: Choices for Youth)
* No addictions services, emergency services locally, but a demonstrated need.
* The region is very strong on partnerships - ‘it is how we’ve survived’
* Criteria for eligibility of Government programs is not possible to obtain in Labrador and it isn’t possible to send them out of the area.
* Public transportation is not available in Lab West- many clients require it. Ex: they can’t hand out resumes.
* Knowledge gaps in organizations Ex: financial, harassment.

GROUP 2 General Comments:

* Wage subsidies are not enough in Labrador

**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? |
| * Waiving some of the requirements under government eligibility which are not possible to obtain locally. | * Support agencies and organizations with a provincial scope, should have flexibility to accommodate clients that reside ‘outside’ of the St. John’s area. |
| * Transportation subsidy for clients (ex: mental health). | * Transportation services- community initiative. |
| * Sharing developed training modules with community sector Ex: Government training. Also could be possible with IOC. | * Explore opportunity for group benefits across the community non-profit organizations. |
| * Recognizing volunteers through tax breaks or other incentives (similar to IOC’s dollars for doers program). | * Using staff liaison (Ex: hope haven, first steps). |
|  | * Tapping into the ‘Dollars for Doers’ program through IOC. |
|  | * Open opportunity to new and inexperienced board members- share the knowledge and opportunity. |

**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? |
| * Increase subsidies to offset the higher wage costs in Labrador. Should be specific to job and qualifications (using Labour Market Information). | * Pooling resources |
| * Funding for administration and training to hire and retain qualified people. | * Focus on educating high school and post-secondary on opportunities to volunteer, develop a mentoring program (Ex: search and rescue) |
|  | * Discovery program- life skills. Requires funding for leaders. |