**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? |
| * Tax assistance. When you file income tax at the end of the year, the Government should have a tax rebate for people who serve on boards/non-profit organizations. Similar to what is received by members of the Volunteer Fire Departments. | * Organization has tried “many things” but are not getting young people. |
| * Not being able to carry forward a bank balance: Government could bring in “more programs” to help in the summer months. | * Take people from the high school to get volunteer hours from schools, but youth don’t stay. |
| * Seniors (health, dental and insurance): Majority don’t qualify for dental. Government has discontinued program for dentures. Can Government bring back this program? Seniors give back to the community, and it would improve overall quality of life. | * Policies prevent youth from easily volunteering. Example: Candy Striper program at the hospital gift shop is no more. Policies/red tape preventing youth from easily accessing. |
| * Resource center for “one stop shopping” on the Burin Peninsula: How to get the message out to the people/community sector on the Burin Peninsula of jobs, available programming, volunteer opportunities, etc. Community Sector Council should have an easily accessible location regionally. A Human Resource person for the community sector on the Burin Peninsula. Strengthen Human Resources on the peninsula. |  |
| * Is the Government helping organizations get board members? Government is cutting back funding, not enough staff, etc. Too much work for board members to run the operations on a volunteer basis. This deters people from applying to volunteer for boards. |  |
| * Government penalized boards, “charged fines” for “mistakes” made throughout the year. Example: $170 fine/penalty for 1 mistake. |  |

**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? |
| * Reinstate Community Clusters Project. Umbrella organization that paid a staffer to engage the community sector in the region. Everyone learns together. Everyone promotes together. | * Let more people know what your organization is about and what you do. Better promote yourself: flyers in doctor’s offices, AESL (Department of Advanced Education, Skills and Labour) offices, and social media advertising. |
| * Funding for Youth Sector Council funding was cut in recent years. | * Share training opportunities. It’s more cost effective to share the cost of training, and allow everyone to participate. |
| * Government could facilitate cross sector training. Making training more easily accessible, transportation funding, etc. | * Share our knowledge. Utilize knowledgeable people throughout the community sector. Adapt a more regional approach. |
| * Seniors are often unable to leave their home. Activities happening within the community, but seniors are unable to participate because they do not have available transportation options in small communities. More understating of “human issues”/real day-to-day concerns. | * Approach colleges to engage students as individuals that organizations will be hiring, or, could be volunteers in the next 5 years. |
| * Target youth for youth from graduation to 45 years of age. Government sponsored awareness campaign directed to that age group. |  |
| * Could government provide some type of incentive (tax incentive?) to encourage people to get youth involved? Ex: voucher towards your post-secondary tuition if you were a volunteer in your community. |  |
| * Can the government assist volunteers (mileage, tax deductible, etc.) towards being a volunteer. Could you claim your travel to events? Example: Fire fighters can claim this volunteer activity on their taxes. |  |
| * Volunteering seen as “another extra cost” when families are operating on a fixed budget. Could government instate a pilot project to see if volunteering would improve? |  |

**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? |
| * Make the economic impact of the community sector more readily available. Dollar value. | * Groups can come together more on joint applications for staff. |
| * Advertising to promote the value of the volunteer sector. In comparison to the Government’s tourism ads, could Government run ads to promote the volunteer sector? Government seems hesitant to “brag” but, it could encourage more youth to volunteer. | * Invite all volunteers to attend volunteer nights. Do not simply invite one person from each organization. Invite everyone! Ex: when Volunteer nights are sponsored by the town, invite everyone. Openly thank everyone! |
| * Mentor group set up through the high schools. Make it part of the curriculum. Have volunteers brought into the high school to speak with youth, work with Government, change the curriculum and make it a credit course, in addition to the already existing 30 hours included within the “Career Development” course. | * Being open to having youth on your board. The notion that young people do not have a knowledge base. Older members should feel they can mentor youth, and train them. But at the same time, acknowledge they can learn from the youth as well. |
| * Government offers free training, and it’s a benefit, when Government brings training directly into the office, or offers courses online. Offer additional training courses in this manner. | * Keep youth on boards, even though they are attending school/university. They are assets in utilizing social media. Be more open/flexible with our youth, allowing them to stay on boards in other capacities. Ex: Board member in university regularly posts on social media, does advertising posters in between classes. |
| * Difficult to maintain staff because each year, community organizations have to wait to see if they’ll get their core funding. So, it’s hard to maintain valued staff as people are searching for job security. Increase multi-year funding. Always starting from scratch when hiring new staff. | * Show youth the benefits to volunteering. Receive free training, resume building, etc. Being a volunteer makes you more employable. Awareness to youth! |
| * Have organizations come together to apply for funding. However, proposals are too lengthy. Streamline the application process so that organizations are not waiting so long to see if they will receive funding. While waiting for funding, volunteers take on additional duties to keep the organization afloat. | * Colleges can give out volunteer awards/scholarships. |
| * Incentive program created by government. |  |

**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? |
| * Could we promote more in schools? During heritage fairs, only about 2% of students will approach museums. | * Benefits and pay packages/plans: Is there a way to coordinate benefits? Could there be a sector initiative for employees of the non-profit sector? Could Municipalities Newfoundland and Labrador expand their base to include heritage museums and heritage groups? |
| * In some areas, Paradise, St. Pierre, you HAVE to join the local Chamber of Commerce prior to setting up your business. Once you are a member, you receive a tax deduction. Creates a more regional approach to business and promotion. | * Volunteerism is a “generational thing”. Sometimes, younger generations do not see the need to be involved because the older people are “taking care of it”. We need to move away from the pessimism around youth volunteers, and stop talking about the lack of volunteers. Sometimes when we complain about the lack of leadership/volunteers, it doesn’t encourage more youth. |
| * Government deadlines/red-tape are big deterrents. Example: Getting in the tourism book/magazine for Summer 2019. Deadline was May 2018. This is discouraging to board members. Board members say “I don’t need this bureaucracy in my life.” Valued members quit. | * Ensure the volunteer groups actively participate/pay fees in whatever umbrella organization is present in the region. Ex: HRTA, Legendary Coasts, Chamber of Commerce, etc. |
| * Could we change/modify the curriculum to encourage more youth? Need to start this in their curriculum at an earlier age. Should start around grade 6/7, rather than wait until grade 12. | * Could the community sector promote/market more to parents/teachers in an effort to use them as channels of volunteer promotion? |
| * Community Clusters project funding was cut. Could this be reinstated? |  |
| * Government needs to be more appreciative to volunteers. Volunteers feel insulted, mistrusted and degraded, when they should be praised. Government employees could need sensitivity training around the value of volunteers. |  |
| * Government red-tape. The red–tape that volunteers experience act as a deterrent, because they know the hoops they’re going to have to jump through. Ex: Certificate of Conduct process. |  |