**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. Long term core funding is not available to allow for organizations to attract individuals.
12. Structure of programs such as JCP results in a drain of skilled workers as the employer cannot use JCP to rehire the same individual.
13. Majority of individuals involved in organizations are volunteers, thus turnover is constant and the ability to maintain or access workers is limited.
14. There is a need to encourage immigration in-migration.
15. There is a lack of available resources for newcomers and for those that are accepting newcomers.
16. There is limited not-for-profit funding resources for addressing safety requirements

**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? |
| * Streamline application processes and provide opportunity for project proponents to meet in person to present their projects to funders to allow for a common understanding of the project.
 | * Community sectors groups can initiate dialogue with elected Government representatives, Government employees and municipal representatives so they have an understanding of the needs and requirements of the community sector. Such as meet and greet opportunities.
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| * MHA’s need to be more accountable to their districts and support the resource needs of non-profit organizations.
 | * Provide opportunities for seniors and younger people to support the needs of organizations.
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| * Develop long term funding programs that provide for resources, infrastructure and long term operations.
 | * Educate and engage seniors in the communities to engage their expertise into organizations.
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| * Provide continued support for organizations that are fiscally responsible.
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| * College should be adequately funded to provide training to non-profit organizations at a lower cost.
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| * Relax strict deadlines on funding pots and conditions for applications.
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| * Provide funding that will allow for long-term employment of skilled employees.
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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? |
| * Provide funding and resources support to the sector for professionalization.
 | * Community Sector Council information needs to be more accessible and advertised in all regions so that people are aware of the services they offer.
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| * Provide clear, direct resources to organizations so they are aware of the HR requirements.
 | * Community Sector Council should establish an individual as a connector in each region to work with all community sector organizations to allow for sharing and common access to services. Establish regional satellite offices.
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| * Provide more awareness of existing government resources and supports for HR. If Government is providing funding, a resource package should also be provided as to the HR requirements.
 | * Explore opportunities to partner or link with existing private entities to share HR knowledge and resources such as via the Chamber of Commerce. This would support private sector knowledge of the value of the community sector.
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| * Provide incentives (e.g. tax credit) for individuals who volunteer at non–profit organizations.
 | * Provide an orientation package containing policy and procedures and bylaws to volunteers to demonstrate and professionalize the individual’s volunteer participation in the organization.
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| * Provide support and resources to organizations to prepare appropriate HR resources such as orientation packages, HR policy documents, etc.
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| * Provide more oversight to ensure that organizations have appropriate by-laws in place and insurance in place in order to register as a non-profit organization.
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**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? |
| * Provide and increase availability of resources and expertise on establishing social enterprises.
 | * Community sector could establish a group to allow access to benefit packages.
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| * Provide recent graduate employment subsidy funding specifically for non-profit organizations.
 | * Develop programs and benefits package that appeal to seniors.
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| * NL Wage Subsidy program eligibility restrictions need to be modified to allow for higher pay, and participation of more youth in not for profit sector to encourage more youth to stay in the province.
 | * Identify and tap into individuals in communities with knowledge and expertise that may be available to lend support to organizations to improve HR practices.
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| * Increase the amount of income tax paid by private sector and non-profit organizations by a marginal amount to allow government to fund worker benefit packages (health, dental, etc.).
 | * Develop an-line registry/directory of organizations that includes area specific information and posting of volunteers and paid work opportunities.
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| * Conduct a review of Provincial and Federal government programs such as (Job Creation Partnership and SWASP- tuition voucher) to better align the programs to meet the needs of the community sector.
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| * Relax funding restrictions to allow community sectors to address their HR needs ( i.e. – no students allow organization to use the student money to hire seniors).
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**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? |
| * Educate the public on job creation by immigrants and their value to the community.
 | * Community Sector Council should work with communities to provide supports and encouragement to attract volunteers.
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| * Government can partner with the community sector to provide online access to safety and other HR related training.
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| * Conduct a review of Provincial and Federal government programs such as (JCP and SWASP- tuition voucher) to better align the programs to meet the needs of the community sector.
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| * Relax funding restrictions to allow community sectors to address their HR needs ( i.e. – no students allow organization to use the student money to hire seniors).
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| * Departmental program funding timelines do not support regional needs or align with operational requirements of the community sector (e.g. student hiring not accessible in time to allow them to access training before starting work because the funding is granted too late to allow for this to occur).
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| * Government of NL website should be more accessible and easier to navigate to find HR relevant information and have accessible relevant bundling of information related to HR.
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| * More public education and Government support for the hiring of diverse workers (i.e. aboriginal awareness training).
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| * Align funding programs within Government to ensure that they are able to meet the specific regional needs of the non-profit sector. For example: address the restrictions of the competitive impact to allow for a collective private/non-profit partnership.
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| * Allow non-profit organizations to reinvest HST operations back into operations.
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| * Provide funding to allow community sector organizations to access benefits.
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| * Provide funding support for mentorship opportunities within the non-profit sector.
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| * Conduct a study to identify the amount of revenue generated by non-profit organizations to understand the economic contribution.
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| * Make board liability insurance mandatory for community organizations.
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