



NEWS RELEASE

For Immediate Release

CCVO celebrates new provincial workforce strategy to address HR issues crippling Alberta's voluntary sector

Province-wide collaboration maps and coordinates critical course of action

CALGARY, Alberta — [Apr 28, 2008]. The Calgary Chamber of Voluntary of Organizations (CCVO) today celebrated the release of the Government of Alberta's *A Workforce Strategy for Alberta's Nonprofit and Voluntary Sector*. Nonprofit and charitable organizations from across the province collaborated with the Alberta Government to develop this strategy. Led and facilitated by the Calgary and Edmonton Chambers of Voluntary Organizations, a course of action was charted and coordinated to tackle workforce issues crippling Alberta's voluntary sector — a significant employer and vital part of the Alberta economy.

"The workforce strategy provides a framework to address both the urgent needs of a large and diverse sector, as well as develop the long-term, systemic solutions that will enable organizations to adapt to the changing workforce reality," said Katherine van Kooy, President and CEO of the Calgary Chamber of Voluntary Organizations. "The actions outlined in this strategy will support the creativity and commitment demonstrated daily by organizations as they strive to deliver high quality programs and services in their communities."

Issues identified as a result of this high level of cooperation and collaboration include: increasing competition for workers; staff turnover; dependency on external funding agencies for operational and project funding; increasing demands on service; lack of training; and difficulty in coordinating provincial action.

"Alberta's nonprofit and voluntary sector is facing a number of significant challenges as the demand for services grows and competition for workers in the province increases," said Employment and Immigration Minister Hector Goudreau. "If these challenges are not properly addressed, they have the potential to limit the sector's growth and impact its ability to deliver the programs and services Albertans rely on."

Twenty-eight actions in five distinct areas have been mapped out. Highlights include the following actions:

- Educate the public about the importance of work in the sector;
- Provide employers with good management practice tools;
- Promote the sector as an employer of choice;
- Develop strategies for sharing resources; and
- Explore opportunities for career mobility across organizations with the sector.

"It's truly a celebration of the opportunity to network and build on the expertise of all the different human service sectors," said Ann Nicol, CEO of the Alberta Council of Disability Services.

More than 20 organizations, including the Calgary Chamber of Voluntary Organizations, have committed to the critical implementation and delivery of these actions. This new network includes:

- Alberta Council of Disability Services,
- Alberta College of Social Workers,
- Alberta Museums Association,
- Boys and Girls Clubs of Alberta,
- Edmonton Chamber of Voluntary Organizations,
- Family Services of Central Alberta,
- Kids Help Phone,
- United Way of Calgary and Area,
- Vocational and Rehabilitation Research Institute, and
- Volunteer Alberta.

The workforce strategy is a sub-component of the Government of Alberta's 10-year labour force strategy, *Building and Educating Tomorrow's Workforce*, to address the specific labour challenges faced by the voluntary sector.

"We're really excited. This is a wonderful opportunity for this sector to come together in this joint initiative," said Yvonne Martodam, Director, HR, The Vocational and Rehabilitation Research Institute.

The Calgary Chamber of Voluntary Organizations is a ready and willing partner. This new provincial workforce strategy dovetails well with an existing locally-based workforce strategy, CCVO's *Calgary HR Initiative*.

"We will continue to partner with Alberta Employment and Immigration," said Mike Grogan, Project Manager of CCVO's Calgary HR Initiative. "With the release of this workforce strategy, CCVO's *Calgary HR Initiative* will move forward."

"In the face of what is in fact, a labour crisis for many organizations, we celebrate the desire to work together to create substantive change," said van Kooy. "One of the truly encouraging aspects of this experience is the partnership that has developed between Alberta Employment and Immigration and the voluntary sector. Albertans are the long-term beneficiaries of this vital collaboration to build Alberta's voluntary workforce."

A copy of *A Workforce Strategy for Alberta's Nonprofit and Voluntary Sector* is available on the Calgary Chamber of Voluntary Organizations website at www.calgarycvo.org and the Alberta Employment and Immigration website at www.employment.alberta.ca

About CCVO

The Calgary Chamber of Voluntary Organizations (CCVO) is a member-based, federally registered charitable organization, working to strengthen Calgary's voluntary sector and provide leadership on cross-cutting policy issues affecting the sector as a whole.

CCVO engages members of the sector, works to promote an understanding and awareness of the sector, publishes research, provides leadership on policy development, and shares resources for and about the sector.

Established in 2004, CCVO has a diverse membership of over 380 organizations, ranging from small grassroots non-profits with no paid staff, to large, well known registered charities. Members work in areas across the community, including housing, social services, health, sports and recreation, arts, and environment.

For more information about the Calgary Chamber of Voluntary Organizations, visit www.calgarycvo.org.

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Media Spokesperson for CCVO and the Workforce Strategy:

Katherine van Kooy, President and CEO
Calgary Chamber of Voluntary Organizations
Phone: 261-6655 ext 224

Media Spokesperson for the Calgary HR Initiative:

Mike Grogan, Project Manager
Calgary HR Initiative
Calgary Chamber of Voluntary Organizations
Phone: 261-6655 ext 227

To arrange an interview with Katherine van Kooy, Mike Grogan or for more information about CCVO contact:

Glenda Blissett, Communications Advisor
Calgary Chamber of Voluntary Organizations
Phone: (403) 261-6655 ext 222
E-mail: gblissett@calgarycvo.org