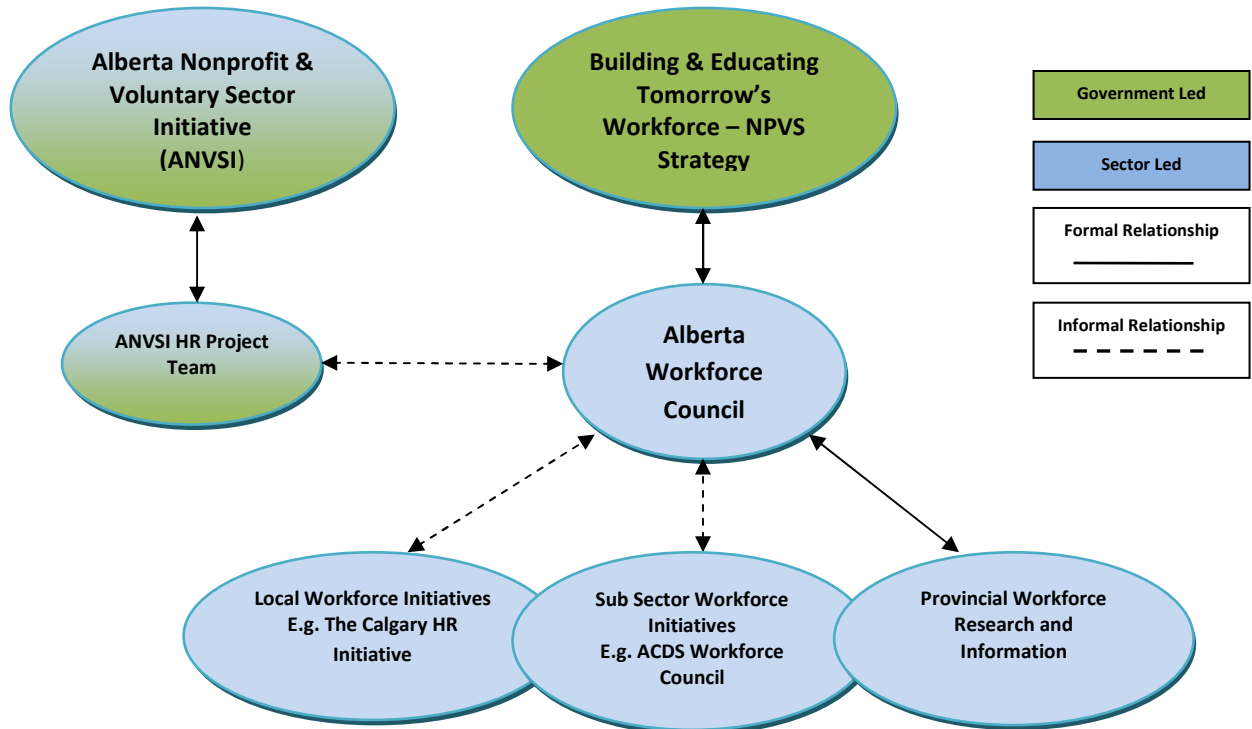


## MAPPING ALBERTA'S WORKFORCE INITIATIVES

### Overview

The proposed Alberta Nonprofit and Voluntary Sector Workforce Council will be a concerted effort on the part of the nonprofit and voluntary sector to address human resource issues in a participatory and collaborative manner. To be effective it is critical to clarify the alignment with, and distinction from related existing initiatives, including ANVSI and the ANVSI HR Project Team.



**ANVSI** is a partnership between the Government of Alberta and the Nonprofit and Voluntary Sector committed to work towards solutions for commonly shared, critical issues.

**The ANVSI HR Project Team** supports the implementation of the Workforce Strategy for the Nonprofit and Voluntary Sector, addressing issues and implementing strategies that pertain to, and require action by government departments.

**Building & Educating Tomorrow's Workforce** is the Alberta government's 10-year labour force strategy. Priority actions and strategies were created through consultations with organizations in a number of industry sectors. The strategy aims for more workers, educated and trained people, and innovative and safe work place

**The Alberta Nonprofit and Voluntary Sector Workforce Council** will be cross-sectoral group of nonprofit organizations and networks responsible for the implementation of the Workforce Strategy. The Council will coordinate activities required to implement the sector-led Workforce Strategy using the framework to build the labour force needed to support continued growth over the long-term.

## **The Alberta Nonprofit Voluntary Sector Initiative**

Through the Alberta Nonprofit and Voluntary Sector Initiative (ANVSI) the Government of Alberta and the Nonprofit/Voluntary Sector have agreed to a framework which allows them to “build healthy, active communities by enabling them to collaborate in an interdependent partnership, while continuing to honour their unique strengths and contributions.” ANVSI is a mechanism for the Government of Alberta and the Nonprofit/Voluntary Sector to work collaboratively toward common solutions for cross cutting, critical NPVS issues including:

- developing a better understanding of each other’s values, roles, mandates in Alberta communities;
- working together to build capacity to participate in this collaboration;
- developing mechanisms to enable the NPVS to influence public policy development on issues that impact the sectors roles and mandates in Alberta communities;
- working together to strengthen the environment in which the NPVS can inform, attract, develop and retain the human resources required to fulfill its essential roles in Alberta communities;
- working together to address issues related to funding and accountability to help sustain the NPVS, while respecting its autonomy;
- working together to address issues related to organizational infrastructure capacity, operations, and the full scope of risk management within the NPVS; and,
- working together to monitor adherence to the guiding principles, and progress made on the commitments, as set out in this Framework.

(Framework for Collaboration, 2007)

### **ANVSI HR Project Team**

The ANVSI HR Project Team was established by the Collaboration Committee on February 6, 2008 to support the implementation of the Workforce Strategy for the Nonprofit and Voluntary Sector, addressing issues and implementing strategies that pertain to, and require action by, Provincial Government departments. The focus of the Workforce Strategy, and this project team, is on the employed workforce in the voluntary sector and the issues being addressed are primarily those related to paid employees, not volunteers.

The focus of the Project Team is on the following strategies identified in the *Workforce Strategy for the Non-profit and Voluntary Sector*:

- 1.1 – Educate all levels of government about the importance of the sector to quality of life in the community and the economy, and the challenges related to labour force shortfall;
- 1.2 – Advocate for the need for departments to establish common policies, procedure, and standard formats for granting and funding; partnership to gather updated data on the non-profit sector;
- 3.2 – Foster development and strengthen human resource management practices

3.3 – Work with government and business on strategies to promote the sharing of personnel, resources, and training and professional development;

3.4 – Advocate with government and business for the availability of scholarships, bursaries and ongoing funding to support board, staff and volunteer training and development; and

3.8 – Advocate with government and other funders for funding levels that allow for fair compensation, long term planning and job security and support organizational sustainability.

In addition, the Project Team members will share workforce issues as they emerge.

(Project Team Terms of Reference, approved by Collaboration Committee, September 2008)

### **The Alberta NPVS Workforce Council**

The proposed Alberta Nonprofit and Voluntary Sector Workforce Council will guide the implementation of *A Workforce Strategy for Alberta's Nonprofit and Voluntary Sector*. A fundamental premise of the *Building and Educating Tomorrow's Workforce* initiative is that strategies are sector led. Each industry sector, the nonprofit and voluntary sector included, is responsible for the implementation specific workforce strategies.

A significant challenge in the nonprofit and voluntary sector is the absence of a provincial organization to “share information and coordinate action between sub-sectors and across the province” (*A Workforce Strategy for Alberta's Nonprofit and Voluntary Sector, 2008, p. 9*). The Alberta Nonprofit and Voluntary Sector Workforce Council would provide a key piece of sector infrastructure, and provide the opportunity to engage a broad range of organizations, associations, and educational institutions, to work together to address workforce issues.

### **Scope**

While the specifics will be developed by the Steering Committee, the proposed council would:

- be the coordinating mechanism by which the NPVS will lead the province-wide, cross-sectoral, implementation of the *Workforce Strategy for Alberta's Nonprofit and Voluntary Sector*;
- provide the means by which we can monitor, evaluate, and update our strategies;
- create a forum for the sharing of information and resources to foster collaboration on common workforce issues;
- identify information gaps and areas for data collection to further our understanding of human resource issues in the Alberta Nonprofit and Voluntary sector; and,
- be a mechanism to develop relationships with other industry sectors that rely upon the work of the nonprofit sector.

### ***Membership***

In order to be most effective and to provide a broad reach, both geographically and across sub-sectors, there is a need for diverse representation on the council. Organizations that have provincial scope, have undertaken significant workforce initiatives, or have established networks of stakeholders, will be vital in the initial development of the council.

### ***Next Steps***

Following up on the strong support at a sector-wide meeting on October 2, a group of sector stakeholders volunteered to work on a Workforce Council Steering Committee, to further develop this concept. This Steering Committee will build on the feedback, opportunities, and concerns gathered at the October 2 event to:

- address and respond to the opportunities and concerns identified on October 2;
- identify a province-wide, cross sectoral representation of potential workforce council participants;
- develop the initial structures, priorities, roles and action steps of the council; and,
- prepare a report back to the larger group of stakeholders.