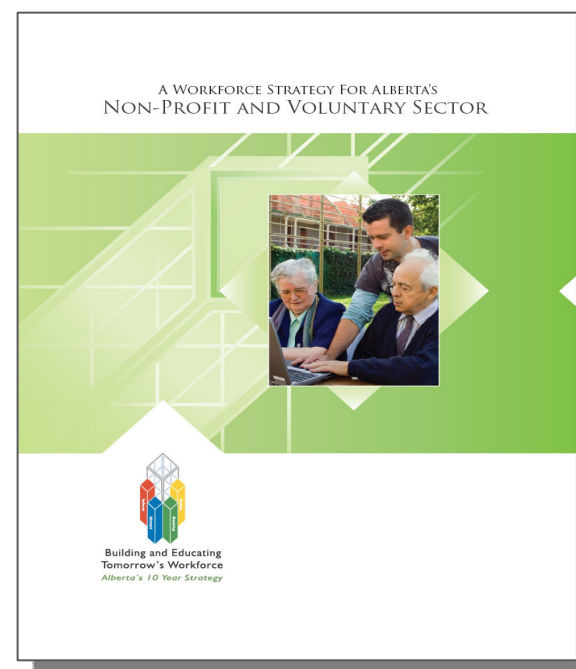

Alberta Nonprofit & Voluntary Sector Workforce Council

Workforce Initiatives Inventory



Government
of Alberta ■

Canada 

BUILDING A HIGH PERFORMING WORKFORCE FOR THE NONPROFIT SECTOR IN ALBERTA

The Alberta Nonprofit and Voluntary Sector Workforce Council is a collaborative initiative of the nonprofit and voluntary sector to develop a high performance, sustainable workforce. The Council's primary task is to guide the implementation of *A Workforce Strategy for Alberta's Nonprofit and Voluntary Sector* through creating a forum for sharing information and resources to develop solutions to common human resource issues. The Council strives to engage a broad range of organizations, associations, and educational institutions from across all regions in the province and nonprofit subsectors to work together to address workforce issues. The Alberta Nonprofit and Voluntary Workforce Council is funded by Government of Alberta and the Federal Government of Canada.

The **Workforce Initiatives Inventory** will provide a forum for nonprofit organizations to obtain and share information about nonprofit workforce initiatives throughout Alberta. The inventory is divided into four categories: Human Resources Management, Leadership Development, Information and Research and Shared Space and Services. The Workforce Initiatives Inventory will allow organizations to:

- **Search for initiatives to help with workforce and human resources management challenges; and**
- **Provide a forum to share their workforce projects and initiatives with the sector.**

For further information on the Alberta Nonprofit & Voluntary Sector Workforce Council or to add a Workforce Initiative to the Inventory, please contact:

Mike Grogan
Secretariat

Alberta Nonprofit & Voluntary Sector Workforce Council
mgrogan@calgarycvo.org

1. HUMAN RESOURCE MANAGEMENT

Project Name	Organization (s)	Project Description	Geographic Scope	Contact Information	Workforce Strategy Area
HR Management Standards	HR Council for the Voluntary & Nonprofit Sector	The HR Management Standards are intended to inspire, educate and support board members, managers and employees with regard to the fundamental role HR management policies and practices have in creating effective organizations. The Standards are designed to assist nonprofit organizations in developing effective HR management policies and practices.	National	www.hrcouncil.ca	Develop
Online Nonprofit Job Centre	Calgary Chamber of Voluntary Organizations	Online Job Centre connects Calgary's nonprofits and charities with potential employees.	Calgary & Area	www.calgarycvo.org	Recruit
Online Nonprofit Job Centre	Charity Village	Online Job Centre connects nonprofits and charities with potential employees.	National	www.charityvillage.ca	Recruit
Online Resources and Job Centre	Alberta Council of Disability Services & Partners	Online website profiling the work in the Community Disability Services sector with a direct link to regional job centres.	Provincial with links to regional websites	www.cdsalberta.com	Recruit and Develop
Viable Calgary	Prospect Human Services	Provides employers with assistance in increasing the workforce participation of persons with disabilities.	Provincial	www.viablecalgary.ca	Recruit

Boland Salary Review	Peter Boland & Associates	Annual survey of salaries in the nonprofit sector available for purchase for participating organizations.	National	www.ptbaconsulting.com	Develop
Investing In People	Devon Canada	Granting program focused on recruiting and retaining staff and volunteers in the nonprofit sector.	Provincial	www.calgarycvo.org/resources/devon-investing-people-grant-application-process-fall-2009	Recruit
HR Task Group	The Calgary HR Initiative	Discusses and addresses HR issues facing organizations within the Calgary nonprofit sector.	Calgary & Area	www.calgarycvo.org	Develop
Lean Processing for Nonprofits	Alberta Employment & Immigration	Introducing LEAN principals and thinking to the nonprofit sector.	Calgary & Area	www.calgarycvo.org	Develop
HR Plus	CentrePoint	An integrative program which promotes organizational growth and capacity over a 12 month period.	Calgary & Area	www.thecentrepoint.ca	Develop
Integrated HR Management	Canadian Mental Health Association - Calgary	HR Department manages all paid & unpaid staff.	Calgary & Area	www.cmha.calgary.ab.ca	Develop
ACDS Workforce Council / Workforce 2010	Alberta Council of Disability Services	Human resources support to service providers of community-based services for people with disabilities.	Provincial	www.cdsalberta.com	Develop
HR Tool Kit	HR Council for the Voluntary & Nonprofit Sector	A comprehensive online resource designed to better understand, address and manage issues relating to HR in nonprofit organizations.	National	www.hrcouncil.ca	Develop
Practice Makes Perfect - HR Communities of Practice	The Calgary HR Initiative	Facilitate HR Community of Practice events on pertinent HR topics for the nonprofit community.	Calgary & Area	www.calgarycvo.org	Develop
MBA Student / Nonprofit Partnership	The Calgary HR Initiative	Matching MBA students with management consulting projects within nonprofit organizations.	Calgary & Area	www.calgarycvo.org	Develop

Charity Village Management Tools	Charity Village	Tools and reference information designed for those whose jobs involve important management tasks and functions.	National	www.charityvillage.ca	Develop
Free Management Library	Authenticity Consulting, LLC	A comprehensive online library of management resources for nonprofits.	National	www.managementhelp.org/	Develop
HR Project Team	Alberta Nonprofit/Voluntary Sector Initiative	Government & NPVS partnership that supports the implementation of the Workforce Strategy, addressing issues and implementing strategies that pertain to, and require action by, Provincial Government departments.	Provincial	http://www.culture.alberta.ca/anvsi/default.aspx	Develop
Performance Management Project	Canadian Mental Health Association - Calgary	A review of the current performance appraisal tool & methodology was completed. The goal was to improve efficiency & effectiveness.	Calgary & Area	www.cmha.calgary.ab.ca	Develop & Retain
Funders Task Group	The Calgary HR Initiative	Looks at funding practices and how they impact HR issues within organizations.	Calgary & Area	www.calgarycvo.org	Develop & Retain
Sustainability Plan	Alberta Council of Disability Services	Development Plan for a Network of HR Practices to support long term workforce development within the Community Disability Services sector.	Provincial	www.cdsalberta.com	Develop
Community Learning and Literacy Human Resources Plan	Community Learning and Literacy	Develop a plan whereby community adult learning councils and literacy organizations in Alberta are well prepared to address literacy and adult learning needs today and well into the future. The project will assess the current workforce environment, determine key skill sets and competencies, evaluate commonalities, differences, barriers and issues and develop feasible actions to address identified workforce issues.	Provincial	www.communitylearning.info	Develop

Employee Benefits Review	Edmonton Chamber of Voluntary Organizations	Options for employee benefit programs/pensions.	Edmonton	www.ecvo.ca	Attract & Retain
Collaborative Exchange	Human Resources Institute of Alberta	To develop and strengthen the professional HR Association in Alberta.	Provincial	www.hria.ca	Develop
Immigrant Diversity Strategy	The Calgary HR Initiative	Developing an Immigrant Diversity Strategy for the nonprofit sector.	Calgary & Area	www.calgarycvo.org	Develop
Policy Task Team	Alberta Nonprofit/Voluntary Sector Initiative	Review of funding practices.	Provincial	http://www.culture.alberta.ca/anvsi/default.aspx	Develop
Capacity Building Project	Suncor Energy Foundation and United Way of Fort McMurray	Developing a framework and processes to enable sustainable capacity building and collaborative advocacy for the Wood Buffalo nonprofit sector.	Fort McMurray and Wood Buffalo	www.fmunitiedway.com	Develop

2. LEADERSHIP DEVELOPMENT

Project Name	Organization (s)	Project Description	Geographic Scope	Contact Information	Workforce Strategy Area
Executive Directions	Executive Directions	Two year development program for Executive Directors of nonprofit organizations focusing on growth and effectiveness.	Calgary & Area	www.executivedirections.org	Develop
Certificate in Nonprofit Management	Mount Royal University	Managers and supervisors already working in the nonprofit sector can enhance their skill-set in the eight-course Nonprofit Management certificate program which focuses on nonprofit management.	Provincial	http://www.mtroyal.ca/ProgramsCourses/FacultiesSchoolsCentres/InstituteForNonprofitStudies/Education/index.htm	Develop
Leadership Working Group	Alberta Museums Association	Exploration of the leadership conditions facing Alberta's museums, to determine the means to develop the leaders needed to shape and identify initiatives to assist in addressing leadership issues.	Provincial	http://www.museumalberta.ab.ca/Leadership%20Working%20Group%20Final%20Report%20with%20Appendices.pdf	Develop
Leadership Calgary	Volunteer Calgary	Community-based, leadership development program that encourages existing and aspiring leaders to work collaboratively to build a healthy and caring community. This is a local program that is related to the Canadian Community Leadership Network.	Calgary & Area	www.leadershipcalgary.ab.ca	Develop
The Banff School of Leadership	The Banff Centre	Programs to meet the unique development needs and enhance the day-to-day effectiveness of directors, managers, and team leaders in the private, public, and nonprofit sectors.	Provincial	http://www.banffcentre.ca/departments/leadership/programs	Develop
Leadership Edmonton		Executive Directors learning group.	Edmonton & Area	www.leadershipedmonton.com	Develop

Non Profit Leadership for New Executives	CentrePoint	Six-month program designed for new Executive Directors to develop their nonprofit leadership knowledge.	Calgary & Area	www.thecentrepoint.ca	Develop
Leadership Wood Buffalo		A community project where a leadership network was developed to address HR Issues.	Wood Buffalo	www.leadershipwoodbuffalo.com	Develop
Leadership Development Forum	Multi-partnership project which includes Alberta Council of Disability Services	Will address senior leadership gaps; and implement sector solutions.	Calgary & Area	www.cdscalgary.com	Develop
Leadership Core Competency Project	Canadian Mental Health Association - Calgary	Focuses on mid & senior managers and addresses key areas identified to strengthen management practices & improve sustainability through succession planning.	Calgary & Area	www.cmha.calgary.ab.ca	Develop
Leadership Networks	Leadership Centre of Central Alberta	Our Vision: Building a Community of Leaders Purpose: Create a stronger more vibrant Central Alberta by developing leaders with the capacity to meet current and future challenges of the region in the business, government, nonprofit, and community sectors.	Red Deer & Central Alberta	http://www.theleadershipcentre.ca/	Develop
Capacity Building Project	iCCAN (Innovative Communities Connecting and Networking)	Partnership between Community Learning Network, Literacy Alberta and Volunteer Alberta, using video conferencing equipment in rural and urban communities to facilitate new ways of service delivery, professional development and capacity building.	Provincial	www.iccan.ca	Develop
FCSS/PLC Education Bursary	FCSS Association	Bursary established to increase leadership capacity within FCSS and PLCs through formal education and training.	Provincial	fcssaa@telus.net	Develop

3. INFORMATION AND RESEARCH

Project Name	Organization (s)	Project Description	Geographic Scope	Contact Information	Workforce Strategy Area
Job Quality	Canadian Policy Research Networks	Comprehensive, public and user-friendly information on the quality of work in the Canadian labour market.	National	www.jobquality.ca	Inform
Alberta Labour Standards	Alberta Employment & Immigration	Provincial employment standards, information and resources.	Provincial	http://employment.alberta.ca	Inform
Canada Labour Standards	Human Resources and Social Development Canada	Federal employment standards, information and resources.	National	http://www.hrsdc.gc.ca/en/labour/index.shtml	Inform
NonprofitsCan	Imagine Canada	Comprehensive Canadian nonprofit knowledge base. They monitor what's happening within the sector and provide a voice.	National	http://www.nonprofitscan.ca	Inform
Building and Education Tomorrow's Workforce	Alberta Employment & Immigration	Alberta government's 10-year labour force strategy aimed at more workers, educated and trained people, and innovative and safe work places.	Provincial	http://employment.alberta.ca/cps/rde/xchg/hre/hs.xsl/3282.html	Inform
Alberta Nonprofit and Voluntary Sector (ANVSI) HR Project Team	Alberta Culture & Community Spirit	The Government of Alberta and the nonprofit/voluntary sector working together to develop a framework to examine, clarify and strengthen the relationship between the province and the sector.	Provincial	http://www.cd.gov.ab.ca/building_communities/anvsi	Inform
Volunteer Calgary Library	Volunteer Calgary	A broad selection of lending and reference resources related to nonprofit management including human resources.	Provincial	www.volunteercalgary.ab.ca/library.html	Inform
Charity Village online Resources	Charity Village	A selection of resources, online library, links to NPO's and free e-newsletters.	National	www.charityvillage.ca	Inform

Canadian Community Leadership Network	Canadian Community Leadership Network	Community leadership development programs are designed for rising decision-makers. They prepare them for the challenges of their own life-long leadership journeys while increasing their awareness of the rich opportunities for leadership in their communities. They are cross sectoral in nature & include participants from business, government and non-profit sectors.	Provincial	www.cclnet.org	Inform
Community Disability Services Council	Alberta Community Disability Services	Focused on strategies to attract a workforce by: branding & marketing, PSA's, youth awareness, education, advertisement, and renaming the sector.	Provincial	www.cdsalberta.com	Inform
ACDS Provincial and Regional Workforce Councils	Alberta Council of Disability Services	Focused on strategies to attract, develop and retain workforce by: social marketing campaign, HR infrastructure and building a skilled workforce. Some activities include: PSA's, youth awareness & education, training & development.	Provincial	www.cdsalberta.com	Inform

4. SHARED SPACE AND SERVICE

Project Name	Organization (s)	Project Description	Geographic Scope	Contact Information	Workforce Strategy Area
The Redpoll Centre (Non-profit Shared Office Project Wood Buffalo)	United Way of Fort McMurray	Shared space, equipment and amenities, along with a collaborative work environment, for community nonprofit organizations.	Fort McMurray	www.fmunityway.com	Develop
Prospect – Shared Space Project	Prospect Human Services	Shared office space and business services available to nonprofit associations operating in the Calgary area.	Calgary	franklinspace@prospectnow.ca	Develop
CIRS – Community Village Red Deer	Community Information & Referral Society	Shared office space supported by office equipment, some staff, access to partnership in funding and purchasing.	Red Deer	http://www.cirsonline.ca/village	Develop
Edmonton Shared Space / Accommodation Initiative	Canadian Paraplegic Association (Alberta)	Construction of a new office building owned and operated by nonprofit organizations.	Edmonton	larry.pempeit@cpa-ab.org	Develop
Calgary Shared Space & Services Research Project	Calgary Chamber of Voluntary Organizations	One year-long Shared Options Catalyst Project to gather knowledge, share practice and provide supports in the area of shared service and co-location in the voluntary sector.	Calgary	www.calgarycvo.org	Develop
Alberta Nonprofit & Voluntary Sector Workforce Council	Calgary and Edmonton Chambers of Voluntary Organizations	The Alberta nonprofit and voluntary sector is sharing information and resources to foster collaboration on common workforce issues to develop a high performing, sustainable workforce.	Provincial	http://www.calgarycvo.org/our-work/workforce-issues/alberta-workforce-council	Develop & Inform

Space Needs of Non-profits Survey	FCSS Association and FCSS funded agencies	Survey conducted to determine the extent of space needs of FCSS funded non-profit agencies.	Provincial	fcssaa@telus.net	Develop
Storehouse 39:10	Community Kitchens, Neighbourlink & Eye Way	An umbrella non-profit company comprised of three founding non-profit agencies to co-locate and collaborate under one roof to achieve greater efficiencies and expand their program capacity to better address the growing needs of Calgary's homeless and those living in poverty.	Calgary	http://www.storehouse39.ca/content/view/12/	Develop
Genesis Centre of Community Wellness	City of Calgary, United Way of Calgary & Area, Northeast Centre of Communities Society, YMCA, Governments of Alberta and Canada	Will house branches of the Calgary Public Library and YMCA Calgary, a human and social services centre, indoor and outdoor sports facilities and community gathering places. The Centre will offer urgently needed sport, recreation, wellness and cultural services to the residents of northeast Calgary.	Calgary	www.calgary.ca	Inform

5. GLOSSARY OF ORGANIZATIONS

AASCF - The **Alberta Association of Services for Children and Families** (AASCF) represents 120 organizations working provincially to strengthen member agencies and promote attitudes, practices and conditions that contribute to quality services for vulnerable children and families.

ACDS - The **Alberta Council of Disability Services** (ACDS) provides support to 130 rehabilitation service providers of community-based services for people with disabilities through education and accreditation, advocacy and information.

AEI - Alberta Employment and Immigration is part of The Ministry of Employment and is responsible for provincial workplace and workforce issues. A primary focus is the development of long-term plans to ensure that Alberta has an adequate supply of qualified workers for all sectors. *A Workforce Strategy for Alberta's Nonprofit and Voluntary Sector* is a part of the *Building and Educating Tomorrow's Workforce* (BETW) series.

ANVSI - Alberta Nonprofit/Voluntary Sector Initiative is a provincial government initiative announced by the Minister of Community Development in June 2006. The council includes nonprofit/voluntary sector leaders and Alberta government representatives and they will develop a framework to guide and strengthen the relationship between the Government of Alberta and the province's nonprofit/voluntary sector. CCVO's CEO and President, Katherine van Kooy, is a member of the council. Learn more at www.cd.gov.ab.ca.

CCVO - Calgary Chamber of Voluntary Organizations strengthens nonprofit organizations and the sector generally, by building capacity and addressing the larger systemic issues that can ultimately help or hinder their missions. To this end, CCVO works to provide leadership on issues broadly affecting the nonprofit/voluntary sector. Learn more at www.calgarycvo.org.

CHRI - The Calgary HR Initiative is a collective undertaking of local nonprofit organizations, funders, human services networks and governments, dedicated to developing short and long term sustainable solutions to the human resource issues facing Calgary's nonprofit human service organizations. Learn more at www.calgarycvo.org.

CPRN - Canadian Policy Research Networks undertakes research and leads public dialogue and debate on social and economic issues important to the well-being of Canadians. CPRN has undertaken a variety of research projects related to CCVO's work including research about the voluntary sector's work force. Learn more at www.cprn.com.

CRA - Canada Revenue Agency is a federal agency that registers qualifying organizations as charities, gives technical advice on operating a charity, and handles audit and compliance activities. Registered charities are required to file an annual information return with the CRA, a portion of which is available to the public, and must meet certain requirements of the Income Tax Act concerning their expenditures and activities. Learn more at www.cra-arc.gc.ca.

CSGVP - Canada Survey on Giving, Volunteering and Participating is the most comprehensive national survey that looks at the contributions of Canadians.

ECVO - Edmonton Chamber of Voluntary Organizations aims to strengthen, serve and support the non-profit/voluntary sector in the Edmonton region. ECVO strives to empower the sector's capacity to deliver programs and services through; the development and distribution of key information and resources, the coordination and convening of forums and networking opportunities, and the distribution of publications informing the sector about current events. Learn more at www.ecvo.ca.

FCSS - Family and Community Support Services is a joint municipal/provincial program established to develop, support and fund preventive social services. The program is governed by Family and Community Support Services legislation, which emphasizes prevention, voluntarism, 80-20 cost sharing between provincial and municipal partners, and local autonomy in service delivery.

HR Council is a national nonprofit organization committed to the development and enhancement of a skilled workforce through a comprehensive set of HR policies, tools and planning resources exclusively for the Nonprofit and Voluntary Sector. Learn more at www.hrcouncil.ca.

Imagine/Imagine Canada is a national organization that is the result of a merger of the Canadian Centre for Philanthropy (CCP) and the Coalition of National Voluntary Organizations (NVO). Imagine Canada conducts and shares research, develops public policy and advocates, promotes public awareness of the contribution made by charities, nonprofits, businesses and Imagine Caring Companies, and shares practical information, tools and standards with organizations. They also encourage businesses to become better corporate citizens by publicly committing to give 1% of their pre-tax profit to community organizations. Learn more at www.imagine.ca.

NSNVO - The National Survey of Nonprofit and Voluntary Organizations, conducted in 2003, is the first comprehensive study of nonprofit and voluntary organizations in Canada, and provides essential baseline information about these organizations. The survey looks at the number of nonprofit and voluntary organizations operating in Canada, the areas in which they operate, the financial resources they rely on, the number of volunteers, members and paid staff they engage, regional variations exist and the challenges they face. See the full report and regional reports at <http://www.nonprofitscan.ca/page.asp?nsnvo>.

PLC - Parent Link Centres provide supports to parents to help their children develop and arrive at school ready to learn. Parents can access information about community services, obtain referrals, meet other parents and families, and take part in quality learning activities with their children.