

A HUMAN CAPITAL RENEWAL STRATEGY FOR ONTARIO'S NONPROFIT SECTOR

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The Ontario Nonprofit Network (ONN) is pleased to announce the launch of a Human Capital Renewal Strategy (HCRS) for Ontario's Nonprofit Sector. This planned three year initiative stems from years of strategic learning and knowledge development by nonprofit sector working groups convened by ONN. With great thanks to a funding investment from the Ministry of Training Colleges and Universities (MTCU), and key contributions from our Partners' Advisory Council (PAC), Phase I began this fall – with an initial meeting of the PAC on September 28th, following ONN's Conference 2012.

How Will ONN Develop a Human Capital Renewal Strategy?

In partnership with key stakeholders across the sector, ONN will: collect data; develop human capital planning tools with the data; and implement a series of pilot projects based on the research to help sector organizations with human capital planning. The primary objective is to promote labour market intelligence and tools for the nonprofit sector in Ontario and ensure they are used to help the sector and its labour force adapt and meet changing demands. The Strategy will be implemented in three phases:

Phase 1: Data Collection

ONN, in conjunction with the PAC, will undertake a detailed research/data development study from a sample of nonprofit sub-sectors. The resulting data will inform and provide evidence for detailed human resource planning in the sector and the development and implementation of strategic human capital initiatives.

Phase 2: Designing the Human Capital Renewal Strategy (HCRS)

ONN will support the development and implementation of comprehensive HCRS planning options for the nonprofit sector. Evidence collected in Phase I will support this approach and it is anticipated that it should include wider sector involvement in an expanded Partnership Advisory Council to examine options and tools for HR planning. This will help guide the implementation of a range human capital pilot projects within organizations and agencies.

Phase 3: Implementation of Strategic Actions and Assessing Early Impacts

The PAC will work with MTCU and other investors to begin implementing the human capital renewal initiatives developed during Phase 2. It will assess early impacts, and at the same time, establish long-term, sustainable human capital development plans for continuing the review of critical labour market adjustment issues affecting the sector and its labour force.

With A Sector-Made Strategy... We Have the Means to Build on Our Success

With support and resources provided by ONN's newest partner – the MTCU and Employment Ontario – ONN extends a special thank you to all sector colleagues who have come together to think collaboratively over the years on this fundamental part of the sector's efforts: the people who work for the thousands of nonprofits across the province. The efforts of the HCRS are made possible by so many of working us together to support Ontario's communities.

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Phase I – Labour Force Research and Data Collection

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