

Connect with Emerging Leaders

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INITIATIVE

 ONTARIO NONPROFIT NETWORK

OUR
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OUR
FINANCING

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ENVIRONMENT

Welcome

- Introduction
- Land Recognition
- Speaker Introduction: Alastair Woods

Agenda

- Explore experiential learning (EL)
- Learn how emerging leaders can improve your impact
- Discuss obstacles facing your nonprofit
- Discover how to connect with emerging leaders
- Gain resources to support your team
- Join an interactive discussion

What is experiential learning?

- Practical, hands-on learning opportunities for students
- Multi-format: variations in length, in/out of class, compensation, involvement
- Increasingly prioritized by government and institutions for student success
- Often done in partnership with employers/external organizations

How can students benefit your nonprofit?

- Different formats to meet unique needs and circumstances
 - Internships, co-ops, work placements, service learning, class projects, hackathons, etc
- Students bring up-to-date knowledge, fresh perspectives and specialized skills
- Talent pipeline and recruitment tool
- Builds long-term relationships with universities beyond EL
- Can help free up human and other resources

How to develop students into leaders

- Provide work experience to build resume/CV
- Assign projects that exercise, refine and build skills and competencies
- Give the opportunity to apply theoretical, in-class concepts to real-world challenges
- Expose students to the nonprofit sector and different career paths
- Inspire and increase understanding of the importance of civic engagement and community involvement

What are some challenges when working with students?

- It will take too much time to hire and onboard
- It's too expensive
- It's not beneficial for my nonprofit - better for for profit organizations
- Unpaid work takes advantage of students
- Work given to students takes away from paid staff positions

Obstacles for recruitment and onboarding

- Limited finances, HR capacity, and other resources
- Lack of awareness around how to adapt student experiences to meet your organization's needs
- Confusion over legal rights and responsibilities
- Not enough time to share opportunities to students across numerous universities or colleges

Best practices to overcome obstacles

- Treat like an employee:
 - [Health & safety checklist](#)
 - [Formal hiring agreement](#)
 - [Confidentiality agreement](#)
- Don't reinvent the wheel:
 - Leverage internal & external resources to save time and money
- Align interests during recruiting and onboarding:
 - Teach how to complete the job *and* why it makes an impact

Success Stories

- Capstone project for MDes in Strategic Foresight and Innovation
- Students use design thinking, foresight, systems thinking and business skills to assist non-profits and social enterprises solve challenges
- In-class project over four months
- Final deliverable is presentation and strategy document for client

What skill sets can emerging leaders bring to your nonprofit?

- Building and leading volunteer advocacy campaigns
- Planning an engagement of fundraising event
- Designing an annual report or giving catalog
- Completing a feasibility study for new programs and market opportunities
- Building and implementing new social media strategies to grow your network reach

How to reach emerging leaders: The Propel Initiative

- Online resource hub and web portal to promote and support EL with nonprofits and small businesses
- Connects nonprofits directly to EL departments at Ontario's 20 universities
- Built by the ONN, COU, York University and University of Guelph
- Supported by the Government of Ontario through the Career Ready Fund

Discussion

Connect with Emerging Leaders | June 5, 2019



Resources

- [Propel Portal \(EL Institutions\)](#)
- [Legal, HR and financial tax resources](#)
- [Funding supports](#)
- [Templates and checklists](#)
 - [Health & safety checklist](#)
 - [Formal hiring agreement](#)
 - [Confidentiality agreement](#)
- [Leading our Future \(Leadership development research\)](#)

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News and Updates:

- Subscribe: theonn.ca/subscribe
- Join the conversation: [Twitter](#), [Facebook](#), [LinkedIn](#)

Upcoming Events:

- June 19: [Free Webinar, Beyond Grants](#)
- November 27-28: [Nonprofit Driven 2019](#)

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