

## **OVERVIEW OF THE HISTORY OF THE HR COUNCIL FOR THE NONPROFIT SECTOR**

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- In 2002, the Joint government/sector Table on Capacity Building of the Voluntary Sector Initiative identified issues relating to paid human resources as impacting on the capacity of organizations to effectively deliver results.
- The HR Council started as a project funded by HRSDC through the Voluntary Sector Initiative in 2003. The project was co-led by United Way Centraide Canada and Community Foundations of Canada. Initial development focused on HR information and tools available online as that was deemed to be the most urgent need in the sector. The first project was called HRVS- Human Resources in the Voluntary Sector.
- Because this was a one year project, it could not be sustained. Officials at HRSDC suggested we approach the Sector Council program at HRSDC, which addresses labour force issues in all sectors of the economy and supports dedicated organizations to undertake this work.
- The Sector Council program was receptive to our request for funding but we had to first demonstrate sector interest in the creation of a council to address labour force issues. They also wanted to know what the priority HR issues were.
- Under the guidance of an Advisory Committee, consultations were organized across Canada in 2004. We met with over 450 people in 38 different communities.
- HR challenges identified during 2004 pan-Canadian consultation included:
  - Low pay and inadequate benefits
  - Day to day HR management capacity
  - Recruitment and retention
  - Lack of suitable training opportunities
  - Lack of sustainable financial resources
- The Sector Council program gave the go ahead to incorporate and provided core funding. An inaugural board was put together and the HR Council for the Voluntary and Nonprofit Sector was officially launched in September 2005.
- Over the years, the HR Council implemented a number of projects to address labour force issues. Staff grew from 3 people to 11 and the board continued to give guidance to all of its work.

- Notable accomplishments include the HR Council tool kit, which provides hundreds of pages of just in time information, templates and tools about HR Management in the Nonprofit sector. The Sector Study and the creation of partnerships with provincial organizations that also address labour force issues in the non-profit sector were also notable accomplishments.