

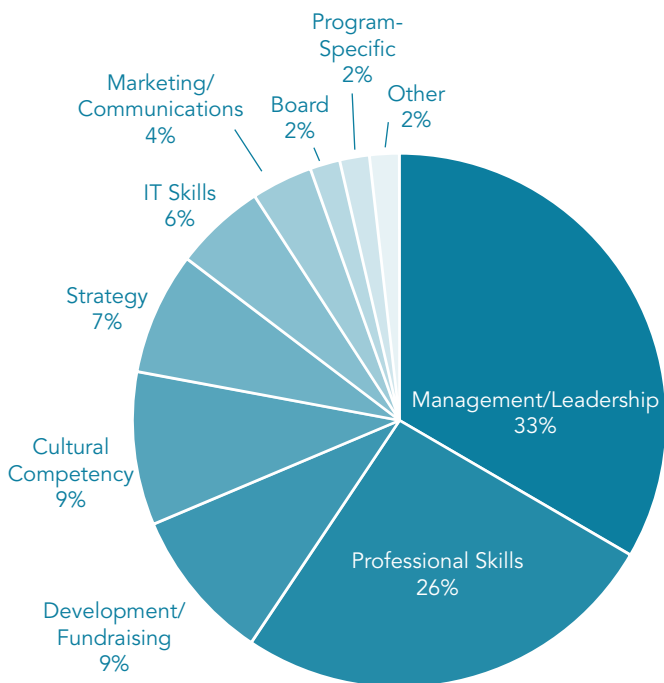
# A STRONGER WORKFORCE

## Massachusetts Nonprofit Network 2015 Regional Meetings

Employees in our sector are smart and innovative, and their passion is matched only by their ability to find creative solutions to tackle historically persistent challenges and new obstacles that emerge every day.

**We believe a strong and stable workforce is critical to the success of the sector.** In early 2015, MNN hosted hundreds of nonprofit leaders at a series of regional meetings across the state to discuss how we can strengthen the sector's most valuable resource: our human capital. We heard from board members, executives, and front-line workers at organizations with varying budgets and missions. During these discussions, we learned what hurdles these leaders are facing when it comes to attracting and retaining a strong staff. We debated the types of resources managers need to develop their employees. And we discussed strategies to empower the next wave of emerging leaders. Below are some of the trends that emerged, showcasing immediate and long-term training needs identified by attendees:

## TOP TRAINING NEEDS IDENTIFIED BY ATTENDEES



**33%** identified **Management/Leadership** as a top priority for staff development. Specific needs include:

- Leadership Training
- Succession Planning
- Volunteer Management



**26%** identified **Professional Skills** as a top priority for staff development. Specific needs include:

- Customer Service
- Time Management
- Conflict Resolution



Other specific high-priority needs include:

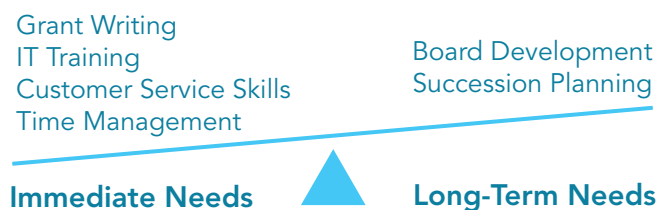
- IT Training
- Grant Writing
- Cultural Competency Training

### DID YOU KNOW?



There is \$20M available to train employees through the MA Workforce Training Fund Program. Learn how nonprofits can leverage these resources by visiting [massnonprofitnet.org/workforce](http://massnonprofitnet.org/workforce).

With constrained resources, attendees placed an emphasis on developing skills that would benefit staff and organizations in the **short term**:



To address the needs highlighted in this report, we are working to build out our online resources to make it easier for you and your organization to access staff development tools. Looking ahead, we will be finding ways to increase access to resources that support the development of nonprofit professionals.