



NCOSS Sector Development Strategy - 2007-2010

The strategies for 2007-2010 aim to provide a balance of activities that address and intervene at the sectorial (Sector Development Strategy, IT Strategy, Funding policy) and organisational (OHS, Insurance, Professional Development, Resources) levels to influence and build structural capacity.

1. Goals and Objectives

Goal 1: Support and resource the ongoing development of a high quality and effective community sector.

Objectives

- Provide leadership and support in developing organisational capacity and sectorial sustainability
- Deliver and initiate quality services to meet the identified needs of members and the sector
- Develop the NCOSS research capacity to work on issues affecting the development and sustainability of the community sector.

Goal 2: Positively influence key government policies that impact on the sustainability, capacity and vitality of the community sector.

Objectives

- Be an effective industry advocate
- Develop and maintain relationships to support and inform our sector development work
- Advise government of the current and emerging needs of the sector in relation to work force development, organisational sustainability and other sector capacity issues.

2. Strategies

2.1 Workforce Development

- Lobby for and lead the development of a state wide NGO sector development strategy that includes a comprehensive workforce development strategy.
- Deliver professional development opportunities for Boards and Managers, and prioritise the identified gaps and high needs areas of effective governance, performance and human resource management and Indigenous NGOs.

- Produce the third edition of the Community Action Handbook, in partnership with vocational training providers.
- Partner and influence key industry bodies that impact on training and education of the current and future workforce.
- Develop and implement a professional development program for Sector Development staff

2.2. Regulation and Compliance

- Continue to develop and expand *NCOSS Community Cover* to better meet the needs of its members
- Attract funding, reinstate and progress the OHS Project
- Establish a risk management scheme within sector development, combining insurance, OHS and other high demand areas.

2.3 Research

- Establish and convene the *NCOSS Research/ Policy /Practice Roundtable* with selected experts across these domains. Use this forum to further partnership opportunities, information exchange and generate/distribute tested evidence to inform the work of the sector.
- Establish a sector development research position within the unit.
- Investigate opportunities to build on existing compliance/costing research, with a specific focus on modelling by size and complexity, to inform an improved funding base and policies of human service funding agencies.

2.4 Resources

- Develop, promote and distribute resources to meet the identified high needs (annual member surveys) across all sector development projects.

2.5 Profile and promotion

- Investigate and implement options for more effective marketing of the industry to potential employees, the community, business sector and government.
- Investigate options for high profile recognition and promotion of the sector. This may include convening a bi annual high profile event that publicly acknowledges the role of the sector and outstanding achievements by NGOs and individuals in key areas such as policy reform, advocacy, membership services, community consultation and employment practices.
- Investigate and implement options for joint ventures involving pooled resources and key messaging with other NSW peaks.

2.6 Networks and Communication

- Research, develop and implement the IT Strategy for the sector.
- Lobby for and lead the implementation of Regional Service Centers that address the corporate support needs of regional NGOs.
- Facilitate networking, information exchange and debate via an annual conference with a specific sector development focus.

2.7 Funding

- Contribute to the organisations work towards a whole of government funding policy and practice that supports the financial sustainability, diversity and growth of the sector.
- Ensure financial sustainability by implementing income generating initiatives and targets within the sector development unit.

2.8 Relationships

- Maintain and extend existing positive relationships with key external stakeholders. Prioritise new relationships that maximise alternative funding sources, sector profile and marketing reach, as well as potential coalitions of advocacy across sectors.
- Explore and initiate opportunities for small and large NGOs to develop cooperative relationships and supportive networks.

As always, NCROSS will require sufficient funding, strong partnerships and the sectors active participation to realise these objectives.

If you would like further information please contact Catherine Mahony, Deputy Director, Sector Development/Corporate Services on (02) 92112599 ext 110 or Catherine@ncoss.org.au