



The Voluntary Sector Workforce Recent Trends, Future Direction

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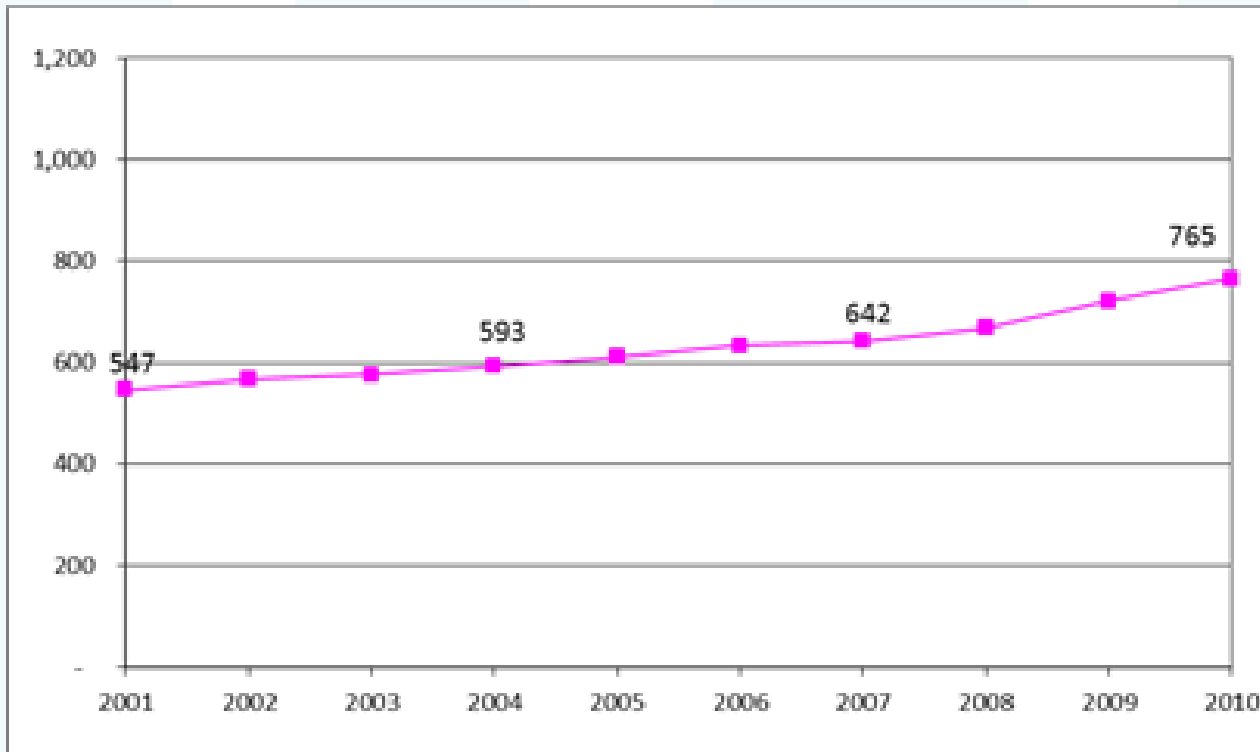




RECENT TRENDS

1. Size & Scope of the Workforce

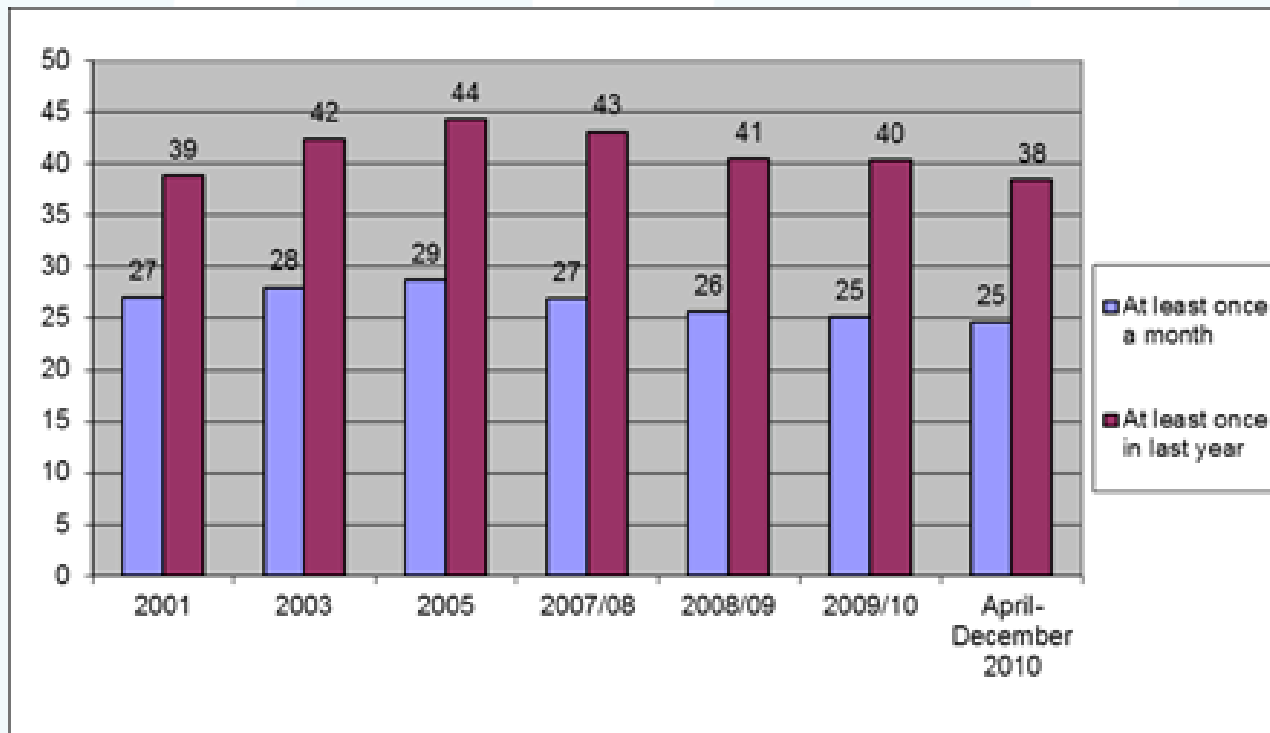
Voluntary Sector Employment 2001-2010 (thousands)



Source: Labour Force Survey

2. The Contribution of Volunteers

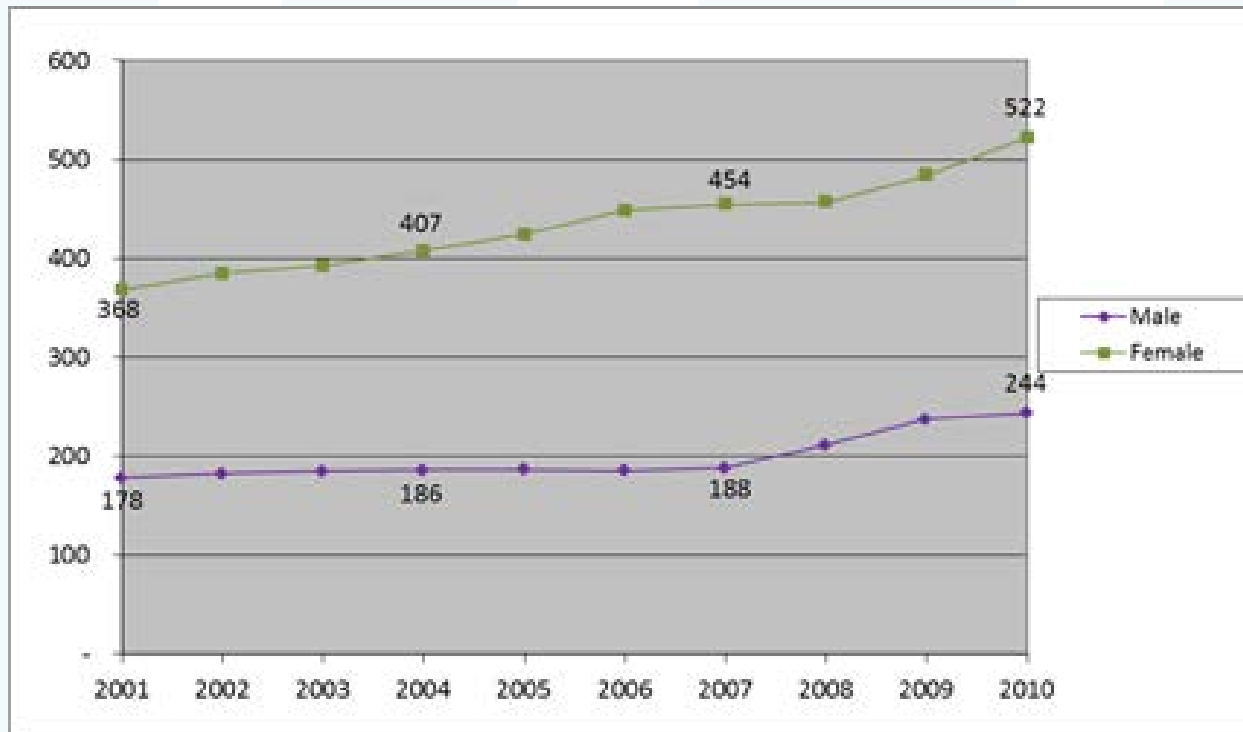
Formal Volunteering 2001-2010 (%)



Source: Citizenship Survey

3. Demographics of the Workforce

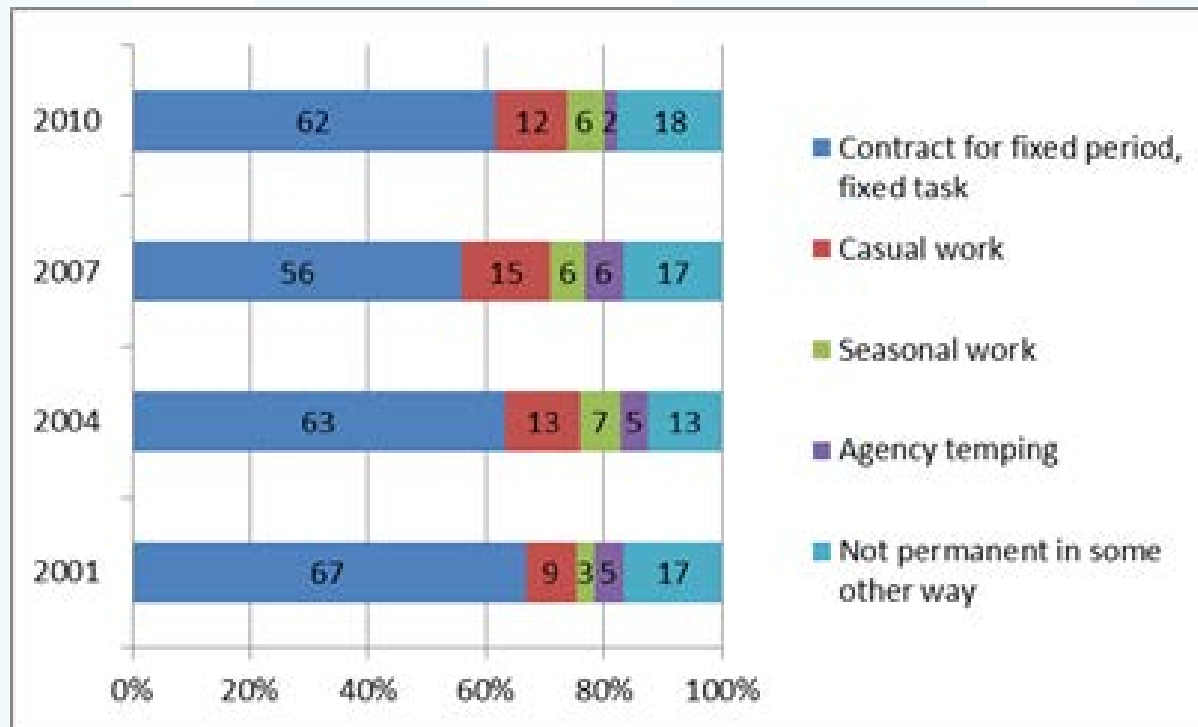
Male and Female Employment 2001-2010 (thousands)



Source: Labour Force Survey

4. Employment Status

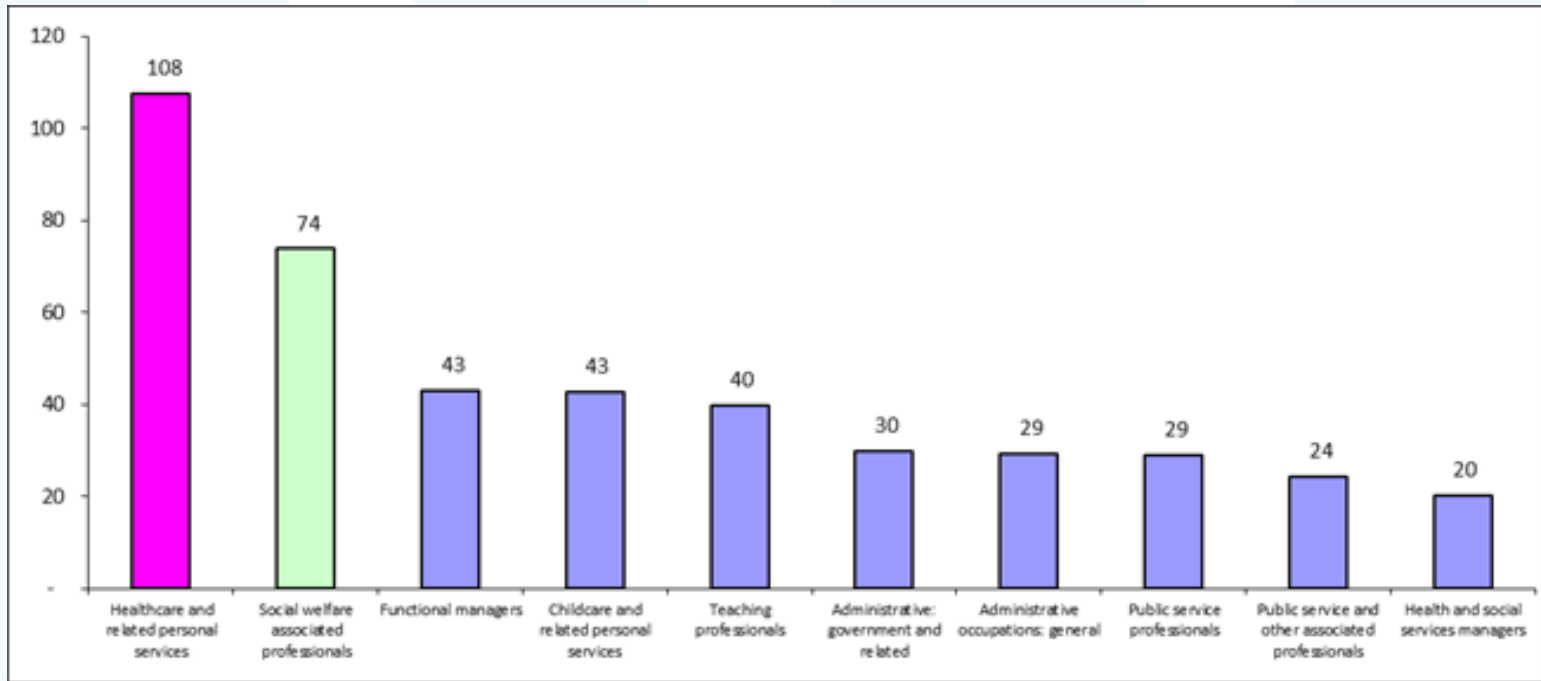
Temporary Employment 2001-2010 (%)



Source: Labour Force Survey

5. Industry and Occupation

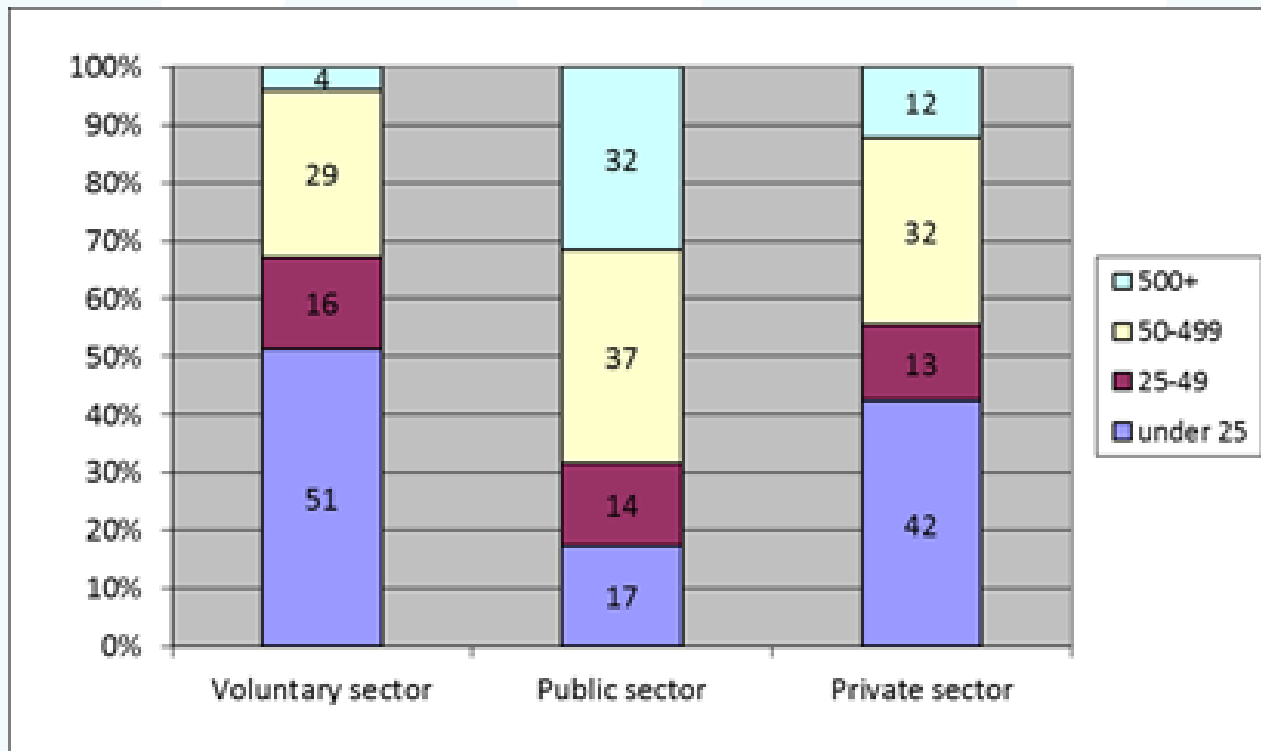
Employment by Occupation (thousands)



Source: Labour Force Survey 2011

6. Region and Distribution

Size of Workplace according to sector (%)



Source: Labour Force Survey 2011

7. Vacancies in the Voluntary Sector

Impact of hard-to-fill vacancies (%)

Increase workload
for other staff (80%)

Increase
operating
costs
(37%)

Delay
developing
new
products or
services
(35%)

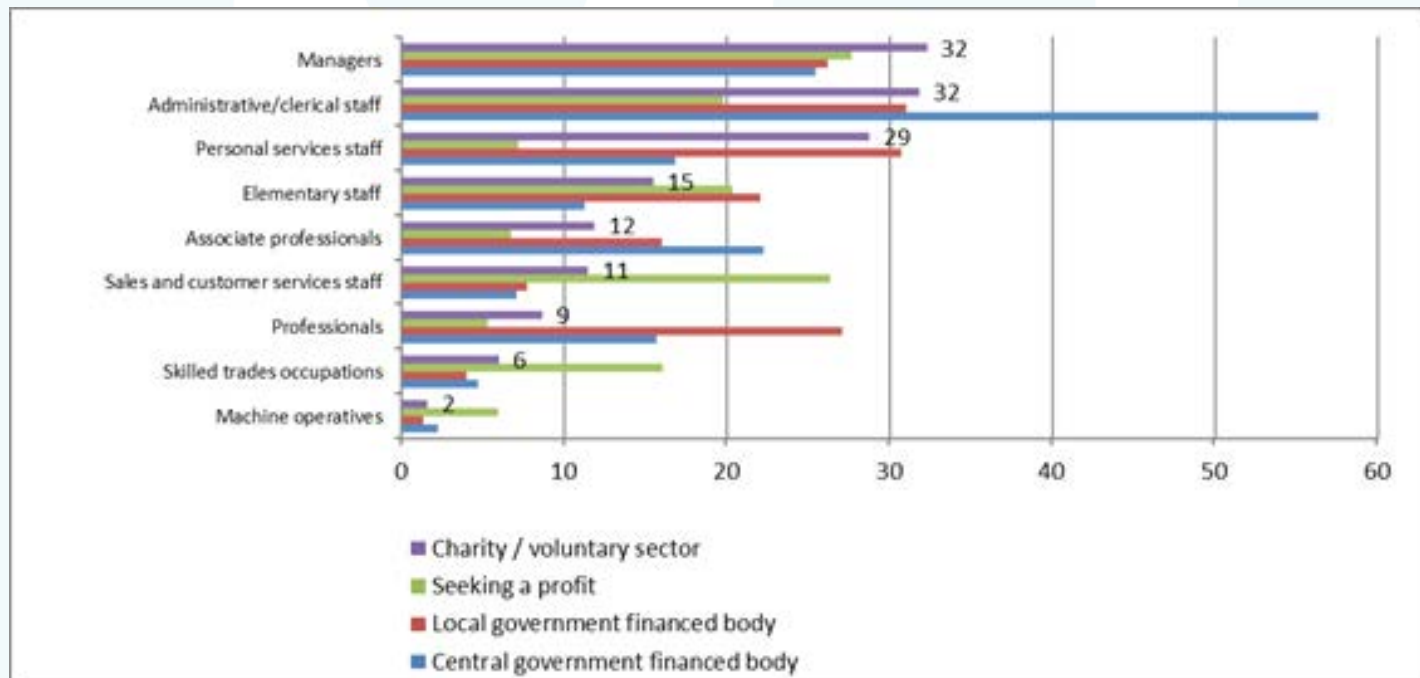
Have
difficulties
introducing
new working
practices (34%)

Have
difficulties
meeting
quality
standards
(32%)

Source: National Employer Skills Survey 2009

8. Levels of Skill and Qualifications

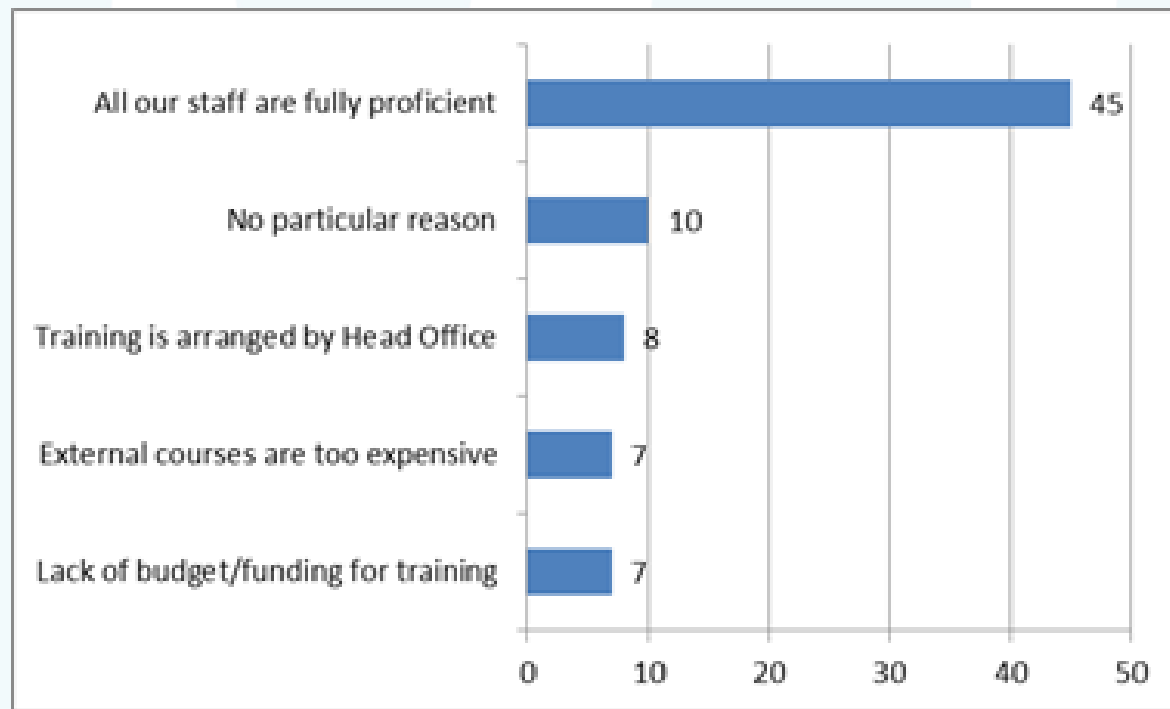
Incidence of skills gaps by job role and sector (%)



Source: National Employer Skills Survey 2009

9. Approaches/Barriers to Training

Reasons for not funding training courses (%)



Source: National Employer Skills Survey 2009

10. Opportunities for Training

Roles of staff trained over past 12 months (%)



Source: National Employer Skills Survey 2009



FUTURE DIRECTION

1. Level and Sources of Income

- Lack of economic growth
- Increased competition between organisations and sectors
- Search for new/sustainable funding sources

2. Constrained Public Spending

- Strict deficit reduction plan
- Further public spending cuts beyond the current Parliament
- Increasing demand for services

3. “Open Public Services”

- Greater role for independent providers
- Creation of new mutuals and social enterprises from within the public sector
- Capacity to compete on the basis of cost and productivity

4. Collaborative Working

- Joint campaigns and events
- Collaborative funding bids
- Sharing of physical assets and back-office functions
- Swapping of skills and expertise

5. Personalisation of Services

- Services oriented around the needs and choices of individual service users
- Closer relationship between users and professionals
- Greater use of direct payments and personal assistants

6. Use of Information Technology

- Strategic use of IT in managing employees and improving work processes
- New ways to connect with beneficiaries and donors
- Greater sharing of data on organisational activities

7. Trends in Volunteering

- Relationship between paid employment and volunteering
- Rise of “episodic” or “micro” volunteering
- Complex patterns and motivations of participants

8. Ageing Population

- Increasing life expectancy and falling birth rates
- Rise in the default retirement age and anti-discrimination legislation
- Need to manage a multi-generational workforce

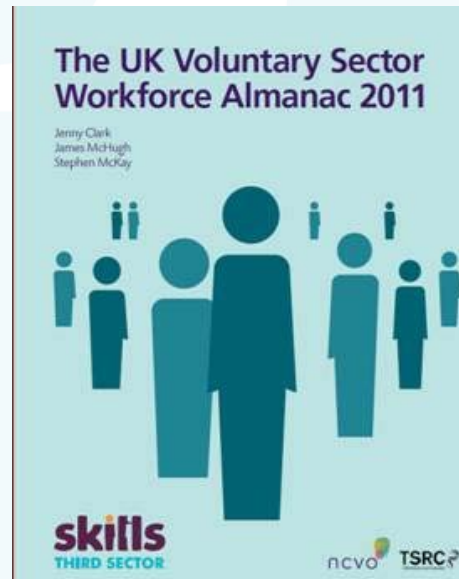
9. Diversity and Globalisation

- Increasing variety of lifestyles and social demographics
- Increasing geographical mobility and changing notions of community
- Broader diversity in terms of service users and workforce

10. Workplace Culture and Job Satisfaction

- Value-driven nature of work
- Availability of flexible working and levels of autonomy
- Potential blurring of boundaries and practices between the sectors

For more information on the content of this presentation please see the Workforce Almanac 2011, available as a free download from the Skills – Third Sector website:



<http://www.skills-thirdsector.org.uk>