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Skills – Third Sector



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See ukworkforcehub.org.uk for updates as STS develops over next 3 months, or email info@skills-thirdsector.org.uk

How did we get here?

- Spring 2007 – plans for national Qualification Framework and approved qualifications and funded courses to be agreed with Sector Skills Councils (SSCs).
- WFH examines SSC plans and finds little or no reference to third sector skills and qualifications needs
- NCVO begins campaign to ensure that there is funding for strategic voice on third sector skills

As a result.....

- Autumn 2007, DIUS funds feasibility study to assess the need for third sector strategic skills voice
- March 2008, study says yes, we do need a third sector skills voice organisation
- October 2008, DIUS and OTS announce a new independent charity to be the strategic voice on third sector skills
- January 2009, JF appointed as interim project director to set up Skills-Third Sector

Some key facts about our workforce

- 634,000 paid staff in the voluntary and community sector (2% of the UK workforce)
- Circa 11.6 million regular volunteers
- an estimated 1 million trustees* – would cost £23billion to replace them with paid staff
- Circa 4,000 people in community interest companies
- Circa 193,000 working in cooperatives

They are working in:

- 171,000 general charities
- 4,573 cooperatives, with 11.2 million members
- 2,200 community interest companies
- 6,700 companies limited by guarantee
- 127,000 voluntary sports clubs
- Circa 600,000 to 900,000 informal community organisations and groups.

Some more relevant facts...

- The majority of organisations (78%) are working in more than one area of activity
- Seven per-cent of the VS works in education, accounting for 45,000 paid staff.
- This equates to about 2% of the total number of employees working in education. BUT
- 62% of VS organisations provide learning and training as one of their areas of activity

Skills Gaps and Shortages

- 25% of VS employers reported hard to fill vacancies within their organisation
- Mainly within youth work, social care, health care
- 29% reported skills gaps within the organisation
- Gaps in management and leadership skills have the biggest impact

Third Sector Skills Research 2008: further evidence gained through focus group discussions

Remit of Skills-Third Sector

Vision

Third sector organisations have the staff, volunteers and trustees, with the diversity of skills and people they need, to make an ever growing contribution to their communities.

Purpose

- STS aims to provide the coherent voice that third sector organisations need to influence strategy and policy in relation to their skills development, underpinned by a strong and credible research base.
- At the same time, it will be a focal point for exchanging knowledge and good practice in skills and workforce development, working to drive up demand for, and investment in, learning and workforce development in third sector organisations.

How will Skills -Third Sector work?

STS is funded by the UK Commission for Employment and Skills (UKCES) to work with:

- The Learning and Skills Council and its successor bodies and programmes
- Third sector networks and development agencies
- The Alliance of Sector Skills Councils (SSCs)
- Learning providers
- Funders, commissioners and other key stakeholders.

And in doing all this:

Provide a **first-stop-shop** on skills and workforce development, so that third sector organisations can **easily** find all the information and resources they need to:

- identify their skills needs, and systematically plan to address them;
- know the cost of recruiting, managing and developing people and include this cost in their budgets and in every funding bid or tender;
- find or create affordable and flexible learning provision that will meet their needs;
- know how to use coaching, mentoring and other peer learning to develop learning organisations;
- find relevant qualifications that may be useful to enhance their work and demonstrate competence.

Sector Qualification Strategy

- Commissioned by UKCES
- Builds on Labour Market Intelligence gathered by the UK Workforce Hub
- Informed by NCVO's work on Third Sector Foresight (www.3s4.org.uk)
- This not a Third Sector Skills Strategy - it is an essential link in the chain of ensuring that specific qualifications are added to the new Qualification and Curriculum Framework

Purpose of the Strategy

- To share with SSCs as a basis to work with them to influence government, learning providers and funding bodies
- An action plan to underpin the work of **Skills –Third Sector**, which will take forward the work of the UK Workforce Hub
- To provide the basis for an accessible national skills strategy for people who work as paid staff and as volunteers in the sector

Purpose 2

- Develop existing staff and volunteers to meet skill needs of the organisation
- Fill hard to to recruit to vacancies
- Ensure the organisation can deliver its mission
- Ensure qualifications are available where necessary
- Data on third sector skills

Specific Skills Areas

- Fundraising
- Management of volunteers
- Trustees and governance
- Campaigning
- Development work (second-tier)
- Management, leadership & planning
- Strategic use of ICT

Top generic skills gaps

- Management, leadership & strategic planning
- Strategic use of ICT
- Team work, communication, and partnership skills
- Influencing and negotiating skills
- Monitoring and evaluation

Qualifications and accreditation

- Few courses accredited to address sector specific skills areas
- Accreditation and courses for leadership and management are not always appropriate
- Funders may require accreditation for some specialist roles (e.g. IAG, health, social care & working with children)
- New Qualification & Curriculum Framework (QCF) will enable small units of accredited learning
- FE not a large provider of workforce development to the sector

Barriers to Learning

- Lack of time
- Lack of money
- Access to the right level of accreditation
- Access to courses and programmes that are relevant to third sector organisations – context, bite-sized, flexible delivery

Drivers that impact on skills

- Drivers are major forces or trends that could positively or negatively shape or influence the future of the VCS.
- Drivers have a complex relationship with each other; some drivers are an outcome of other drivers. Some are reasonably predictable, others are uncertain.
- Recession was not identified as driver when the consultation draft was developed

SQS Priorities

- **Priority 1** – A need for appropriate qualifications and training
- **Priority 2** – A need to increase employer and employee engagement
- **Priority 3** – A need to raise the profile of the sector and the way it works

Recommended Actions

- Twenty-two actions =
- 8 on qualifications and training
- 5 on employer/employee engagement
- Final 9 on work programme for **Skills-Third Sector**

Workshop

- Drivers
- Priorities
- Recommended actions
- Stakeholders


