

Voluntary, community and social enterprise: Skills, talent and values in our workforce

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The role of the VCSE Sector in Health & Social Care



- **Service providers** – focus on promoting health and wellbeing and prevention



- People and communities – **trusted relationships** with seldom-heard groups



- Physical assets like buildings



- Passionate, skilled and knowledgeable staff and volunteers

The size & shape of the VCSE Sector in Bucks

Bucks:

- **2,400 registered organisations**
(many more not big/formal enough to be registered)
- Estimated annual value of **£670m.**
- **11,000 paid staff**
(4.6% of employment in the county)
- **47,000 regular volunteers** per year
(8.5% of the population of Bucks.)



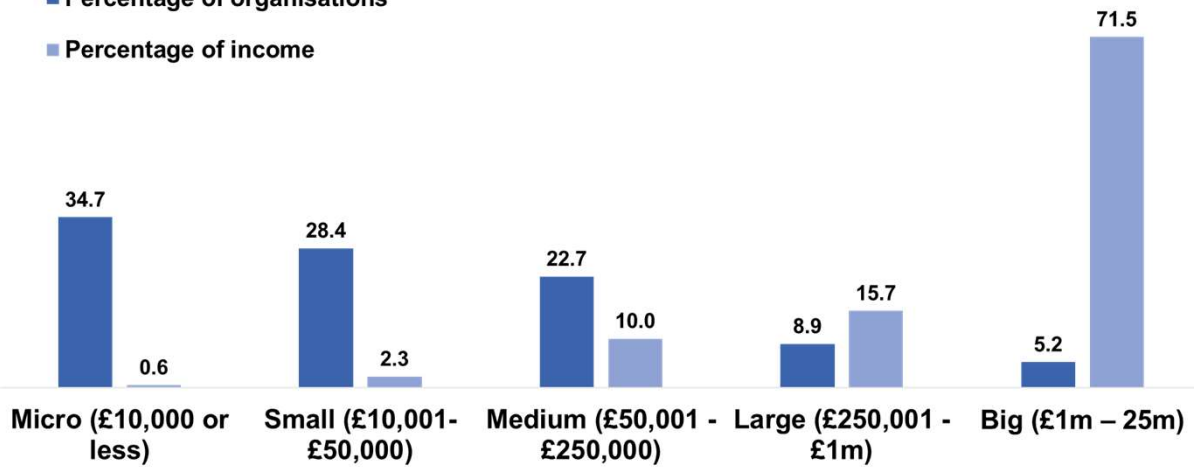
BOB:

- 7,500 registered organisations
- Estimated annual value of £2.1bn.
- 44,500 paid staff
- 144,000 regular volunteers per year

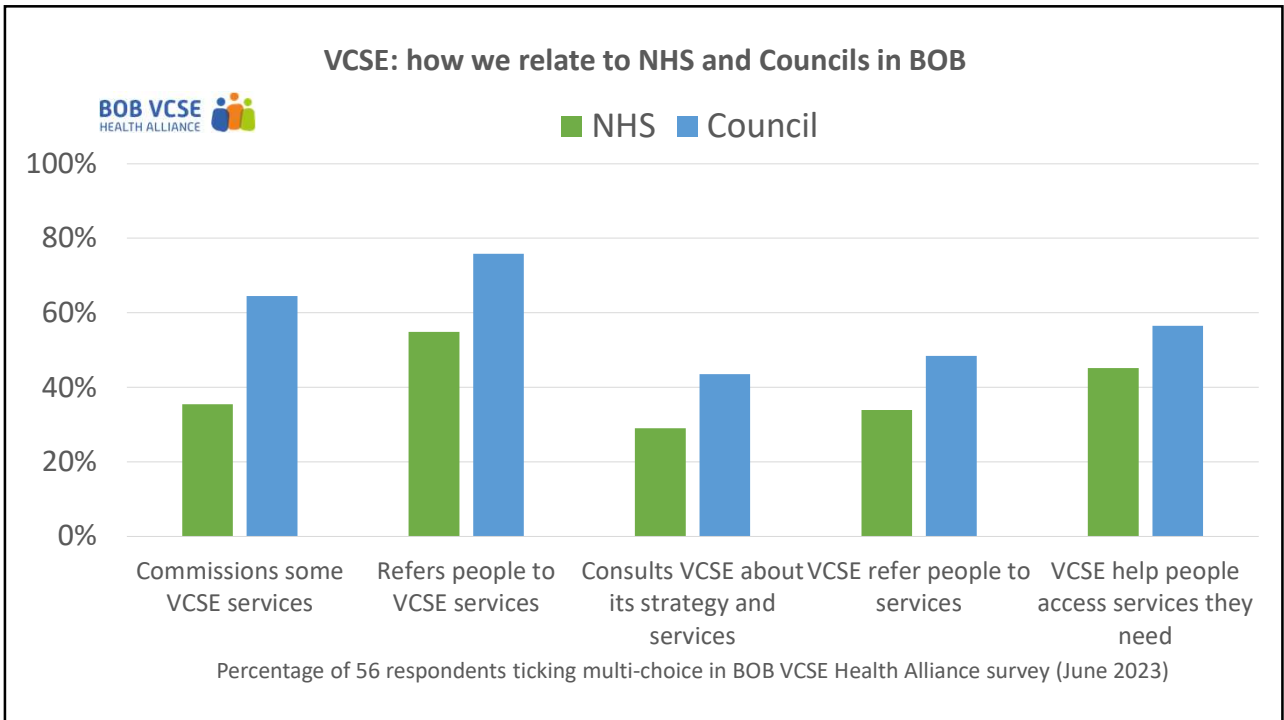
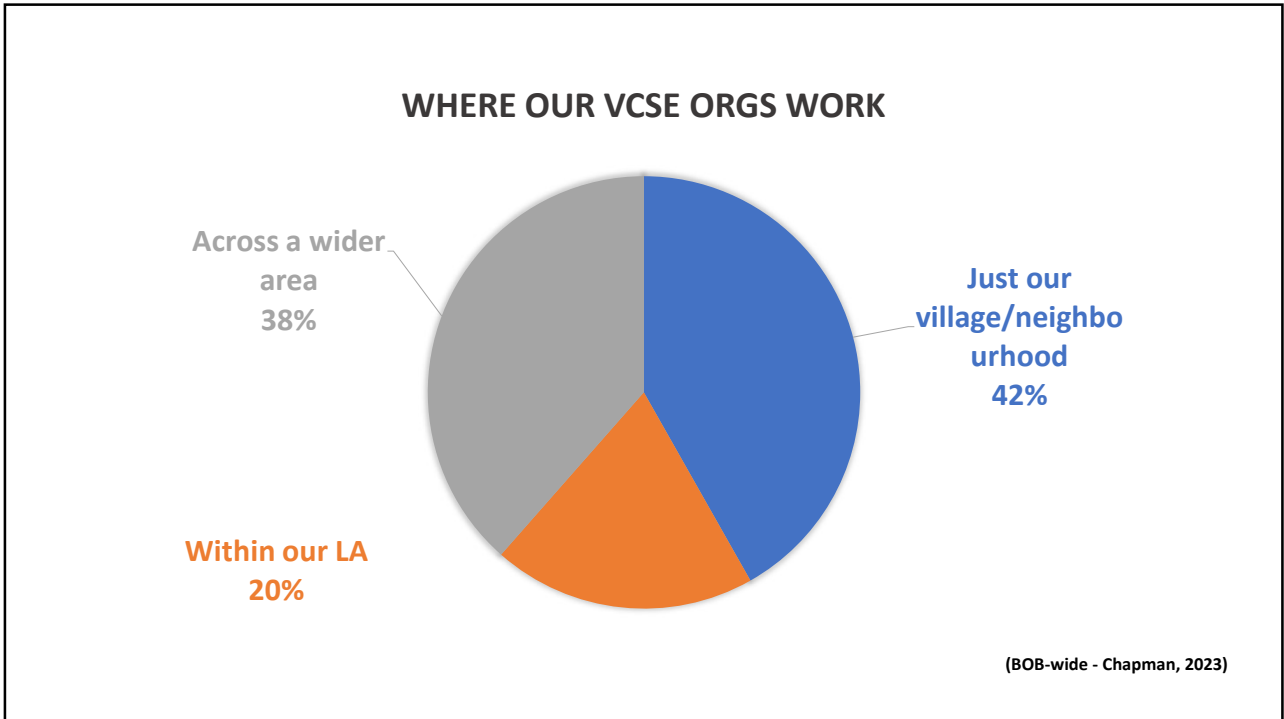


Sector Structure

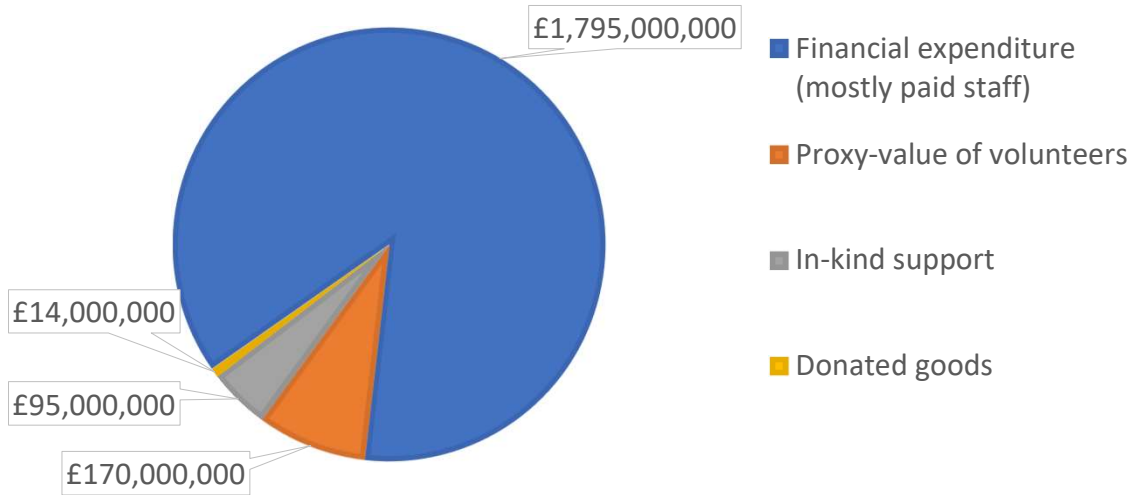
- Percentage of organisations
- Percentage of income



(BOB-wide - Chapman, 2023)

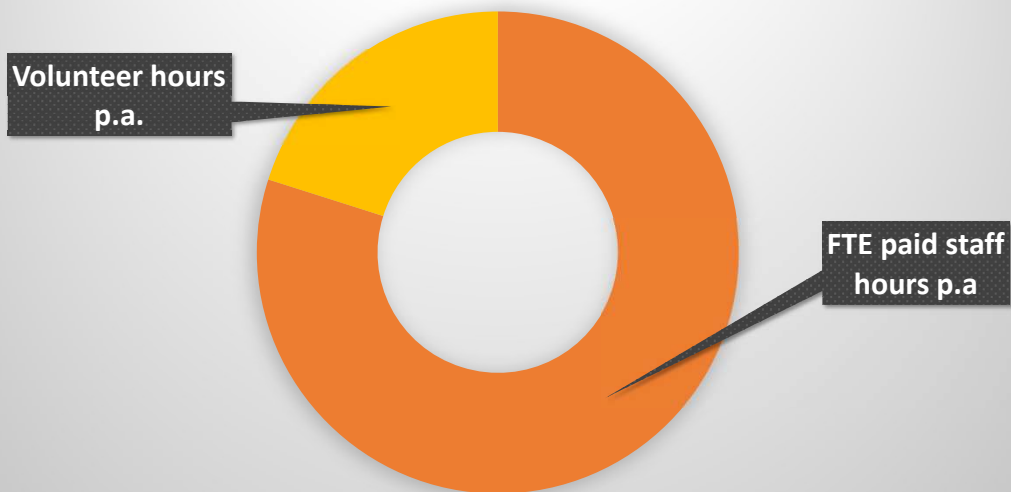


VCSE FINANCES IN BOB: £2.1 BILLION FINANCIAL VALUE



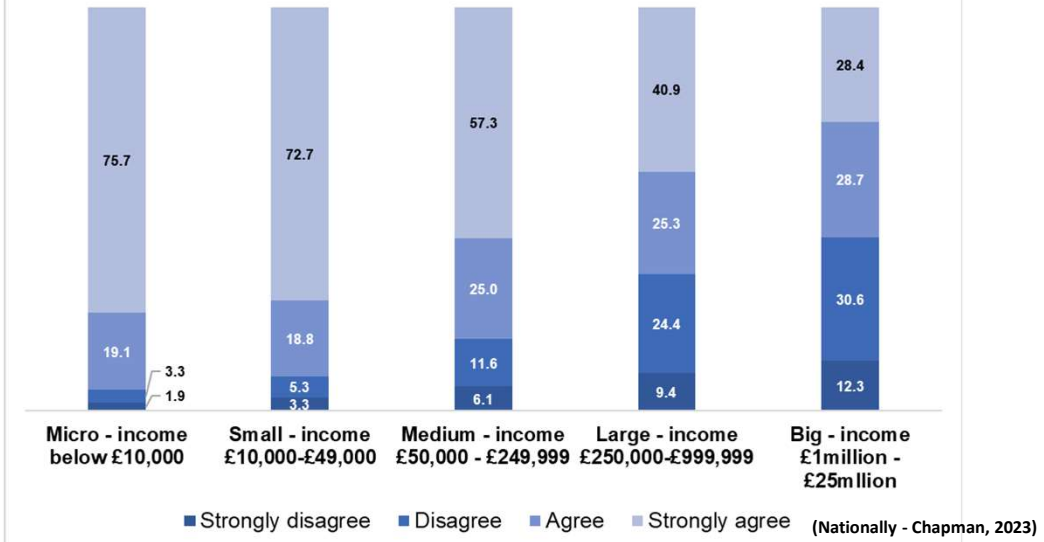
(BOB-wide - Chapman, 2023)

VCSE Energy nationally: Paid staff vs Volunteers

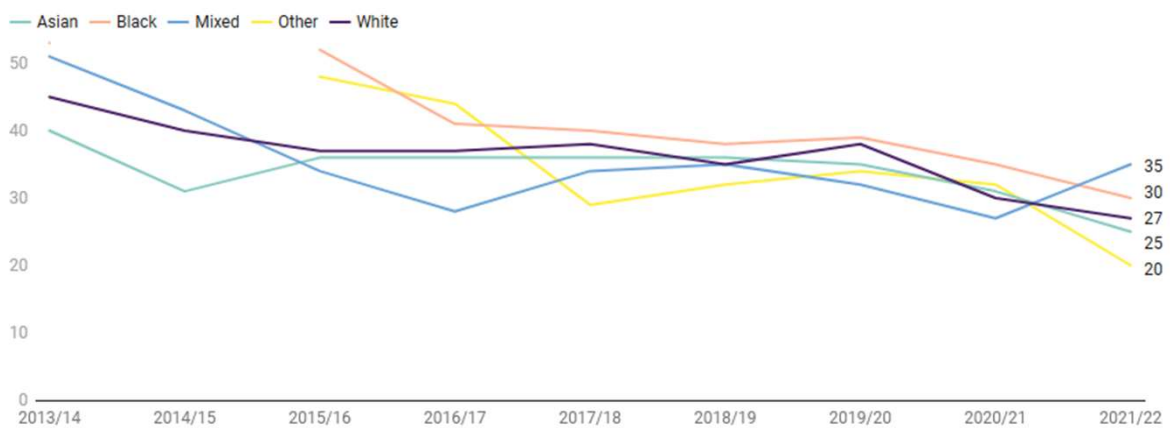


(Nationally - Chapman, 2023)

Percentage of VCSE organisations in England and Wales which 'could not keep going' without volunteers (n=4,686)



Formal volunteering once a year in England, 2013/14 to 2021/22



Source: Community Life Survey, 2023 · Get the data · Created with Datawrapper

Change in the composition of the volunteer workforce

	It's been much harder to hold on to our older volunteers	A lot of our recent volunteers joined us because they prefer to work online	Our group of volunteers have become more ethnically diverse	We have more volunteers under the age of 30 now	We're losing some of the volunteers who joined us during the pandemic
NHS Buckinghamshire Oxfordshire and Berkshire West Integrated Care Board	44.0	7.7	21.2	14.4	25.5
Home counties statistical neighbours	43.4	6.8	18.7	14.6	23.1
London statistical neighbours	46.3	17.9	40.7	26.7	28.7
Combined authority statistical neighbours	49.0	7.3	24.9	24.1	28.7
Town and country statistical neighbours	49.8	5.8	11.3	15.4	21.1
England and Wales	47.9	9.4	21.7	20.0	26.1

(Chapman, 2023)



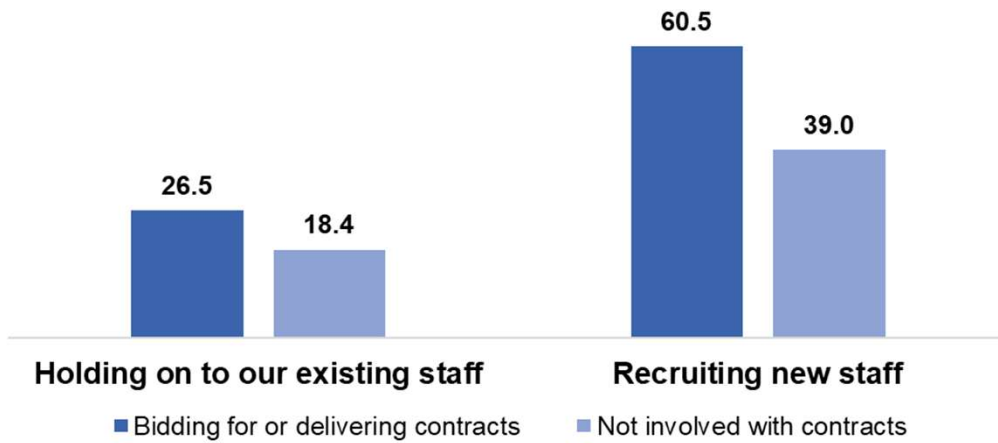
Carly Newman

No5

Portrait 1 Service user to VCSE professional

- Carly is a young person who accessed No. 5's counselling service
- Became one of the lived experience young leaders - a volunteer
- Been helped so want to help others
- Then an employee: comms and fundraising assistant > officer
- Now Operations and Relationships Manager

Percent of VCSE organisations finding with recruitment and retention problems



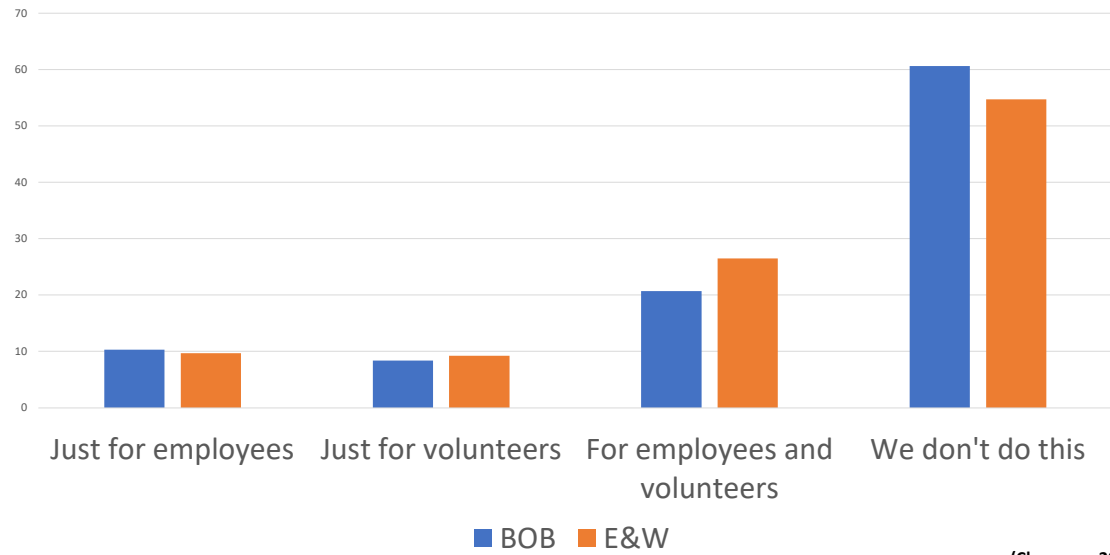
(Chapman, 2023)



Portrait 2 Retired nurse to Chair of Trustees

- Alison is a retired NHS nurse
- Looking for a way to use her skills
- And contact with local community
- Chair of Trustees from 2017
- Working with paid Operations Manager
- And a team of volunteers

BOB VCSE sector: provision of training



Diversity in leadership amongst chief officers (Third Sector Trends survey data, 2022)

	Graduate chief officers	Women chief officers	Chief officers with disabilities	Black, Asian and minority ethnic chief officers
NHS Buckinghamshire Oxfordshire and Berkshire West Integrated Care Board	70.3	66.3	4.8	8.0
Home counties statistical neighbours	58.4	63.8	4.8	6.8
London statistical neighbours	70.8	53.4	6.1	25.6
Combined authority statistical neighbours	67.7	61.2	10.5	10.5
Town and country statistical neighbours	55.7	61.1	7.4	3.6
England and Wales	62.7	61.5	7.9	9.7

(Chapman, 2023)



**Helen
Burgess**



Portrait 3 Health care and VCSE professional

- Helen is a NHS trained physiotherapist
- Sought out a volunteer role first
- Now combining 4 days a week on AHP professional development
- With 1 day Dementia Active group leader
- More space and flexibility in VCSE

Workforce research: emergent findings

- **What are VCSE professionals like?** Dynamic, committed, entrepreneurial, and highly professional.
- **Why do they work in VCSE?** Personal and family experiences, community embeddedness, whole-person approach, career-building and rebuilding
- **Full report due February 2024**