


Executive Summary

A Job Worth Doing

A brief research report into the role
of Fife's third sector as an employer

May 2018



A Job Worth Doing has been produced by Fife Voluntary Action (FVA), the Third Sector Interface for the Fife Council area, after conducting research during the latter part of 2017. The report looks at the third sector in Fife as an employer – specifically scale, make-up, challenges and opportunities for the sector as an employer. The research touched on unpaid work, or volunteering, but the key focus was on paid employment.

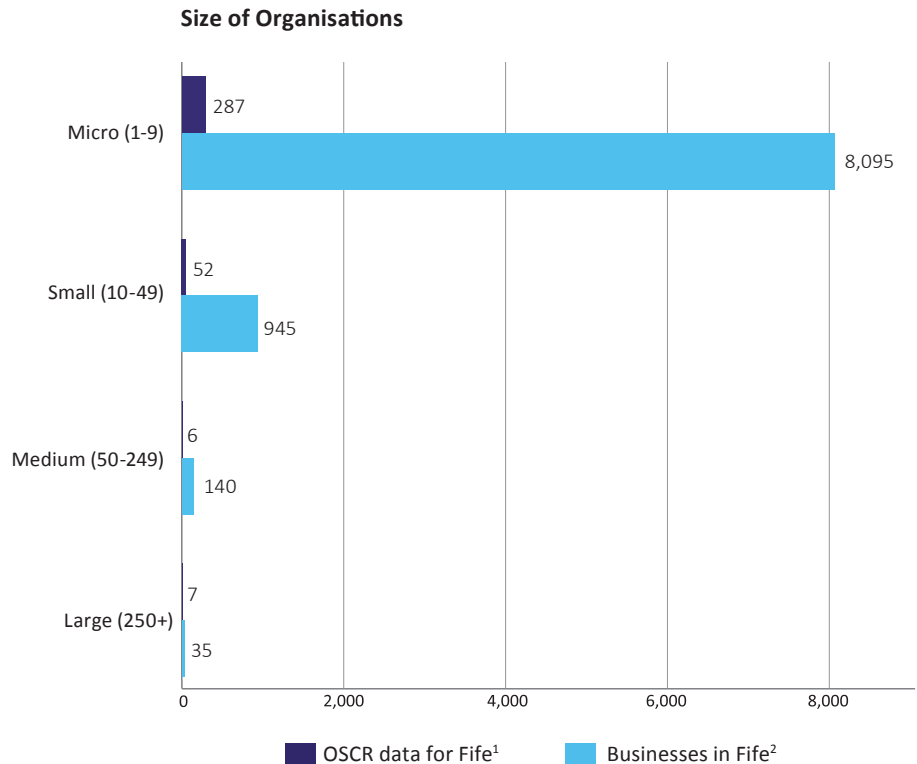
Valued Contributors

The third sector in Fife is widely regarded as a key player and significant contributor to the Community Planning Partnership's ambitions around achieving a Fairer Fife, as articulated in the Fairness Matters report of November 2015 and subsequent plans, including the new Plan 4 Fife (the Local Outcomes Improvement Plan for Fife). The sector, of course, doesn't exist to achieve partnership plans, but rather exists through people coming together to identify needs or opportunities and take action. Increasingly, public sector resources are directed to the third sector in order to help achieve certain outcomes.

Scale

Fife Voluntary Action estimates there are over 3,000 third sector organisations active in Fife, the vast majority of which do not employ staff.

Approximately 1,350 of these are registered charities with OSCR (Office of the Scottish Charity Regulator). OSCR data shows 352 charities registered in Fife employ around 7,300 staff. A significant proportion of these (287) employ fewer than 10 staff with a small number (7) each employing over 250 staff. This is similar to the private sector spread.



Sample Set

Our report draws on data provided by 104 third sector employers, which accounts for approximately 29% of all third sector employers in Fife. It also includes information on the 2,606 third sector staff that they employ – accounting for around 35.4% of all third sector employees in the area. The majority of respondents (74%) were local and they employed 50.2% of staff included in the survey.

Scope

Third sector organisations operate across a wide range of business sectors from manufacturing and hospitality to care and specialist health services. *Human Health and Social Work Activities* is by far the largest third sector industry in our survey, accounting for 51.5% of third sector employers and 51.8% (1,350) of staff.

In relation to service delivery across Scotland, the third and independent sectors provide 69% of the total social services workforce registered with the Scottish Social Services Council (SSSC)³. 74% of the registered adult services workforce is from these two sectors (largely care at home and care home services). This latter figure represents nearly 106,000 staff⁴. There are few third sector organisations that do not have some role in supporting peoples' health and wellbeing and many organisations remain small, local and largely unseen by public sector or community planning structures and processes.

circa **7,300**
people employed by 352 charities

¹ © Crown Copyright and database right [2017]. Contains information from the Scottish Charity Register supplied by the Office of the Scottish Charity Regulator and licensed under the Open Government Licence v.2.0.

² NOMIS

³ Scottish Social Service Sector: Report on 2016 Workforce Data - <http://data.sssc.uk.com/images/WDR/WDR2016.pdf>

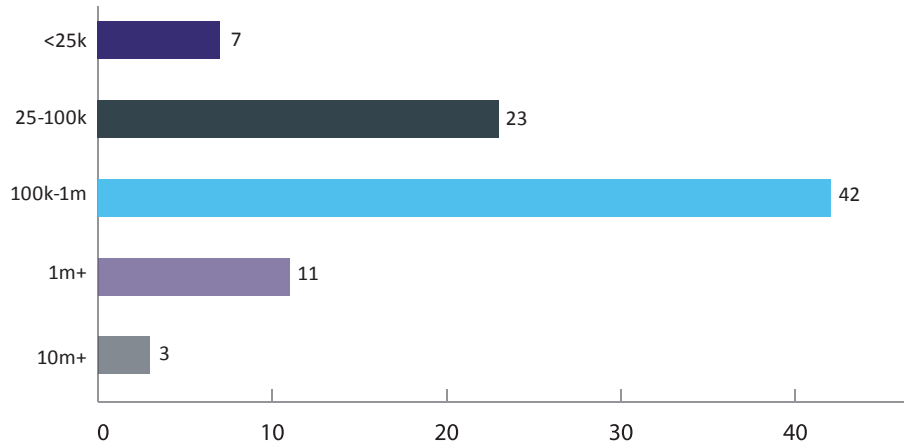
⁴ 8 SSSC The Adults' Services Workforce 2016 - January 2018 http://data.sssc.uk.com/images/WDR/ASW/AdultsServices_2016_FINAL.pdf

Finance and Funding

OSCR data for 2016 shows a total income for charities registered in Fife of over £440 million. This includes St. Andrews University and Fife College.

Total reported income relevant to delivery in Fife for survey respondents was in excess of £46 million. 14 respondents had an annual turnover of over £1million.

Income for survey respondents



In our Survey

51.8%
of third sector staff in Fife are employed in the Human Health and Social Work sectors

Sources of funding for survey respondents

Funding sources	number of orgs funded by source	average % of income derived from source (if used)
Local Authority	68	46%
Earned income	43	37%
Scottish Government	36	33%
Health Body	27	31%
Business Sector	5	30%
Donations	36	22%
Lottery	26	22%
Other	30	21%
Charitable Trusts	32	15%
European Money	9	14%
UK Government	5	8%

In our Survey

79%
of organisations employing staff directly engage volunteers

Volunteers

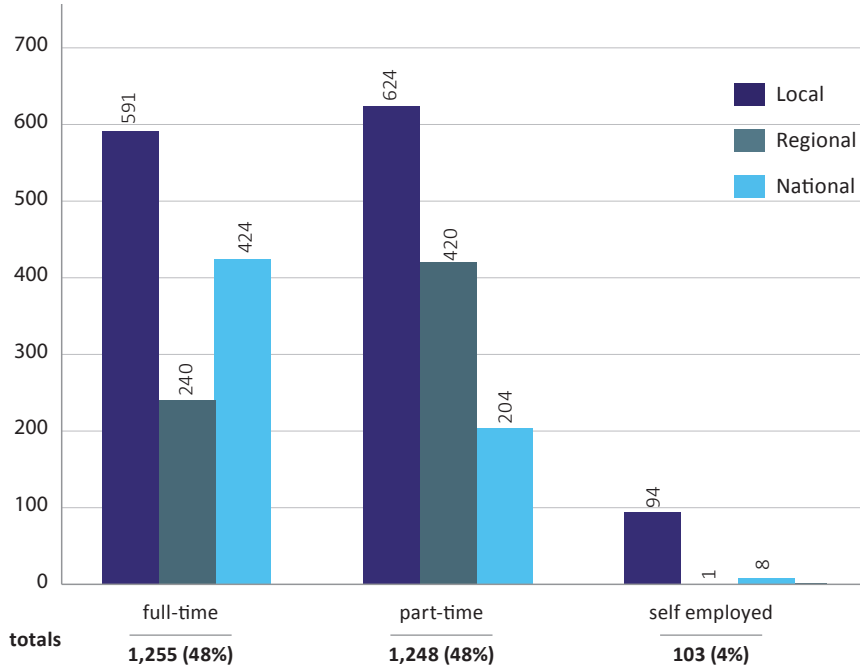
The contribution to the third sector by volunteers is significant and covers the fullest range of roles from trustees (governance), all aspects of service delivery through to fundraising and administration.

Of the organisations employing staff, our survey found 79% (70) also engaged volunteers directly in their activities. An estimated total of 3,592 hours each week (186,784 hours per annum) are donated to the 70 organisations who involve volunteers in their service delivery.

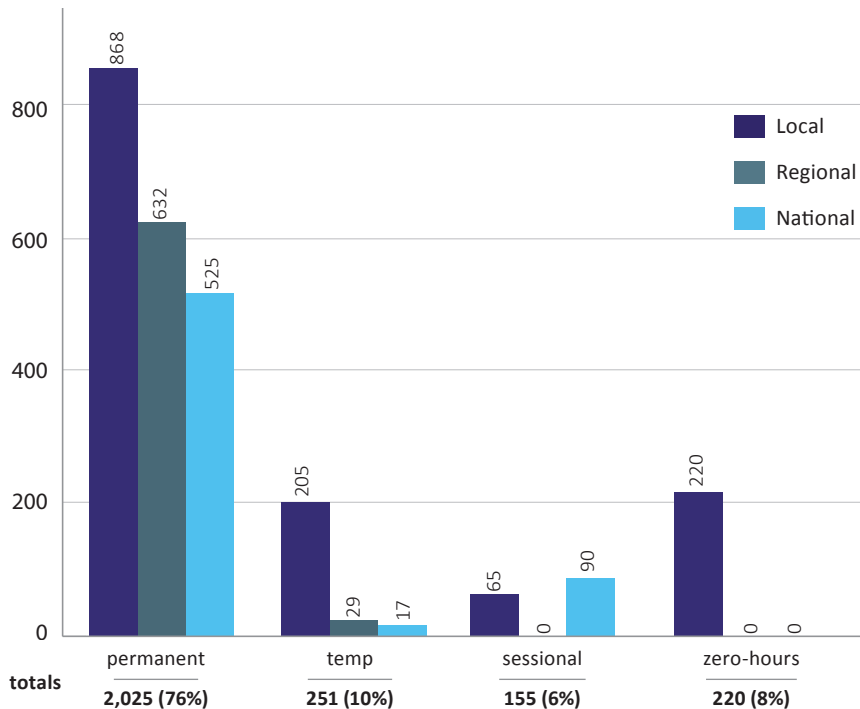
Staffing

The survey captures data on 2,606 staff members employed by the sector in Fife.

Staff split between full time and part-time is almost 50/50.



The split of permanent and temporary* contracts is not so even.



The proportion of temporary* contracts increases significantly if you work for a local employer.

*Temporary contracts are defined as employment for less than two years.

Advantages and Challenges of being a third sector employer

Participants were asked to rank statements on both the advantages and challenges of being a third sector employer. Participants They were able to rank as many statements that applied to their organisation with 1 being the most important. The tables below show the top three most important statements.

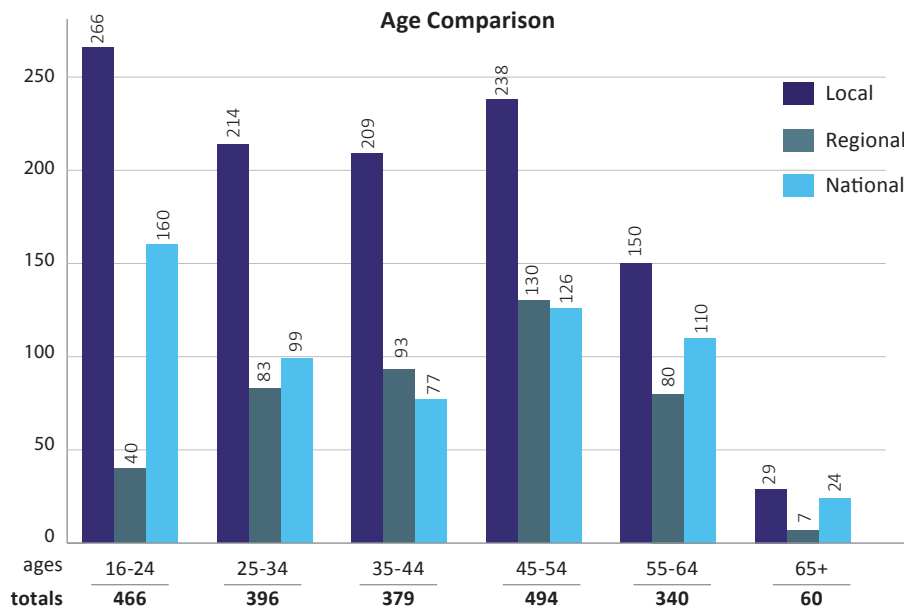
What are the biggest **advantages** offered as a third sector employer?

TOP 3 RATED STATEMENTS	RATING AVERAGE	NUMBER OF EMPLOYERS AFFECTED
Job purpose and meaning	2.07	69
Shared ethics/values with employees	2.89	65
Socially worthwhile work	3.47	57

What are the biggest **challenges** offered as a third sector employer?

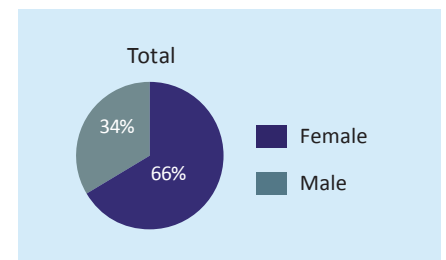
TOP 3 RATED STATEMENTS	RATING AVERAGE	NUMBER OF EMPLOYERS AFFECTED
Short term funding and contracts	1.45	51
Competing with the public sector's terms and conditions	2.80	30
Too few applicants for advertised roles	2.92	38

The largest age groups of third sector employees in Fife are 45-54yr olds (23%) and 16-24 year olds (22%).



Gender in the Sector

Employment in the third sector is heavily weighted towards women, accounting for two thirds of the workforce represented in our survey.

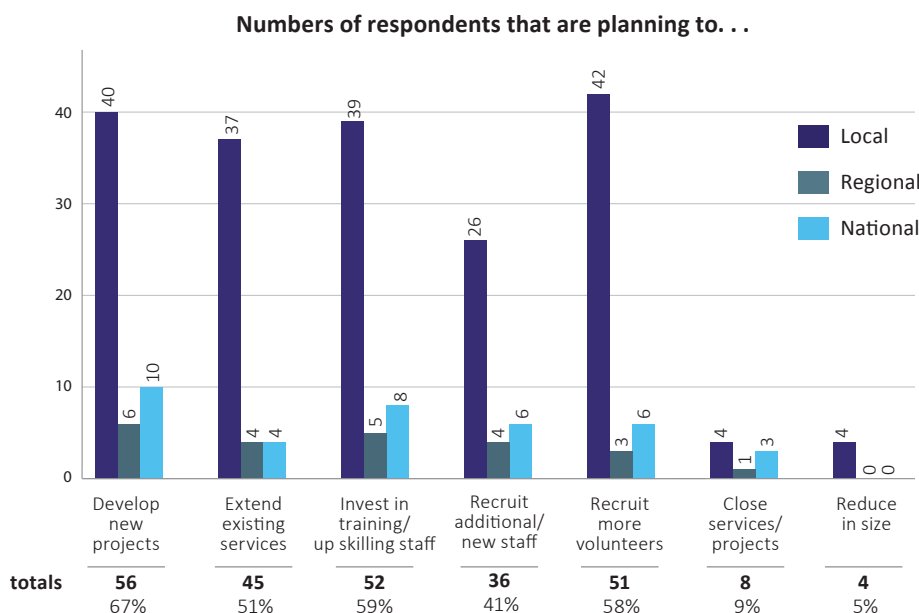


Likelihood of Growth or Reduction in Employment

Nearly two thirds of respondents are planning to develop new projects, and half are intending to extend existing services within the next year.

There is also a significant commitment to recruiting and training staff. This is a higher level of staff investment than SCVO found in their recent third sector forecast for 2017 for Scotland's third sector as a whole.

9% of organisations were planning to close down services in the next 12 months.



Contribution to Fairer Fife Economy

36% of respondents identify as accredited living wage employers and 32% have used an employer recruitment incentive in the past three years, creating 74 positions. Furthermore, 45 apprenticeship positions have been established in the past three years by 13 different third sector organisations.

85 organisations had employed former volunteers as staff and a further 146 people were supported into work from a volunteering position within the sector.

85 organisations
went on to employ
former volunteers

Conclusions

Our look at employment in the third sector in Fife arrived at the following conclusions:

- the third sector is a sizeable contributor to employment in Fife, it has grown over the last 10 years and has the potential to grow even further
- the sector has a key role to play in delivering the Fairer Fife vision as employers as well as service providers
- volunteering is a significant and proven route into employment both within and outwith the sector
- volunteers contribute substantially both directly and indirectly to the activities of third sector employers
- the organisations that responded to the survey reported more growth in activity rather than decline over the past three years
- the sector leverages considerable funds into Fife
- the sector makes wide use of ERIs and apprenticeships
- the sector is a significant Accredited Living Wage employer
- Human Health and Social Work Activities is the largest industry in third sector employment
- the sector has difficulty matching the terms and conditions of other sectors in certain industries and this is exacerbated by the transactional costs of working with current fixed budgeting constraints. (i.e. year-on-year funding arrangements)

*36% of
respondents are accredited
living wage employers*

Recommendations

Based on our survey, Fife Voluntary Action makes the following recommendations:

- we (third sector organisations) need to raise awareness of the contribution we make to local fair employment and the local economy
- we also need to raise awareness of the essential role we play in the area of Human Health and Social Work Activities and the specific challenges involved, especially as our public sector partners rely on us to deliver more and help them meet the challenges they face
- politicians and public sector partners must find better ways of supporting and investing in the third sector as a deliverer of highly valued public services and our ability to provide good quality, sustained employment
- volunteering needs to be better recognised and promoted as a significant route to employment (and improved health and wellbeing)
- the sector needs to continue to lead the way as accredited living wage employers in our local communities.

Fife Voluntary Action will therefore:

- continue to work with public sector partners to support them in their ambition to move to longer term funding commitments
- support the sector to identify funding opportunities and lever in funding
- promote the uptake of employer recruitment incentives, apprenticeships and living wage accreditation amongst local and national third sector employers active in Fife
- continue to develop our dedicated team who support people into volunteering as a stepping stone to employment
- continue to promote the benefits of volunteering and encourage its uptake, leading on the Fairer Fife recommendation to increase volunteering numbers by more than 35,000 by 2030.



Download the full report at
www.fifevoluntaryaction.org.uk/ajobworthdoing

www.fifevoluntaryaction.org.uk

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