



Research among VCSE Organisations working with Children and Young People in Cornwall and the Isles of Scilly

Report prepared for:

**Cornwall Voluntary Sector Forum
&
Cornwall Youth Work Partnership**

Prepared by:

Transform Research

28th July 2014



CONTENTS

1.	INTRODUCTION	1
1.1	Aims of the analysis	1
1.2	Follow-up analysis methodology and definition	1
1.3	Summary overview of C&YP VCSE organisations activity	4
2.	THE STRUCTURE OF C&YP VCSE ORGANISATIONS	6
2.1	Organisation status	6
2.2	Fields of work and areas of activity	6
2.3	Main clients	7
3.	THE RESOURCES OF C&YP VCSE ORGANISATIONS	9
3.1	Paid staff	9
3.2	Volunteers	11
3.3	Turnover and sources of finance	12
	3.3.1 Turnover and changes to caseload	12
	3.3.2 Sources of finance	14
4.	WORKFORCE DEVELOPMENT AMONG C&YP VCSE ORGANISATIONS	16
4.1	Training for paid staff	16
4.2	Training for volunteers	18
4.3	Training budgets	19
4.4	Satisfaction with training for paid staff and volunteers	19
4.5	The biggest challenges in providing or accessing training currently	20
5.	FUTURE EMPLOYMENT, SKILLS AND TRAINING NEEDS AMONG C&YP ORGs	22
5.1	Anticipated changes to C&YP VCSE organisations over next five years	22
5.2	Key skills and training requirements in next five years	23
6.	CONCLUDING COMMENTS	25
	Appendix I: Identifying C&YP VCSE organisations	29
	Appendix II: Bibliography and Sources	30

1. Introduction

This report presents the findings from analysis commissioned by Cornwall Voluntary Sector Forum (VSF) and Cornwall Youth Work Partnership (CYWP) to examine Voluntary, Community and Social Enterprise (VCSE) organisations working with children and young people in Cornwall and the Isles of Scilly (CloS). The analysis follows on from the main research project that collected data to identify the current profile and economic contribution of the whole VCSE sector across CloS.

1.1 Aims of the analysis

The overall aim of the main research project was to produce an evidence base to enable the effective development and support of VCSE organisations and their full contribution to the economic development of CloS. In particular the main research was designed to inform the Employment and Skills Strategies for the VCSE sector by identifying the following:

- Sector activity overview;
- Employment;
- Volunteers;
- Economic activity;
- Employment forecasting; and
- Future skills needs.

This involved collecting data on these issues from a sample of 452 VCSE organisations across CloS. This follow-up analysis examines the same issues by examining the data collected from the 68 organisations among this sample of 452 who were classified as “working with children and young people” (see definition used in section 1.2 below).

The main research project was commissioned in July 2013 in order to produce a final report to coincide with the development and publication of the Employment and Skill Strategies in December 2013. This follow-up analysis was commissioned in July 2014.

1.2 Follow-up analysis methodology and definition

For the purposes of the analysis required for this follow-up study, it was necessary to identify the VCSE organisations that were working with children and/or young people in the main sample of 452. This was done by extracting the answers given by those organisations that described themselves in the following manner, either that:

- Their single most important field of work, or the main clients using their service, were “school aged children up to 16” or “young people aged 16-24”; or that
- They gave other relevant answers to indicate that they were working with these groups such as “everyone who is not an adult” or “all 10-20 year olds”.

On the basis of the answers given, 68 organisations were identified as working with children and/or young people. It should be noted that there were numerous other VCSE organisations working with children and/or young people in the sample of 452, but that either their main field of work was not specifically targeted on this age group (i.e. they might provide culture, arts or sports for all) or their services were not age specific (i.e. they might serve the “whole local community”).

Mapping of the sector

The main research project involved an extensive mapping exercise of the VCSE sector in CloS using the definition shown in table 1.1 below:

Table 1.1: Definition of VCSE used for main mapping exercise

Types of VCSE organisations included in mapping exercise:
Registered charity or trust only
Company limited by guarantee only
Registered charity and company limited by guarantee
Community Interest Companies
Charitable Incorporated Organisations
Unincorporated organisations (not for private profit)
Industrial and Provident Societies (co-operatives)

The main mapping exercise covered formal and informal VCSE registration sites, gatekeepers, networks and sector representatives and using the definition above identified 4,525 VCSE organisations and groups in CloS.

Grossing up and survey accuracy

The answers given by the 452 organisations who participated in the main research were grossed up to the total of 4,525 VCSE organisations to provide estimates for the VCSE sector as a whole. A separate report presents the findings for the VCSE sector. This report focuses on the 68 organisations in the sample that were defined as working with children and/or young people and should be read in conjunction with the main report. On the basis that these VCSEs make up c.15% (68/452) of the identified VCSE population of 4,525 organisations, the answers given by the 68 have been grossed up to c.680 to provide findings for the VCSE organisations working with children and/or young people in CloS.

The following important points should be noted when reading this report:

Grossing up and survey accuracy

- As mentioned the sample of 68 was grossed up to c.15% of the identified VCSE sector of 4,525 organisations, i.e. to *c.680 VCSE organisations working with children and/or young people*;
- This comparatively small sample size of 68 only provides a limited degree of survey accuracy and associated confidence levels;
- For an answer of 50% the sample of 68 provides accuracy of only +/- 11.3% at the 95% confidence level; and
- Full confidence levels are shown in the table 1.2 below:

Table 1.2: Accuracy of survey findings for VCSE organisations working with children and/or young people

(Margins of error at 95% confidence level)

Total VCSE organisations working with children or young people population: c.680	
Sample size	68
5% or 95% response	+ or – 4.9%
10% or 90% response	+ or – 6.8%
20% or 80% response	+ or – 9.0%
30% or 70% response	+ or – 10.3%
40% or 60% response	+ or – 11.1%
50% response	+ or – 11.3%

Organisational descriptions used in this report

C&YP VCSE ORGANISATIONS:	THE 68 ORGANISATIONS WHOSE MAIN CLIENTS OR MOST IMPORTANT FIELDS OF WORK ARE EITHER WITH SCHOOL AGE CHILDREN UP TO 16 YEARS AND/OR YOUNG PEOPLE BETWEEN 16 AND 24 YEARS IN CIOS
VCSE ORGANISATIONS:	THE 452 ORGANISATIONS OPERATING ACROSS THE WHOLE VOLUNTARY, COMMUNITY AND SOCIAL ENTERPRISE SECTOR IN CIOS (INCLUDING THE 68 C&YP ORGANISATIONS DESCRIBED ABOVE)

This report

This report needs to be read in conjunction with the main research report to provide a complete picture of VCSE organisations in CloS. It presents the findings for the 68 C&YP VCSE organisations identified in the sample of 452:

- Chapter 2 examines the structure of the C&YP VCSE organisations in terms of their legal status, fields of work and main clients;
- Chapter 3 describes the resources of the C&YP VCSE organisations, covering their current staffing, volunteers, turnover and sources of finance;
- Chapter 4 explores training and development for employees and volunteers of the C&YP VCSE organisations as well as the biggest challenges they face in accessing training;
- Chapter 5 looks at the anticipated future employment, skills and training needs of the C&YP VCSE organisations over the next five years; and
- Chapter 6 presents some key concluding comments about the findings for the future development of C&YP VCSE organisations.

The appendices describes the methodology used to identify the 68 C&YP VCSE organisations for the analysis and a bibliography.

1.3 Summary overview of the activities of C&YP VCSE organisations

Based on the definition described above, this section presents a summary of the findings for C&YP VCSE organisations operating in the VCSE sector in CloS.

Size and structure of C&YP VCSE organisations:

- C&YP VCSE organisations are larger than VCSE organisations: having an average annual turnover of c.£187,000 compared with c.£128,000 for VCSE organisations as a whole across CloS;
- The annual turnover of the VCSE sector as a whole in CloS is of the order of £580m million, of which C&YP VCSE organisations account for c.£130 million (c.22%);
- Nearly one third of C&YP VCSE organisations (31%) are part of larger national organisations compared with one in five of all VCSE organisations in CloS (21%); and
- Less than one in ten C&YP VCSE organisations (11%) are “umbrellas” assisting/supporting other organisations (including those providing services/space).

Areas of work and clients for C&YP VCSE organisations:

- Although the C&YP VCSE organisations that were analysed have two key client groups – school aged children up to 16 and young people aged 16 to 24 – their work and activities with these groups varies greatly, covering a very wide range of areas including:
 - Social care and welfare;
 - Health and wellbeing;
 - Education, training and learning;
 - Culture and arts; and
 - Sports, leisure and recreation.
- Over half of C&YP VCSE organisations reported that their caseload had increased (56%) in the last year compared with two fifths of all VCSE organisations across CloS (41%).

Employees of C&YP VCSE organisations:

- C.4,600 people currently work in C&YP VCSE organisations across CloS;
- C&YP VCSE organisations have an average of nearly 7 employees per organisation compared with c.5 in all VCSE organisations across CloS;
- Three quarters of C&YP VCSE organisations’ paid employees are female: 73% of the employees being women and 27% men;
- Half of the C&YP VCSE organisations paid workforce are full time (50%) and half are part time; and
- The employees of C&YP VCSE organisations have a slightly younger age profile than VCSE organisations as a whole, with:
 - 14% being under 25, compared with 8% of VCSE organisations;
 - 72% between 25 and 49 compared with 67%; and
 - 14% being 50+ compared with 25% of all VCSE organisations.

Volunteering and C&YP VCSE organisations:

- There are c.20,500 people volunteering for C&YP VCSE organisations (out of the 153,000 people volunteering across CloS);
- This represents a slightly lower average of volunteers per C&YP VCSE organisation (c.30 per organisation) than the average for VCSE organisations as a whole across CloS (c.36 per organisation);
- Half of C&YP VCSE organisations volunteers spend up to 10 hours a week volunteering for them (52%) and half more than 10 hours (82%); considerably more than volunteer for other VCSE organisations (18%);
- C&YP VCSE organisations volunteers were twice as likely to be aged under 25 (31%) than volunteers for other VCSE organisations (15%).

Current Training and Satisfaction with Current Training and Skills:

- Reflecting the highly regulated nature of the sector, virtually all of C&YP VCSE organisations with paid staff currently provide training (98%), compared with around eight out of ten of all other VCSE organisations in CloS with paid staff (82%);
- However, only approaching half of C&YP VCSE organisations have a training budget (46%), though this figure increased to over a half (58%) among those with paid staff. These were noticeably higher figures than reported by all VCSE organisations in CloS of 19% and 39% respectively;
- The average training budget amount per head per year for those C&YP VCSE organisations that declared an amount was £541 compared to £191 per head per year among VCSE organisations declaring an amount; and
- In common with VCSE organisations, very high levels of satisfaction were expressed with the skills levels of C&YP VCSE organisations' current staff and volunteers.

The biggest challenge C&YP VCSE organisations face in providing or accessing training:

- Also in common with all VCSE organisations across CloS, the single biggest challenge faced by C&YP VCSE organisations in providing or accessing training now is the cost of financing the training; and
- Other challenges identified by C&YP VCSE organisations included: time pressure issues; access issues; and identifying and finding the right high quality courses and training locally to meet their needs.

Key skills needs and training requirements of C&YP VCSE organisations in the next 5 years:

- Three main areas were identified by C&YP VCSE organisations as being their key skills requirements in the next 5 years:
 - Safeguarding and compliance;
 - Finance and fundraising; and
 - Management, governance and leadership skills.

2. The structure of C&YP VCSE organisations

This chapter details the findings of the analysis in relation to the structure of C&YP VCSE organisations compared with VCSE organisations as a whole in CloS in terms of:

- Organisation status;
- Fields of work and areas of activity; and
- Main clients.

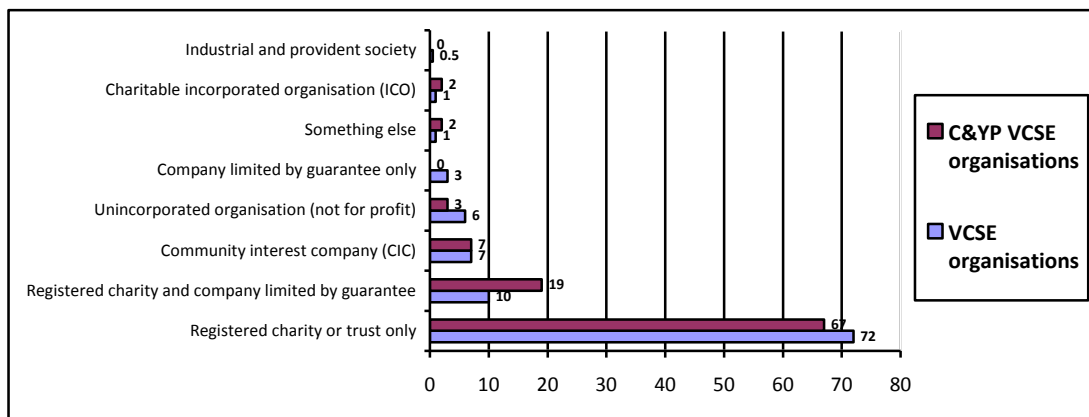
2.1 Organisation status

Two thirds of C&YP VCSE organisations (67%) said that they were independent, local organisations and just under a third were (31%) were part of a larger, national organisation. This compared with over three quarters (79%) of VCSE organisations as a whole in CloS who said they were independent, “locals” and one fifth who were part of a larger organisation (21%).

One in ten C&YP VCSE organisations (11%) described themselves as being an “umbrella organisation”, assisting other voluntary groups (N.B. includes those providing support/services/space). This compared with nearly one in five of all VCSE organisations saying they were “umbrella organisations” across CloS (18%).

Two thirds of C&YP VCSE organisations (67%) were registered charities and a further one in five (19%) were both registered charities and a company limited by guarantee. 7% were community interest companies (CICs). Small proportions were charitable incorporated organisation (2%), unincorporated organisations (not for private profit) (3%) or something else (2%). Chart 2.1 below shows that these figures were broadly very similar to those for VCSE organisations as whole across CloS, with registered charities being the most common legal structure across the sector (72%) together with a further one in ten organisations who were both registered charities and a company limited by guarantee (10%).

Chart 2.1 Organisation status (%)



Bases: 452 VCSE organisations and 68 C&YP VCSE organisations

2.2 Fields of work and areas of activity

As described above, the sample of 68 C&YP VCSE organisations was selected on the basis of either their “single most important field of work” or their “main area of activity” being working with either school aged children and/or young people aged 16 to 24. Consequently it is not relevant to compare this with the work and activities of VCSE organisations as a whole across CloS.

Nonetheless, around half of the 68 C&YP VCSE organisations did provide some further description of what they actually did in their work and activities with the school aged children and young people. It is worth listing these in full to illustrate the range and depth of these various activities, as well as to show those types of activities that were most often mentioned:

- “Rural youth organisation providing activities for young people”*
- “Involving young people in scouting activities”*
- “Activities, resources, support for young people”*
- “Providing riding for disabled children”*
- “Teaching disadvantaged children to sail and row”*
- “Education and training activities support for young people 6—18”*
- “Respite breaks for disadvantaged kids”*
- “Youth work”*
- “Work with children and families in west Cornwall and the Isles of Scilly. Those who are excluded socially and economically and giving them skills to cope”*
- “Theatre. Mainly for young people aged 6 – 25”*
- “Musical dramas for youngsters”*
- “Support community action in young people by giving them sports or healthy living awards. Young people + kids education, including those with special needs”*
- “About young people and helping them with advice, guidance and self esteem*
- “Education”*
- “Health, Wellbeing, Leisure, Youth work and education”*
- “Youth work”*
- “Football provision for youngsters in the local community”*
- “Christian youth organisation”*
- “Rural youth organisation providing activities”*
- “Providing activities for young people”*
- “Youth work”*
- “Providing education and social/welfare of young people, those with special needs, young carers etc”.*
- “Youth Musical Theatre aged 10 – 20”*
- “Supporting young people”*
- “Social care / Community support groups / Young people 0-24 / Advocacy / children in care”*
- “Young people in and leaving care aged 11-25, using sport, art, education, health, volunteering*
- “Youth organisation”*

Around half of the C&YP VCSE organisations said that providing (46%) a direct service or services in one form or another to their clients was their single most important activity and a similar proportion that doing “something else” was their main activity (43%). It should be noted however that, as described above, most of these “other” activities were actually direct services. (In comparison, three quarters of VCSE organisations (75%) as a whole provided a direct service or services and one in ten provided education, training or skills (10%).

2.3 Main clients of C&YP VCSE organisations

Given that the sampling criteria for the 68 C&YP VCSE organisations was that their “single most important field of work” or their “main area of activity” was either working with school aged children and/or young people aged 16 to 24, it was to be expected that the “main clients of their services” would be in these groups.

Among the 68 C&YP VCSE organisations the main clients were:

- School children up to age 16 (31%);
- Young people aged 16 to 24 (29%); and
- Broader age bands of young people or specific disadvantaged/special needs groups of young people (40%), including such as answers as: “young people in and leaving care aged 11-25”, “mainly for young people aged 6 – 25”, “young people 6–18”, “at risk children and young people aged 7 - 19yrs with complex needs”, etc.

As would be expected these answers were very different from those given by VCSE organisations as a whole across CloS: one in three VCSE organisations said their main clients were people living in (their) particular geographic area (30%); a similar proportion (28%) saying pre-school children, school age children or young people; and one in five not being able to identify a particular group of clients (20%) because their services were available for all.

The 68 C&YP VCSE organisations were asked about the numbers of clients that used their services during the course of a year – they reported similar numbers to the VCSE organisations as a whole:

- Nearly three quarters of C&YP VCSE organisations (73% compared with 68% of VCSE organisations as a whole) had between 1 and 500 clients;
- Around a quarter of C&YP VCSE organisations had between 500 and 5,000 (24% compared with 25% VCSE organisations) clients; and
- Only very small proportions had very large numbers of clients: (3% compared with 5%) having between 5,000 and 100,000 clients in a year and (1% compared with 2%) more than 100,000 clients.

It is important to note that when they were asked if their caseload had changed in the last year, over half (56%) of C&YP VCSE organisations reported that it had *increased* and less than one fifth (19%) that it had *decreased*. This proportion was markedly higher than among all VCSE organisations as a whole across CloS (41%). This is discussed further in section 3.3 below: Turnover and sources of finance.

3. THE RESOURCES OF C&YP VCSE ORGANISATIONS

This chapter describes the resources of C&YP VCSE organisations in Cornwall and the Isles of Scilly, covering their current paid staff and volunteers; and turnover and sources of finance.

3.1 Paid staff

The key findings for the size and profile of C&YP VCSE organisations' current paid staff are that:

- 38 of the 68 C&YP VCSE organisations surveyed (56%) have paid members of staff (an average of c.12 employees per organisation with paid staff);
- Grossing up, this indicates that c.4,600 people currently work in C&YP VCSE organisations in CloS, equivalent to c.2% of the total workforce¹;
- Three quarters of C&YP VCSE organisations' paid employees are female: 73% of the employees being women and 27% men;
- Half of the C&YP VCSE organisations paid workforce are full time (50%) and half are part time; and
- Nearly three quarters of the paid employees are aged between 25 and 49 (72%), with the remainder being divided equally between those under 25 (14%) and those aged 50+ (14%).

In comparison with the findings for VCSE organisations as a whole across CloS, it is possible to make the following observations:

- 22,300 people currently work for VCSE organisations in CloS, therefore C&YP VCSE organisations account for c.20% of these employees;
- The majority of VCSE employees are female: 70% of the workforce being women, almost identical to that found in C&YPS VCSE organisations;
- Similarly the proportions of full and part time staff are also very much the same as those found across VCSE organisations as a whole; and
- There is some evidence that the workforce in C&YPS organisations is slightly younger in age than that in VCSE organisations as a whole:
 - 14% being under 25, compared with 8% of VCSE organisations;
 - 72% between 25 and 49 compared with 67%; and
 - 14% being 50+ compared with 25%.

Most C&YP VCSE organisations in CloS are “micro” in size:

- Seven out of ten having under 10 paid staff (70%);
- A quarter (27%) have between 10 and 49 employees; and
- Just 3% have more than 50 employees.

¹ Based on 248,300 total employees and self-employed cited in *Cornwall and Isle of Scilly Employment, Skills and Social Inclusion Evidence Base*, CloS Local Economic Partnership 2013, p19

The main research study also explored the minimum qualification levels and average earnings of paid employees in VCSE organisations at three levels: entry, delivery/frontline staff and senior managers. However, it was recognised that in collecting information about these matters, some organisations would not be able to answer fully. This was either because they did not have staff at the different levels or because they were not able or willing to provide that much detail, particularly about earnings. Nonetheless, c.100 VCSE organisations did provide full answers for each of the levels, sufficient to produce statistically robust findings for the whole sector.

However, of these c.100 VCSE organisations only 18 were C&YP VCSE organisations. This is not surprising as only 38 of the C&YP organisations available for analysis had paid employees, but it is an insufficient number to produce reliable analyses either in total or separately for each of the three levels.

Nonetheless the findings provided by 18 do broadly map onto the findings reported by all of the c.100 VCSE organisations. The key findings from them in terms of qualifications can be summarised as:

- There was a close correlation between higher level qualifications and level of seniority: with more senior staff requiring degrees/level 4 qualifications;
- There were no minimum qualification levels for many entry level staff – with experience being regarded as more important; and
- Delivery/frontline staff tend to have the most segmented set of qualification requirements, relating specifically to their delivery duties;

For earnings the key findings were:

- Entry level staff: range between £12,000-£16,000;
- Delivery/frontline staff: £14,000-£22,000; and
- Senior managers: £26,000-£42,000.

3.2 Volunteers

The key findings for the numbers and profile of the people currently volunteering for C&YP VCSE organisations in CloS were:

- There are c.20,500 people volunteering for C&YP VCSE organisations (out of the 153,000 people volunteering for VCSE organisations in CloS);
- This represents a slightly lower average of volunteers per C&YP VCSE organisation (c.30) than the average for the rest of the VCSE sector (c.36);
- Half of C&YP VCSE organisations volunteers spend up to 10 hours a week volunteering (52%) and half more than 10 hours (48%);
- Three quarters of C&YP VCSE organisations volunteers are women (73%);
- One third of volunteers for C&YP VCSE organisations are aged under 25 (31%), while half are aged between 25 and 49 (48%) and one fifth are aged 50 or over (21%).

There were two key points to note about these findings:

- The proportion of volunteers spending more than 10 hours a week (48%) volunteering was much higher than among volunteers for other VCSE organisations across CloS (18%); and
- As was to be anticipated, the proportion of volunteers aged under 25 (31%) was double that among other VCSE organisations (15%).

55 of the 68 C&YP VCSE organisations surveyed (81%) said that they had volunteers. These 55 organisations were asked how long their volunteers stayed with them and whether this length of time met their needs. Most said that their volunteers were very loyal: with over three quarters (78%) saying that they stayed a year or more and just 11% each saying that they stayed a few weeks or a few months. Nine out of ten C&YP VCSE organisations with volunteers (91%) said this length of time suited them.

Management committee members, trustees, etc.

As well as their volunteers working “on the ground”, the C&YP VCSE organisations were asked about the number of management committee members, trustees, etc. that they currently had in total. On average, just over 7 people were currently on the management committee or acting as a trustee, etc. of the C&YP VCSE organisations covered by the analysis.

This figure of just over 7 was very slightly lower than that found in the main sample for VCSE organisations as a whole across CloS. The VCSE organisations had an average of 9 management committee members, trustees, etc.

3.3 Turnover and sources of finance

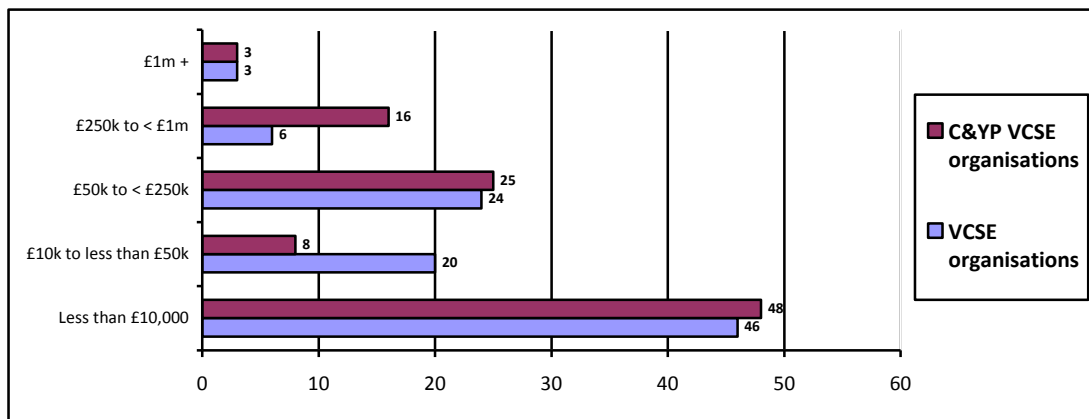
3.3.1 Turnover and changes to caseload

The C&YP VCSE organisations were asked about their (estimated) annual financial turnover² which was compared with VCSE organisations as a whole across CloS. The findings were that:

- C&YP VCSE organisations are larger than all VCSE organisations as a whole in terms of turnover: having a mean annual turnover of c.£187,000 and a median of £90,000 per year, compared with c.£128,000 and £9,000 respectively for VCSE organisations; and
- The annual turnover of the VCSE sector as a whole in CloS is of the order of c.£580 million, of which C&YP VCSE organisations account for c.£130 million (or 22%).

Nearly one in five C&YP VCSE organisations have turnover of over £250,000 (19%) and a quarter of between £50,000 and £250,000 (25%). In comparison only 9% of all VCSE organisations had turnover over £250k. Chart 3.1 below summarizes the findings, comparing C&YP VCSE (purple bars) with all VCSE organisations across CloS (blue bars).

Chart 3.1 Turnover of C&YP and VCSE organisations (%)



Bases: 452 VCSE organisations and 68 C&YP VCSE organisations

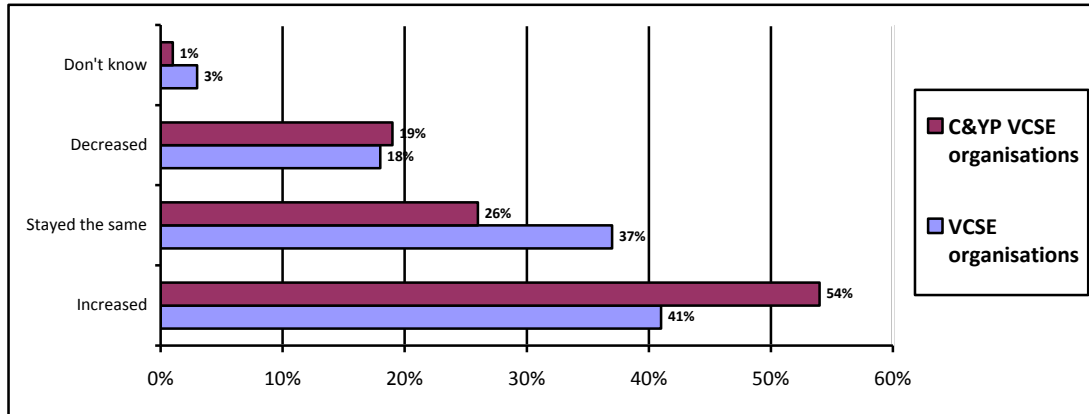
As a follow up to these questions, the C&YP VCSE organisations were asked about any changes to their turnover and/or their caseload levels during the course of the last year. Reflecting the findings for all VCSE organisations, identical proportions said that their turnover had *increased* (32%) as said it had *decreased* (32%) over the last year. One third said that it had not changed (35%).

When asked if their caseload had changed in the last year, over half (56%) of C&YP VCSE organisations said that it had *increased* and less than one fifth (19%) that it had *decreased*. A quarter (26%) said it had stayed the same. The proportion saying their caseload had increased (56%) was higher than among all VCSE organisations (41%).

² It should be noted that the C&YP VCSE organisations who provided turnover data usually answered for the last full financial year for which audited figures were available. In some cases this was for April 2010 – March 2011 or January – December 2011, while in others it was April 2011 – March 2012 or January – December 2012. These time “delays” are important because it is known that the sector’s income has fallen in recent years and **this fall may not be fully reflected in the figures given.**

Charts 3.2 and 3.3 below illustrate and examine this finding further. Chart 3.2 shows the difference in changes to caseloads between C&YP VCSE organisations and VCSE organisations as a whole across CloS.

Chart 3.2 Changes to caseload of C&YP and VCSE organisations over last year (%)

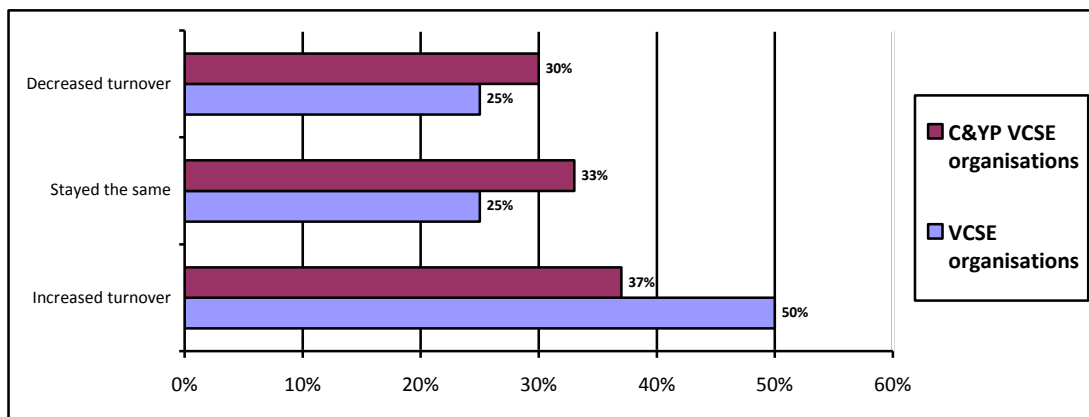


Bases: 452 VCSE organisations and 68 C&YP VCSE organisations

Chart 3.3 below shows the changes in turnover for those organisations who reported an *increase* in caseload over the last year. While the sample size base for the C&YP VCSE organisations is small and the findings should therefore be treated with a degree of caution, they do echo reported attitudes and feelings of C&YP sector stakeholders about the pressures being faced by C&YP VCSE organisations:

- Only a third of C&YP VCSE organisations (37%) that had an *increase in their caseload* had an *increase in their turnover*, compared with half of VCSE organisations as a whole (50%); and
- Two thirds of C&YP VCSE organisations (63%) that had an *increase in their caseload* actually had either a *decrease in their turnover* or it *stayed the same*, compared with half of VCSE organisations as a whole (50%).

Chart 3.3 Changes to turnover among C&YP and VCSE organisations who had *increased* caseload over last year (%)



Bases: 185 VCSE organisations and 38 C&YP VCSE organisations who had increased caseload over last year

While the base sizes are small, this finding does provide evidence that it is among this latter group of C&YP VCSE organisations that the stresses of increased workload and budgetary cutbacks/freezes will be being felt most acutely.

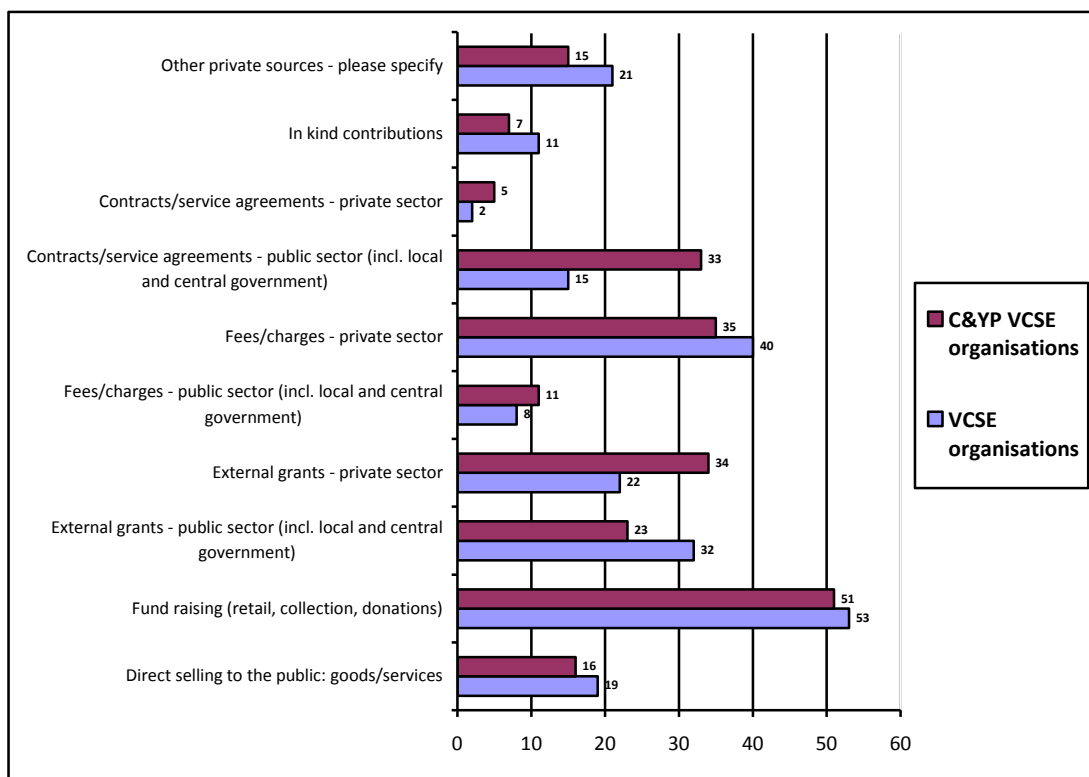
3.3.2 Sources of finance

The C&YP VCSE organisations were asked about their three most important sources of finance. The four most often mentioned sources were³:

- Fund raising (retail, collection, donations) (53%);
- Fees/charges – private sector (35%);
- External grants – private sector (34%); and
- Contracts/service agreements with the public sector (33%).

Chart 3.4 below contains the details and shows that overall the main sources of finance for the C&YP VCSE organisations were very similar to those for all VCSE organisations across CloS.

Chart 3.4 C&YP and VCSE organisations’ three most important sources of finance (%)



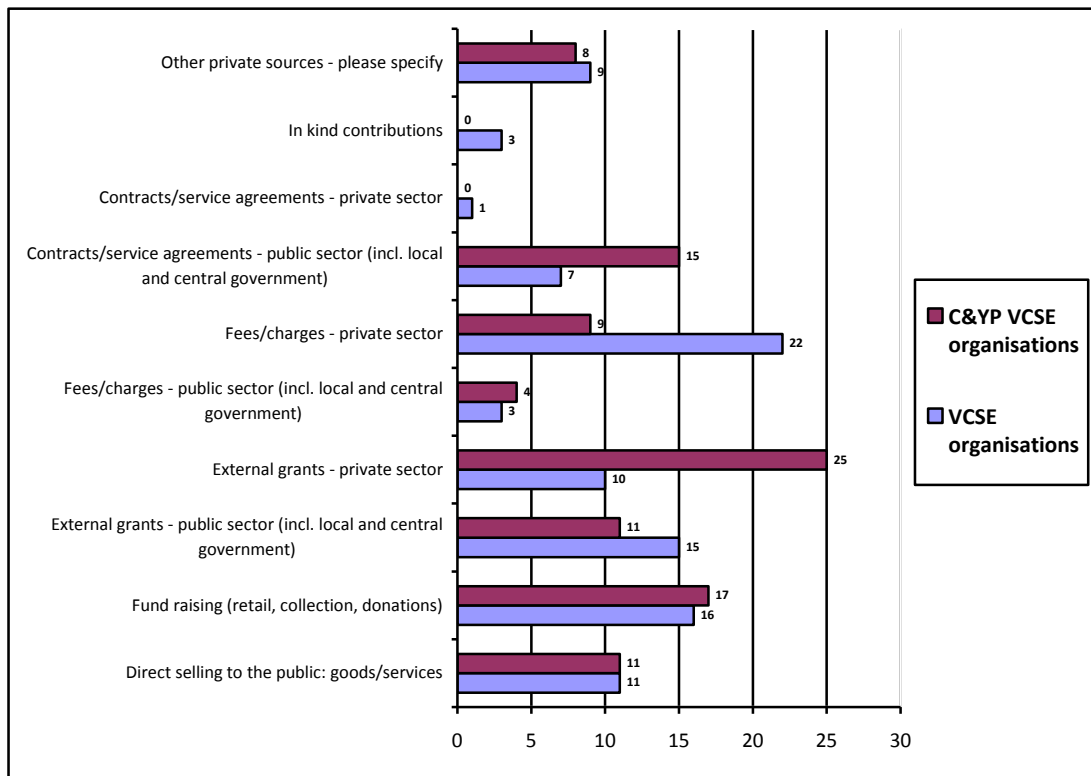
Bases: 452 VCSE organisations and 68 C&YP VCSE organisations

When asked to identify their single most important source of finance, external grants from the private sector rose to most important (26%), while fees/charges – private sector (8%) were considerably less important. Chart 3.5 overleaf has the details.

The chart shows that overall the single most important source of funding were very similar for both the C&YP VCSE organisations and the VCSE organisations across CloS. The only sources for which there appeared to be a difference were external grants – private sector and fees/charges – private sector. However these differences are not statistically significant and may well be due to a slightly different interpretation of the descriptions, as both were private sector sources.

³ Please note that the answers add to more than 100% because each organisation could give up to three answers.

Chart 3.5 C&YP and VCSE organisations' single most important source of finance (%)



Bases: 452 VCSE organisations and 68 C&YP VCSE organisations

4. WORKFORCE DEVELOPMENT IN C&YP ORGANISATIONS

This chapter explores current training provision for paid employees and volunteers, satisfaction with skills levels as well as the biggest challenges being faced by C&YP VCSE organisations in providing or accessing training.

4.1 Training for paid staff

As noted previously, 38 of the 68 C&YP VCSE organisations surveyed (56%) have paid members of staff. Reflecting the highly regulated nature of their work with children and young people, all but one of these 38 C&YP VCSE organisations with paid staff currently provide training for them (98%), compared with around eight out of ten of all VCSE organisations with paid staff (82%) in CloS.

Similarly, the analysis identified that among those organisations who did provide some training, the C&YP VCSE organisations provided *more* training than the other VCSE organisations across CloS:

- Full time staff in C&YP VCSE organisations receiving:
 - 1 to 5 days per year (40% compared with 60%); and
 - 6+ days per year (60% compared with 40% in VCSE organisations)
- Part time staff in C&YP VCSE organisations receiving:
 - 1 to 5 days per year (60% compared with 78%); and
 - 6+ days per year (40% compared with 22% in VCSE organisations)

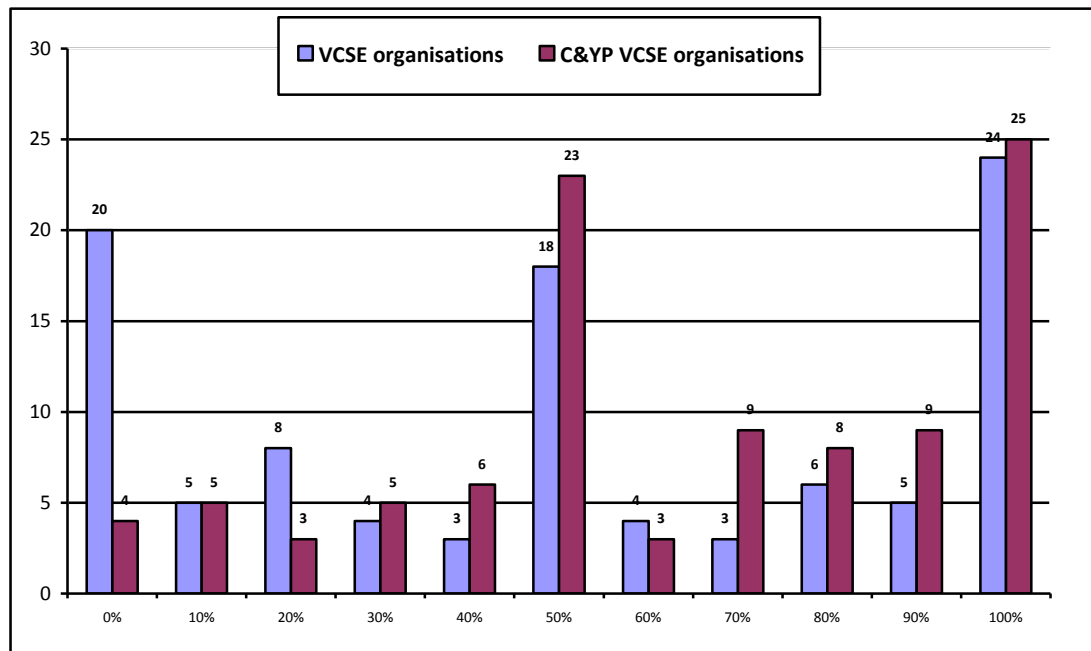
These figures also showed that full timers were more likely to receive more than 6 days a year training compared with part timers in C&YP VCSE organisations.

Most of the training provided by C&YP VCSE organisations for paid staff is usually run by a mixture of staff members and an external company or organisation (82%). Just 11% of training was provided by an external company or organisation alone and 7% by staff alone. These findings were broadly similar to those reported by all VCSE organisations across CloS.

In line with the high levels of regulation governing work with children and young people already noted, the analysis also found some evidence that more of the training being provided by C&YP VCSE organisations was accredited than training provided by other VCSE organisations⁴. Only 4% of C&YP VCSE organisations with paid staff providing training said that **none of it was accredited** compared with 20% of all VCSE organisations. Indeed, as shown in chart 4.1, over three quarters of C&YP VCSE organisations (77%) with paid staff providing training said that **at least 50% was accredited**, compared with 60% of all VCSE organisations.

⁴ It is important to note, that the sample base size for the analysis of these C&YP VCSE organisations is 37 (that is, of the 68 C&YP VCSE organisations analysed for this study, 56% had paid staff of whom 98% provided training). This is a small base and confidence intervals will be low (see section1).

Chart 4.1 Proportion of training for paid staff that is accredited (%)



Bases: 162 VCSE organisations and 37 C&YP VCSE organisations with paid staff providing training

The C&YP VCSE organisations with paid staff that were providing training were asked to describe the main focus of the training provided. The three main areas that were mentioned often overlapped, but can be summarised as:

- **Child/youth protection/safeguarding**

Some of the common answers given in this category included: *“Child protection, safe guarding, safe holding, intervention, counselling, drugs, alcohol, self-harm, etc.”*, *“safeguarding for children and vulnerable adults/health and safety/manual handling/workshop skills, sexual health anything relating to the work we are doing”*, *“to keep abreast of new training and support issues related to 14 - 19 year old vulnerable young people”* and *“things relating to young people such as safeguarding”*.

- **Continuing Professional Development**

This was often mentioned in relation to the compliance category noted below and safeguarding above, answers included: *“To enhance staff development to enable staff to deliver a high quality service”*, *“Skills for the job, e.g. moving and handling, fundraising, CTLLS, sports qualifications, youth work training, CPD”* and *“Skills to deliver services; personal and professional development”*.

- **Compliance**

Some common answers given by C&YP VCSE organisations included: *“Keeping up to date with legislation and current thinking”*, *“To ensure staff fulfil required amount of training days for their professional registration and to remain current and up to date with CP, safeguarding, etc.”* and *“To maintain industry standards for outdoor activities and safeguarding in line with risk assessments and normal operating procedures”*.

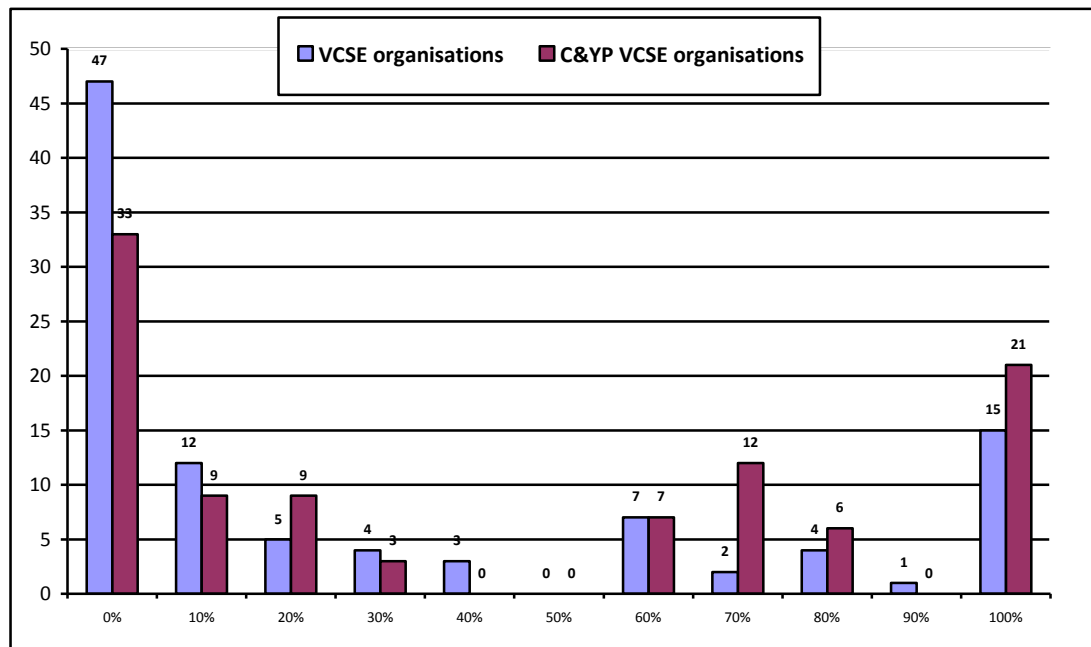
Other areas of training that were mentioned by C&YP VCSE organisations included bid writing, accountancy, health and safety and business admin.

4.2 Training for volunteers

55 of the 68 C&YP VCSE organisations surveyed (81%) said that they had volunteers. Of these 55 C&YP VCSE organisations with volunteers, three quarters currently provide training for them (74%). This level of training for volunteers was markedly higher than that found among other VCSE organisations with volunteers: only just over half of all VCSE organisations with volunteers reported currently providing training for them (54%).

The higher likelihood of having accredited training that was found among C&YP VCSE organisations with paid staff was replicated for their volunteers: When asked how much of the training provided for volunteers was accredited, nearly half (46%) of C&YP organisations said that at least 50% of was accredited, compared with less than a third of all VCSE organisations (29%). Chart 4.2 contains the detail.

Chart 4.2 Proportion of training for volunteers that is accredited (%)



Bases: 172 VCSE organisations and 41 C&YP VCSE organisations with volunteers providing training

The C&YP VCSE organisations that were providing training for their volunteers were also asked to describe the main focus of the training the volunteers had received. As with VCSE organisations as a whole, quite a few C&YP organisations said *“the same as the staff get”* or repeated the three main areas noted above for paid staff. Several other areas were noted in relation to volunteer training that were specific to C&YP issues including:

“As young people are the focus of our work, training for them as volunteers helps them to grow and learn for themselves and also enables them to meet the needs of others”

“Childhood loss and grief”

“Experiencing young people”

“Coaching training, First aid training, youth work courses”.

4.3 Training budgets

Approaching half of C&YP VCSE organisations had a training budget (46%), though this figure increased to over a half (58%) among those with paid staff. These were again markedly higher proportions than those reported by all VCSE organisations in CloS of 19% and 39% respectively.

This indicates that around half of training for C&YP VCSE organisations' paid staff is currently being provided without a budget: the bulk internally by staff members or externally on "free" courses. (Although it should be noted that some of these organisations without a training budget indicated they were still paying for some training, but that they did not have a specified budget for it).

In terms of the budgets allocated to training by C&YP VCSE organisations:

- The average training budget amount per head per year for those C&YP VCSE organisations that declared an amount was £541;
- This compared to £191 per head per year among the VCSE organisations that declared an amount; and
- NCVO found in 2007 that the national average was £279 per head among VCOs though no more up-to-date figure is available.

This significantly higher figure among C&YP VCSE organisations reflects the necessity, quality and regularity of training required by the C&YP VCSE sub-sector, as described in the previous two sections (4.1 and 4.2).

4.4 Satisfaction with skills and training of employees and volunteers

The C&YP VCSE organisations with employees and/or volunteers were asked about their levels of satisfaction with the:

- *Skills and knowledge of their current employed staff and volunteers; and*
- *Accessing suitable training for their staff and volunteers.*

The answers given were broadly in line with those given by all VCSE organisations. High levels of satisfaction were expressed by C&YP VCSE organisations with the current skills levels of both staff and volunteers, though there was slightly less satisfaction with their ability to access suitable training for either group;

- Around nine out of ten C&YP VCSE organisations were very or fairly satisfied with the skills & knowledge of current staff (92%) and volunteers (84%); and
- Over half of C&YP VCSE were very or fairly satisfied with their ability to access suitable training for their staff (60%) and volunteers (53%).

As noted these figures were very similar to those reported by VCSE organisations as a whole across Cornwall and the Isles of Scilly.

4.5 The biggest challenges in providing or accessing training

As reported above, when asked if they had a training budget, around half of C&YP VCSE organisations with paid staff said that they did not have a budget (54%). Given this situation, and in common with other VCSE organisations, the replies given when they described the biggest challenges that they were currently facing in providing or accessing training mainly reflected costs issues:

- 70% of C&YP VCSE organisations said that the single biggest challenge they faced in providing or accessing training now is the **cost** of the training.

More C&YP VCSE organisations mentioned this challenge than all of the other answers to this question put together. The depth and detail of the answers they gave illustrates the high importance of training to C&YP VCSE organisations and also how concerned many of them are about the financial challenges they face:

“Finding low cost or subsidised training is almost impossible, particularly for staff already holding qualifications. Since Cornwall Council withdrew their training support grants for each member of staff, it has become increasingly difficult to afford the 20 hours minimum training per year that our staff are required to undertake.”

“(Our biggest issue is) Accessing local reasonably priced or free training for volunteers as the organisation currently doesn't have a budget for this”.

“Needs of members remain high but previous local sources of training have disappeared due to cuts, natural wastage and govt. policy - e.g. CWDC no longer exists. Also cost of Level 3 and above training to get staff coming through professionally trained.”

“The amount of training our team need due to the nature of their work means that we need to spend a lot of time, resources and cost to initially train, refresh and develop staff and volunteers. We can sometimes access free training but to put the team through the training we struggle to cover training salary costs, for example - to offer mental health training to our youth workers the training is free but the salary cost in overtime / backfill would be in the region of £350. Repeating this for 10 similar relevant courses in a year starts to become very expensive! This is in addition to mandatory training in Safeguarding, team teach, first aid, manual handling, midas mini bus training, outdoor activity training, etc. More substantial courses such as Youth work / IAG NVQ are just not reachable unless staff do the courses in their own time.”

“The biggest challenge is accessing good quality reasonably priced local training courses.”

This finding very closely reflects that reported nationally by NVCO, who found that seven out of ten (69%) voluntary sector employers cited funding as being a key problem for them in accessing training and also that found among VCSE organisations in CloS, among whom 85% said that the cost of financing training was their biggest challenge.

In addition to these issues around cost and finance, the C&YP VCSE organisations also highlighted a number of other challenges in accessing or providing training to their staff and volunteers. These were, as is shown in the comments below, often interlinked with a lack of local provision meaning that time and cost constraints were exacerbated by the need to travel further and stay overnight:

- **Time pressure and access issues:**

“Time out from the working day. Most training takes place in working hours and we need to rely on supply cover which has an impact on our finances”.

“(Money and) time are the main problems. Sometimes we can't justify the time to take staff away from their main roles to go on training courses.”

“I have to send my senior management outside of county to access good quality training, which has a knock on effect to the budget as we include travel expenses so that is depleting the already small budget. Also all conferences with workshops are held out of county as well again not only hundreds of pounds for the ticket on top of travel and overnight stays. It's the same with the volunteers, a majority of the training which will benefit our group is out of county and it can be quite frustrating.”

“Finding staff hours to deliver training internally when there is increasing pressure to deliver a contract.”

“Courses being available when required, within 10/20 mile travelling distance max. Finding staff cover to release staff for training. Training in our area always being on the same day, i.e. Tuesdays (one of our staff members as another part-time job on Tuesdays so cannot attend training).”

- **The quality of training available:**

“Obtaining good quality training /travel time for staff is a problem.”

“Hard to find high quality courses that deal with how social exclusion affects the community. Want training in engaging hard to reach youngsters and their families, challenging behaviour, hard to reach teenagers. At moment are doing most of this in house, because what's out there isn't good enough.”

“Helping entry level staff manage the transition into professional qualifications, especially as University has become so prohibitively expensive for disadvantaged young people.”

“Most courses (we need) are easy to find. However it's harder to find good ones on intervention and safe holding of children locally.”

“Availability of specific courses or requirements for some courses are very particular. Within the field, youth work and coaching in sports many courses operate up-country and are not easily accessible.”

In summary, the combination of cost and time constraints in often high pressure delivery situations, were the factors that were impacting most on the likelihood of C&YP VCSE organisations providing training for their staff or volunteers.

5. FUTURE EMPLOYMENT, SKILLS AND TRAINING NEEDS

This chapter looks at the future skills and training needs of C&YP VCSE organisations over the next five years in the context of anticipated changes to the organisations. The first part of the chapter examines the anticipated changes to the organisations themselves before the subsequent section discusses skills and training needs.

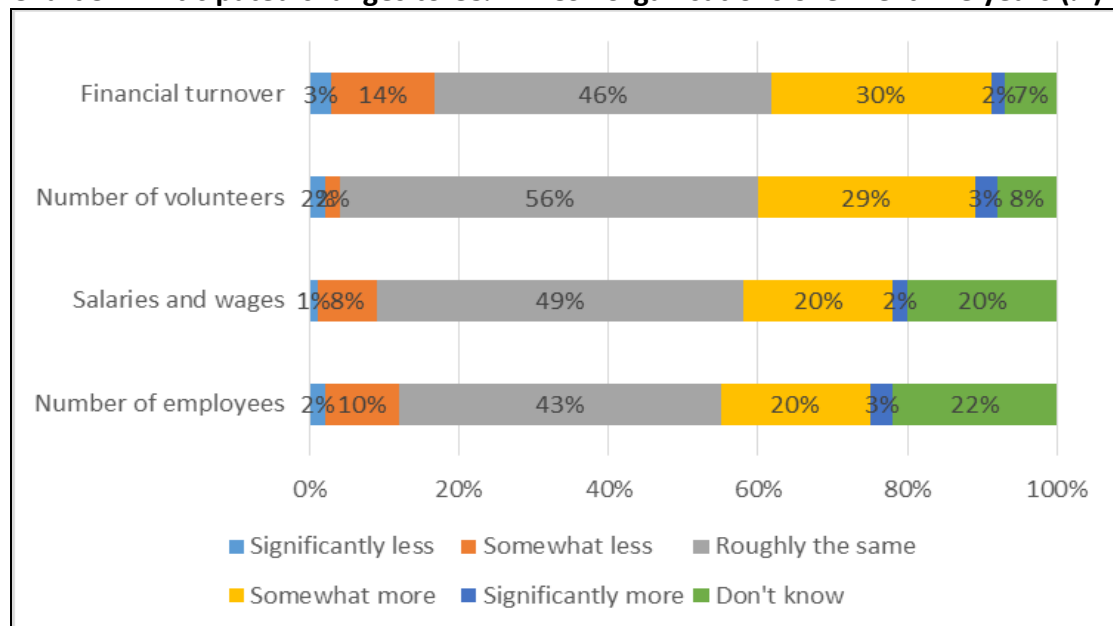
5.1 Anticipated changes to C&YP organisations over next five years

The C&YP VCSE organisations were asked about potential changes to key components of their organisation over the next five years in terms of the:

- Number of employed staff;
- Salaries/wages;
- Number of volunteers; and
- Financial turnover.

Chart 5.1 shows the answers given by the C&YP VCSE organisations and illustrates that around half said that things would stay “*roughly the same*” for each of the four components. Around one third expressed positive attitudes (either “*somewhat more*” or “*significantly more*”) towards increasing turnover and numbers of volunteers, though only a quarter were positive about increasing salaries and numbers of employees. It was striking that for both salaries and numbers of employees one in five said that they did “not know”. Just 4% expressed negative attitudes (either “*somewhat less*” or “*significantly less*”) about volunteer numbers.

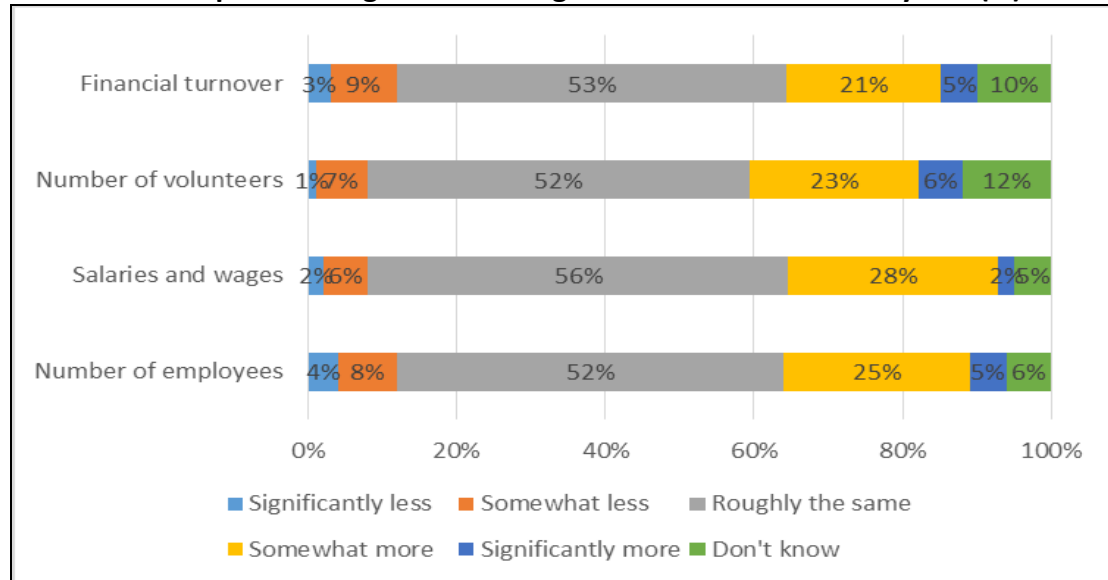
Chart 5.1 Anticipated changes to C&YP VCSE organisations over next five years (%)



Base: 68 C&YP VCSE organisations

Chart 5.2 below shows the answers given by all VCSE organisations to the same questions and shows a similar degree of conservatism, with again around half saying that things would stay “*roughly the same*” for each component. Between a quarter and a one third expressed of VCSE organisations expressed positive attitudes (either “*somewhat more*” or “*significantly more*”) to each component: very similar to the proportions of C&YP VCSE organisations who were positive.

Chart 5.2 Anticipated changes to VCSE organisations over next five years (%)



Base: 452 VCSE organisations

5.2 Key skills and training requirements in next five years

All of the C&YP VCSE organisations included in the survey were asked:

“Looking to the future, please think about how this organisation might change in the next five years. What do you think will be the key skills needs and training requirements for your SE in the next 5 years?”

The answers given by the C&YP VCSE organisations covered three main needs:

- Safeguarding;
- Finance and fundraising; and
- Management, governance and leadership skills.

Safeguarding/compliance

As would be expected given their previous replies, training in safeguarding and compliance was identified by a considerable number of C&YP VCSE organisations as being the main future skills area for them, clearly related to their services for children and young people. Some typical answers included:

“Child development, Safeguarding, etc.”

“Childcare and development EYFS OSTEAD Safeguarding and welfare CP & SEN Child centred practice”

“Compliance around safeguarding, Health & safety, etc.”

“Professional qualifications in youth work, social work or education/training.”

“Safeguarding, E-Safety training, Advocacy”

“Statutory training for volunteers and staff around safeguarding, risk assessment, health and safety, first aid.”

Finance and fundraising

Reflecting both the concerns expressed previously about the cost of training and the uncertainty over the future financial turnover of their organisation, the skills needed to raise funds and manage finances were often mentioned, albeit in a variety of guises. Some common answers given were:

“Grant sourcing and bid writing”

“Fund raising”

“Readiness for commissioning /Grant writing”

“How to win new contracts”

“Need to keep alive financially. No longer make much money (from current services) so it's nearly halved its revenue. Maybe fundraising”

“How to access funding”

“(We) may employ someone to look at fundraising and identify major donors for the endowment fund.”

Management and leadership skills

Numerous C&YP VCSE organisations highlighted specific skills needed related to the challenges they were facing such as the uncertainty over future funding, increased caseload and/or demand for their services, etc. Some typical answers included:

“Managing and keeping staff as skills and costs increase yet funding increases are very small.”

“Key skills will be the same, but as demand grows we may need to employ a part time coordinator (to manage).”

“I think more training will be needed as our organisation has to become more robust and take on a broader role in the community. Management of more staff will increase and support for this is essential.”

“Maintaining our ability to cope with dealing with increasing numbers of children will need better managers.”

“Volunteer supervision & management.”

Some C&YP VCSE organisations also noted very specific skills requirements related to their services such as *“specialist skills to work with young people with complex needs”* and *“providing training in engaging hard to reach communities...until we manage to find quality courses that do more than touch the surface of dealing with challenging behaviour etc. we will have to keep providing training in house.*

It is worth noting that nearly nine out of ten of the C&YP VCSE organisations (88%) participating in the research said that they would face **some** skills gaps or skills needs over the next five years.

6. CONCLUDING COMMENTS

This chapter presents some concluding comments on the key findings from the follow-up analysis of C&YP VCSE organisations. The findings are based on analysis of 68 C&YP VCSE organisations operating in the VCSE sector across CloS.

When considering the findings it is important to bear in mind that they are based on a comparatively small sample size of 68. This means that the findings should be treated with a degree of caution, although in most cases they are both internally consistent and also correspond with the findings from the much larger survey of 452 VCSE organisations across CloS as well as the views of stakeholders in the sector. This gives an increased degree of confidence in their accuracy and reliability.

C&YP VCSE Organisation Status and Activity

One third of C&YP VCSE organisations (33%) said they were part of larger national organisations and two thirds (67%) were independent, local organisations compared with over one fifth (21%) and three quarters (79%) of VCSE organisations across CloS respectively. One in ten (11%) C&YP VCSE organisations were an “umbrella organisation” compared with one in five of all VCSE organisations across CloS (18%).

Two thirds of the C&YP VCSE organisations (67%) were registered charities and one in five (19%) were both registered charities and a company limited by guarantee. These figures were broadly very similar to those for VCSE organisations as whole. As was to be expected, in terms of their main fields of work and clients:

- All of the 68 C&YP VCSE organisations worked with either school aged children and/or young people aged 16 to 24; and
- Their work with these two groups covered an extremely wide range of activities, including support and assistance, health and care, skills and learning, IAG, inclusion, leisure, sports, cultural and community involvement. Some of the various activities they undertook with these groups included:
 - “Involving young people in scouting activities”
 - “Activities, resources, support for young people”
 - “Providing riding for disabled children”
 - “Teaching disadvantaged children to sail and row”
 - “Education and training activities support for young people 6—18”
 - “Respite breaks for disadvantaged kids”
 - “Work with children and families in west Cornwall and the Isles of Scilly. Those who are excluded socially and economically and giving them skills to cope”
 - “Theatre. Mainly for young people aged 6 – 25”
 - “Support community action in young people by giving them sports or healthy living awards2.
 - “Young people + kids’ education, including those with special needs”
 - “About young people and helping them with advice, guidance and self-esteem”
 - “Education and youth work”
 - “Health, Wellbeing, Leisure, Youth work”

The analysis found evidence that C&YP VCSE organisations were more likely than other VCSE organisations to have had an **increase in their caseload** over the last year while their turnover had either **decreased or stayed the same** in the same time.

C&YP VCSE Organisation Size and Employment

Just over half of the 68 C&YP VCSE organisations surveyed (56%) have paid members of staff, with an average of c.12 people being employed in these organisations. Grossing up this indicates that approximately c.4,600 people currently work in C&YP VCSE organisations in CloS, equivalent to c.2% of the total countywide workforce⁵.

In terms of the demographics and work patterns of the paid staff the findings were:

- Three quarters of C&YP VCSE organisations' paid employees are female: 73% of the employees being women and 27% men;
- Half of the C&YP VCSE organisations paid workforce are full time (50%) and half are part time; and
- Nearly three quarters of the paid employees are aged between 25 and 49 (72%), with the remainder being divided equally between those under 25 (14%) and those aged 50+ (14%).

In comparison with the findings for VCSE organisations as a whole across CloS, it is possible to make the following observations:

- 22,300 people currently work for VCSE organisations in CloS, therefore C&YP VCSE organisations account for c.20% of these employees;
- The majority of VCSE employees are also female: 70% of the workforce being women, very close to that reported for C&YPS VCSE organisations;
- Similarly the proportions of full and part time staff are also very much the same as those found across VCSE organisations as a whole; and
- There is some evidence that the workforce for C&YPS organisations is younger in age than employees in VCSE organisations as a whole:
 - 14% being under 25, compared with 8% of VCSE organisations;
 - 72% between 25 and 49 compared with 67%; and
 - 14% being 50+ compared with 25% of VCSE organisations.

C&YP VCSE Organisation Volunteers

The main research project found that there are c.153,000 volunteers in Cornwall and the Isles of Scilly, of whom c.20,500 people were volunteering for C&YP VCSE organisations. This represents a slightly lower average of volunteers per C&YP VCSE organisation (c.30) than the average for VCSE organisations (c.36). 81% of the C&YP VCSE organisations surveyed said that they had volunteers, the characteristics of whom showed that they were *more likely* to be aged under 25 and volunteer for 10 hours or more a week compared with the volunteers for other VCSE organisations:

- Half of C&YP VCSE organisations' volunteers spend more than 10 hours (48%) volunteering compared with one in five for other VCSE orgs (18%);
- Three quarters of C&YP VCSE organisations' volunteers are women (73%);
- One third of volunteers for C&YP VCSE organisations are aged under 25 (31%), compared with just 15% of volunteers for other VCSE organisations in CloS.

⁵ Based on 248,300 total employees and self-employed cited in *Cornwall and Isle of Scilly Employment, Skills and Social Inclusion Evidence Base*, CloS Local Economic Partnership 2013, p19

C&YP VCSE Organisation Economic Activity

C&YP VCSE organisations are larger than VCSE organisations as a whole in terms of turnover: having a mean annual turnover of c.£187,000 and a median of £90,000/year, compared with c.£128,000 and £9,000 respectively for VCSE organisations. The annual turnover of the VCSE sector as a whole in CloS is of the order of c.£580 million, of which C&YP VCSE organisations account for c.£130 million (or 22%).

Nearly one in five C&YP VCSE organisations have turnover of over £250,000 (19%) and a quarter of between £50,000 and £250,000 (25%). In comparison only 9% of all VCSE organisations had turnover of over £250k.

The four most important sources of finance for C&YP VCSE organisations are:

- Fund raising (retail, collection, donations) (53%);
- Fees/charges – private sector (35%);
- External grants – private sector (34%); and
- Contracts/service agreements with the public sector (33%).

These sources of finance were very similar to those reported by VCSE organisations as a whole across CloS.

Future Forecasting

When asked about anticipated changes to their organisations, around half of C&YP VCSE organisations said that things would stay “**roughly the same**” over the next five years in terms of turnover, employment, salaries and volunteers.

While around a quarter (23%) of C&YP VCSE organisations said that they would have somewhat or significantly **more employed staff** over the next five years, a strikingly high proportion (22%) could not say. Only 32% of C&YP VCSE organisations said that they would have somewhat or significantly **more turnover** in the next five years. The findings for all VCSE organisations across CloS were very similar.

The degree of caution and uncertainty about future economic growth expressed by C&YP VCSE organisations reflected the conservatism about the future found among many VCSE organisations in CloS as a whole, and specifically reflected the situation and challenges faced by the C&YP sector in terms of compliance, funding, etc.

Current Training

Virtually all C&YP VCSE organisations who have paid staff currently provide training for them (98%). Again reflecting the nature of the C&YP sector, the analysis found that among organisations who did provide training, the C&YP VCSE organisations provided **more** training than the other VCSE organisations across CloS:

- 60% of full time staff in C&YP VCSE organisations receiving 6+ days per year compared with 40% of full-timers in VCSE organisations; and
- 40% of part time staff in C&YP VCSE organisations receiving 6+ days per year compared with 22% in VCSE organisations.

The necessity and importance of training to C&YP organisations was also reflected in the findings that approaching half of them had a training budget (46%), and that this figure increased to over a half (58%) among those who had paid staff. These were noticeably higher proportions than those reported by all VCSE organisations in CloS of 19% and 39% respectively.

Furthermore, in terms of the budgets allocated to training by C&YP VCSE organisations the findings reflected the higher levels of training being undertaken:

- The average training budget per head per year for those C&YP VCSE organisations that declared an amount was £541; and
- This was significantly higher than the average of £191 per head per year among the VCSE organisations that declared an amount.

The C&YP VCSE organisations that were currently providing training for their paid staff described the main focus of the training as being:

- Child/youth protection & safeguarding;
- Compliance; and
- Continuing Professional Development.

The training that was being provided to C&YP VCSE organisations' volunteers covered similar areas.

- Around nine out of ten C&YP VCSE organisations were very or fairly satisfied with the skills & knowledge of current staff (92%) and volunteers (84%); and
- Over half of C&YP VCSE were very or fairly satisfied with their ability to access suitable training for their staff (60%) and volunteers (53%).

These answers were very similar to those given by VCSE organisations.

In line with all other VCSE organisations, the single biggest challenge being faced by C&YP VCSE organisations in providing or accessing training is cost. Other issues raised included time pressure, access issues and a lack of suitable high quality training provision available locally.

Future Skills Needs

When asked about their skills requirements and needs over the next five years, the answers given by the C&YP VCSE organisations also reflected those given by VCSE organisations as a whole in CloS, covering three main areas:

- Safeguarding;
- Finance and fundraising; and
- Management, governance and leadership skills.

Appendix I: Identifying the C&YP VCSE organisations

As noted in chapter 1, this follow-up study involved analysing the answers given by the C&YP VCSE organisations who participated in the main VCSE research project. C&YP VCSE organisations were identified on the basis of the answers given to key questions in the main interview. On the basis of the answers given, 68 were defined as being C&YP VCSE organisations and were used for the analysis undertaken for this report.

This section presents the questions and answers taken from the main survey that were used to define the 68 C&YP VCSE organisations:

Q1.6: What is your organisation's single most important field of work?

Any organisation that answered either "school aged children (up to 16)" or "young people aged 16 to 24" was included in the analysis.

Q1.7: Which groups of people are the main clients using your service?

Any organisation that answered either "school aged children (up to 16)" or "young people aged 16 to 24" was also included in the analysis.

Other answers

In addition to the pre-coded answers "school aged children (up to 16)" or "young people aged 16 to 24, both Q1.6 and Q1.7 allowed "other" answers. These other answers were also examined and any organisation giving an answer such as "everyone who is not an adult", "young people in our area" or "all 10-20 year olds" for example was also included in the analysis.

Exclusions

Those organisations that indicated that they provided a service for everyone in the local community were not included in the analysis.

Appendix II: Bibliography and Sources

Cornwall and the Isles of Scilly Employment, Skills and Social Inclusion Evidence Base
Cornwall and the Isles of Scilly Local Economic Partnership, 2013

Valuing the Voluntary Sector: Impact of Objective One Funds on VCS in Cornwall 2000-2007
Perfect Moment, 2008
<http://www.cornwallvsf.org/resources/research-publications/>

UK Civil Society Almanac 2012
NVCO, Third Sector Skills and Third Sector Research Centre, 2012
<http://data.ncvo.org.uk/>

UK Voluntary Sector Workforce Almanac 2011
NVCO, Third Sector Skills and Third Sector Research Centre, 2011
http://www.skills-thirdsector.org.uk/documents/The_UK_Voluntary_Workforce_Almanac_2011.pdf

Participation: trends, facts and figures: An NCVO Almanac
NCVO, March 2011
<http://www.ncvo.org.uk/policy-and-research/vol-sector-workforce/what-research-tells-us>

The People's Business - State of Social Enterprise Survey 2013
Social Enterprise UK and RBS, 2013
http://www.socialenterprise.org.uk/uploads/files/2013/07/the_peoples_business.pdf

A National Skills Framework for the Voluntary Sector, Delivering the Skills Priorities
Third Sector Skills, 2010
http://www.skills-thirdsector.org.uk/research_policy/skills_strategy_consultation/

Census 2011, Key Statistics and Quick Statistics for local authorities in the United Kingdom
<http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcm%3A77-327143>

How big is a typical voluntary organisation?
NCVO, 2013
<http://data.ncvo.org.uk/a/almanac12/almanac/voluntary-sector/scope/how-big-is-a-typical-voluntary-organisation/>

Are Big Charities Becoming Increasingly Dominant?
Third Sector Research Centre Working Papers, 2010
<http://www.birmingham.ac.uk/generic/tsrc/index.aspx>

Have you got what it takes? Working with the voluntary community and social enterprise sector, Home Office
www.gov.uk/government/uploads/system/uploads/attachment_data/file/117402/voluntary-and-social-enterprise.pdf