

A young person's guide to
**working &
volunteering**
in Scotland's third sector



First things first...

What is the third sector?

Organisations can be categorised into three key sectors. The “public sector” or “first sector” includes local and national government bodies, national healthcare providers and education providers (like your local council, NHS board or high school). The “private sector” or “second sector” includes commercial businesses and industries, like department stores or utility companies.

The “third sector” is made up of non-governmental and non-profit organisations, from grassroots community groups and village hall committees to social enterprises and registered national charities. Depending on who you speak to, it’s often also described as the voluntary sector, not-for-profit, charity sector, social economy, social enterprise sector, NGOs (non-government organisations) or civil society.

As of December 2017, Scotland’s third sector was made up of over 40,000 organisations, including:



Did you know?

The **Edinburgh International Festival**, **Citizens Advice**, **The Beatson**, **Edinburgh Zoo**, **Pitlochry Festival Theatre**, **Royal Yacht Britannia**, the **Church of Scotland** and the **Cyrenians** are all third sector organisations!



Ok, so...

What does the third sector do?

With three new charities registered in Scotland every working day, the sector is vast, vibrant and varied – and changing all the time.

The traditional idea of charities as benevolent organisations simply there to help the poor is being replaced by a modern, progressive third sector which carries out an enormous range of activities to improve people's lives. It does this by:

supporting people

through social care, health services and employability programmes

empowering people

by campaigning and advocating for minority and disadvantaged groups in our society

bringing people together

through social activities, local clubs and community centres

enabling better health and wellbeing

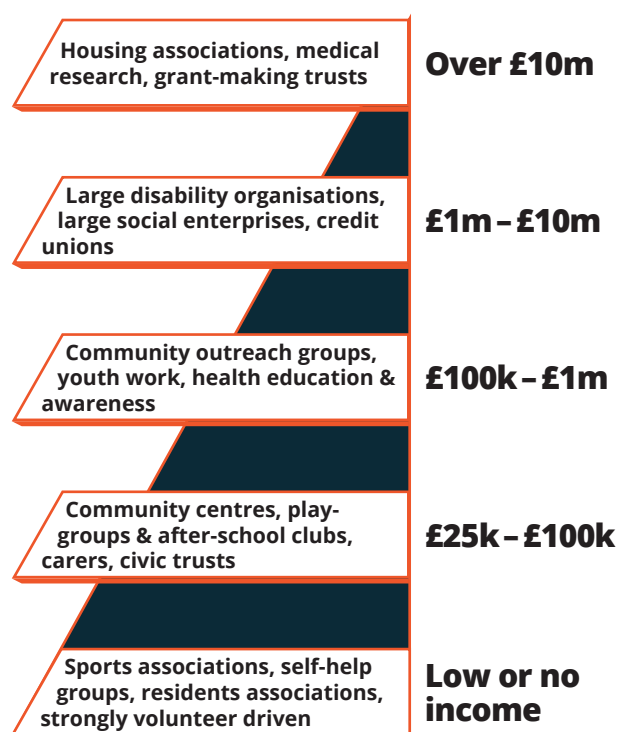
through medical research, addiction services, sports facilities and self-help groups, and...

improving our environment

through conservation of our land and heritage, and regeneration of our communities.

The shape of the third sector

Scotland's third sector has an annual turnover of £5.3 billion. While the bulk of the sector is made up of very small organisations that rely heavily on volunteers, there are also around 1,000 charities with turnovers of over £1 million, which employ the vast majority of the paid staff in the sector. The bulk of the sector's workforce is employed in social care, followed closely by housing and health.



Working in the third sector

There are 130,000 directly paid staff in the third sector - a figure comparable with NHS Scotland - collectively making it one of Scotland's biggest employers.



With over 40,000 organisations, job opportunities in the third sector are enormously varied, including social care, human services, environment, heritage, sports, arts, culture, credit unions, campaigning, health, community work, village halls, faith groups, housing, animals and education.

The third sector is largely values-led so it offers a unique and rewarding career path. While the reality of working in a sector not primarily motivated by money is that entry-level jobs have lower than average salaries, and even at executive level can peak below market rates, the trade-off is that charities often have generous flexible working and family friendly policies, and offer high levels of job satisfaction.

In a recent survey, third sector workers told us why they love what they do:



40%

Feeling that we are making a real difference to people and communities



16%

The innovation - challenging old thinking, developing new ideas, being creative



31%

The people we support



15%

The autonomy - independence to be flexible, manage your own workload and try out new ideas



22%

Our colleagues, and working in a great team



20%

The variety of the work - no two days are the same, 'not stuck in an office', new projects



15%

The ethos of the sector

What kind of jobs are there?

There are hundreds of roles available in the third sector – the list below gives an idea of the different areas you could work in:

- ✓ Administration
- ✓ Advocacy
- ✓ Business development
- ✓ Care work
- ✓ Childcare
- ✓ Community development
- ✓ Conservation
- ✓ Drug and alcohol support
- ✓ Education
- ✓ Equalities and rights
- ✓ Event planning
- ✓ Finance and accountancy
- ✓ Fundraising
- ✓ Information
- ✓ IT/digital
- ✓ Management
- ✓ Mental health
- ✓ Policy and research
- ✓ Public relations
- ✓ Retail
- ✓ Sport and leisure
- ✓ Support work
- ✓ Volunteering
- ✓ Wildlife conservation
- ✓ Youth work

To see what opportunities are available and which organisations are recruiting, visit the Goodmoves website

goodmoves.org.uk

goodmoves

charity and voluntary sector recruitment



Volunteering in the third sector

Volunteering offers a chance to gain important skills and experience, and can really help CVs and job applications stand out from the crowd when applying to college, university or your first job.

Scotland has 1.2 million volunteers, with 1 in 4 adults volunteering 136 million hours of support every year.

Recent figures show that while the overall figures for volunteering have remained unchanged since 2001, volunteering by young people has been steadily rising. Youth volunteering participation has grown to 52%, nearly double the adult figure of 27%

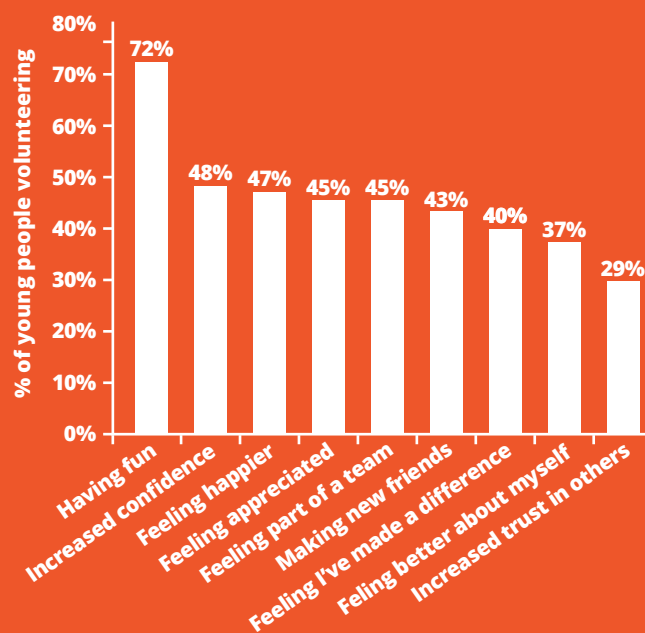
This growth in youth volunteering - from 33% in 2009 to 52% in 2016 - is due to a number of 'push' and 'pull' factors: the jobs market, awards and recognition, and targeted support.

Benefits of volunteering

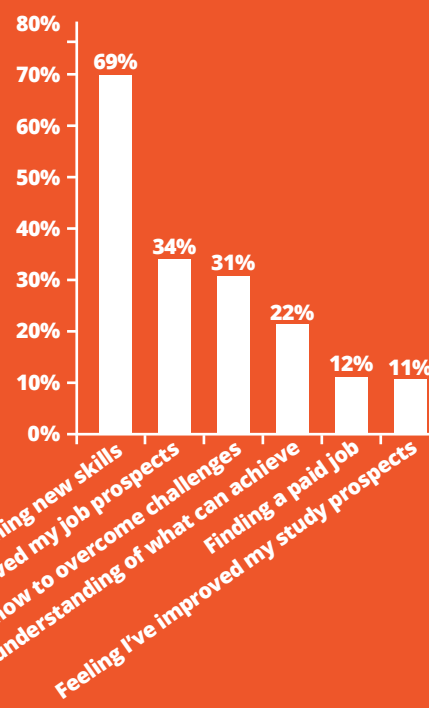
Young people say that the top benefits of volunteering for them are 'having fun' and 'learning new skills'. The graph below shows the many other ways that volunteering can improve confidence and happiness, as well as improve career prospects. You can find out more in the Young People and Volunteering in Scotland 2016 report at bit.ly/2k8PHLu.

Actual benefits of volunteering

Wellbeing benefits



Career benefits (pull factors)



Career benefits are important - especially skills development

However wellbeing, social capital and altruistic benefits are cited more frequently

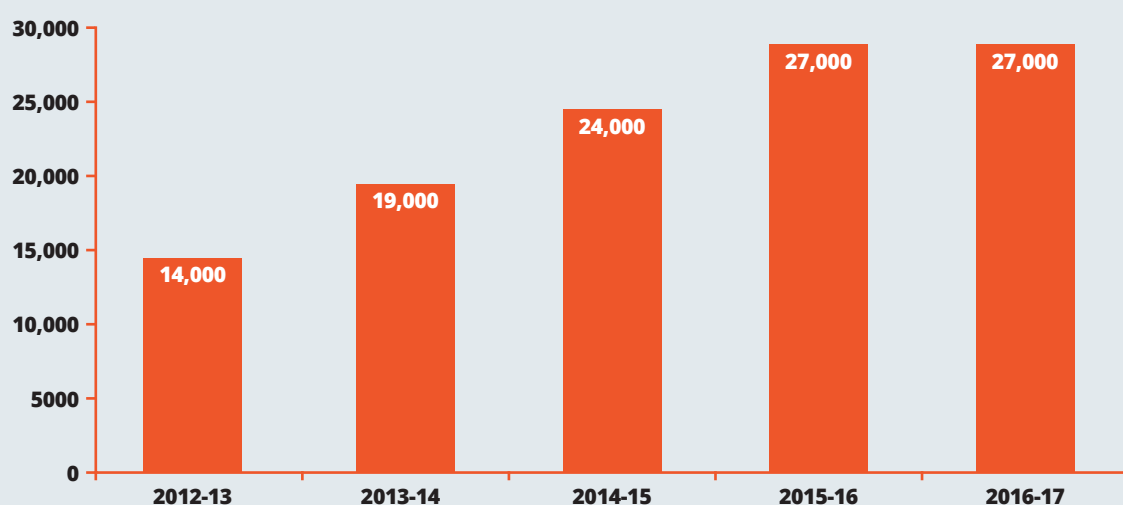
This highlights the importance of volunteering in enhancing self-efficacy

Source: Volunteer Scotland

Volunteering support and awards

A number of organisations can help young people find great volunteering opportunities and can provide ongoing support, such as **YPI Scotland** which provides an opportunity for secondary school students to directly engage with local charities or **Project Scotland** which creates quality placements for 16 to 30 year olds. National awards such as **Saltire** celebrate volunteering by young people aged 12-25, and have helped youth volunteering grow in recent years.

Number of certificates awarded by Saltire



Use the Get Involved online directory at getinvolved.org.uk to find local volunteering opportunities, or see our further information on the back page.

Supported employment and employability

Many third sector organisations also provide employability support to those who are further from the job market – with person-centred approaches, they help people build skills and confidence and move on to employment or further education. Some help young people to get themselves interview-ready, even helping purchase clothes to get ‘suited and booted’ for that all-important first impression.

SCVO currently runs **Community Jobs Scotland** – a Scottish Government funded employability programme which offers full-time, living wage paying jobs in the third sector to hard-to-reach young people (care experienced, those with disabilities, ex-offenders etc). The results are impressive – with over 7,000 vacancies filled so far, 60% of young people on Community Jobs Scotland placements have moved on to positive destinations (50% into actual jobs).



Further Information

Good HQ

Good HQ enables you to support the causes you care about by sharing your experiences or discovering new ways to get involved.

You can leave reviews of charities, voluntary groups and social enterprises you've benefited from, worked for or volunteered with in the past.

You can also find third sector organisations you could get involved with in your local area - simply pop your postcode into the site's search engine and get inspired! There are lots of jobs and volunteering opportunities out there, and Good HQ makes it easy to find them. Just visit goodhq.org



More useful links

GoodMoves

Find jobs in Scotland's third sector

Get Involved

Search for a charity or volunteering opportunity near you

Mentoring

For info on mentoring projects that support young people

Prince's Trust

Give skills, training & confidence to 11-30 yr olds

SCVO

Membership organisation for Scotland's third sector

Third Force News

For all the latest news about the sector

Voluntary Action Scotland

Provides support to local third sector organisations in every local authority area in Scotland

Volunteer Scotland

The national centre for volunteering

Young Enterprise Scotland

Have a range of enterprise programmes for young people in secondary education, and for those at university and college

YPI Scotland

A structured curricular programme, designed for secondary schools, centred on youth voice, youth action and youth philanthropy