A guide to working & volunteering in Scotland’s voluntary sector

2nd edition

IF YOU THINK THE VOLUNTARY SECTOR IS ALL PROTESTING AND FUNDRAISING
READ ON!
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 “voluntary sector” or “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 not-for-profit sector, charity sector, social economy, social enterprise sector, NGOs (non-government organisations) or civil society.

In 2018 Scotland’s voluntary sector had a turnover of over £5.8billion. As of August 2019 it was made up of over 40,000 organisations, including:

- **24,680** registered charities
- **20,000** grassroots community groups, sports and arts clubs
- **158** housing associations
- **5,600** social enterprises
- **550** community interest companies
- **95** credit unions

**Did you know?**

Edinburgh Zoo, the National Trust, the Guides, Citizens Advice, Mountain Rescue, Glasgow Science Centre, Edinburgh International Festival, Pitlochry Theatre and the Beatson are all voluntary organisations!
Ok, so...

What does the voluntary 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 voluntary 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 giving people a voice and empowering them to take action in their communities and beyond

▷ **bringing communities 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.

A values-led sector

All voluntary sector organisations are values-driven organisations with a social or environmental purpose at their heart, and many are committed to working towards one or more of the Sustainable Development Goals. Find out more at [globalgoals.scot](http://globalgoals.scot)
Working in the voluntary sector

There are 120,000 directly paid staff in the voluntary 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 voluntary sector are enormously varied, including social care, heritage, sports, culture, health, housing, animals and environment.

The voluntary 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 many jobs have slightly lower than average salaries, the trade-off is that charities often have generous flexible working policies, and offer high levels of job satisfaction.

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

- **40%** Feeling that we are making a real difference to people and communities
- **31%** The people we support
- **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
- **16%** The innovation – challenging old thinking, developing new ideas, being creative
- **15%** The autonomy – independence to be flexible, manage your own workload and try out new ideas
- **15%** The ethos of the sector
What kind of jobs are there?

There are hundreds of roles available in the voluntary sector – here are some of the most popular roles:

Administration  Business development  Care work  Childcare
Community development  Drug & alcohol support  Education
Events planning  Finance & accountancy  Fundraising
Heritage  Information & advocacy  IT/digital  Management
Mental health support  Policy & research  Public relations
Retail  Sport & leisure  Wildlife conservation  Youth work

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

[goodmoves.com](http://goodmoves.com)

Number of jobs by sector

<table>
<thead>
<tr>
<th>Sector</th>
<th>Jobs</th>
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<tbody>
<tr>
<td>Sport &amp; recreation</td>
<td>1990</td>
</tr>
<tr>
<td>International</td>
<td>2110</td>
</tr>
<tr>
<td>Employment &amp; training</td>
<td>2110</td>
</tr>
<tr>
<td>Environment &amp; animals</td>
<td>2210</td>
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<tr>
<td>Education &amp; research</td>
<td>6100</td>
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<tr>
<td>Young people</td>
<td>2700</td>
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<tr>
<td>Equality and rights</td>
<td>2970</td>
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<tr>
<td>Older people</td>
<td>3670</td>
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<tr>
<td>Mental wellbeing</td>
<td>3750</td>
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<tr>
<td>Community development</td>
<td>5560</td>
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<tr>
<td>Health</td>
<td>8910</td>
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<tr>
<td>Housing</td>
<td>10,040</td>
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<tr>
<td>Social care</td>
<td>17,040</td>
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<tr>
<td>People with disabilities</td>
<td>17,440</td>
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<tr>
<td>Children incl. nursery care</td>
<td>9,550</td>
</tr>
<tr>
<td>Culture and arts</td>
<td>8,160</td>
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<tr>
<td>Environment &amp; animals</td>
<td>2,210</td>
</tr>
<tr>
<td>Education &amp; research</td>
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<tr>
<td>Young people</td>
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<td>Mental wellbeing</td>
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</tbody>
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**Total: 104,300**  NB: This total does not include around 15,000 posts which have not yet been classified
Volunteering

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 has grown to nearly double the adult figure, with 1 in 2 young people now volunteering in some way.

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.

Young people say that the main 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. Find out more in Volunteer Scotland’s Young People and Volunteering in Scotland 2016 report.

Find volunteering opportunities

- Find volunteering opportunities and organisations in your local area: search.volunteerscotland.net
- Speak to the team at your local Volunteer Centre – they can help match you with local organisations based on your skills, interests and values.
- Identify charities or voluntary groups you would like to support and get in touch directly: getinvolved.scot/organisations
Volunteering support and awards

Many 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, and **Project Scotland** which creates quality placements for 16 to 30 year olds.

A number of schemes also formally recognise youth volunteering with a certificate or qualification. The **Saltire Awards (saltireawards.org.uk)** celebrate volunteering by young people aged 12-25, and offer nationally recognised certificates. Other popular schemes include the Youth Achievement Awards run by **Youth Scotland**, and the **Duke of Edinburgh Award**.

Find the right award for you on [awardsnetwork.org](http://awardsnetwork.org)

Boards and trustees

Many volunteering opportunities are hands-on, but you can also volunteer at a more strategic level by joining the board of a charity, using decision-making and leadership skills to make a real difference. Charities are keen to bring younger voices onto their boards and will give new trustees a full induction and ongoing support. A number of universities and colleges have programmes which promote trusteeship, e.g. **Get on Board**.

Studying and internships

If you’re looking for a summer placement, or need a subject for a dissertation or academic project, the voluntary sector offers many opportunities. Many larger charities offer paid internships, eg **Oxfam** and **Macmillan**, and some can offer a range of research projects, eg **Scottish Wildlife Trust**. Your school, college or university may be able to help find work placements and internship programmes. See back page for more information.
Further Information

Community Jobs Scotland
scvo.org.uk/jobs/community-jobs-scotland
Employment opportunities for young unemployed people within third sector organisations throughout Scotland – particularly those who are more disadvantaged in the labour market

Get Involved
getinvolved.org.uk
Search for a charity or volunteering opportunity near you

Mentoring
scottishmentoringnetwork.co.uk/map
For info on mentoring projects that support young people

My World of Work
myworldofwork.co.uk/learn-and-train/volunteering
Useful info on career options, studying, financial support, apprenticeships, internships and volunteering ideas.

Network of youth awards in Scotland
awardsnetwork.org
Info on volunteering awards for young people aged 10-25 offered by over 20 youth organisations

OSCR
oscr.org.uk
Information on Scottish charities including a searchable register

Prince’s Trust
www.princes-trust.org.uk
Skills, training and confidence building for 11-30 year olds

SCVO
scvo.org.uk
Membership organisation for Scotland’s voluntary sector

Third Force News
thirdforcenews.org.uk
For all the latest news about the voluntary sector

Third Sector Interfaces
gov.scot/publications/third-sector-interfaces-contact-details
Find your local voluntary sector umbrella bodies

Volunteer Scotland
volunteerscotland.net
The national centre for volunteering

Youth Scotland
www.youthscotland.org.uk
Network of youth groups in Scotland. Also run the Youth Achievement Awards

Young Scot
young.scot
Information for young people, including info on youth forums, volunteering, and making a difference

Young Enterprise Scotland
yes.org.uk
A range of enterprise programmes for young people in secondary education, and for those at university and college

YPI Scotland
ypiscotland.org.uk
A structured curricular programme, designed for secondary schools, centred on youth voice, youth action and youth philanthropy

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