The voluntary creative sector in 2001 consisted of approximately 2,336 identifiable organisations across the region, representing approximately 7.5% of all organisations in the voluntary and community sectors.

The sector is strongly geared towards participatory arts activities with approximately 85% of organisations based in music, the performing arts, visual arts and multi-arts activities.

The geographical distribution around the region’s local authority districts is as above.

Figure 3 summarises the number and proportion of respondents to the survey classed by the broad activity headings as set out in the introduction.

**Figure 3: Profile of organisations in the survey**

Confirming the analysis in Figure 2, music and the performing arts are significant contributors of organisations to the voluntary creative sector.

Nearly 13% of respondents are involved in multiple arts activities.
Figure 4 identifies the type of organisations that participated in the survey as an indicator of the variety of bases upon which voluntary activity is supported.

**Figure 4: Organisational types**

- Clubs and societies and community groups make up over 70% of organisations in the voluntary creative sector.
- A smaller group is constituted formally either as companies (e.g., a dance company) or as development agencies.
- Other types of organisation included friendly societies and bodies related to local authorities.

Figure 5 summarises the legal status of respondents to illustrate the levels of formal organisation within the voluntary creative sector.

**Figure 5: Legal status of organisations**

- Disregarding charitable status, the majority of organisations (67%) in the voluntary creative sector have no declared formal legal status.
- Of those that do, the company limited by guarantee category is the most common single legal status (nearly 10%).
- Small proportions of organisations are constituted as trusts and a small number are offshoots of university or local authority activities.
- Approximately 35% of organisations have charitable status.
- In terms of organisational types, 30% of clubs and societies and 38% of community groups have charitable status.
Figure 6 indicates the age profile of respondent organisations. This provides an indication of organisational longevity in the voluntary creative sector.

**Figure 6: Age profile of respondents**

- Organisations in the voluntary creative sector appear to enjoy relative longevity.
- Nearly 50% have been in existence since at least 1980.
- Small numbers of new organisations have been created in 2001 and in 2002.

A part of the voluntary creative sector is constituted as membership organisations. Figure 7 shows the membership profile of respondents by numbers of active members.

**Figure 7: Membership profile of organisations**

- 80% of organisations report themselves to have an active membership.
- The sector is characterised as composed of a majority of organisations with a small active membership (less than 50 people) and a minority with an active membership larger than that.
- The average size of active membership is 36.
- Membership organisations are particularly significant in the areas of music, performing arts, multi-arts and heritage and conservation.
2. The impact of the voluntary creative sector

This section identifies the self-reported impact that the voluntary creative sector has within the region.

Figure 8 identifies the impact that respondents believed they had on their communities.

**Figure 8: Impact on the community**

- The development of the individual through confidence building (37% of respondents) and the provision of opportunities to socialise (47%) feature prominently in how voluntary creative sector organisations describe the impact of their activities.
- Creating opportunities for individuals to acquire new skills also feature prominently for 45% of organisations.
- Although cited relatively less, a range of social capacity and cohesion-building effects such as developing local identity, promoting cultural diversity and encouraging community development are also identified as impacts.
Figure 9 indicates the range and frequency of services offered by some voluntary creative sector organisations to achieve these reported impacts.

**Figure 9: Services to the community**

- Nearly 42% of sector organisations regard themselves as offering one or more services to the community.
- Of this group, 57% regard the provision of specialist knowledge in a given field as a key service.
- 53% of this group regard the provision of opportunities for personal development as a key service.
- The vehicle for this activity is predominantly through informal training.
- A significant minority of organisations within the voluntary creative sector are engaged in further personal development work by offering mentoring, access to networks and information and advisory services.
Figure 10 summarises the impact that the services offered had on their users in terms of personal progression. Progression is interpreted here through a list of possible personal development destinations.

**Figure 10: Impact of services upon individual users**

- Nearly 45% of respondent organisations that offer services claim that the main effect that they have on users is to support them in further voluntary activity, or to act as a stepping-stone into further education.

- 37% of respondents that offer services claim that their work assists in helping people into paid employment and 28% assist in placing users into some form of vocational training.
Figure 11 tabulates the service activities of organisations with destinations of users.

**Figure 11: Ladders of progression**

<table>
<thead>
<tr>
<th>Destinations of users of services</th>
<th>No reply</th>
<th>Paid employment (n=37)</th>
<th>Other voluntary activity (n=4)</th>
<th>Self-employment (n=16)</th>
<th>Vocational training (n=28)</th>
<th>Unemployment (n=5)</th>
<th>Employment scheme (n=9)</th>
<th>Further education (n=43)</th>
<th>Higher education (n=24)</th>
<th>Nothing further known (n=12)</th>
<th>Other (n=16)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodation (n=6)</td>
<td>0.0</td>
<td>50.0</td>
<td>33.3</td>
<td>16.7</td>
<td>83.3</td>
<td>33.3</td>
<td>-</td>
<td>16.7</td>
<td>-</td>
<td>16.7</td>
<td>16.7</td>
</tr>
<tr>
<td>Advisory and advocacy services (n=16)</td>
<td>0.0</td>
<td>75.0</td>
<td>31.3</td>
<td>62.5</td>
<td>62.5</td>
<td>43.8</td>
<td>12.5</td>
<td>6.3</td>
<td>8.3</td>
<td>-</td>
<td>6.3</td>
</tr>
<tr>
<td>Careers guidance and advice (n=12)</td>
<td>8.3</td>
<td>75.0</td>
<td>58.3</td>
<td>33.3</td>
<td>83.3</td>
<td>50.0</td>
<td>8.3</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Formal training schemes (n=17)</td>
<td>0.0</td>
<td>88.2</td>
<td>35.3</td>
<td>64.7</td>
<td>70.6</td>
<td>47.1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Informal training schemes (n=42)</td>
<td>48.8</td>
<td>42.9</td>
<td>19.0</td>
<td>42.9</td>
<td>52.4</td>
<td>31.0</td>
<td>7.1</td>
<td>7.1</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Mentoring (n=17)</td>
<td>0.0</td>
<td>47.1</td>
<td>17.6</td>
<td>47.1</td>
<td>5.9</td>
<td>5.9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>5.9</td>
</tr>
<tr>
<td>Access to networks (n=16)</td>
<td>6.3</td>
<td>58.3</td>
<td>50.0</td>
<td>12.5</td>
<td>50.0</td>
<td>31.3</td>
<td>5.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>6.3</td>
</tr>
<tr>
<td>Work experience (n=20)</td>
<td>0.0</td>
<td>75.0</td>
<td>30.0</td>
<td>50.0</td>
<td>65.0</td>
<td>45.0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Personal development (n=53)</td>
<td>1.9</td>
<td>50.9</td>
<td>17.0</td>
<td>9.4</td>
<td>35.8</td>
<td>3.8</td>
<td>15.1</td>
<td></td>
<td></td>
<td></td>
<td>15.1</td>
</tr>
<tr>
<td>Sign-posting services (n=19)</td>
<td>0.0</td>
<td>57.9</td>
<td>21.1</td>
<td>10.5</td>
<td>26.3</td>
<td>10.5</td>
<td>5.3</td>
<td></td>
<td></td>
<td></td>
<td>5.3</td>
</tr>
<tr>
<td>Specialist facilities (n=24)</td>
<td>4.2</td>
<td>62.5</td>
<td>20.8</td>
<td>37.5</td>
<td>42.9</td>
<td>29.2</td>
<td>12.5</td>
<td>8.8</td>
<td>14.0</td>
<td>-</td>
<td>12.5</td>
</tr>
<tr>
<td>Specialist knowledge (n=57)</td>
<td>5.3</td>
<td>45.6</td>
<td>15.8</td>
<td>7.0</td>
<td>7.0</td>
<td>47.4</td>
<td>24.6</td>
<td>8.8</td>
<td>-</td>
<td>-</td>
<td>14.0</td>
</tr>
<tr>
<td>Other (n=21)</td>
<td>0.0</td>
<td>19.0</td>
<td>23.8</td>
<td>4.8</td>
<td>14.3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-</td>
<td>28.6</td>
</tr>
</tbody>
</table>

Source: University of Leeds

- Ladders into paid employment tend to be provided by those organisations that provide advice, guidance, formalised training and work experience.
- The development of specialist knowledge and mentoring are of lesser significance in the organisations acting as a ladder into paid employment.
Just over 15% of voluntary creative sector organisations provide work-related support to volunteers.

Nearly 80% of these organisations do this through specific support for personal development or by specific work experience measures.

68% of voluntary creative sector organisations were able to express an opinion upon the destinations of ex-volunteers.

32% of respondents do not know what happens to their volunteers once they leave their organisation, or declined to respond to that particular enquiry.

Of those that did express an opinion and did know where their ex-volunteers went, other voluntary activity was the most frequently cited destination.

Paid employment was cited as an important destination for the ex-volunteers of just over 20% of those organisations that expressed an opinion.

Modest numbers of organisations also cited training and education as ex-volunteer destinations.
Figure 14 summarises the most significant areas of public sector activity for respondent organisations.

**Figure 14: Partnership with public agencies**

- Less than 12% of respondents receive income from working in partnership with public sector agencies.
- For those organisations that engaged with the public sector, education and training and community development were the most frequently cited areas of activity.
3. People, working and skills in the voluntary creative sector

This section summarises the employment characteristics of the voluntary creative sector in Yorkshire and the Humber.

Figure 15 identifies the size profile of organisations in the voluntary creative sector across the region. Nearly 21% of respondent organisations employed one or more persons (excluding freelancers and subcontractors). Table 15 shows the size profile for all organisations in the survey and then the size profile for employers only for each of the years 2000 and 2001.

**Fig 15: Organisational size by employment (%)**

<table>
<thead>
<tr>
<th></th>
<th>2000</th>
<th></th>
<th>2001</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>All organisations</td>
<td>Employers only</td>
<td>All organisations</td>
<td>Employers only</td>
</tr>
<tr>
<td>Micro (1-9)</td>
<td>95.0</td>
<td>78.0</td>
<td>93.0</td>
<td>67.0</td>
</tr>
<tr>
<td>Small (10-49)</td>
<td>3.5</td>
<td>16.0</td>
<td>6.0</td>
<td>29.0</td>
</tr>
<tr>
<td>Medium (50-249)</td>
<td>1.5</td>
<td>6.0</td>
<td>1.0</td>
<td>4.0</td>
</tr>
<tr>
<td>Large (&gt;249)</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100.0</strong></td>
<td><strong>100.0</strong></td>
<td><strong>100.0</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Source: University of Leeds

- There are an estimated 9,000 people working in the voluntary creative sector, representing approximately 15% of all those in paid employment in the voluntary and community sectors.
- Across all organisations, around 95% are micro-organisations.
- Of the 21% of respondent organisations that employ people, micro-organisations account for 78% in 2000 and 67% in 2001.
- Between 2000 and 2001, the proportion of voluntary creative sector employer organisations grew from 16% to 29%.
- This growth was allied to a number of micro-enterprises growing into small enterprises and a decline in the proportion of employer organisations classified as medium-sized.

Figure 16 shows the contractual status of employees within the voluntary creative sector.

**Fig 16: Contractual status of employees**

<table>
<thead>
<tr>
<th></th>
<th>2000</th>
<th>2001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>48.4</td>
<td>48.8</td>
</tr>
<tr>
<td>Part-time</td>
<td>51.6</td>
<td>51.2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100.0</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Source: University of Leeds

- There are marginally more part-time employees than full-time employees.
Figure 17 identifies the key attributes required by employers in the voluntary creative sector of potential new employees. Respondents were asked to identify the single most important attribute.

**Figure 17: Entry to working in the voluntary creative sector**

- Relevant work experience and a proven track record were the most frequently cited key attributes by respondents.
- Personal qualities and competence in transferable key skill areas were ranked next.
- 20% of employers or less considered formal qualifications of either a vocational or academic nature important attributes.
Figure 18 shows the areas of training provided by respondents.

- 78% of employers provide training for employees.
- The most frequently cited areas for training investment were in administration and information technology, reflecting the growth of many micro-organisations into small organisations.
- These were followed by creative activity, project management and transferable skills, again reflecting the development of in-house creative capacity together with the need to address project management demands and organisational development.

Figure 18: Areas of training provision
Figure 19 identifies the typical modes of delivery of training in voluntary creative sector organisations.

**Figure 19: Training infrastructure**

- Of those respondents who are offering training to their staff, the majority (85%) cite on-the-job training as the most common mode.
- Externally sourced training tends to be based around short courses, conferences and seminars.
- Developmental learning such as mentoring, distance-learning and online learning are not yet significant within the voluntary creative sector.

---

<table>
<thead>
<tr>
<th>Training Type</th>
<th>Respondents (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other (n=1)</td>
<td></td>
</tr>
<tr>
<td>Online learning (n=2)</td>
<td></td>
</tr>
<tr>
<td>Distance learning (n=3)</td>
<td></td>
</tr>
<tr>
<td>After working hours (n=7)</td>
<td></td>
</tr>
<tr>
<td>Mentoring (n=7)</td>
<td></td>
</tr>
<tr>
<td>Workshops/seminars (n=24)</td>
<td></td>
</tr>
<tr>
<td>Conference/lecture attendance (n=22)</td>
<td></td>
</tr>
<tr>
<td>Short course (n=22)</td>
<td></td>
</tr>
<tr>
<td>Day release (n=12)</td>
<td></td>
</tr>
<tr>
<td>Other in-house (n=22)</td>
<td></td>
</tr>
<tr>
<td>On-the-job (n=32)</td>
<td></td>
</tr>
</tbody>
</table>
Figure 20 summarises the objectives of the training offered by respondents.

Figure 20: Training activity objectives

- Most organisations that provide training to staff use it to update existing skills (77%).
- However, 71% of employer organisations that provide training also consider their activities to be of professional benefit to their employees with 66% also regarding their training activities as beneficial to the personal careers of employees.
- Over half of employers (55%) provide training for new employees.