Many voluntary creative sector enterprises use the services of freelancers. As the point below illustrates nearly twice as many organisations use freelancers as employ staff. Figure 21 shows the range of activities undertaken by freelancers on behalf of the voluntary creative sector.

**Figure 21: Freelance activity**

- 39% of voluntary creative sector organisations use the services of freelancers.
- Over 70% of those organisations employing freelancers are employing them to undertake creative/artform activities.
- The second most common role is programme facilitation.
- The use of freelancers correlates strongly with those organisations below that report skill shortages in project management, advanced IT skills, programme facilitation and project management.
Figure 22 profiles the proportions of organisational activity by value that is subcontracted to freelancers.

**Figure 22: Value of subcontracted activity**

- Approximately, 39% of respondent organisations subcontract out some part of their activity.
- In 42% of cases the proportion of subcontracted work was worth 10% or less of the value of the organisations total activity.
- For 21% of organisations the value of subcontracted activity was worth 50% or more of organisational activity.
Figure 23 summarises the numbers of volunteers that voluntary creative sector organisations draw upon to undertake their work.

**Figure 23: Numbers of volunteers**

- There are approximately 31,500 volunteers in the voluntary creative sector, accounting for 10% of all estimated volunteers in the community and voluntary sector.
- 68% of respondents rely on one or more volunteers to help them with their activity.
- Most organisations use between 10 and 49 volunteers.
- Organisations using the services of between 1 and 49 volunteers in 2000 increased as a proportion of the sector in the following year.
- The overall numbers of volunteers for large organisations remained relatively static.
4. Financial resources in the voluntary creative sector

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

**Figure 24: Finance for the voluntary creative sector (%)**

<table>
<thead>
<tr>
<th></th>
<th>Previous year</th>
<th>Latest year</th>
<th>Next year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant funding</td>
<td>22.6</td>
<td>24.3</td>
<td>23.4</td>
</tr>
<tr>
<td>Other sources</td>
<td>77.4</td>
<td>75.7</td>
<td>76.6</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>
</tr>
</tbody>
</table>

Source: University of Leeds

- Grant funding is received by approximately 37% of organisations in the voluntary creative sector.
- It typically accounts for 22 to 24% of organisational revenue.
- The ability to receive grants is highly correlated with legal status.
- 54% of organisations with no legal status received no grant funding.
- However 65% of companies limited by guarantee received more than 50% of their total revenue in the form of grants.
- Other sources of income account for 76–78% of organisational revenue on average.
- 54% of organisations with no formal status are wholly dependent upon other sources of income.
- 76% of organisations with no formal status depend upon other sources of income for more than 50% of their revenue.
- All trusts are dependent upon other sources of income for at least 60% of their revenues.
Figure 25 summarises the sources of grant support accessed by the sector.

Of those that receive grant support, the most common source is the local authority followed by the Arts Council.

National and European sources of funding are accessed by relatively small minorities of the sector.
Figure 26 summarises the other sources of finance that respondents receive.

- Approximately three-quarters of organisations receive other sources of finance.
- 56% of organisations raise finance through subscriptions.
- This is closely followed by general fundraising activities.
- Sales of goods or services to private individuals are a source of income for 38% of organisations.
- For a few organisations, sales to other voluntary sector organisations are also important.
5. Future development of the voluntary creative sector

This section identifies a number of the issues that the sector considers important for its future development.

Figure 27 highlights the areas in which there are viewed to be skills shortages.

**Figure 27: Areas of current skills shortages**

- Approximately 21% of those questioned thought there was a skill shortage in one or more areas of activity.
- Advanced IT skills and Other technical skills were mentioned the most by these respondents.
- Very small numbers of respondents thought there were shortages in transferable skills, project management and in facilitation.
Figure 28 summarises the reasons for the current skills shortage.

**Figure 28: Reasons for current skills shortages**

- Of those reporting a specific skill shortage, the main reason cited was lack of suitably experienced candidates.
- Short-term contracts play some role in some areas of skill shortage for approximately 40% of those reporting a skill shortage.

Figure 29 lists the reasons cited for the shortage of volunteers.

**Figure 29: Reasons for shortage of volunteers**

- 31% of organisations reported experiencing a shortage of volunteers.
- The most frequently cited reasons for volunteer shortage concern volunteer reluctance to take on administrative tasks or to take on sustained commitments.
Figure 30 summarises the factors affecting the future development of the voluntary creative sector.

**Figure 30: Factors affecting the future development of voluntary creative sector**

- The ability to develop in the future is seen by nearly 50% of the voluntary creative sector to be impaired by a lack of funding.
- Ageing membership, recruitment and retention and changing patterns of leisure are also significant.
Figure 31 summarises the potential barriers to future development.

The majority of respondents are concerned with funding issues.

34% want access to local authority funding, 23% see a simplification of the funding system as a priority, and 31% are looking to the development of finance initiatives for the cultural sector.

Respondents have highlighted a need for marketing and promotional support.