

# HCF

Training and Development

## Survey of the Hertfordshire Voluntary Sector Workforce 2022

Staff recruitment and retention

# Survey aim

- To re-evaluate the VCSE workforce four years later and post Covid-19.

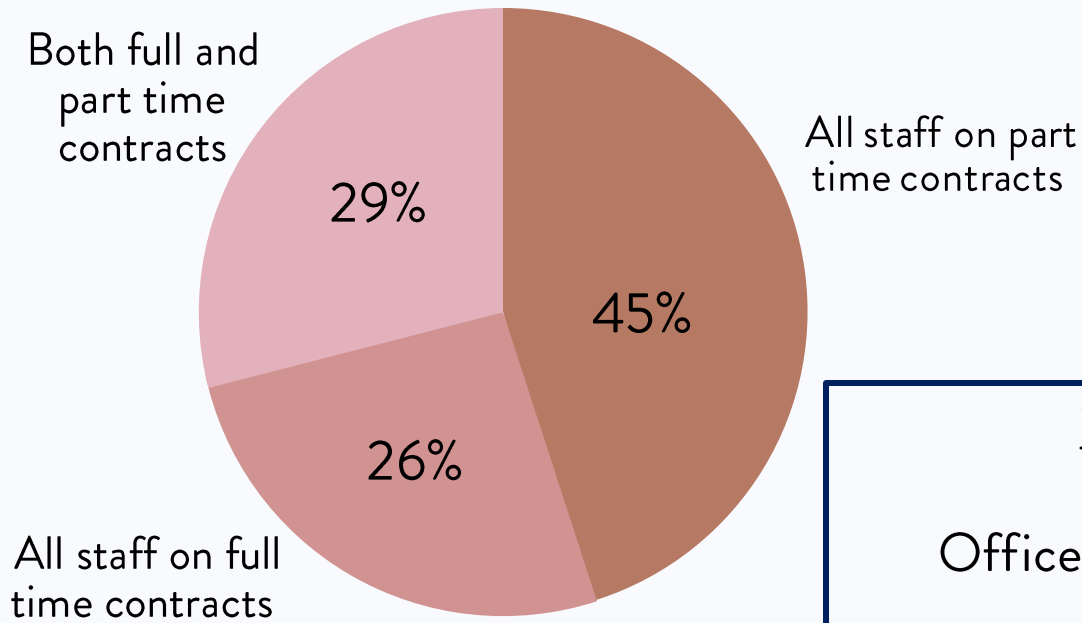
# Survey methodology

- Open to all VCSE organisations in Herts - charities, CIOs, CICs and Social Enterprises.
- Survey completed in June 2022, with 108 usable responses (135 in 2018).

# Staff recruitment and retention

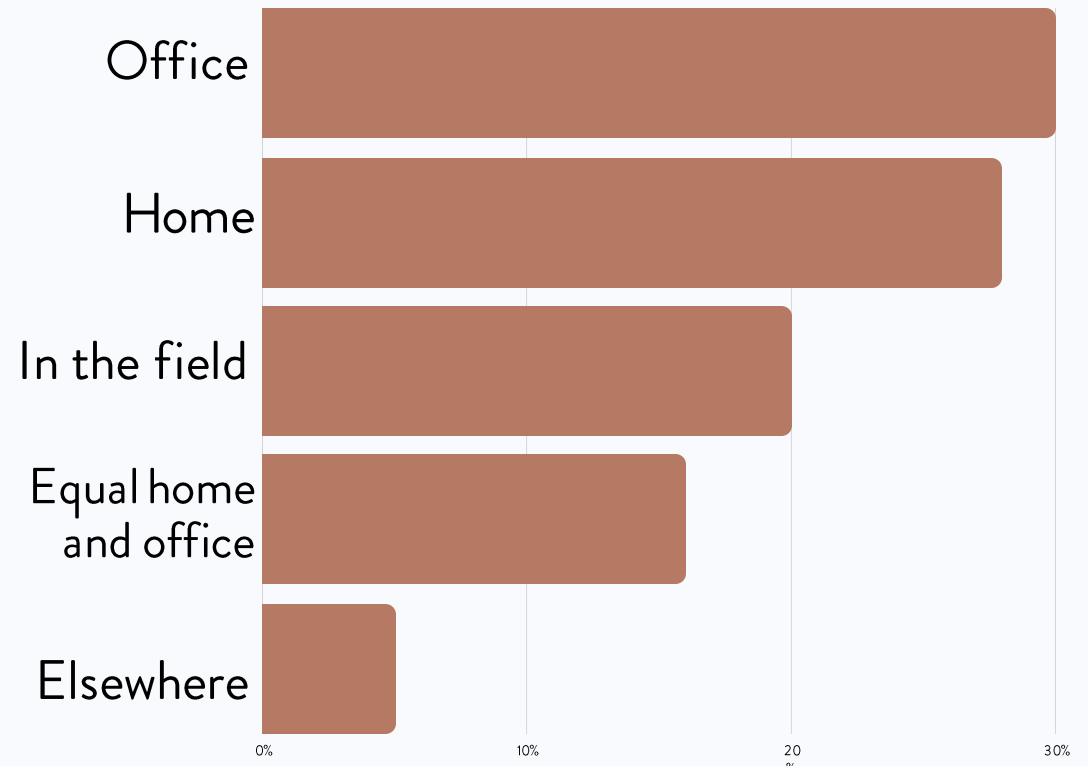
- Who is part of the current VCSE workforce?
- Why are VCSE organisations looking for new staff?
- How do VCSE organisations find new staff?
- What might keep your current staff for longer?

## Comparison of full and part time employment contracts



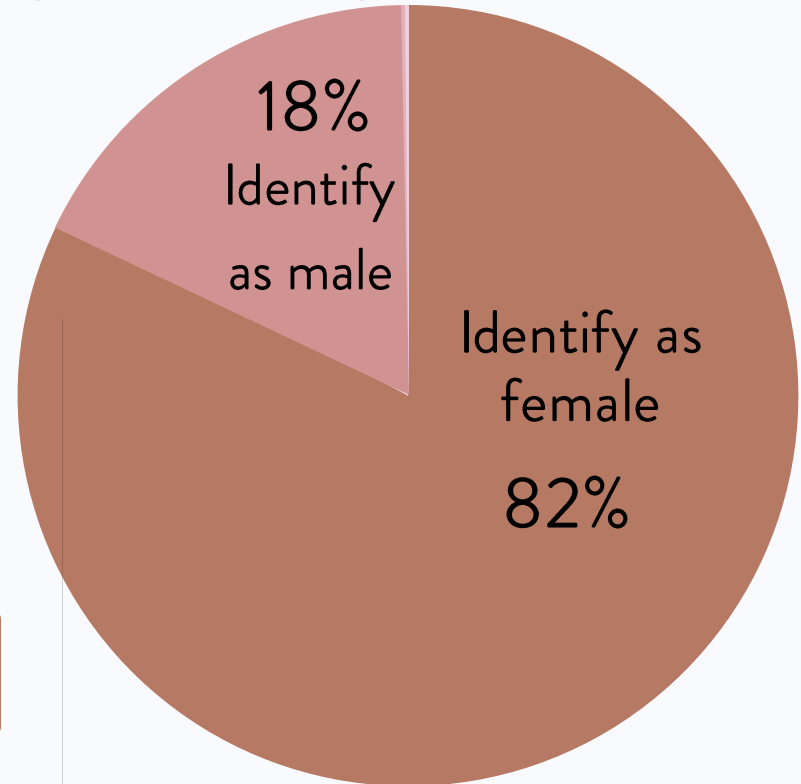
## Who is part of the current VCSE workforce?

### Main working location

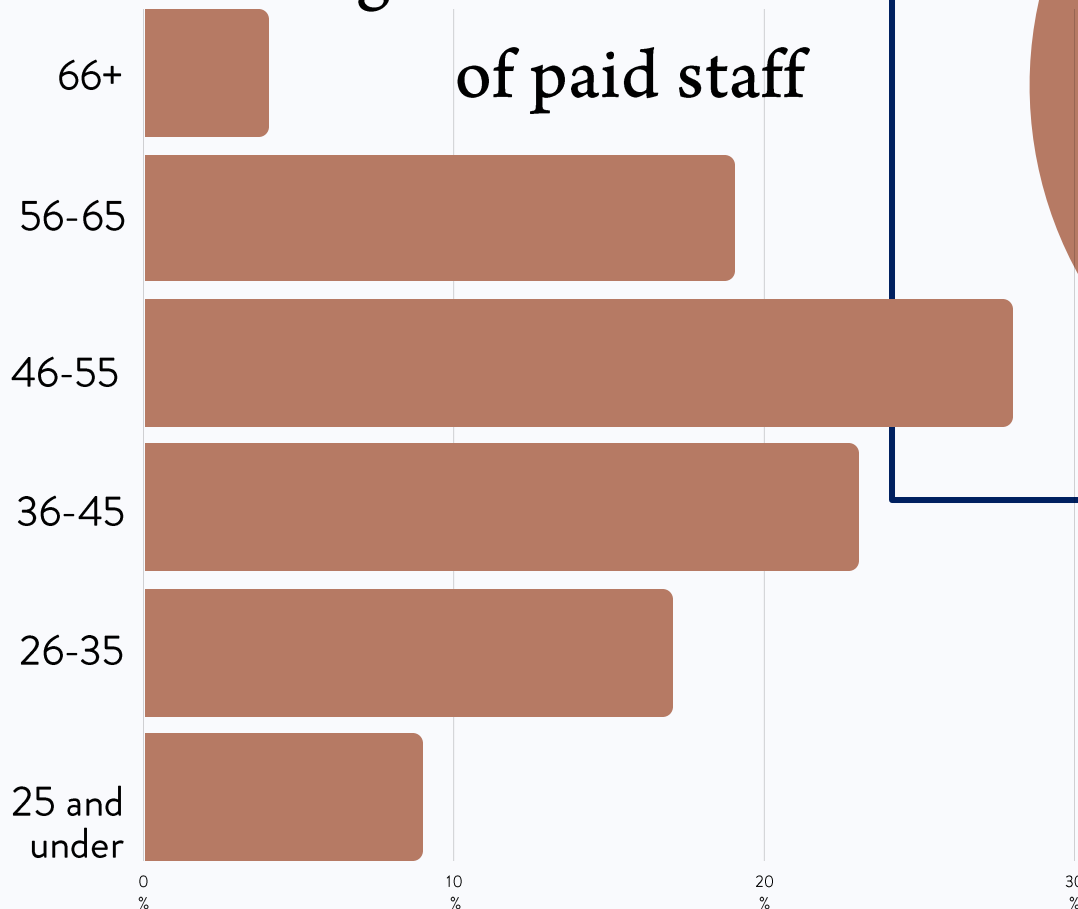


## Gender of paid staff

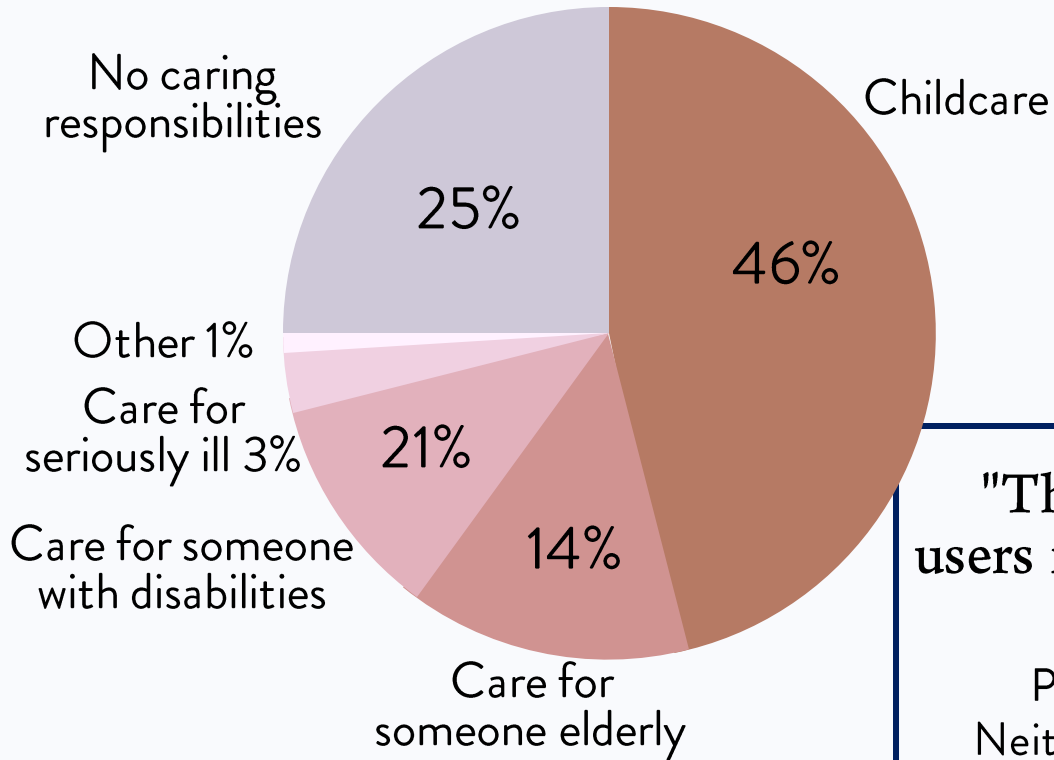
Identify as transgender 0.1%  
Identify as non-binary 0.2%



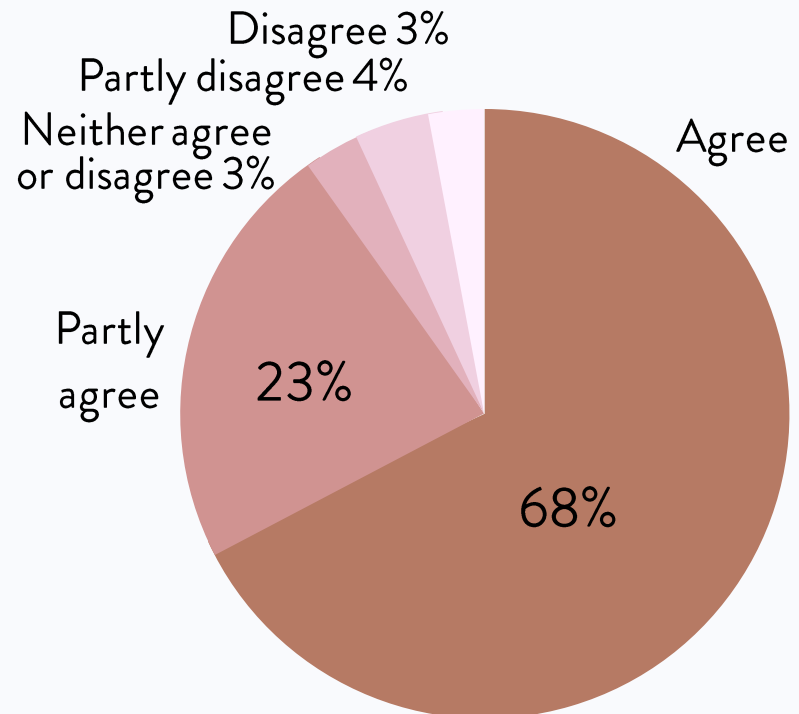
## Age distribution of paid staff



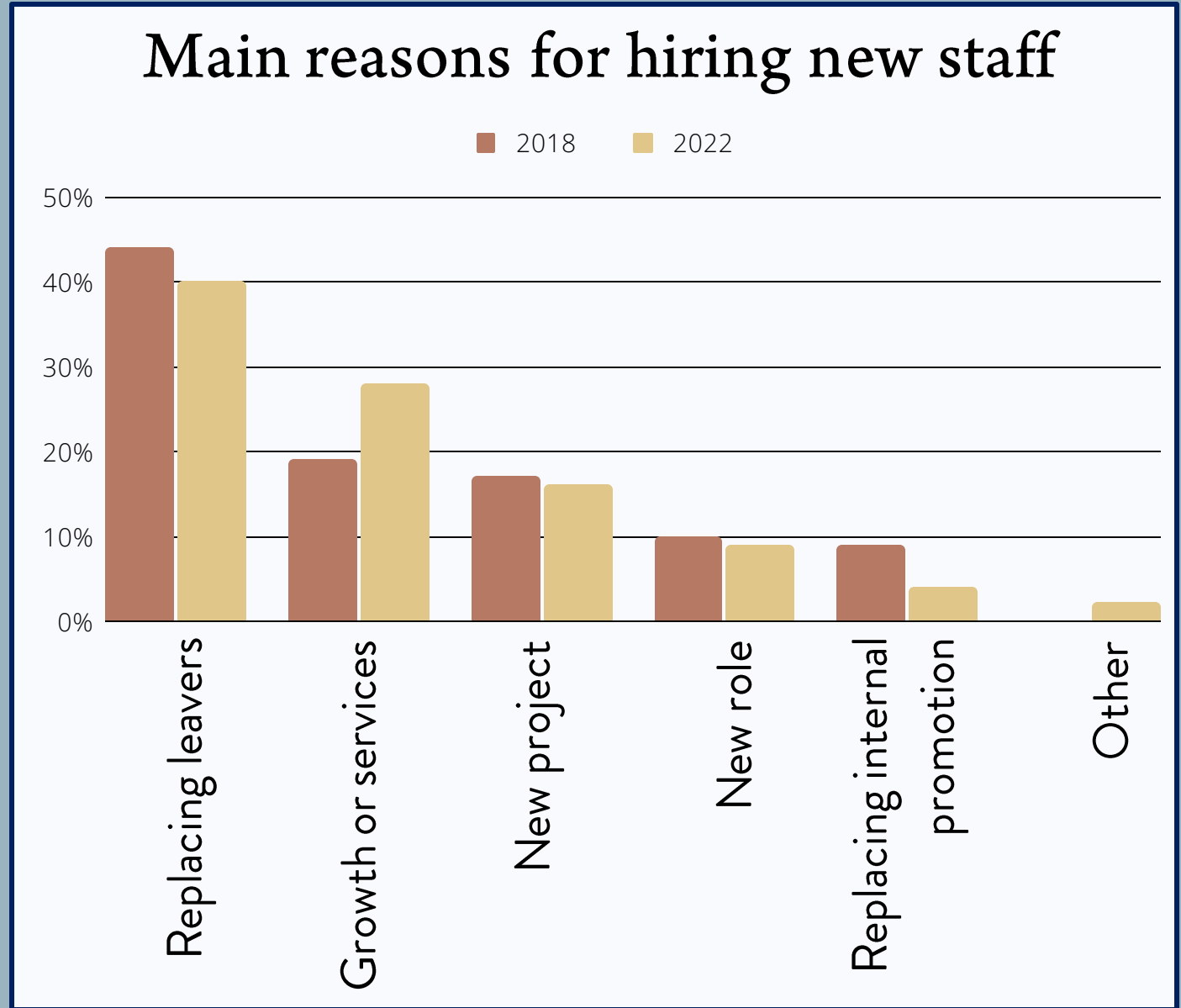
## Staff with caring responsibilities



## "The lived experience of our service users is well represented within our staff"

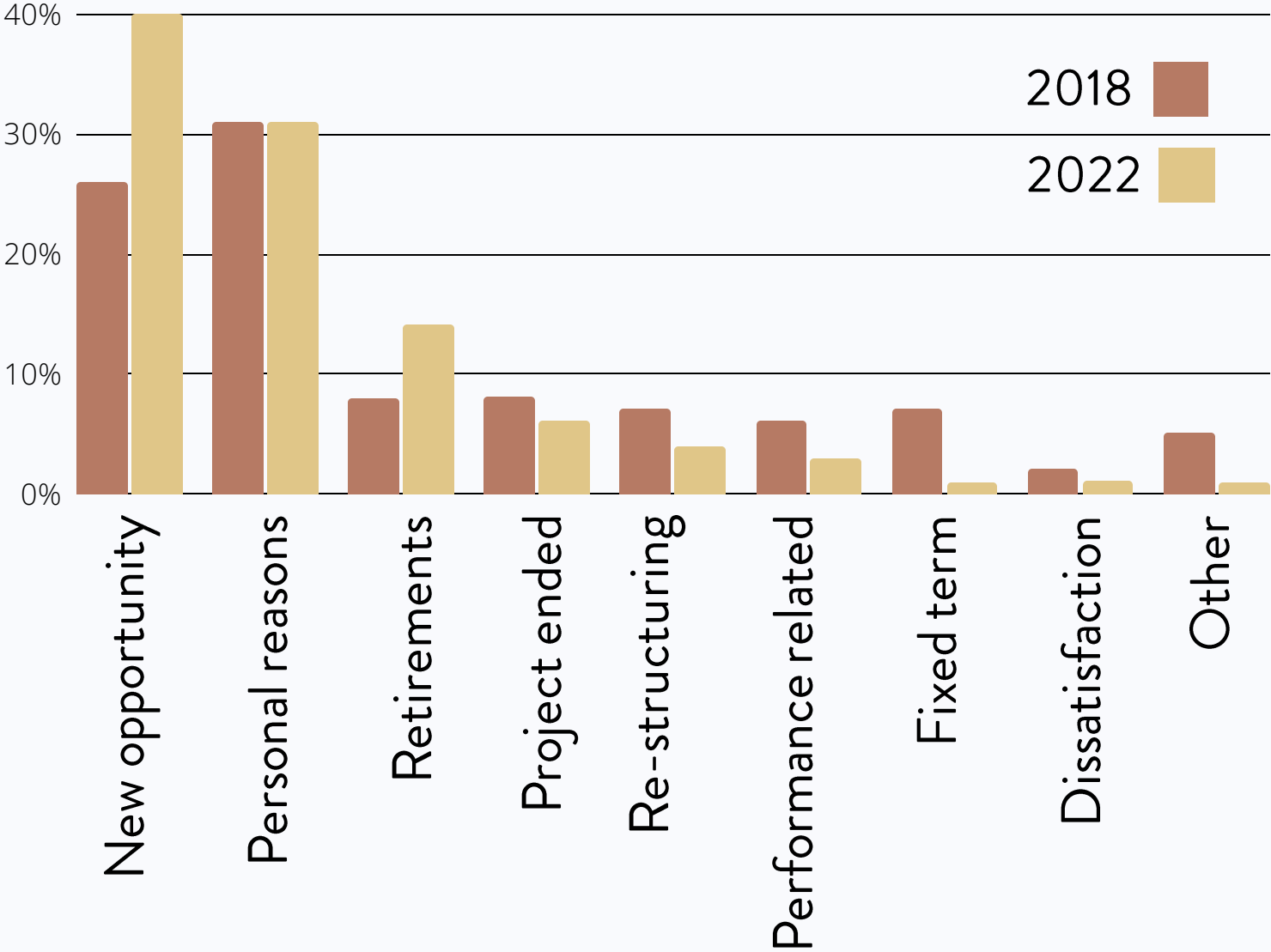


# Why are VCSE organisations looking for new staff?





# Reasons for leaving employment

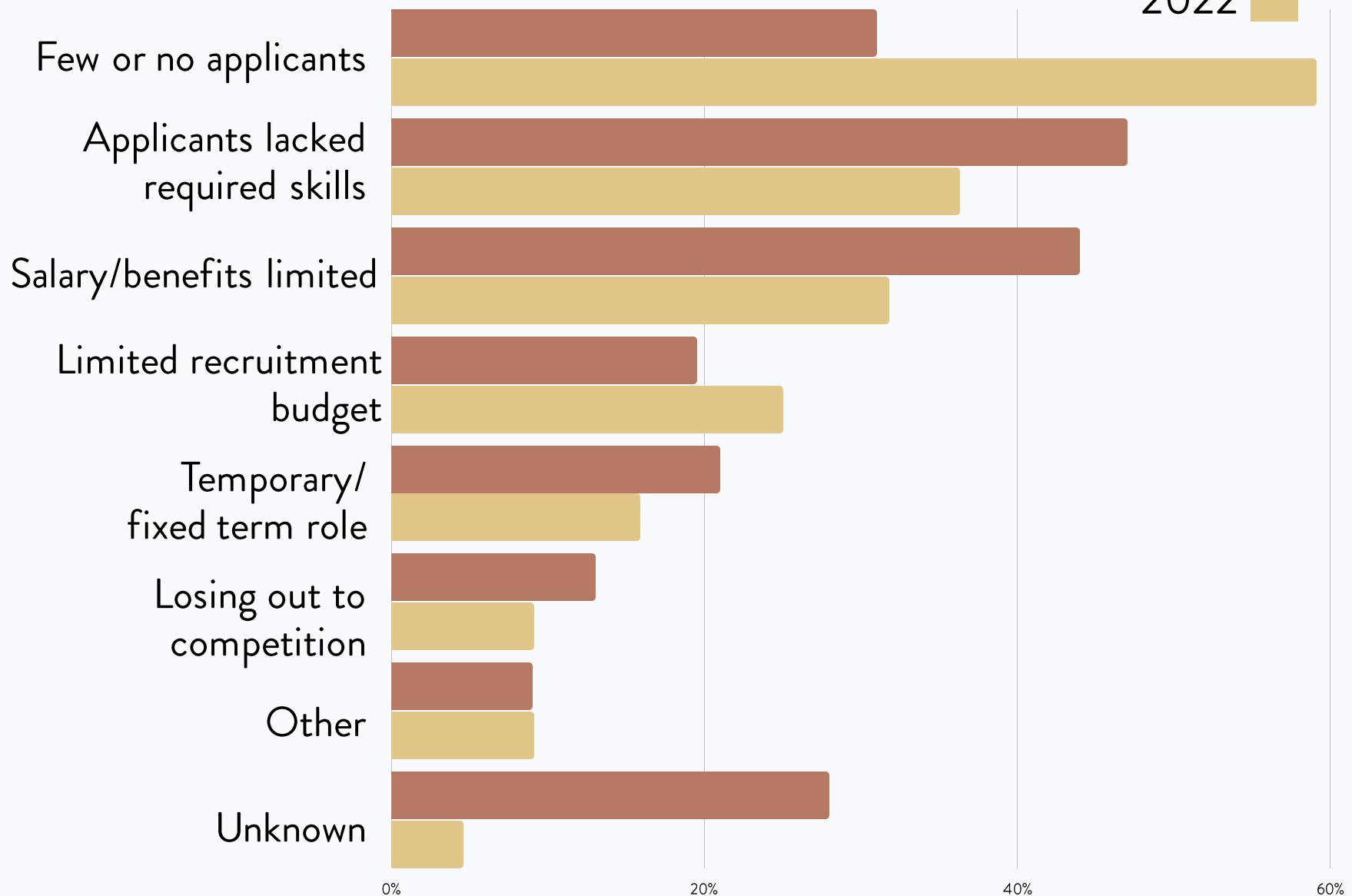


# Difficulties encountered when recruiting

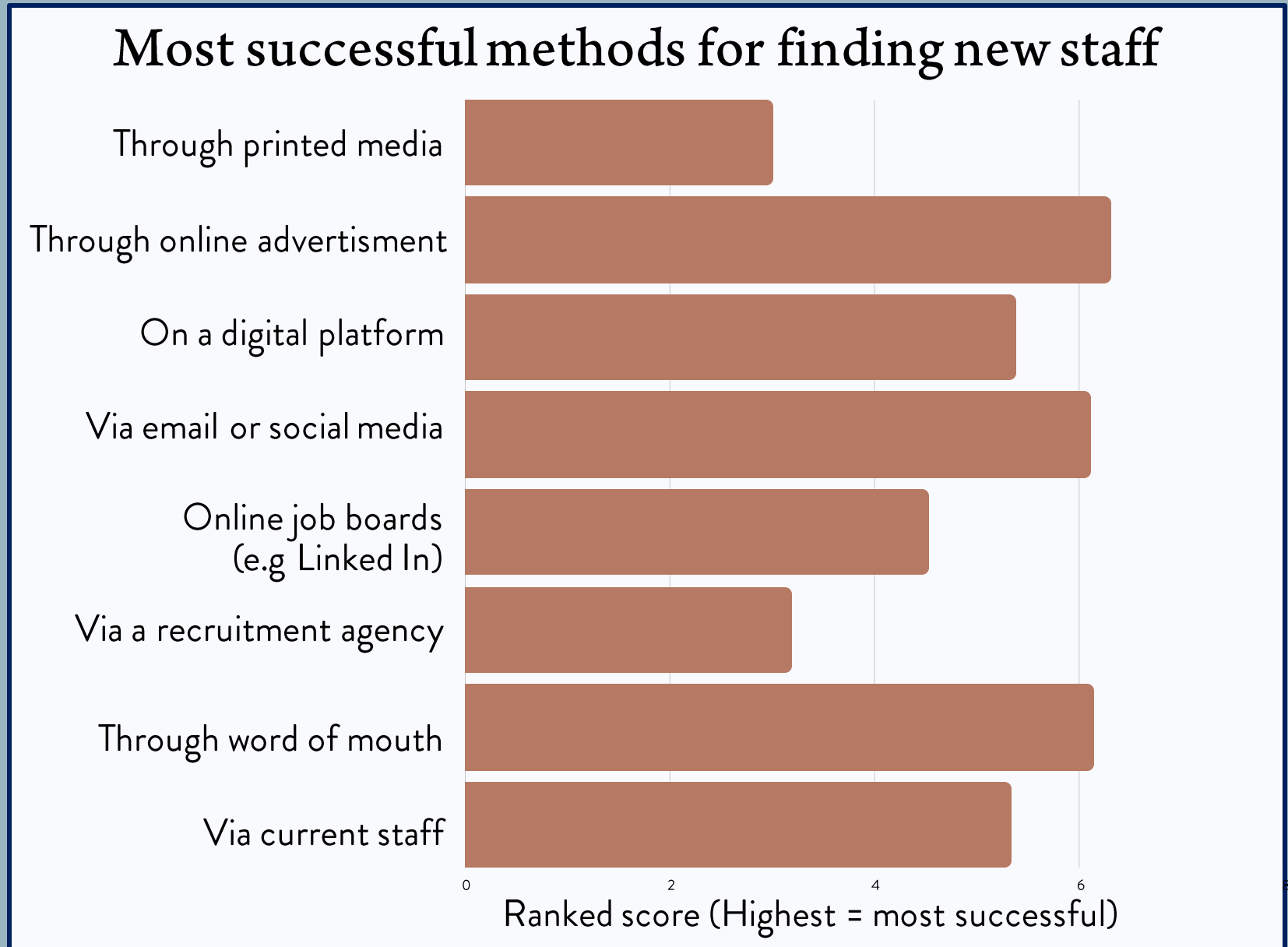
2018



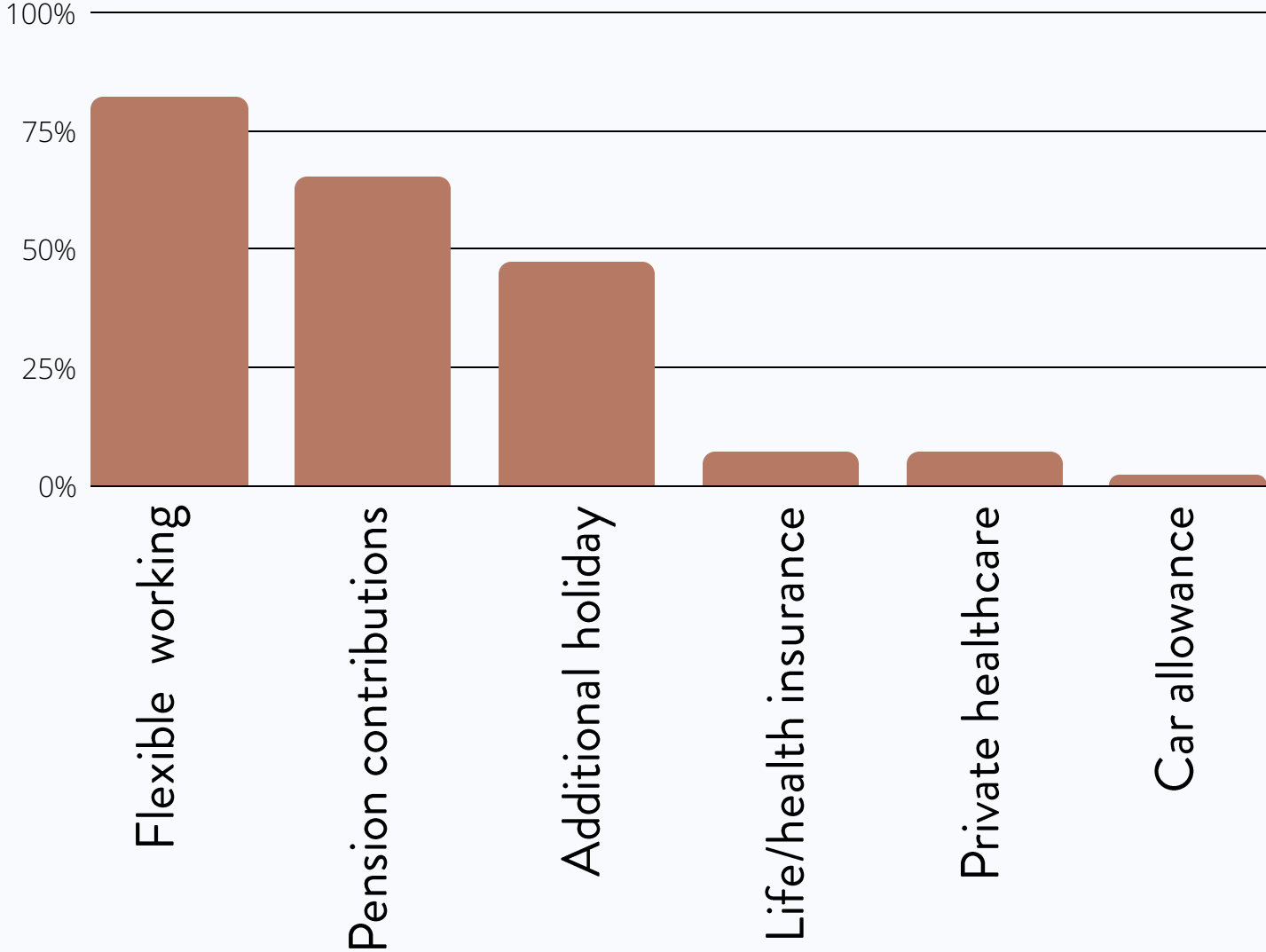
2022



# How do VCSE organisations find new staff?



# Benefits offered to all staff



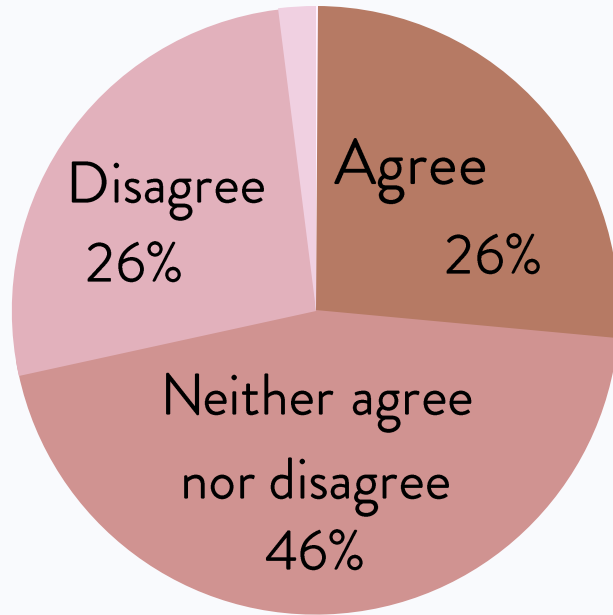
# What might keep your current staff for longer?

## % of organisations agreeing with these statements

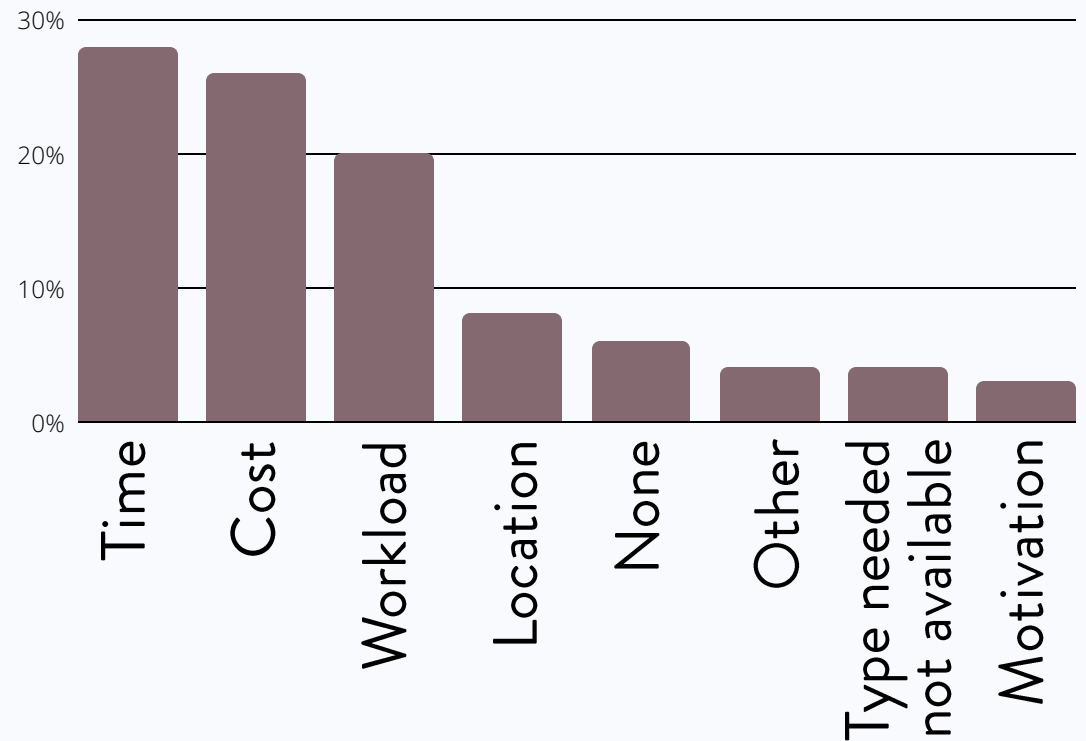


# "We provide good career development opportunities"

Don't know 1%



## Barriers limiting access to training



## Workforce Development Programme 2022-23



1:1 Advice  
& Consultancy



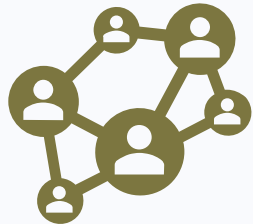
Workforce  
Development  
Grants



VCS  
Training  
programme



Action  
Learning



Building  
Effectiveness



Safeguarding  
Adults



Better  
Boards

# HCF

## Training and Development

Full survey report will be available soon on the  
HCF Training & Development website