



for a stronger third sector

# **Third sector learning and development survey results**

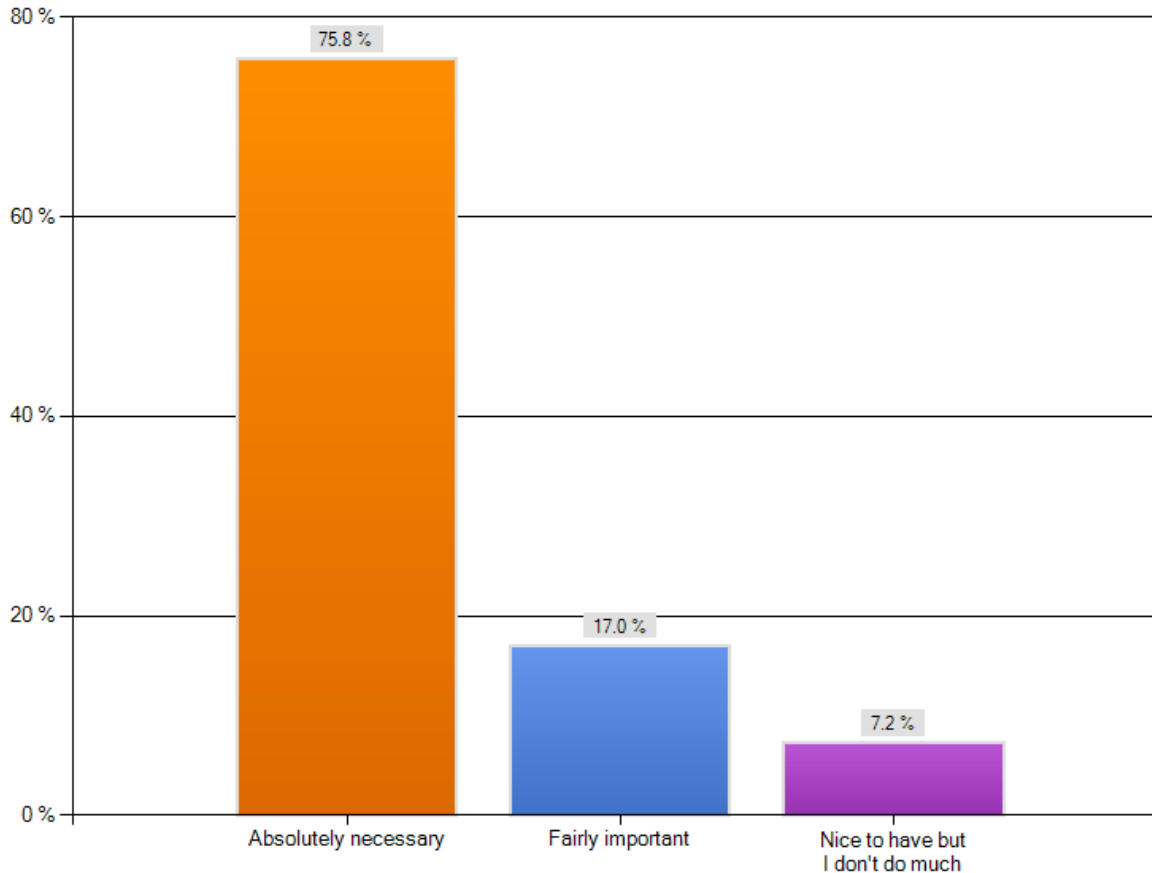
**February 2012**

[www.lasa.org.uk](http://www.lasa.org.uk)

Lasa surveyed more than 446 charity sector professionals across the UK in December 2011- January 2012 and discovered that:

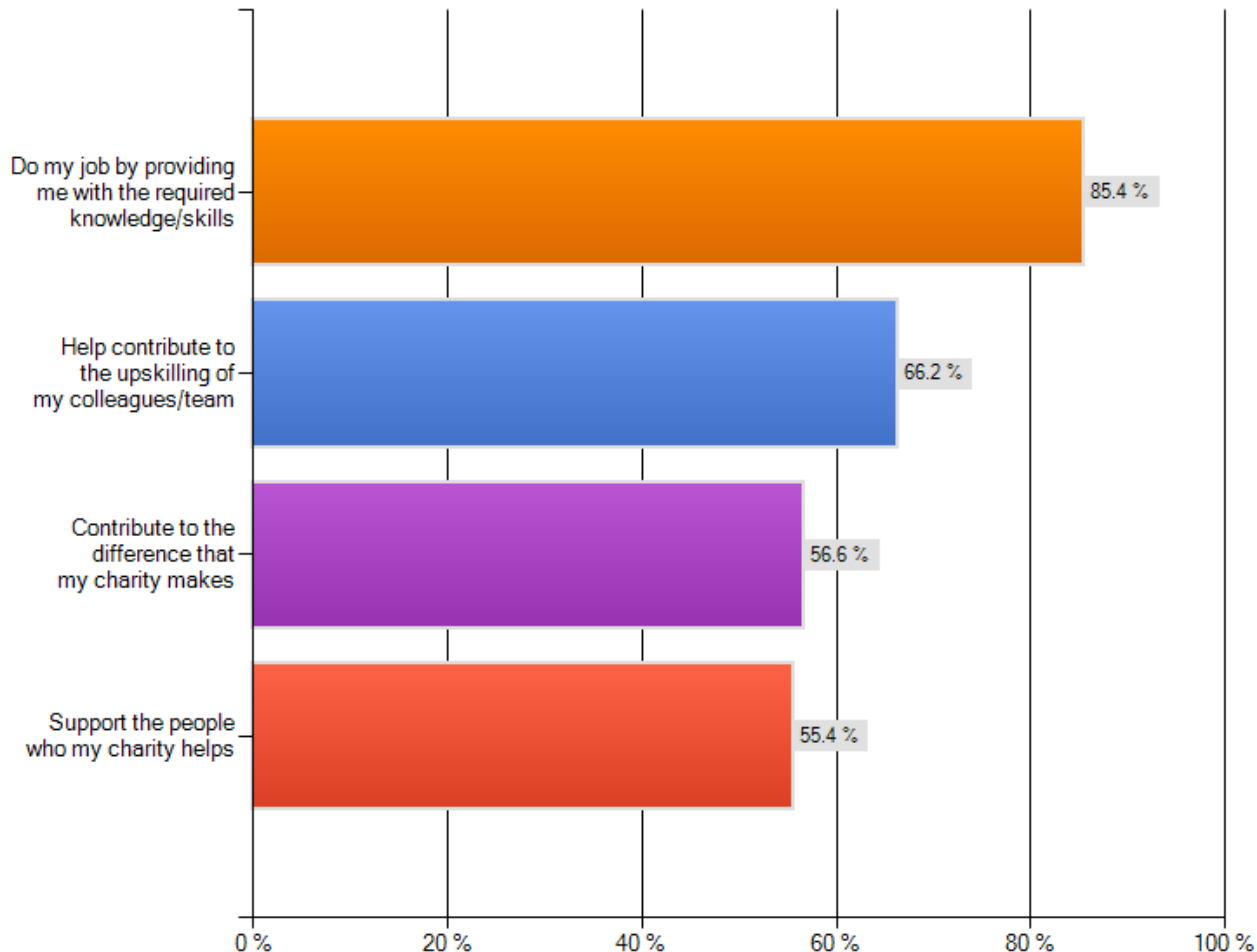
- Over three quarters (76%) of respondents said that training and professional development is 'absolutely necessary' for their job
  - 85% said that training helps them to do their jobs by providing them with the required knowledge/skills
  - 74% of respondents said that budget cuts are preventing them from accessing training
  - 86% of respondents said that the quality of support and advice that they give will have deteriorated in 10 years' time if they continue having difficulties accessing training
  - 49% of respondents do not have the budget to train volunteers and staff to support the Big Society agenda, whilst 34% are not sure if they have
- NB: All statistics have been rounded up to the nearest decimal point

## 1. How important is training and professional development for your job?



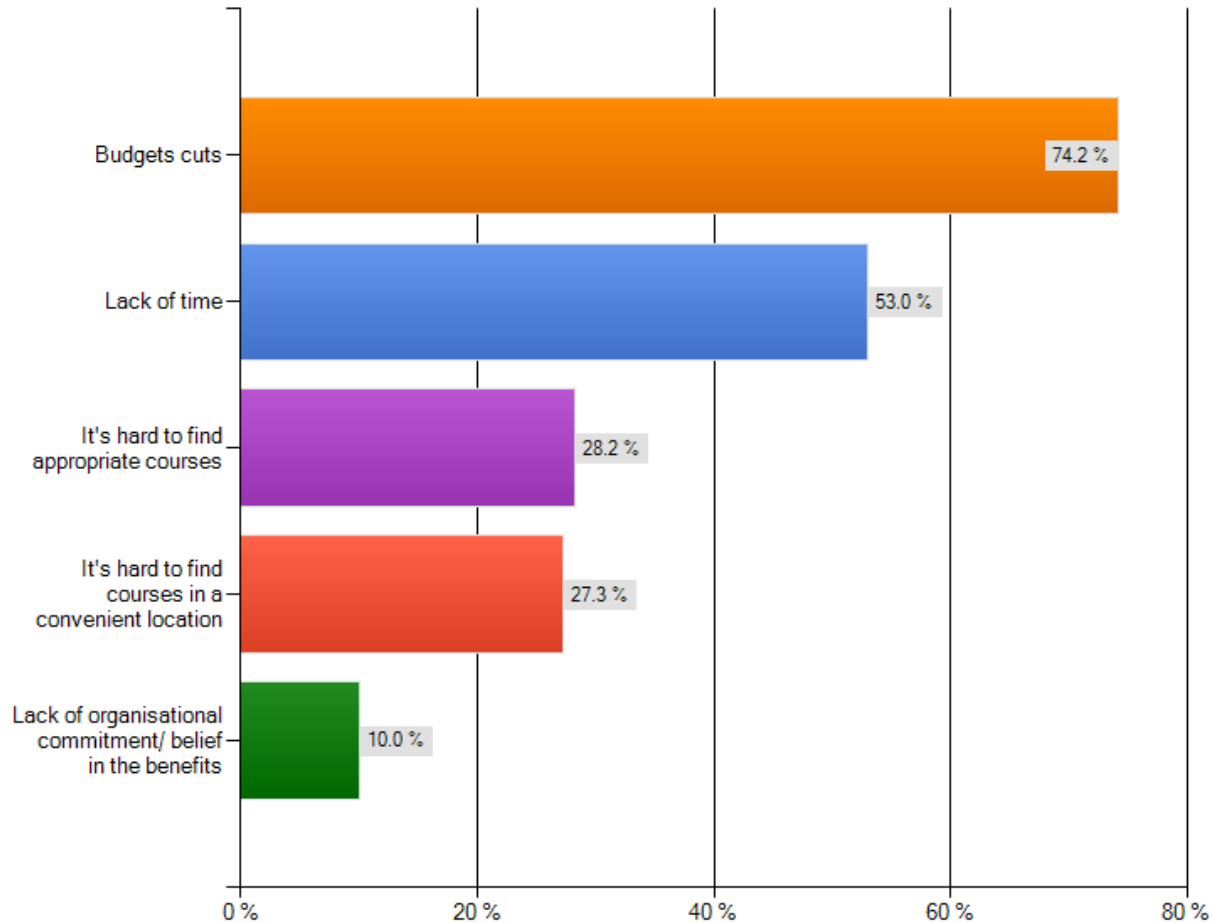
**Over three quarters (76%) of respondents said that training and professional development are 'absolutely necessary' for their job.**

## 2. More specifically, in my job training and professional development help me to:



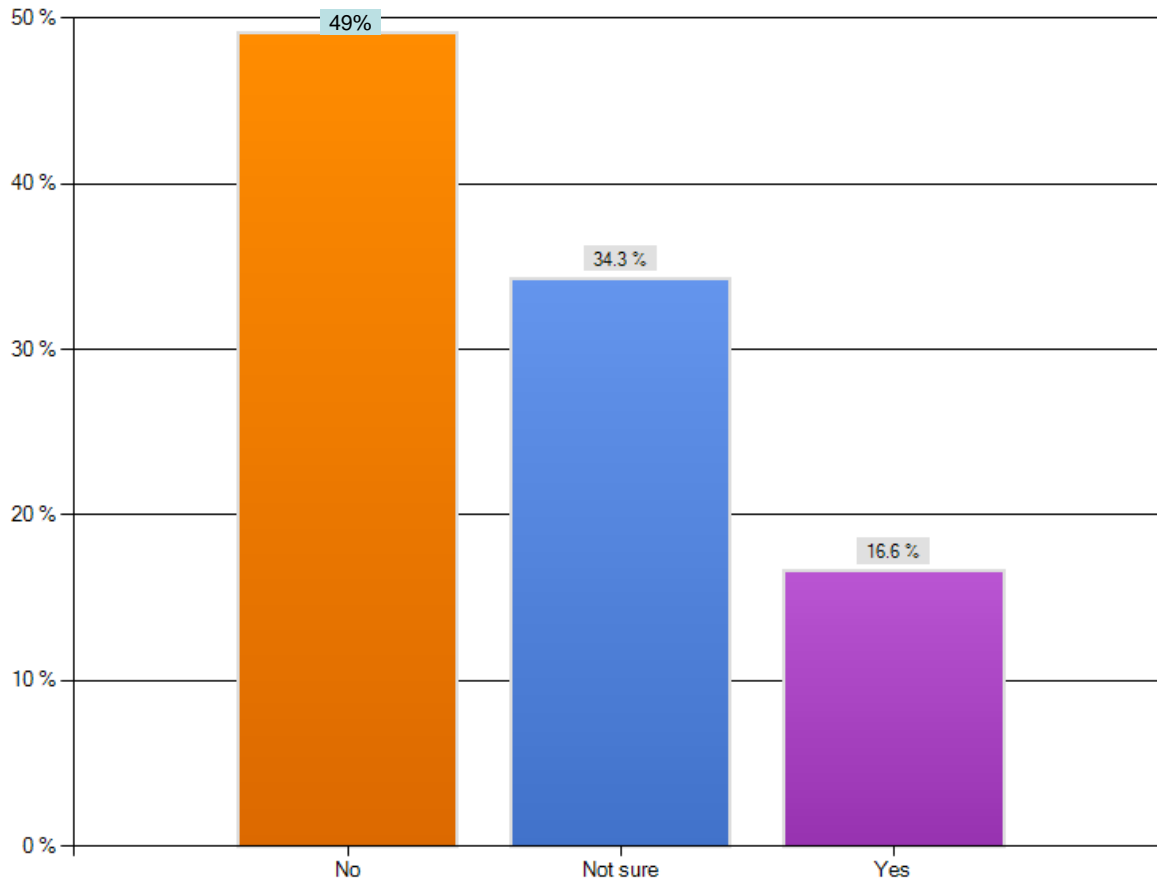
**85% of respondents said that training and professional development help them do their job by providing them with the required knowledge/ skills, whilst two thirds say that it contributes to the upskilling of their colleagues/ team.**

### 3. For you, what are the main barriers to accessing training and learning and development resources?



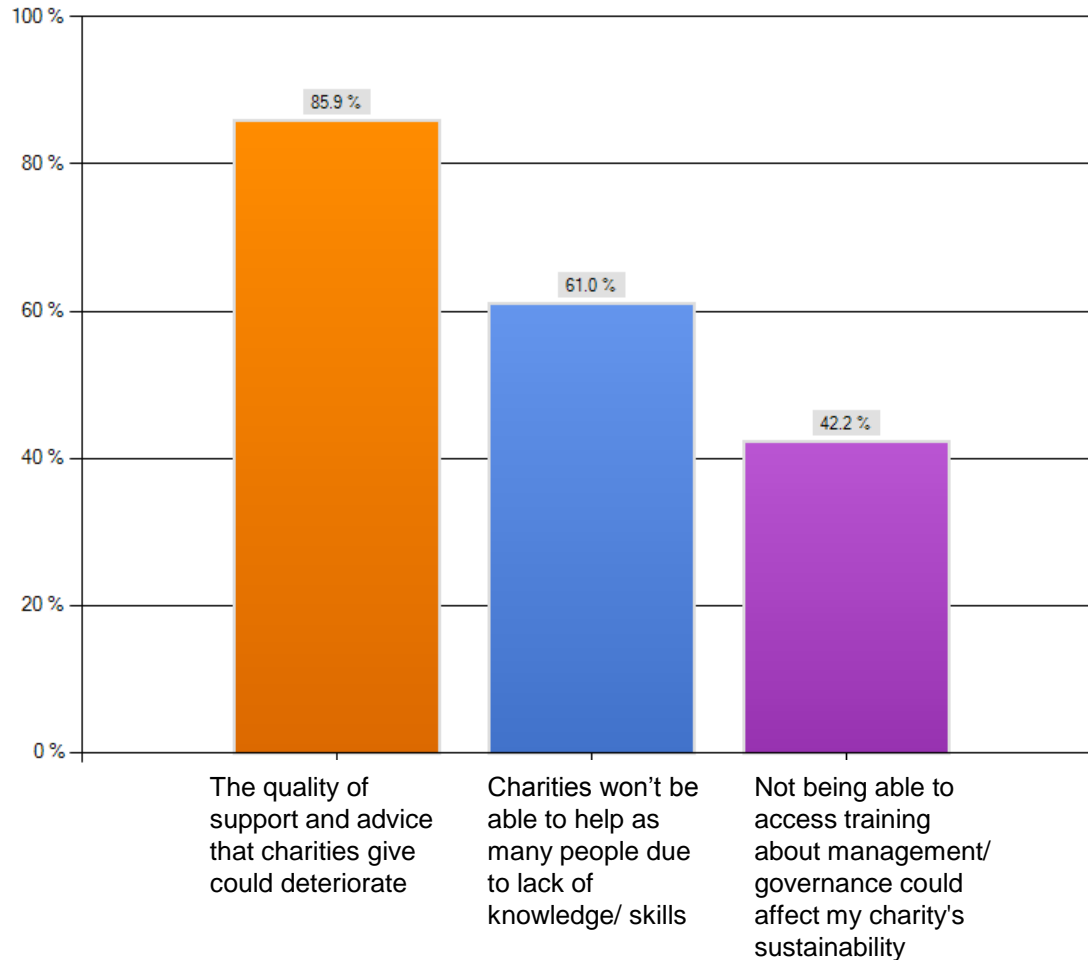
**Almost three out of four (74%) of respondents said that budget cuts are preventing them from accessing training and learning and development resources, with over half (53%) citing lack of time as a barrier.**

#### 4. Does your charity have the budget to train volunteers and staff to support the Big Society agenda?



**Almost half (49%) of respondents do not have the budget required for this, with a further third (34%) 'not sure' if they do.**

## 5. If charities have difficulties accessing training, what do you think will be the most likely impact on the sector in 10 years' time?



**Nearly nine out of ten respondents are concerned about the future impact on quality of support & advice from charities.**

**5. If charities have difficulties accessing training, what do you think will be the most likely impact on the sector in 10 years' time?**

SAMPLE OF ADDITIONAL QUALITATIVE RESPONSES:

“The sector will decline into well meaning amateurs but not taken seriously as professionals.”

***“It will be more difficult to recruit and retain staff with the required skills and experience.”***

*“I would worry about the impact on clients of not being able to receive accurate, up to date information.”*

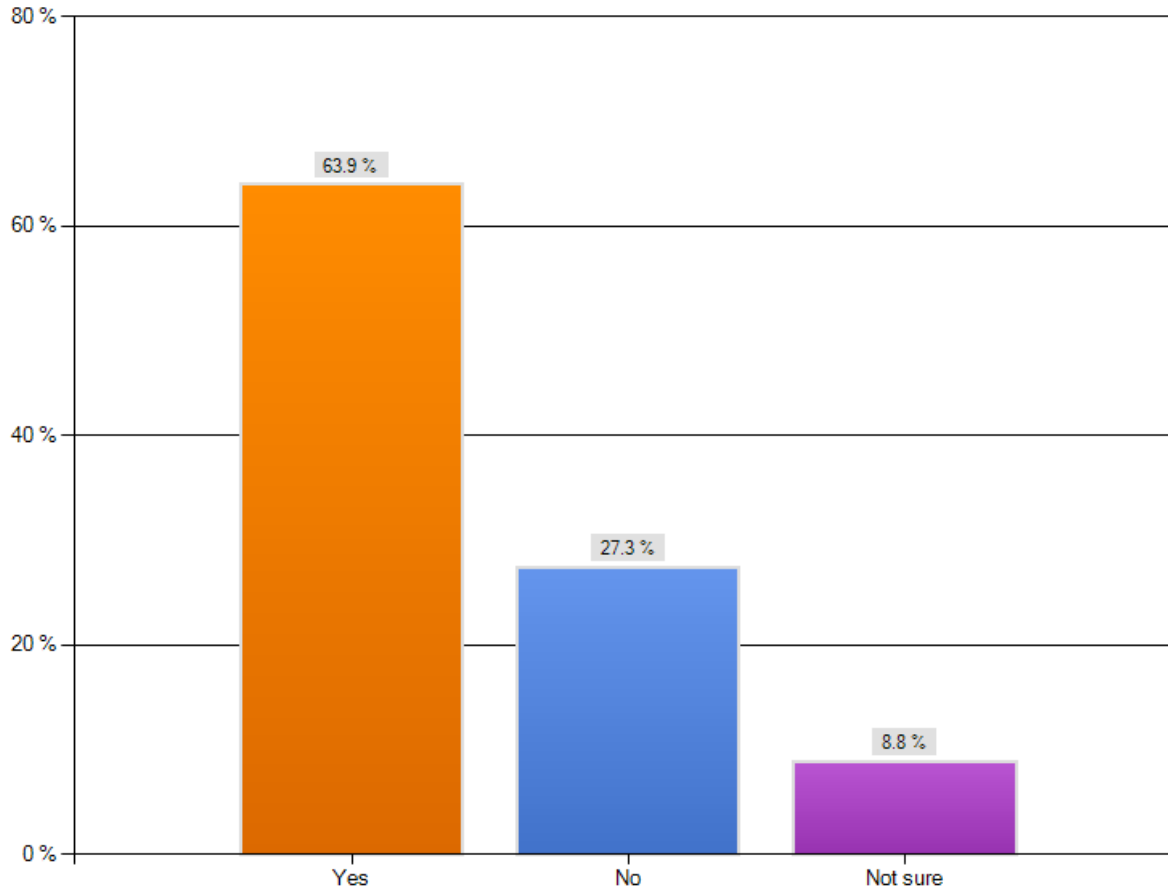
**“People management will deteriorate if orgs do not invest in leadership and management training.”**

**“Charities will suffer as perceptions of amateurism increase. Charity staff churn will get worse. Inefficiency and lack of learning from experience will mean much of the charity sector will stagnate and beneficiaries suffer.”**

*“The most vulnerable require more advice and guidance.”*

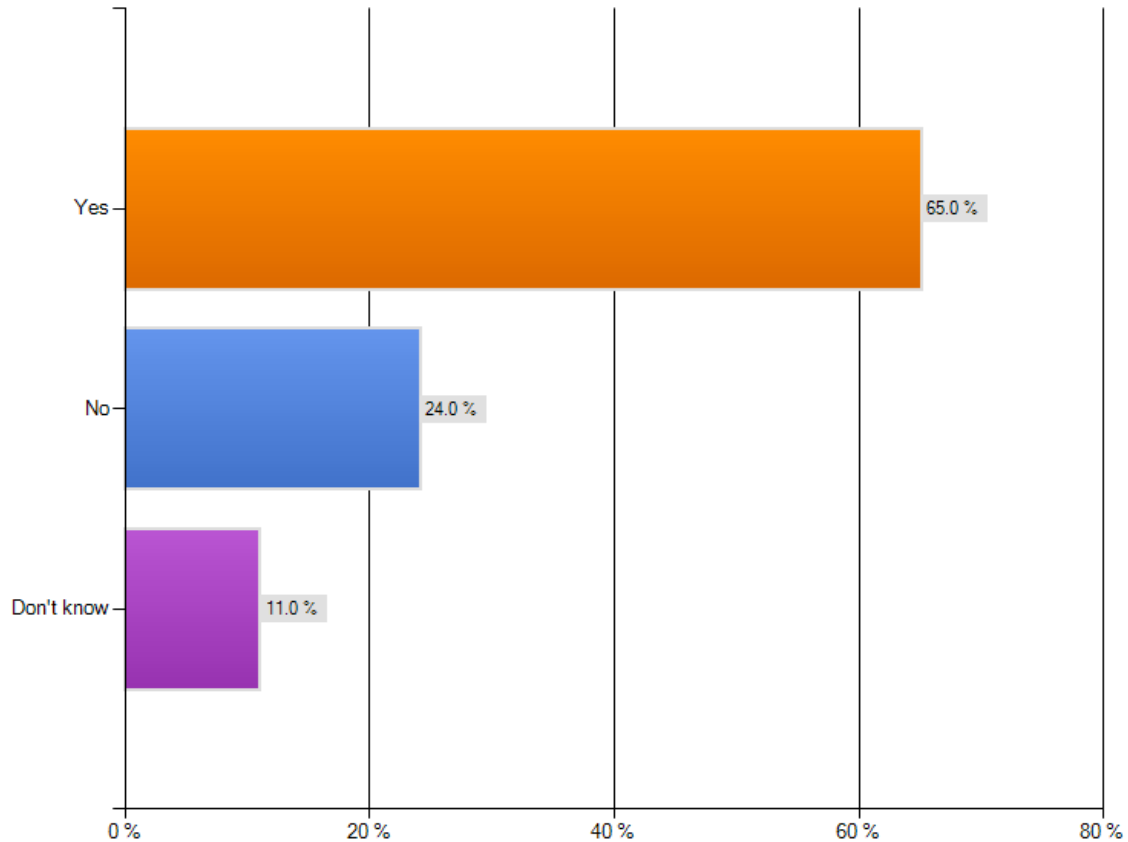


## 6. Does your charity use technology (e.g. e-learning) to support learning and development needs?



**Around two thirds of respondents said they use technology to support learning & development.**

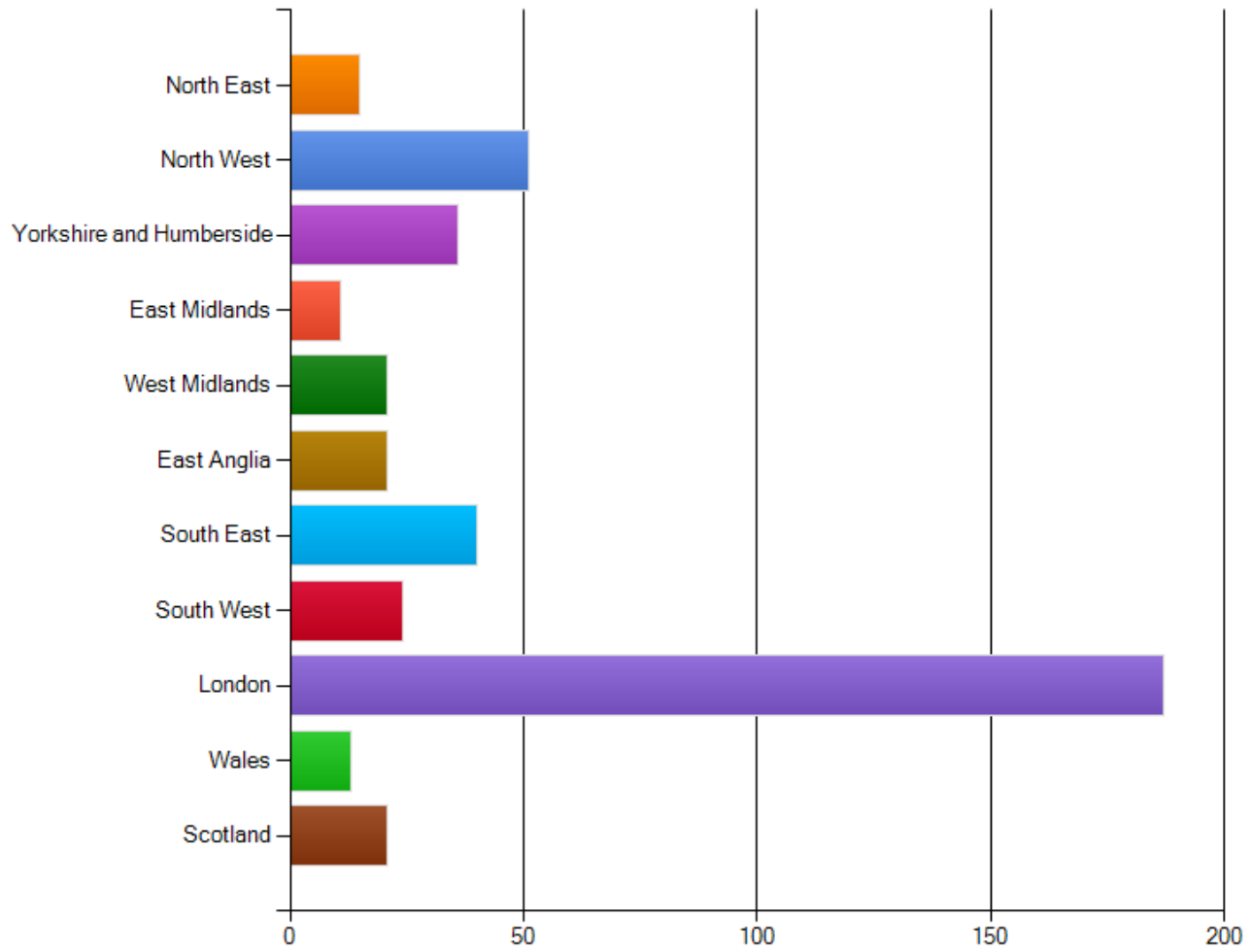
**7. Given the potential impact of charities' work on the vulnerable and wider society, do you think that a minimum number of hours of formal learning and development should be mandatory for charity staff in the same way that it is for airline pilots and other high impact professions?**



**Around two thirds of charities said a minimum no. of hours of L&D should be mandatory.**



### 8. Whereabouts in the UK is your organisation based?





Thank you very much to everyone who took the time to respond to this survey.

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