

Volunteer  
Scotland



# Systems change and collaboration

Alan Stevenson



ENVIRONMENT

HUMAN CAPITAL

SOCIAL CAPITAL

CULTURAL CAPITAL

POLITICAL CAPITAL

### Volunteering system

PROGRAMMES & POLICIES



number of people ENTERING



VOLUNTEERS



number of people LEAVING



level of income high

good level of health

high level of education attainment

high perceived time

good quality of volunteering experience

RULES

STRUCTURE

MATERIAL & ECONOMIC RESOURCES

ORGANISATION PERSPECTIVE

# Related systems



**HUMAN CAPITAL**



**SOCIAL CAPITAL**



**CULTURAL CAPITAL**



**POLITICAL CAPITAL**



## HUMAN CAPITAL

- Relative lack of access to skills, training, education in deprived communities (d);
- Possible disparities in recruitment (status signals),
- Disproportionally accumulates in those more affluent (d)

## SOCIAL CAPITAL

- Working class (0.5 associations on average) compared to 1.4 on average in the highest class (c);
- Middle class twice as many affiliations as working class (half within f).
- Participation in many associations helps create bridging capital (c).

## STRUCTURE

- An aging population puts pressure on our services.
- Population density has an interesting impact; in rural areas we're more likely to know our co-residents and volunteer.

## POLITICAL CAPITAL

- Acquisition tends to accrue with those more affluent (d).
- Political trust tends to be concentrated in more affluent and educated sections of society (f)

## CULTURAL CAPITAL

- Arts, landmarks, celebrations, traditions (d) can draw in people more reluctant to engage with authority or take part in more formal processes (f);
- It can overcome barriers or mistrust or fear (f)

## ORGANISATION PERSPECTIVE

- Nature of non-profits are different in deprived communities, often dealing with community issues sometimes that others don't want to tackle (addiction, food banks etc.) (i).
- Lower income communities have fewer organisations, leading to inequality and inefficiency (i).
- Lower income communities have fewer organisations with higher av. incomes

## MATERIAL & ECONOMIC RESOURCES

- Poor educational attainment, housing issues, local labour market issues (unemployment / worklessness) and health - disproportionately affect deprived communities (focused geographically) (c).
- More unequally material and financial resources are distributed the more unequal social capital is distributed (c) and this reinforces other forms of inequality (human, cultural, political) (c).



**STRUCTURE**



**MATERIAL & ECONOMIC RESOURCES**

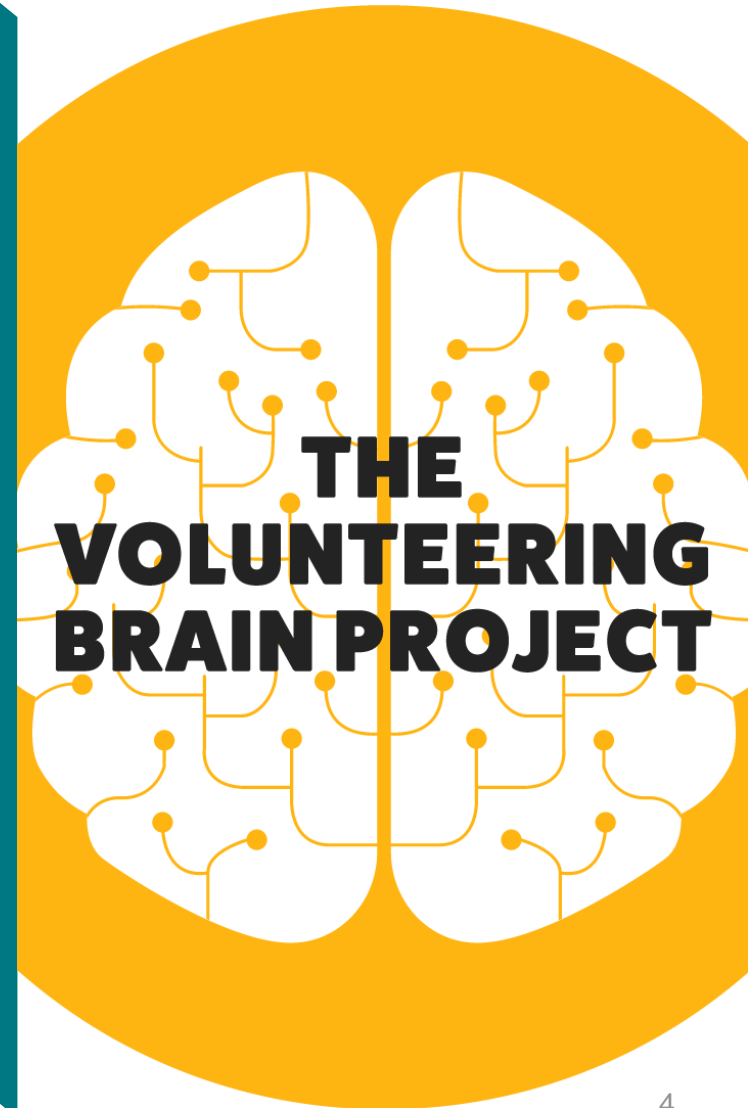


**ORGANISATION PERSPECTIVE**



# Human Learning Systems (HLS)

- We've started to apply the methods of HLS to the world of volunteering
  - understand current state, embrace complexity
  - envision a future state 'volunteering for all'
  - define and test out ideas for change
- A **system** is comprised of variables, relationships and consequences (only some are intended).
- System change can only happen through **collaboration** with those concerned in change.
- We've begun this journey with ACOSVO on something called the Volunteering Brain Project.



Sound interesting? We'd love to hear from you!



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