

## Community Learning & Development Plans Workforce Development Component

***EXPECTATION: Consider how the issues identified in the Working With Scotland's Communities 2018 study, and the recommendations made at the Collaboration For Improvement event, (ANNEX D) apply in its specific context***

### 1. Context

The issues and recommendations made in this study, will resonate differently with each CLD Partnership. CLDSC can support directly with some of the issues and recommendations and more indirectly with others.

Working with Scotland's Communities 2018: [Working with Scotland's Communities | CLD Standards Council for Scotland](#)

Collaboration for Improvement event report and recommendations: [Planning for Change \(education.gov.scot\)](#)

### 2. Survey Findings and Recommendations

The table below outlines possible ways in which the CLDSC and its Partners can assist CLD Partnerships to identify actions specific to their context that can be taken to address the issues raised and progress the recommendations made in Working with Scotland's Communities 2018.

Findings - issues identified in Working with Scotland's Communities 2018	How CLDSC and its Partners can help
CLD practitioners in Scotland are a highly committed and skilled workforce;	Take advantage of having a highly committed and skilled to address the 'Skills gap' by using one of a range of buddy and mentoring mechanisms offered by CLDSC; Engage with CLDSC activities to improve career pathways for CLD practitioners;
There is likely to be a CLD skills gap in upcoming years due to an ageing workforce;	
More work is required to ensure that the CLD workforce reflects the diversity of the communities that it works with;	Become involved with the activities and learning of CLDSC Equalities Reference Group
There were staff development needs that employers were concerned they may not be able to address;	Digital agility- connect with range of support offered through CLDSC Engage with CLDSC mapping of staff development needs

Many in the workforce felt that there was an increasing gap between the resource available for CLD services and growing needs in communities.	Support CLDSC policy initiatives to raise resource issues with decision makers by providing information and evidence of unmet need and how it could be addressed were resources available
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Recommendations – what needs to be done	How CLDSC and its Partners can help
Greater stability in the CLD workforce at a local level is required in many areas	Support CLD Partnerships to map the CLD workforce and provide comparisons of staffing levels
It is important to shift the thinking at directorate and senior level to recognise the impact CLD can make across a range of priorities – regardless of who is delivering CLD services;	Participate in CLDSC activity to share good practice in the evidencing and recognition of impact.
There is still a need to raise the profile of local CLD partnerships	Connect with CLDSC Regional Networks and CLDSC activity to strengthen participation locally across sectors including FE and the voluntary sector
Educators need to respect each other's professionalism and work to achieve shared outcomes for learners, families and communities	Participate in CLDSC activity to raise the profile of CLD as a profession;
Meaningful collaboration is required at all levels of practice and leadership	Engage with national CLD partnerships: <ul style="list-style-type: none"> <li>• CLDSC</li> <li>• CLD Managers Scotland</li> <li>• CLD COVID-19 Recovery Advisory Group</li> </ul>
The empowerment agenda in education should include CLD practitioners	Shared professional learning and collaboration with schools and FE colleagues.

### 3. Developing the Workforce Development Component of your 3 year plan for Community Learning and Development

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When referencing how your CLD Partnership will meet this expectation, please include your intentions with regard to our support offer and those elements you wish to take up:

- Buddying and mentoring
- Improving career pathways
- Digital agility
- Mapping workforce development needs
- Policy initiatives
- Mapping staffing levels
- Sharing good practice around evidencing and recognising impact
- Raising awareness and strengthening cross-sectoral participation
- Raising the profile of CLD as a profession