**DEVELOPING THE WORKFORCE & STANDARDS GROUP**

**MEETING ARRANGEMENTS**

It is proposed that in order to maximise the time available at each in-person meeting of the group, that the following meeting format is used:

10.00 am to 12 noon – thematic inputs from the CLD sector (3 maximum to allow Q&A)

12 noon to 12.45 pm – lunch

12.45 pm to 3.15 pm – discussion on inputs, distillation of key points and next steps

3.00 pm to 3.30 pm – feedback from CLD Strategic Leadership Group

**THEMES TO BE EXPLORED**

* CLD Qualification Pathways
* CLD Career Pathways
* Career Long Professional Learning (CLPL)
* Preparing the CLD Workforce for the Future

**FINDINGS FROM LEARNING. FOR ALL. FOR LIFE REPORT TO BE CONSIDERED**

* Identifying a standardised approach to grading and job titles for those working in CLD roles, including across the wider voluntary sector;
* Developing a programme of outreach to encourage more people of colour to consider a career in CLD to become volunteers;
* If budget can be found, putting in place a bursary scheme to support people of colour to train for careers in CLD;
* Reviewing existing routes to professional status I CLD, with a view to ensuring that the offer is fit for the future;
* Clarifying and, where possible, simplifying job roles and career paths;
* A role for the CLD Standards Council in setting and monitoring minimum Continuous Professional Development (CPD) requirements for CLD professionals and volunteers; and
* Exploring the possibility of mutual learning exchanges being built into CPD requirements for CLD professionals, teachers and social workers

**THEMATIC DISCUSSION PAPERS**

It is proposed that following each meeting of the group, a short discussion paper will be published and shared with the CLD Strategic Leadership Group that focuses on the key points and next steps in relation to the meeting theme. This will allow the SLG to provide feedback on the areas raised in the paper. This discussion paper will also be posted to the CLD Standards Council website along with a feedback survey, to gather the views of the sector.

Feedback will be shared at the next meeting of the group. On completion all discussion papers and the gathered feedback will be used as the basis for the draft workforce plan which will be presented to the CLD Strategic Leadership Group.

**EXAMPLES OF POTENTIAL INPUTS/PRESENTATIONS**

CLD Qualification Pathways

* North Ayrshire Council (Youth Work Apprenticeships)
* Youth Scotland – qualification pathways and support for volunteers
* Glasgow Kelvin College – HNC Working with Communities

CLD Career Pathways

* Fife Council (Apprenticeships leading to Qualified Posts)
* Perth & Kinross Council PDA Community Development
* University of Dundee Work-based Degree Programme
* YouthLink Scotland United Voices Network

Career Long Professional Learning (CLPL)

* Education Scotland PLL Team
* GTCS

Preparing the CLD Workforce for the Future

* SDS Labour Market Info?
* CoSLA / SOLACE