**Scotland’s CLD workforce development action plan 2018-19**

**Evaluative discussion with national partners, 27/6/19**

**Present:**

Liz Green (YouthLink) Shirley Howitt (Learning Link); Nicola McAndrew (SG); Kirsty Gemmell (CLD SC); Avril Nicol (CLDMS); Alona Murray and John Galt (both Ed Scot)

**General feedback:**

* A shared professional learning offer that addresses the needs of a changing workforce and that is accessible to CLD practitioners in the third and public sectors remains a priority for partners.
* What is needed is a clear strategic statement of shared national priorities. It may not require the level of operational detail in the 18-19 plan.
* The midpoint evaluation of the plan recommended that future plans take account of the range of other relevant developments due to take place in 2018-19 (see below)
* Future shared priorities should be more relevant to youth workers as well as adult/family learning and community development.

**Outcome 1: A more consistent approach to workforce development and professional learning to meet practitioner needs efficiently and effectively**

* The review of *Growing the Learning Culture (GTLC* )is still a priority for the CLDSC although the timescale will now be 19-20. This offers a good opportunity to integrate the next steps from this plan into a revised GTLC.
* HM inspectors will publish a State of the Nation report summarising the themes from the most recent CLD inspection programme 2016-19.
* The CLD Workforce Survey is completed and the final report is due soon. Key messages include: There are likely to be more CLD practitioners in the third sector than in the public sector; The workforce – particularly in the public sector is an ageing one; skills gaps include leadership and digital skills (closer analysis of the findings required)
* All 32 CLD plans have been completed and most [published online](https://education.gov.scot/improvement/self-evaluation/community-learning-and-development-planning-2018-21). The review of CLD plans is due to be published in July. The review provides evidence of the range of partners involved in CLD planning and delivery. Workforce development is addressed in all plans. Just over half of the plans identified detailed workforce development priorities. Other areas have remitted this task to sub groups or local planning groups. Again, issues such as leadership and self-evaluation are common themes.
* SG will be working with the sector to develop key national strategies for CLD in 19-20 – a renewed national youth work strategy and adult learning strategy. There is potential to align shared workforce development priorities
* Ed Scot is changing how it supports Scotland’s educators. Local – regional - national approach. 6 x ES Regional Improvement Teams are now established and are developing their role. Support to the CLD sector is part of their remit.
* RICS – The North Alliance has a strong focus on CLD. Other RICs have less of a focus so far but this is a developing picture. RIC plans will be updated in September.
* CLDMS is considering changes to how it operates – eg a greater focus on practice sharing and regional working

**Outcome 2: Improve the identification and dissemination of strong CLD practice**

* Examples of various practice sharing sessions held in 18-19 by Ed Scot; YouthLink; and the CLD Network.
* Ed Scot has developed the ‘[Sketchnotes](https://education.gov.scot/improvement/practice-exemplars/sketchnote-tarradale)’ approach to online practice sharing.
* CLDMS is developing a greater focus on practice sharing
* New ES regional teams have a role to help to share good practice.
* Scope for better social media coordination between national CLD partners?
* The youth work research project has been well shared throughout the sector. What lessons did that tell us about communicating future research?
* The workforce survey suggests that less than 40% of CLD practitioners use the NIH. How relevant is the NIH for CLD sector?

**Outcome 3: Increase the sector’s capacity to drive improvement in regards to -**

**Work with Families and Communities**

* Clearly remains a priority. Ed Scot published the *national action plan* 2018-21.
* Importance of the role that CLD providers play – with schools - as a key providers of family learning – ie beyond simply being partners for schools.
* SG and Ed Scot making closer links between family learning and CLD national policy and guidance.
* Scope to make clear links between the action plan and the new adult learning and youth work strategies.
* Evidence base of impact of family learning through CLD growing. This should be a focus of professional learning for school leaders and CLD practitioners.

**Outcome 4: Increase the sector’s capacity to drive improvement in regards to – self-evaluation** and performance monitoring

* Ed Scot is rolling out a CLD peer evaluation toolkit. Also reviewing HGITLDIOC and HGIOTS? Ed Scot will develop a new CLD inspection framework later in the year.
* YouthLink – Involved in UK pilot of YPQI framework with Centre for Youth Impact.
* Leadership – Continues to be a clear priority from the evidence base. Feed this back to SG and Ed Scot – how will it be addressed? (SCEL, other resources?) Examples of how the sector is responding include North Alliance Leadership Programme.

**Outcome 5: Increase the sector’s capacity to drive improvement in regards to -**

**Community empowerment**

* Practice sharing sessions hosted in 18-19 by regional networks and HMI.
* Range of learning activity linked to the CE Act not captured here – eg PB network events.
* Role for CoSLA to help to coordinate professional learning for LA staff around the CE Bill?

**Proposed actions:**

* ES will hold a similar discussion with the leads from CLD professional learning networks in September.
* Facilitate a presentation/discussion group with CoSLA; and SCVO – to be discussed with ES/SG/CLDMS
* Prepare submission on ‘state of the nation’ and workforce development for Ministers – to be discussed with HMI and SG CLD Policy team
* Develop a revised *GTLC* plan which is informed by the priorities above and includes 2-3 shared outcomes that resonate as necessary across the sector by April 2020 – to be agreed with all stakeholders.