

DUNDEE CITY COUNCIL

REPORT TO: Leisure, Arts & Communities Committee - 8 February 2010

REPORT ON: Community Learning and Development Strategy 2010-2012

REPORT BY: Stewart Murdoch, Director of Leisure and Communities

REPORT NO: 51-2010

1.0 PURPOSE OF REPORT

1.1 This report sets out the Community Learning and Development (CLD) Strategy for the period 2010-2012 in line with the National Performance Framework, the Dundee Single Outcome Agreement and the Dundee Partnership's Community Planning arrangements.

2.0 RECOMMENDATIONS

It is recommended that Committee:

- 2.1 approve the draft CLD Strategy
- 2.2 acknowledge the alignment of the CLD Strategy with the National Performance Framework, the Dundee Single Outcome Agreement and the Dundee Partnership's Community Planning arrangements.
- 2.3 refer the CLD Strategy to the Dundee Partnership Management Group for the approval of the Community Planning Partnership.
- 2.4 approve the spend of the grant from Lifelong Learning UK for the upskilling of the CLD workforce.

3.0 FINANCIAL IMPLICATIONS

3.1 The cost of implementing the upskilling the CLD workforce proposal will be £22875. This will be met in full by a grant from Lifelong Learning UK. All other costs associated with implementation of the CLD Strategy will be contained within existing Leisure and Communities Department Revenue Budget.

4.0 BACKGROUND

- 4.1 During the period 2005-2008 the CLD Strategy was developed in line with the national CLD priorities defined by the Scottish Government and was overseen at city-wide level by a Strategic CLD Strategy Group and at local level by local CLD Partnership Groups.
- 4.2 The main achievements delivered through the CLD Strategy for the period 2005-2008 are detailed in the booklet accompanying the report.
- 4.3 The Concordat agreed by the Scottish Government and COSLA sets out the terms of the new relationship between the Scottish Government and Local Government. The new relationship is represented by a package of measures including the National Performance Framework and the establishment of Single Outcome Agreements.
- 4.4 The Dundee Single Outcome Agreement was submitted to the Scottish Government for approval on 28 February 2009. The detailed CLD contribution to the Dundee Single Outcome Agreement has been developed through the SOA Delivery Plans, which set out the intermediate outcomes, outputs and activities that will be needed to deliver the end outcomes featured in the Dundee SOA. The SOA Delivery Plans

will form the basis of the next Dundee Community Plan and will be developed through the Dundee Partnership's Strategic Theme Groups on which CLD representation will be secured.

5.0 COMMUNITY LEARNING & DEVELOPMENT PRIORITIES

5.1 National Priorities

The joint statement on Community Learning and Development issued by the Scottish Government and COSLA in November 2008 re-affirmed the three national priorities for Community Learning and Development; achievement through learning for adults; achievement through learning for young people and achievement through community capacity building.

5.2 Local Priorities

The CLD priorities for Dundee have been identified in line with the National Performance Framework and the Dundee Single Outcome Agreement. These priorities have been agreed by the Dundee Partnership Theme Groups.

5.2.1 The Dundee Partnership's priorities for **Work with Children and Young People are to:**

- Further develop the involvement of young people in shaping services through community planning processes.
- Develop youth forums and other representative structures with partner agencies.
- Develop peer-led approaches to tackling issues concerned with alcohol and drugs education, physical and mental wellbeing.
- Develop community based sexual health information and support services.
- Maintain individual and group support for vulnerable young people to address personal safety issues.
- Implement a programme of diversionary activities that respond to the needs of young people in the community.
- Increase young peoples uptake of volunteering opportunities.

5.2.2 The Dundee Partnership's priorities for **Adult Learning are to:**

- Increased the availability of community based adult learning opportunities across the city.
- Consolidate the Discover Learning community based adult learning partnership with Dundee College, the University of Dundee and the University of Abertay to provide a range of courses available on communities.
- Encourage the participation of adults in learning by the provision of independent outreach guidance.
- Increase adult literacy and numeracy levels in the population by sustaining and developing literacy provision.
- Expand the 16-24 youth literacy opportunities available to address young adults literacy and learning needs.
- Increase the provision of English for Speakers of Other Languages (ESOL) to meet changing needs.

5.2.3 The Dundee Partnership's priorities for **Community Capacity Building are to:**

- Work with communities to improve the quality of safe, green and open spaces.
- Increase the number of neighbourhood representative structures and community networks.
- Further develop participation in local festivals and celebration events.
- Increase the number of people engaged in local community planning.
- Increase the impact of community plans on local communities.
- Sustain existing levels of community capacity building support to local groups.
- Increase residents satisfaction with regard to local services and facilities.
- Increase ownership and sense of empowerment experienced by community groups.

6.0 PARTNERSHIP WORKING

6.1 Dundee Partnership Theme Groups

The CLD Strategy will be driven by the Youth Work Partnership, the Learning and Culture Theme Group and the Building Stronger Communities Theme Group. However, it is recognised that CLD also has an important contribution to make to the SOA Delivery Plan which will be delivered by the other Dundee Partnership Theme Groups including the Work and Enterprise Theme Group, Healthy Dundee, the Dundee Community Safety Partnership and the Dundee Partnership for the Environment.

6.2 Local Community Planning Partnerships (LCPP's)

The introduction of LCPP's has enabled a community focused integrated approach to community planning using a CLD approach, ensuring communities are fully engaged as active partners.

6.3 CLD Providers Groups

CLD Providers Groups will be established in cluster bases across the city. These groups will have a key role in bringing together partner agencies to deliver CLD priorities and contribute to the development and implementation of local community plans.

7.0 EQUALITIES AND COMMUNITY LEARNING AND DEVELOPMENT

7.1 CLD can play a key role in working to promote equality and meeting the needs of all communities by providing equality groups opportunities for learning and development and influence in the planning and delivery of public services.

CLD providers have a responsibility to

- include excluded communities
- address barriers to participation
- provide access to specialist services to meet specific needs
- promote inclusion, equality and fairness
- promote positive attitudes to social and cultural diversity, and
- ensure compliance with equalities legislation

Working with equalities groups is not just about meeting legal obligations. Although young people are generally considered to be a protected or equalities group, research has identified that CLD activity with young people is well developed. Therefore CLD activity with young people should address those who fall into another protected or equalities group - such as young people with disabilities.

CLD activity should be targeted towards those most in need of support, with an overall aim of '*closing the opportunity gap, achieving social justice and encouraging community regeneration*'.

8.0 UPSKILLING THE CLD WORKFORCE

The Joint Statement by COSLA and the Scottish Government on Community Learning and Development highlighted the importance of ensuring that all partners in CLD are skilled up to deliver. It confirmed that the Scottish Government has identified investment in 2009-10 and 2010-2011 to fund a programme of activity to support the upskilling of the CLD workforce.

This statement identified that both practitioners and their employees have key responsibilities for ensuring that those who deliver CLD have the skills, attitudes and confidence to deliver to the highest standards. All CLD Partnerships have been supported to develop local strategies for workforce development and improved access to CPD for CLD practitioners across sectors.

Dundee has been allocated a grant of £22875.50 for the financial year 2009/10 which

has been allocated through the partnership and will be used to:

- Map the CLD workforce across the Local Authority and Voluntary Sector
- Undertake a training needs analysis of CLD workforce
- Deliver workforce development programmes
- Increase the number of training places available

This upskilling programme will be taken forward in partnership with the voluntary sector.

9.0 POLICY IMPLICATIONS

9.1 This report has been screened for any policy implications in respect of sustainability, strategic environment assessment, anti poverty and risk management.

There are no major issues.

10.0 CONSULTATION

10.1 The Dundee Partnership Theme Groups have been consulted in the preparation of this report.

10.2 The Chief Executive, Depute Chief Executive (Support Services and Director of Finance have been consulted in the preparation of this report and are in agreement with its contents.

11.0 BACKGROUND PAPERS

11.1 The following background papers as defined by Section 50D of the Local Government (Scotland) Act 1973 were relied on to a material extent in preparing the above report.

- Community Learning & Development Strategy Achievements 2005-2008
- Working and Learning Together to Build Stronger Communities: The Role of Community Learning and Development and Delivering Change.
- Community Learning and Development Strategy 2005-2008
- Scottish Government / COSLA Concordat
- Dundee Single Outcome Agreement

STEWART MURDOCH
DIRECTOR OF LEISURE AND COMMUNITIES
1 DECEMBER 2009

Final Draft

DUNDEE PARTNERSHIP

**COMMUNITY LEARNING & DEVELOPMENT
STRATEGY**

2010-2012

CLD STRATEGY

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1.0 INTRODUCTION

This document provides the detail of how Community Learning and Development has been embedded in Community Planning. It examines the links between CLD and Community Planning. It also provides an overview of how CLD links into community planning at a strategic level. There are three priority areas for CLD:

- Achievement through learning for adults;
- Achievement through learning for young people;
- Achievement through building capacity.

2.0 BACKGROUND

Dundee's Community Learning Strategy 2005/2008 was produced following guidance, provided by the then Scottish Executive, which aimed to embed community learning and development within community planning. This guidance "Working and Learning Together to Build Stronger Communities" - 2004 set out a long term framework for the promotion and development of Community Learning and Development

Guidance was issued to each Community Planning Partnership to produce a Community Learning and Development strategy either as a stand alone strategy document or as part of the Community Planning document. A Community Learning and Development Strategy was produced for Dundee to cover the period 2005-2008. This Strategy was drawn up based on a commitment to the following principles:

- *Empowerment* - Increasing ability for individuals and groups to influence issues that affect them and their communities
- *Participation* - Supporting people to take part in decision making
- *Inclusion, Equal Opportunity, Anti-Discrimination* - recognising that some people need additional support to overcome barriers they face
- *Self Determination* - supporting the right of people to make their own choices and
- *Partnership* - recognising that many agencies can contribute to Community Learning and Development to ensure that resources are used effectively.

Through the process of partnership working, community consultation and linking into the Community Plan, the Community Learning and Development Strategy identified 18 strategic themes; each with priority actions for implementation and continued development across the city. A copy of this strategy is available online at www.dundee.gov.uk/publications/DCLStrategy2005-2008.pdf

The Community Learning and Development Strategy for the period 2005-08 was not a detailed action plan but a broad framework for operational planning. The operational implementation of the Strategy was taken forward through the development of local Community Learning and Development Action Plans. Community Learning and Development action plans covering seven partnership-network areas were produced. These plans are available online at www.dundeepartnership.co.uk/page.php?id=755. These plans were developed in line with local community planning arrangements.

A review of Community Learning and Development Partnership structures was undertaken. In April 2008 the Community Learning and Development Strategy Group was incorporated into the Lifelong Learning Theme Group of the Community Plan. At a geographic level Community Learning and Development Sub-Groups covering the priority areas of Adult Learning, Youth Work, and Capacity Building were established.

These groups were remitted to:

- act as local links giving information to and from the Lifelong Learning Group;
- be the operational arm of the strategy;
- reflect city-wide priorities at local level;
- influence key community learning and development objectives and initiating new Community Learning and Development projects.

3.0 THE NEW RELATIONSHIP BETWEEN NATIONAL AND LOCAL GOVERNMENT

3.1 Scottish Government/COSLA Concordat

The Concordat agreed by the Scottish Government and COSLA sets out the terms of the new relationship between the Scottish Government and Local Government based on mutual respect and partnership. The new relationship is represented by a package of measures which were endorsed by Scottish Ministers and the COSLA Presidential Team. This included a move towards the establishment of Single Outcome Agreements based on an agreed set of national outcomes and indicators, supported by streamlined external scrutiny and effective performance management. Under the terms of this new partnership, the Scottish Government has set the policy context and the over-arching outcomes that the public sector in Scotland is expected to achieve. The Scottish Government's intention was to stand back from managing this delivery, thus reducing bureaucracy and in so doing freeing up local authorities and their partners to get on with the job.

3.2 National Performance Framework

The Scottish Government produced a National Performance Framework. It focussed on the Government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increased sustainable economic growth. The National Performance Framework identifies 15 high level outcomes which have formed the basis of a common framework for the development of Single Outcome Agreements.

An overview of the contribution made by Community Learning and Development to the National Performance Framework and Dundee's Single Outcome Agreement is detailed in Appendix 1.

3.3 Single Outcome Agreements (SOA's)

SOA's cover local government services in each local authority area as well as a significant responsibilities for Community Planning Partnerships. The SOA's identify the ways in which Community Planning Partnerships set out to achieve the national outcomes by identifying and delivering local priorities in relation to the National Performance Framework. SOAs were expected to achieve positive change, meaningful community involvement and empowerment.

3.4 Dundee's Single Outcome Agreement

Dundee's Single Outcome Agreement was submitted to the Scottish Government for approval on 28 February 2009. The detailed CLD contribution to Dundee Single Outcome Agreement will be developed through the SOA's delivery plans, The SOA delivery plans will form the basis of the next Dundee Community Plan and will be developed through the Dundee Partnerships Strategic Theme Groups (see Appendix 2) on which CLD representation will be secured.

4.0 COMMUNITY LEARNING AND DEVELOPMENT PRIORITIES

In November 2008 a joint statement on Community Learning and Development was issued by the Scottish Government and COSLA, this statement built on the previous strategy "Working and Learning Together to Build Stronger Communities: The Role of Community Learning and Development and Delivering Change".

The joint statement sets out the priorities for Community Learning and Development and highlights the key role the sector has to play in taking forward government priorities and

contributing to the achievement of personal development outcomes so that people become confident individuals, effective contributors, responsible citizens and successful learners. It also sets out outcomes that can be expected from capacity building in relation to more active and influential communities.

The joint statement re-affirms three national priorities for Community Learning and Development as follows:

4.1 **Achievement through Learning for Adults**

Raising standards of achievement in learning for adults through community based Lifelong Learning opportunities incorporating the core skills of literacy, numeracy, communications, working with others, problem solving and information communications technology.

The national policy drivers for Adult Learning are; the Adult Literacy and Numeracy in Scotland Report; Skills for Scotland; the Adult ESOL Strategy and Work and Learning together to build stronger communities. Achievement through Learning for Adults also has an impact and cross reference to Employability Agenda and the Early Years Framework through providing positive outcomes for adults which impact on their economic and family wellbeing.

It is anticipated that the Dundee Partnership's Strategic approach to developing Adult Learning opportunities will be channelled mainly through the Learning and Culture Theme Group and its component sub groups covering; Literacies, Community Based Discover Learning , ESOL and the Fife and Tayside Wider Access Forum.

The priorities for Adult Learning are linked to the Learning & Culture Theme of the community plan and contribute to the achievement of the high level outcomes in the single outcome agreement. The needs of local communities are incorporated through community consultations, local community planning and feedback from existing learners. The Dundee Partnership's priorities for Adult Learning are to:

- Increase availability of community based adult learning opportunities across the city
- Consolidate the Discover Learning Community Based Adult Learning Partnership with Dundee College, the University of Dundee and University of Abertay to provide a range of courses available in communities.
- Encourage the participation of adults in learning by the provision of independent outreach guidance
- Increase adult literacy and numeracy levels in the population by sustaining and developing the literacy provision
- Expand the 16-24 Youth Literacy opportunities available to address young adults' literacy and learning needs
- Increase the provision of English for Speakers of Other Languages (ESOL) to meet change in needs

The creation of a vibrant culture of lifelong learning is crucial to the wellbeing of the city, widening access and ensuring that people who may not traditionally participate in post school learning is a key aim. Participation in learning is transformational for adults and communities. This is achieved by:

- Providing a range and level of learning opportunities which offer progression routes
- Addressing barriers that prevent people in communities taking up lifelong learning
- Celebrating learners' success
- Investing in high quality staff development
- Volunteering

High value is placed in engaging, motivating and working with individuals in the community to create learning opportunities which affect needs and result in:

- Successful learners
- Confident individuals
- Effective contributors
- Responsible citizens

4.2 Achievement through Learning for Young People

Engaging with young people to facilitate their personal, social and educational development and enable them to gain a voice, influence and place in society.

Valuing Young People states that it is the collective priority of all who work within the VYP framework to support every young person to achieve the four capacities described in National Outcome 4 of the National Performance Framework - that our young people are successful learners, confident individuals, effective contributors and responsible citizens.

Community Learning and Development is recognised as making an important contribution to achieving the four capacities. This work is underpinned by the outcomes described in Getting it Right for Every Child namely that our children and young people will be safe, healthy, achieving, nurtured, active, respected and responsible and included.

It is anticipated that the Dundee Partnerships strategic approach to CLD work with young people will be developed mainly through the Dundee Youth Work Partnership.

The priorities for CLD work with children/young people in Dundee have been developed by the Youth Work Partnership. These priorities have been drawn from Dundee's Single Outcome Agreement and the Integrated Children's Service Plan, thus contributing to the achievement of national and local outcomes.

The key outcomes that the Dundee Youth Work Partnership aims to achieve are:

- Young people will be able to develop supportive and caring relationships within a positive nurturing environment.
- Raised levels of achievements by young people engaged in youth work programmes
- Young people will be able to express their views, exert influence and play active roles in their communities.
- Young people will be involved in shaping services through community planning processes.
- Young people will be accepted and valued members of their community.
- Young people will be able to make informed decisions which improve their safety in school, at home and in the community.
- Vulnerable young people will be supported to address personal safety issues.
- Young people will be happier, healthier and more confident.
- Young people will have access to learning opportunities and health promotion programmes which support healthy lifestyle choices.
- Young people will have improved personal and social skills through their participation in physical activities and learning programmes.
- Young people will be able to access volunteering opportunities.

These outcomes will be delivered by:

- Further developing the involvement of children and young people in shaping services through community planning processes
- Developing Youth Forums and other representative structures with partner agencies
- Developing peer led approaches towards alcohol and drug education, physical and mental wellbeing
- Developing community-based sexual health information and support services
- Maintaining individual and group support for vulnerable young people to address personal safety issues
- Implementing a programme of diversionary activities that respond to the needs of young people and the community
- Increasing young people's uptake of volunteering opportunities

4.3 Achievement through Community Capacity Building

Building Community Capacity and influence is achieved by enabling people to develop the confidence, understanding and skills required to influence decision making and service delivery.

The main national drivers in the regeneration of communities are Community Capacity Building, Community Engagement, Community Empowerment and development of Social Capital. There is also an increase in support for developments which see Health and Wellbeing and Community Safety as integral to Regeneration rather than being seen as a factor.

A community is any group of people who feel a connection or a sense of belonging. So it could be people living in a local neighbourhood, a town, or a block of flats. Or it could be people who share similar characteristics, for example, people of a similar age, gender or sexual orientation, or it could be an interest group, for example a lone parents group.

The Dundee Partnership's strategic approach to Community Regeneration is channelled through the Building Stronger Communities Theme Group. The priorities for Community Regeneration cover all of the Themes in the Community Plan and contribute to the achievement of the high level outcomes in the Single Outcome Agreement. The needs of local communities are identified in Local Community Plans, Community Engagement Plans and feedback from existing participants through targeted consultations.

Whilst the public sectors have a key responsibility for community engagement in the planning and delivery of public services, the voluntary sector has an important role to play in representing communities interests in community planning.

Dundee Voluntary Action is funded to ensure:

- Voluntary organisations have a voice, are heard and are active partners in changing communities for the better.
- Community and voluntary organisations are more able to engage and influence Community Planning and its associated structures.

This is achieved through representation at all level of the community planning structure through support and capacity building to members of community interest groups and themed networks and forums.

Priorities for Community Regeneration across the city are to:

- Work with communities to improve the quality of safe, green and open spaces
- Increase the number of Neighbourhood Representative Structures and community networks
- Further develop community participation in local and citywide festivals and celebration events
- Increase number of people engaged in Local Community Planning
- Increase the number of people engaged in community planning structures
- Increase impact of Local Community Plans on local communities
- Sustain existing levels of community capacity building support to community groups and voluntary organisations, networks and forums

Key outcomes for Community Regeneration are to:

- Progress priorities agreed within Local Community Plans.
- Ensure that Community Regeneration Forums have clarity of purpose and effective relationships with Local Community Planning Partnerships.
- Increase residents' satisfaction with regard to local services and facilities.

- Increase ownership and sense of empowerment experienced by community groups and voluntary organisations

These outcomes are achieved through the following activities:

- Development and implementation of Monitoring and Evaluation Framework for Local Community Plans.
- Development and implementation of Local Community Plans for each Local Community Planning Partnership area.
- Development and implementation of Community Engagement Action Plans for each Local Community Planning Partnership area.
- Development and implementation of Monitoring and Evaluation tools for community groups receiving Capacity Building support.

It has been recognised CLD has a major role to play in Local Community Planning and the development of Local Community Engagement Plans in Dundee. This work has been featured as a cross cutting theme in Dundee's SOA and will be acknowledged in the next Dundee Community Plan.

The link below has information which relates to area based Local Community Planning and Community Engagement.

<http://www.dundeepartnership.co.uk/page.php?id=645>

5.0 EQUALITY AND COMMUNITY LEARNING DEVELOPMENT

CLD sector can play a key role in working to promote equality and meeting the needs of all communities by providing equalities groups opportunities for learning, development and influence in the planning and delivery.

CLD providers have a responsibility to:

- include excluded communities
- address barriers to participation
- provide access to specialist services to meet specific needs
- promote inclusion, equality and fairness
- promote positive attitudes to social and cultural diversity, and
- ensure compliance with equalities legislation

Working with equalities groups is not just about meeting legal obligations. Although young people are generally considered to be a protected or equalities group, research has identified that CLD activity with young people is well developed. Therefore CLD activity with young people should address those who fall into another protected or equalities group - such as young people with disabilities

CLD activity should be targeted towards those most in need of support, with an overall aim of *'closing the opportunity gap, achieving social justice and encouraging community regeneration'*

6.0 PARTNERSHIP WORKING

6.1 Dundee Partnership Theme Groups

The ongoing commitment to taking CLD forward is through partnership working and embedding it into the community planning process. The guidance asks local authorities to consider how delivery in the key Community Learning and Development areas contribute to many of the outcomes that have been published in the Scottish Budget Spending Review, National Performance Framework and how it achieves outcomes related to key policies.

The joint statement asks that Community Planning Partnerships to engage in dialogue with COSLA and the Scottish Government about:

- Taking an effective strategic approach to CLD in their area
- Developing effective and inclusive partnerships with leaderships from across all sectors to support planning and delivery
- Reviewing and refreshing partnership arrangements so that CLD planning and partnership working (including Adult Literacy and Numeracy Partnerships under that umbrella) is nested appropriately within community planning structures
- Working towards community empowerment by putting in place appropriate arrangements to build the capacity of communities, in their role, in shaping their own future.

The Community Learning and Development Strategy will be driven by the Dundee Youth Work Partnership (learning opportunities for young people), the Learning and Culture Theme Group (learning opportunities for adults) and the Building Stronger Communities Theme Group (community capacity building).

It is recognised that CLD also has an important contribution to make to the SOA delivery plans which will be developed by Dundee Partnership Theme Groups including the Work and Enterprise Theme Group, Healthy Dundee, the Community Safety Partnership and the Dundee Partnership for the Environment. Update themed groups. This contribution will be communicated to the Strategic Theme Leaders for these groups through the Dundee Partnership Co-ordinating Group. The integration of CLD into the Community Planning structure replaces the need for a dedicated Community Learning and Development Partnership. However, there is a need to manage the interface between the key strands of community learning and development at a strategic level. This will be achieved by arranging an annual event which will bring together CLD stakeholders from all the Dundee Partnership Theme Groups to develop synergies between CLD functions. It is also recognised that there is the need for a mechanism to bring CLD stakeholders together at a local level to focus on the CLD priorities within Community Planning.

6.2 Local Community Planning Partnerships

Local Community Plans have been produced for each of the 8 multi-member wards across the city. Through an extensive community engagement process the local community planning process has enabled:

- a better understanding of community and service user needs
- a more joined-up approach to community engagement
- more effective partnership working around identified needs and issues
- better connections between national, Dundee and local community priorities
- the identification of short term targets and longer term goals
- community involvement in the planning and delivery of services
- personal development, community capacity building and active citizenship

LCPP's were established in January 2008 in each of the 8 multi-member wards bringing together for the first time elected members, Dundee City Council officials, partner agencies and community representatives. The LCPP's build on a decade of developing Dundee's Decentralisation Strategy and working to promote local co-ordination within the strategic priorities of the city. Each LCPP is chaired by a Chief Officer from Dundee City Council and has been charged with the delivery of the following priorities:

- Local Community Planning
- Strategic Links and Consultation
- Integrated Service Delivery
- Resource Allocation
- Community Engagement/Capacity Building

The introduction of Local Community Planning Partnerships has enabled a community focussed integrated approach to Community Planning, using National Standards for Community Engagement, Community Learning and Development methodology, ensuring

local community groups and communities of interest are fully engaged, active partners, and appropriately supported.

6.3 **CLD Providers Groups**

Adult Learning and Youth Work Provider Groups will be established on a cluster basis across the East/West/Central areas. Agendas will be tailored to suit stakeholder needs. Provider Groups will have a key role bringing together CLD providers to contribute to the development and implementation of Local Community Plans and facilitating partnership working at a local level and city wide level. Community Engagement Sub Groups will operate as virtual groups across all eight Local Community Planning areas and also meet as required.

The CLD Providers Groups will have the remit to:

- Bring together as appropriate range of stakeholders from the public and voluntary sectors.
- Undertake needs assessment and identify community issues
- Audit CLD resources and identify and address gaps in provision.
- Target CLD resources towards the areas of greatest need including equalities groups
- Ensure the quality of CLD by sharing good practice.
- Further develop the CLD input to community planning.

7.0 **UPSKILLING THE CLD WORKFORCE**

In recognition of the role that the CLD workforce plays in relation to the delivery of national and local outcomes and as an acknowledgement that previous investment in CLD training has been insubstantial, in relation to that of other allied professionals, the Scottish Government has identified investment in 2009-10 and 2010-11, to fund a programme of activity to support the upskilling of the CLD workforce.

Five outcomes have been identified regarding the upskilling of the CLD workforce.

Outcome 2: requires that all CLD partnerships have been supported to develop local strategies with workforce development and improved access to CPD for CLD practitioners across the sector.

7.1 **Dundee Implementation Proposal**

The upskilling of the CLD workforce will be taken forward in three stages.

Stage 1

Mapping

Mapping of the CLD workforce across the local authority and voluntary sector organisations in Dundee is undertaken by identifying the number of paid/volunteer workers (whose main role is CLD - Youth Work, Adult Learning or Community Capacity Building).

Training Needs Analysis

Simultaneously to mapping the workforce, a training needs analysis exercise is undertaken, using the six competences for Community Learning & Development as a benchmark, with people identifying their continuous professional development needs.

Organisational Requirements

Lead employers of CLD staff/volunteers will be asked to identify continuous professional development needs from both a strategic level and from any annual review process.

Stage 2

Development of Continuous Professional Development Framework 2010-2011

- A continuous professional development framework will be drawn up based on the data received from Stage 1

Stage 3

Evaluating the Upskilling Programme

- An individual training portfolio system will be developed which records CPD opportunities undertaken and provides a personal training portfolio

8.0 MONITORING AND EVALUATION

8.1 Dundee Single Outcome Agreement

The CLD contribution to Dundee's SOA will be measured against an agreed set of performance monitoring targets. An appropriate range of indicators will be identified against which information will be gathered and reported on a regular basis. This will enable the CLD contribution to the SOA to be measured at a strategic level.

8.2 Local Community Plans

The performance monitoring framework produced for local plans will enable the Local Community Planning Partnerships to monitor the outputs delivered in relation to identified needs and the impact this has had on individuals and communities

COMMUNITY LEARNING & DEVELOPMENT'S RELATIONSHIP TO SINGLE OUTCOME AGREEMENT

National Outcome	Dundee Outcome	Community Learning and Development Objectives
<p><i>We realise our full economic potential with more and better employment opportunities for our people.</i></p> <p><i>We are better educated, more skilled and more successful, renowned for our research and innovation.</i></p>	<p><i>Dundee will be a regional centre with better job opportunities and increased employability for our people.</i></p>	<p><i>Raising standards of achievement in learning for adults, through community based lifelong learning opportunities, incorporating the core skills of literacy, numeracy, communications, working with others, problem solving, and information and communications technology.</i></p>
<p><i>Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</i></p> <p><i>Our children have the best start in life and are ready to succeed.</i></p>	<p><i>Our children will be safe, nurtured, healthy, achieving, active, respected, responsible and included</i></p>	<p><i>Engaging with young people to facilitate their personal, social, and educational development and enable them to gain a voice, influence, and a place in society</i></p>
<p><i>We live longer, healthier lives.</i></p>	<p><i>Our people will experience fewer health inequalities</i></p>	<p><i>Improving the health of the people of Dundee by tackling disadvantaged life circumstances.</i></p>
<p><i>We live longer, healthier lives.</i></p>	<p><i>Our people will have improved physical and mental wellbeing.</i></p>	<p><i>Encouraging healthy lifestyles and promoting physical health and wellbeing.</i></p>
<p><i>We live our lives safe from crime, disorder and danger.</i></p>	<p><i>Our communities will be safe and feel safe.</i></p>	<p><i>Producing and delivering a community safety action plan, which promotes personal safety, provides youth diversionary activities and encourages voluntary and community groups to identify and address community safety issues.</i></p>
<p><i>We have tackled the significant inequalities in Scottish society.</i></p>	<p><i>Our people will experience fewer social inequalities.</i></p>	<p><i>Developing a Dundee response to the Scottish Government's Framework for tackling poverty and income deprivation.</i></p> <p><i>Promoting active citizenship and participation.</i></p>

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National Outcome	Dundee Outcome	Community Learning and Development Objectives
<p><i>We live in well-designed, sustainable places where we are able to access the amenities and services we need</i></p>	<p><i>Our people will live in stable, popular and attractive communities.</i></p>	<p><i>Developing social capital through community learning and development</i></p>
<p><i>We live in well-designed, sustainable places where we are able to access the amenities and services we need.</i></p> <p><i>We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.</i></p>	<p><i>Our communities will have high quality and accessible local services and facilities.</i></p>	<p><i>Building community capacity and influence by enabling people to develop the confidence, understanding and skills required to influence decision making, and the planning, delivery and evaluation of public services.</i></p>
<p><i>We are better educated, more skilled and more successful, renowned for our research and innovation.</i></p> <p><i>We take pride in a strong, fair and inclusive national identity.</i></p>	<p><i>Our people will be better educated and skilled within a knowledge economy, renowned for research, innovation and culture.</i></p>	<p><i>Raising standards of achievement in learning for adults through community based lifelong learning opportunities, incorporating the core skills of literacy, numeracy, communications, working with others, problem solving, and information and communications technology.</i></p>
<p><i>We reduce the local and global environmental impact of our consumption and production.</i></p>	<p><i>Dundee will have a sustainable environment.</i></p>	<p><i>Working with communities to improve the quality of safe, green and open spaces.</i></p>
<p><i>Our public services are high quality, continually improving, efficient and responsive to local people's needs.</i></p>	<p><i>Our people will receive efficient and improving public services</i></p>	<p><i>Developing Dundee citizen involvement in the planning and delivery of public services, through the local and city wide community planning process.</i></p>

STRATEGIC/LOCAL CLD PARTNERSHIPS

