

Community Learning & Development Plans Workforce Development Component

EXPECTATION: Recruit qualified CLD practitioners, at the appropriate level of practice or leadership across all areas of Adult Learning, Community Development, Family Learning and Youth Work

1. Context

The CLD Standards Council (CLDSC) is currently working alongside key stakeholders to develop and agree a framework to guide employers in the recruitment of appropriately qualified CLD staff.

2. Considerations

As with careers such as teaching and social work, professionally qualified CLD practitioners hold a degree approved by their professional body, the CLD Standards Council. The evolution of CLD encompasses a rich history which draws on the traditions of adult education, community development and youth work to create a diverse and skilled workforce and body of volunteers whose focus is:

1. *improved life chances for people of all ages, through learning, personal development and active citizenship;*
2. *stronger, more resilient, supportive, influential and inclusive communities. (Strategic guidance for community planning partnerships: community learning and development Scottish Government June 2012)*

Within this context the lived experiences and the knowledge and skills of those active in their community are fundamental to the achievement of these goals and fulfilling the vision set for the CLD Standards Council when it was established by the Cabinet Secretary for Education and Lifelong Learning in 2008 *‘that the communities and the people of Scotland are served effectively by CLD practitioners who are recognised as competent, confident and committed to equality, empowerment and life-wide learning for all’.*

All of the above makes the task of developing a framework that is both ambitious for the profession and inclusive of ‘grass roots’ complex.

The following guidelines are the product of earlier considerations and discussions on the subject of CLD qualifications appropriate to remit and draw on the experience of the CLDSC Committee members who collectively are representative of CLD in both the statutory and voluntary sectors.

| Types of role where a degree in CLD is recommended |
|---|
| Line management of other CLD workers |
| Leadership role for delivery of CLD programmes/activities |
| Project planning and management |
| Delivery of accredited adult learning programmes |



| |
|--|
| Delivery of accredited youth work programmes |
| Community development/capacity building linked to accreditation |
| Delivery of CLD professional learning |
| Evaluation of CLD delivery using How good is our community learning? 4 HMI framework |

A list of approved degree level qualifications in CLD can be found at [Recognised Qualifications | CLD Standards Council for Scotland](#)

| |
|--|
| Types of role where minimum SCQF level 5 qualification is recommended (supply list rather than say level 5) |
| Delivery of non-accredited/informal adult learning programmes |
| Delivery of non-accredited/informal youth work programmes |
| Community development/capacity building (unless linked to accreditation) |
| Supporting CLD volunteers |
| |

A list of relevant qualifications at SCQF level 5 and above can be found at [Qualifications Developmental Pathway](#).

3. The Recruitment Process

When recruiting CLD staff, it is considered best practice for employers to cite CLD qualifications and membership of the CLD Standards Council as 'essential' in the person specification. Where this is currently not feasible, employers are citing them as 'desirable'. As part of the process of developing a qualifications framework for the profession as described above, CLDSC will explore the potential for applicants to be given leeway to achieve the required qualifications within an agreed timeframe, for example 3 years.

4. Developing the Qualifications Framework

At a later date the CLDSC will provide information about how CLD Partnerships can participate in developing the framework. If you would like us to include any colleagues or partners in this process, please let us know by emailing Contact@CLDStandardsCouncil.org.uk.

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

| |
|---|
| <i>EXPECTATION: Recruit qualified CLD practitioners, at the appropriate level of practice or leadership across all areas of Adult Learning, Community Development, Family Learning and Youth Work</i> |
|---|



When referencing how your CLD Partnership will meet this expectation, please include your intentions and plans to work with the CLD Standards Council indicating those aspects of our support offer you wish to take up:

- participation in the consultation and development of a nationally agreed and endorsed framework to guide employers regarding the recruitment of appropriately qualified staff.
- Adopting best practice for employers by citing CLD qualifications and membership of the CLD Standards Council as 'essential' in the person specification.