



**South East & Central CLD
Workforce Development
Consortium**

Background information

The SE and Central CLD Workforce Development Consortium was formed in 2011.

Members consist of CLD partnership representatives from:

- City of Edinburgh, David Hewitt/ Vicky Petrie
- Clackmannanshire, Mary Fox
- East Lothian, Diann Govenlock
- Midlothian, Karen McGowan
- West Lothian, Derek Catto
- Falkirk, Anthony Beekman
- Scottish Borders, Oonagh McGarry
- Stirling Council, Theresa Marsili

Our main aim is to improve continuous professional development for CLD practitioners across our partnership by promoting good practice and sharing of good quality training opportunities.

Operational structure / membership

- ❖ The consortium meets regularly usually in Edinburgh but we do and have met in other local authority areas e.g. Borders, Falkirk and East Lothian.
- ❖ Membership is open to CLD partners in the 8 local authority areas. The establishment of the new Regional Collaboratives may make minor amendments to membership although the Consortium members have agreed to remain as one larger grouping rather than two smaller.

Funding and other contributions

- Funding in the main has been through Education Scotland and more recently CLD Standards Council for Scotland -Secure, Strengthen & Grow Grant
- The work of the consortium is supported through in kind funding and contributions from consortium members e.g. providing refreshments, organisational input, administration and promotion, venues and support staff at events.

NB. There is the potential to explore income generation / small grants / member financial contributions to support development of future consortium learning opportunities.

Work and Achievements

Since we formed we have been successful in organising a range of events and programmes which provide ongoing CPD for CLD practitioners, opportunities for networking and sharing practice and have worked together to develop new training resources. These successes include the following:

- Conference Launch in March 2012 – “What’s Hot, What’s New and What’s your View”
- OST Training for Trainers programme and creation of resource bank – boards, resource kit and delivery guide to support practice
- Adult Learning and Curriculum for Excellence conference
- Listen, Learn & Develop Conference in March 2013
- Video of CPD interviews with CLD practitioners March 2013
- The production of a DVD – Examples of good CLD practice
- Sharing of CPD opportunities, including Coaching Skills (individual and Team Coaching), PDA SQA, Dyslexia Course (SCQF level 7), “Engaging Communities” Community Learning and Development Training Programme, and Steve Skinner – Community Capacity Building Conference – (and development of short videos for I-develop), SALL Sharing Practice
- Joint delivery of a range of workshops – e.g. diversity, world café conversations, open space session
- Creation of bank of graphic illustrations around CLD practice
- Development of Community Activist Training materials,
 - Community Activist Training planning and development residential
 - Completion of pack “Community Activist, Building Skills and Knowledge, Training Resource Pack, promotional events, briefing day
 - Pack launched at our Passing Power to People and Communities September 2015, and pilot phase launched
 - Materials located and promoted on i-develop
- “Inspiring Confidence, Confidence to Inspire” conference March 2014
- “Inspiring Practice” Follow up event May 2014 which included open space session facilitated by participants who attended the training for trainers programme
- Self-evaluation exercise and development planning day 2014
- “Passing the Power to People and Communities” CLD conversation event with Education Scotland Sept 2015 and launch of Community Activist Resource pack. Held in Edinburgh City Chambers, supported by Education Scotland
- International congress Gothenburg, Sweden – (Falkirk), 2 places offered to consortium members – places taken by Scottish Borders and West Lothian – theme social sustainability
- Development planning day review day on 5th November 2015
- Group space created on I-develop for consortium members 2016
- “Communities Empowered – Making it Real” A skills seminar with Steve Skinner 9th June 2016 and seminar report uploaded to i-develop.

- 2 sessions New Inspection framework – Musselburgh 23rd August and Linlithgow 15th / 16th May
- Networking Event for Consortium area members – held in Edinburgh Resource Centre – 8th September 2016
- Review session held on 8th December 2016
- Produced CPD certificate for Consortium members
- Promotion of CLDSC at a number of events i.e. Falkirk Staff Seminar 12th January 2017, Midlothian Adult Learning and Crèche Worker Development Day 25th February 2017, Input at Staff Development Week Clackmannanshire 15th Feb and Networking Event Business Centre City of Edinburgh Chambers 17th March 2017
- Constitution April 2017
- 2 sessions CLDSC – Coming to a Town near You, Education Governance roadshow - 12th September Borders and 14th September Stirling 2017
- 2 sessions Family Learning Session / Education Scotland input - Linlithgow 6th November and Musselburgh 9th November 2017
- Partnership Self-Evaluation Sessions delivered by Consortium members on 15th February 2018 in Alloa and 12th March 2018 in Galashiels.
- Family Learning Session delivered by Consortium representative based on previous Education Scotland input to CLD practitioners delivered in East Lothian, 11th May 2018.
- Supported the Big Learning Day hosted by Midlothian Lifelong Learning and Employability on 28th April 2018.
- Standards Mark Certificate of Approval awarded January 2019 and presented at the February Event.
- Learn Well, Live Well, Be Well: the CLD approach event at Edinburgh University 20th February 2019.

Future Plans and actions highlighted in Scotland’s CLD Workforce Development Action Plan June 2018-July 2019

- Continue to develop on line group space and promote to Consortium member areas
- Attend National CPD meetings and continue to promote consortium at national level
- Explore links with newly formed Regional Improvement Collaboratives
- Promote CLD Standards Council for CLD in Scotland registration at member events
- Progress Standards Council Quality Mark
- Future networking event for Consortium members e.g. identified Health and Wellbeing themed event for CLD practitioners, planning in process.
- Progress Partnership Self- Evaluation by developing a Joint Self-Evaluation pilot with Education Scotland, Scottish Borders and Midlothian Council.
- Consider future skills audit of Consortium members / reps
- Continue to strengthen Consortium steering group and organisational practices to ensure capacity, including financial viability
- Consider review of usage of community activist materials and future promotion

Future considerations for 2019 action planning

As Consortium members we are wholly committed to the benefits of working together and the continuation of the Consortium.

- **Funding sources to support ongoing activities.** Capacity to give direct time and resources within member organisations varies. A number of member organisations are experiencing constraints due to cuts, and changing structures. Whilst we recognise that funding is not the “be and end all”, it definitely encourages commitment, innovation and additionality.
- **Sustaining our membership.** This has become increasingly difficult due to local constraints and staff changes. We need to extend membership to increase capacity in particular to third sector and take account of membership capacity.
- **CLD Plans.** To explore the workforce development sections of the Local Authorities CLD plans to inform future direction and actions for the Consortium.
- **Develop links with Regional Improvement Collaboratives.** Increase awareness of role of CLD in closing the poverty related attainment gap and our contribution to achieving excellence and equity for all children.
- **Future links with other Consortia and Networks.** Continue to be represented and participate in National CPD Consortia networks and working with key partners e.g. CLDSC, Education Scotland, CLDMS and other consortia.

Can you contribute some time to support the work of the Consortium? For example, joining the planning group, helping at events, offering specific skills, attending focus groups or supporting short term working groups?

If you could support ongoing work of the Consortium please get in touch with your South East & Central CLD Workforce Development Consortium representative at any point or contact our Chair, Diann Govenlock

dgovenlock@eastlothian.gov.uk