



Standards Council
Scotland

Leading CLD

Dr Marion Allison
14th March 2023

Overview

- CLD in Scotland
- The Future of Work
- The CLD Workforce
- CLD Wicked Issues
- The CLD Standards Council

The Future Is Built In The Present

"The future isn't something hidden in a corner. The future is something we build in the present."

Paulo Freire

PESTS

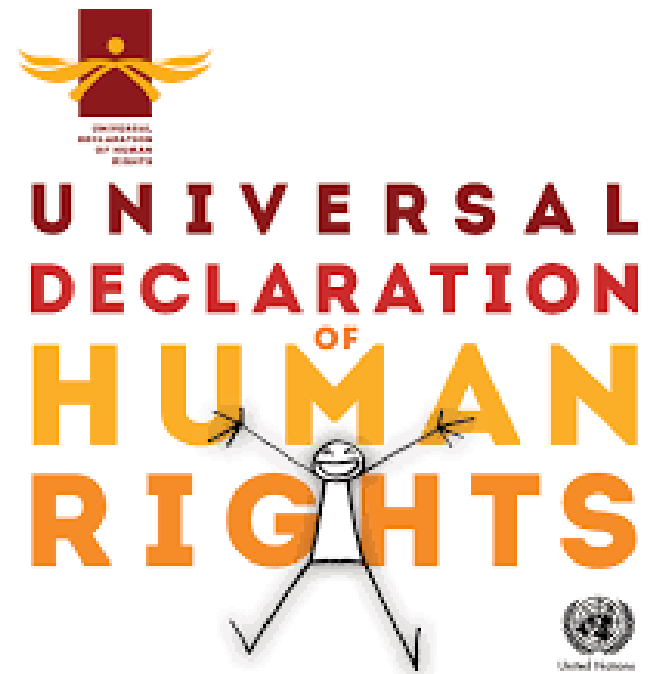
- **Political**
 - BREXIT Legacy
 - Independence
 - War
- **Economy**
 - Wage / Inflation
 - Stagnant Labour Markets
 - Cost of Living Crisis
 - Public Sector Budgets
- **Social**
 - COVID-19 Legacy
 - Demographic changes
 - Scottish Migration
- **Technological**
 - Industry 4.0 / tech
 - Digital Spectrum
 - Rate of Change
- **Environmental**
 - Climate change
 - Migration



Education - it's your right....

Article 26

- (1) **Everyone** has the **right** to education. Education shall be free, at least in the elementary and fundamental stages.
- (2) Education shall be directed to the full development of the **human personality** and to the strengthening of **respect** for **human rights** and fundamental **freedoms**.



Lifelong Learning System

People

Life-stage



Purpose

Context / Institution

Community Learning & Development

Educational activities within a community and / or informal context that enables people to identify individual and collective goals, to engage in learning and to take action to bring about change for themselves and their communities.

- Adult learning
- Community Development
- Youth Work



CLD in Scotland



Ministerial Support / Portfolio

- Ms Jenny Gilruth MSP, Cabinet Secretary for Education and Skills
- Mr Grame Dey MSP, Minister for HE, FE & Veterans

Legislation

- Education Scotland Act 1980
- [The Requirements for Community Learning and Development \(Scotland\) Regulations 2013](#)
- Community Empowerment Act 2015
- Community Planning Partnerships 2001

Policy

- Fairer Work Policy / Volunteer Strategy
- Scottish Attainment Challenge

Inspection Model

- How Good is Our CLD 4?

Education Scotland

- Improvement and Quality Management

Workforce Standards and Training

- National Occupational Standards
- Modern Apprenticeships
- FE Programmes
- HE Under and Post Grad

CLD Standards Council

Funding

International Recognition – OECD

Academic Research

What does this mean for your leadership?

What does this mean for your services?

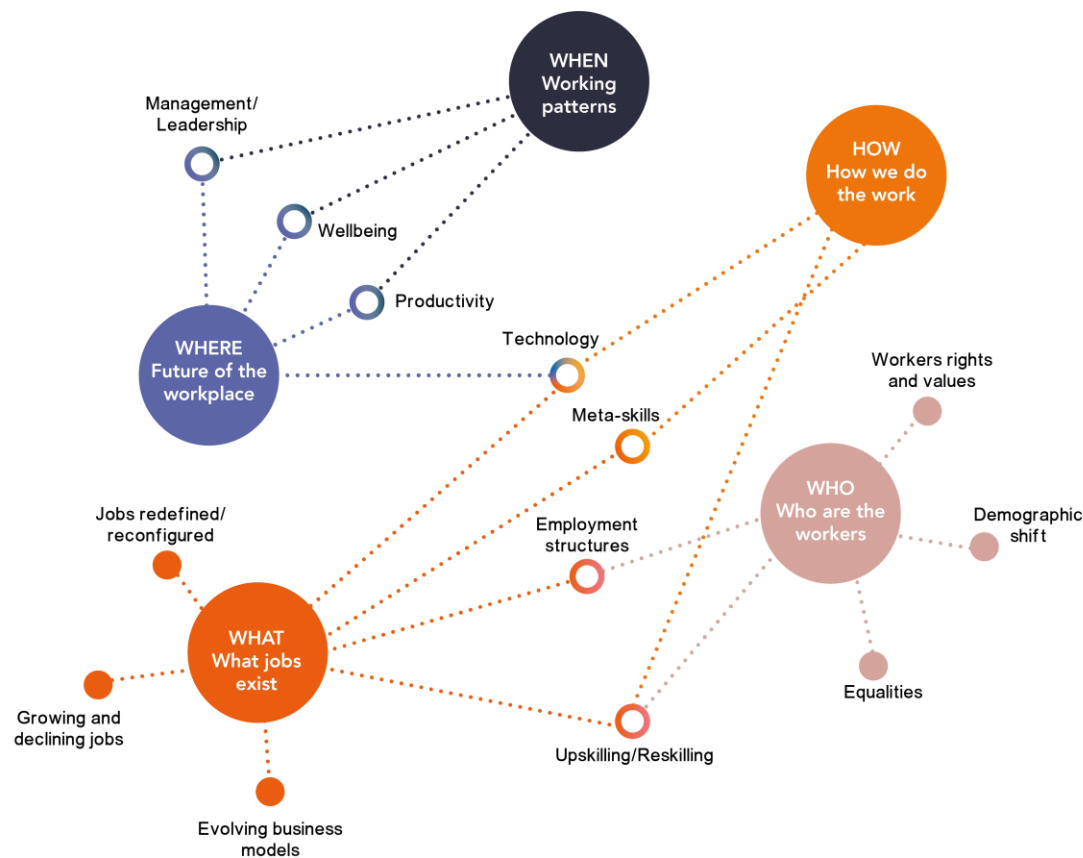
CLD in Scotland....

There is robust and compelling evidence that Scotland faces a complex future (Fraser of Allander Institute, Skills Development Scotland).

There is a strong evidence that a lack of people, with the right skills, could act as a barrier to realising Scotland's socio-economic opportunities (Skills Development Scotland).

Investment in CLD through data and insight-led decision making could be central (CLD Standards Council. CLD Managers Scotland).

The future of work is now



CLD in Scotland....



On average.....

- 91,719 **adults** engage in CLD activity
- 18,098 children/young people engaged in **CLD: family learning**
- 35,025 **children** engage in CLD activity
- 115,062 **young people** engage in CLD activity
- 4,481 community groups receiving **capacity building** support
- 14,2375 adults & young people reached via single events.

(CLD Managers Scotland 2023)

Meta-skills

Self-management

Focusing



Integrity



Adapting



Initiative



Social Intelligence

Communicating



Feeling



Collaborating



Leading



Innovation

Curiosity



Sense-making



Creativity



Critical thinking



Expanding on meta skills

Competition

Morality

Personality

Ethics

Beliefs

Values

Humour

Culture

Behaviours

Society



Democracy

Friendships

What does this mean for your leadership?

What does this mean for your services?

What does CLD Offer?



A Code of Ethics for CLD



- Knowledge & Understanding
 - Values & Principles
 - Attitudes and Behaviour
 - Skills & Processes
 - Reflection and Action
1. Primary Client
 2. Social Context
 3. Equity
 4. Empowerment
 5. Duty of Care
 6. Transparency
 7. Confidentiality
 8. Co-operation
 9. Professional Learning
 - 10. Self-awareness**
 11. Boundaries
 12. Self-Care

[Ethical Practice - Competent Practitioners 2020](#)
(cldstandardscouncil.org.uk)

CLD Workforce Features



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- The CLD workforce is likely to experience a skills gap in upcoming years due to an ageing workforce.
 - The CLD sector is not ethnically diverse.
 - There still exists a gender pay gap in CLD, and male workers are under-represented across all CLD areas.
 - CLD qualifications pathways are unclear with varied requirements across employers.
 - Practitioners have a wide variety of training.
 - The CLD workforce is highly committed but stressed.
 - There are skill gaps including leadership and digital skills that employers are worried about meeting due to time required for training and availability of training.

CLD Wicked Issues



- Disparate workforce identity
- Job Titles
- Profession, Approach or Service
- Competition or collaboration
- Reduced Public Sector Finance
- Over reliance on volunteers
- Incoherent professional learning pathways
- Disparate terms and conditions
- Recruitment and retention issues
- Leadership
- Education Reform
- Legislative Reform

What does this mean for your leadership?

What does this mean for your services?

Growing the Learning Culture



- **Self** – where do you want to go, what do you need to practice / operate?
- **Peer** – Communities of interest, mentoring, trade unions.
- [CLD Standards Council for Scotland | Professional Learning](#)
- **Employer** – Approvals, SCQF rating, partnerships, culture, policy & procedures, job titles, professional learning.
- **Technology** – Digital platforms
- [i-develop learning for cld \(i-develop-cld.org.uk\)](http://i-develop-learning-for-cld.org.uk)

The CLD Standards Council



Our vision is that the communities and people of Scotland are served by CLD practitioners that are recognised as competent, confident and committed to equality, empowerment and life-wide learning for all.

Our mission is to drive high standards of professional practice in the CLD sector by the **approval** of professional learning, the **registration** of practitioners and the enabling of **professional development**, working with our members to be a voice for the profession.

CLDSC: The Value of Membership



- Building CLD identity
- Membership / Peer Led Organisation
- Over 3000 members in Scotland
- Free!
- Public Register of Practitioners

- **I-develop (online learning platform)**
- **Free Members' Conference and Events**
- **Buddy / Mentoring**
- **Induction Programme**
- **Newsletters**
- **Equalities Reference Group**
- **Monthly Member Meet Ups**

- Policy Influence – Consultation Response and Representations
- Fitness to Practise
- Support to CLD Professional Learning Networks
- Workforce Planning - Digital, Employer Professional Recognition
- International Recognition / Research



CLD in Reform

“To study is not to consume ideas, but to create and re-create them.”

Paulo Freire

Questions / Comments



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