



Changing lives and supporting individuals, families and communities through learning in Aberdeenshire

Community Learning and Development (CLD) Plan 2021-24 - **ACTION PLAN**

1. Improving health and wellbeing through Community Learning and Development

Strategic statement

We will work to support health and wellbeing improvements, including recovery from the pandemic through focussed partnership learning opportunities which harness CLD approaches with communities and individuals to strengthen resilience and improve health and wellbeing.

How will we do this?

1. Better identify health and wellbeing needs **by** using data effectively, harnessing consultation, intelligence and understanding the impact of covid, ensuring a focus on mental health for recovery is captured.
2. Building Resilience by developing skills and knowledge to deal with challenges to recovery **through** CLD activity

Priority	Activity	Resources	Lead	Outcome and outcome indicators	Timeline
P1.1	Creation and maintenance of data sharing hub. Data subgroup will use the data and information shared by partners to identify needs. ALCP will brief LLCs and suggest consultation in areas where	Partner reps Partner data and datasets Partner intelligence	Data subgroup	<ul style="list-style-type: none"> • Priorities informed by data/intelligence identified and prioritised by ALCP/LLCPs • Joint activity/roles of partners in response to needs identified relative to priority • LLC focus informed by data 	Year 1

At 29.07.21.

Priority	Activity	Resources	Lead	Outcome and outcome indicators	Timeline
	<p>data indicates needs to establish experience/impact/priority locally.</p> <p>Data sub-group will use information re needs from LLCs to cross check against data</p> <p>Data sub-group will quality assure the data used by ALCP/LLCs and ensure understanding of levels of robustness of data in partnership.</p> <p>ALCP will ensure focus on mental health informed by LOIP priority and where data indicates needs.</p>			<p>Outcome indicators</p> <ul style="list-style-type: none"> • ALCP partners report improved understanding of needs • LLCs report they have access to improved data sources • Unmet needs identified 	
P1.2	<p>ALCP agree the key challenges to health and wellbeing, including recovery. Role of partners in relation to those challenges identified.</p> <p>Opportunities for partners to add value to those roles/addressing challenges through joint or joined up working identified and acted upon.</p> <p>Those involved in addressing the challenges (with CLD role) who are not involved in partnership encouraged to join.</p>	Partners	Chair of ALCP	<ul style="list-style-type: none"> • Key challenges are supported by learning identified • Role partners have is supporting challenges shared and understood • Opportunities for joint work/progression in supporting challenges increased <p>Outcome Indicators</p> <ul style="list-style-type: none"> • ALCP identify key challenges to recovery supported by learning by partners recorded on WordPress • Increased number of referrals/signposting to opportunities offered by partners • Increased levels of joint work by partners for learners across partner provision to support recovery and progression 	Year 1

2. Improving Life Chances through Community Learning and Development

Strategic statement

We will work to increase our ability to overcome and remove barriers over three years by working as a partnership, ensuring that community learning and development pathways are visible and accessible and to support local communities to influence change.

How will we do this?

1. Strengthen digital inclusion **by** developing learning and skills for engagement in the digital realm.
2. Understanding and overcoming barriers to positive transitions **through** learning.

Priority	Activity	Resources	Lead	Outcome and outcome indicators	Timeline
P2.1	<p>Collate digital learning and skills development opportunities from across the partnership and with regional and national experts.</p> <p>Raise awareness and visibility of these learning opportunities with our individual learners, families, and communities</p> <p>Share and make widely available (using ALCP WordPress site) online learning opportunities offered by partners.</p> <p>Create shared understanding of funding streams and applications for ICT devices to support learners</p>	3-4 ALCP partner reps	Digital sub-group	<ul style="list-style-type: none"> • Partnership resources improved to include clear learner pathways in respect of digital skills and online engagement. • Learners better targeted with ICT equipment where this is needed and maximise benefit of schemes to Aberdeenshire • Participants more easily access range of online learning opportunities offered by partners <p>Outcome indicators</p> <ul style="list-style-type: none"> • Participants report increased confidence in engaging with digital and online spaces. • Increased numbers of Aberdeenshire residents take part in digital skills building learning opportunities. • Reduced duplication of supply to learners of ICT equipment 	Year 1

At 29.07.21.

Priority	Activity	Resources	Lead	Outcome and outcome indicators	Timeline
P2.2	<p>Agree on key transitions that should be focus of CLD support from ALCP partners. Identify partners with a locus, creating an “aide memoir” on WordPress of partners specialisms.</p> <p>Reflect on what impact transitions priority had achieved</p> <p>Reinvigorate effective transitions into further learning opportunities, volunteering, community involvement, and employment by working across the partnership to identify clear transition routes and opportunities.</p> <p>Engage with the Employability Connect Partnership to ensure appropriate transition routes</p>	<p>ALCP</p> <p>CLD Plan Review</p>	Chair of ALCP	<ul style="list-style-type: none"> Partners have an agreed range of key transitions that can be supported through learning Partners understand the role of partner organisations in supporting different transitions. Gaps are identified with respect to key transitions which are not supported by partnership. Potential ALCP partners identified <p>Outcome indicators</p> <ul style="list-style-type: none"> Partners plans have tool enabling focus on key transitions that can be supported through CLD learning Partners report an increase in appropriate referrals/signposting. ALCP membership increased 	Year 1

3. Building community capacity and resilience through Community Learning and Development

Strategic statement

We will work to enhance our communities’ capacity and resilience to better meet local needs and influence services through effective provision of community learning and development opportunities, promoting community independence and bringing communities together

How will we do this?

At 29.07.21.

Priority	Activity	Resources	Lead	Outcome and outcome indicators	Timeline
	<p>Establish a forum for youth work providers and young people linked to the ALCP</p> <p>Undertake process to establish an Adult Learners Forum to inform the delivery of Adult Learning opportunities.</p>		<p>Youth Work Tm Manager Aberdeenshire Council</p> <p>Adult Learning Tm Manager Aberdeenshire Council</p>	<ul style="list-style-type: none"> Increased membership of LLCP's/ALCP of currently under-represented communities of interest Greater opportunities for young people through increased co-ordination of youth work organisations in an ALPCP context <p>Outcome Indicators</p> <ul style="list-style-type: none"> Newly established Forum <ul style="list-style-type: none"> Adult learning provision improved through strengthened learner voice <p>Outcome Indicators</p> <ul style="list-style-type: none"> Adult Learner forum input informs planning Influence of Adult learning Forum evidenced in Adult Learning planning and delivery. 	

4. Strengthening workforce development, including with volunteers, through Community Learning and Development

Strategic statement

We will work to strengthen learning opportunities for those working in community learning and development through shared partnership approaches to ensure staff and volunteers have the right skills to meet emerging need in the context of covid recovery.

How will we do this?

At 29.07.21.

1. Create access to digital upskilling opportunities for staff and volunteers **to ensure** quality of online delivery
2. Create access to improved Leadership for Collaboration learning **by** designing a bespoke programme
3. Explore development of Professional Learning Awards (PDAs) in conjunction with Northern / North Alliances **to better define** career pathways in CLD.

Priority	Activity	Resources	Lead	Outcome and outcome indicators	Timeline
P4.1	Improve access to all shared <i>learning</i> for ALCP partner organisations through a one stop location online – leading to a particular focus on digital upskilling	WordPress or TEAMS Staff time Digital Champion support – Aberdeenshire Council	ALCP WFD Working Group	<ul style="list-style-type: none"> • Improved access to collective learning opportunities across ALCP member organisations • More coherent promotion of learning and development appropriate to ALCP business <p>Outcome Indicators</p> <ul style="list-style-type: none"> • Evidence – information of wider programme for increasing access to professional learning on WordPress site. 	Year 1
P4.2	Design and deliver a bespoke programme to underpin leadership and partnership - for key players in the ALCP initially	Design time Facilitation time Materials Partner participation	ALCP WFD Working Group	<ul style="list-style-type: none"> • Greater skill and confidence in collaborative working within the ALCP context • Greater skill and confidence in leadership required in CLD Planning • Increased familiarity with the “How good is our” quality concept and practice <p>Outcome Indicators</p> <ul style="list-style-type: none"> • Confirmation from evaluative feedback from programmes delivered 	Year 1
P4.3	Work in conjunction with the Northern/North Alliance to explore potential for Professional Development Awards to support CLD practice	Staff time Good communication with partners and beyond:	ALCP WFD Working Group	<ul style="list-style-type: none"> • Increased clarity around career pathways in CLD • Potential for improved access over time to locally available PDA programmes <p>Outcome Indicators</p>	Year 1

At 29.07.21.

Priority	Activity	Resources	Lead	Outcome and outcome indicators	Timeline
		CLD Standards Council Northern Alliance North Alliance		<ul style="list-style-type: none"> Career pathway information available on CLD WordPress 	
Note: Workforce Development opportunities also appear in an underpinning way in some other priority areas					

Underpinning focus on:

Identifying and using data and information to underpin planning and effective collective delivery

Strategic statement

We will drive improvement in the partnership use of data in order to effectively focus delivery.

How will we do this?

1. Ensure access for all partner organisations to the new Unlocking Data **to improve** Services programme in the Aberdeenshire ALDO programme
2. Build on initial data shared space for partners **to strengthen** shared knowledge and effectiveness in using data
3. Analysing data and information to identify any gaps and **highlight emerging unmet need**

Priority	Activity	Resources	Lead	Outcome and outcome indicators	Timeline
UF 1	Ensure access to Unlocking Data to Improve Practice programme on ALDO for all partners – undertake as individuals linked to self-evaluation	Access for partners to ALDO (Aberdeenshire Learning and Development Online)	ALCP Data Sub-group	<ul style="list-style-type: none"> Strengthen knowledge and skills in relation to effective use of data for CLD purposes Strengthened engagement with aspects of data management – gathering/monitoring/sharing/analysing / reporting 	Year 1

At 29.07.21.

Priority	Activity	Resources	Lead	Outcome and outcome indicators	Timeline
	Group session to share as partners / using tools etc from ALDO programme - facilitated	Use existing ALDO evaluation Tools/resources from online programme Facilitation time		Outcome Indicators <ul style="list-style-type: none"> Increased uptake of Unlocking Data to Improve Practice programme Evaluative feedback from group session/s 	
UF 2	Develop shared data space – on either ALCP WordPress or Microsoft Teams Better harness LLCP data and intelligence to support effective planning. Underpin quarterly reporting on this.	Staff time to create appropriate shared space Data stored in shared space once it is created Staff time on the ground to input local data	ALCP Data Sub-group & Aberdeenshire Digital Champions ALCP Data Sub-group	<ul style="list-style-type: none"> Improved access to shared data Increased effectiveness through access to shared data Improved access routinely to localised data and intelligence Increased effectiveness through access to shared locality data Outcome Indicators <ul style="list-style-type: none"> Improved data sharing space accessed by partners 	Year 1
UF 3	Refresh initial data audit from 2018 – check fit for purpose at this time: <ul style="list-style-type: none"> what did we find out? What do we need to do now? Re-create audit - cover strategic and local picture – across partnership Apply audit to clarify further unmet need – in line with guidance.	First audit – format and results ALCP partner time ALCP/LLCP audit content ALCP partner time	ALCP partners ALCP partners ALCP partner time	<ul style="list-style-type: none"> Develop range of ALCP information and intelligence Strengthen accuracy of available data in order to plan Build ALCP capacity to identify gaps Outcome Indicators <ul style="list-style-type: none"> Data audit completed and in use 	Year 1