

The background features several large, overlapping geometric shapes in various colors (green, blue, teal, orange, pink) containing white symbols such as question marks, exclamation marks, and abstract shapes. These shapes are arranged in a way that they appear to be floating or layered around the central text.

Big Book of Literacies Training:

A resource bank for supporting
young people with their
literacies



Section 5

CPD Section: Ideas on where to go for further learning





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Introduction

This section provides information and links to a range of learning opportunities for the wide range of facilitator's of young people's literacies learning:

- CPD for youth workers
- Scotland's Adult Literacies professional development framework
- Community Learning and Development (CLD) Standards Council; for Scotland : a CPD Strategy and Framework for CLD sector - i-develop
- CPD information from Upskilling Programme.



Continuous Professional Development for Youth Work

The importance of youth work workforce development was signalled in the first national youth work strategy '*Moving Forward: A Strategy for Improving Young People's Chances through Youth Work*'¹ (2007) and reinforced by the '*Joint statement on CLD*'² (2008). Youth Work's impact on wider policy agendas is also evident in *Valuing Young People*³ (2009) which recognises the significant role that youth work can play in enabling young people to be successful learners, confident individuals, effective contributors, and responsible citizens as encompassed within *A Curriculum for Excellence*⁴ and the importance of the *Getting it right for every child* (GIRFEC) approach to joint working across children and young people's services. Scottish Government strategies and policies relating to health, justice, social care, education, employability, community planning and participation, all reflect this youth work dimension, demonstrating the importance of youth worker's particular skill set being shared across services. Partnership approaches to working with young people, can bring advantages and maximise opportunities for young people. The forthcoming *Children and Young People's Bill* will further demonstrate the importance of embedding the GIRFEC cross service approach to work with young people.

In the context of CLD, the *CLD Standards Council's CPD Strategy*⁵ (2011) and *i-develop framework* (2012) re-enforce the importance of CLD professionals and volunteers developing their own learning/CPD journey across the competency areas and different strands of CLD. Inter-disciplinary training and development is also a key feature of the recently published *Strategic Guidance for Community Planning Partnerships: Community Learning and*

1 Scottish Executive (2007) *Moving Forward: A Strategy for Improving Young People's Chances through Youth Work* <http://www.scotland.gov.uk/Publications/2007/03/08113759/0>

2 Scottish Government & COSLA (2008) *Joint statement on CLD* <http://www.scotland.gov.uk/Topics/Education/Life-Long-Learning/cld/coslajointstatement>

3 Scottish Government & COSLA (2009) *Valuing Young People* <http://www.scotland.gov.uk/Publications/2009/04/21153700/0>

4 A Curriculum for Excellence website. <http://www.ltscotland.org.uk/curriculumforexcellence/index.asp>

5 Standards Council's CPD Strategy (2011) http://www.cldstandardscouncil.org.uk/CPD/CPD_Strategy



Development⁶ (2012) and is also likely to feature in the linked refreshed Youth Work Strategy due Spring 2013.

This emphasis on inter-disciplinary skills, competences and contexts for practice requires literacies workers to be cognisant of the range of learning and development opportunities available to them including youth work methods and approaches.⁷ Such emphasis places an expectation on the youth work workforce, including literacies workers, to be clear as to their own identity, purpose and values; be ready to communicate this to others; work flexibly with related disciplines and develop their own CPD in youth work as required.

Training and CPD provision within youth work

There is a wide range of training and CPD provision in youth work reflecting the breadth and diversity of the youth workforce: from part-time volunteer to career professional, and all levels of qualification from introductory to degree level and beyond.

A guide to these opportunities is the Youth Work Training Directory⁸, produced by YouthLink Scotland. The Training Directory has a wide reach across the youth work sector and beyond through a range of distribution networks, attracting the interest of employers, careers advisors, current youth workers and prospective students. Some of the training signposted in the directory is highlighted below:

There are also a number of CPD opportunities provided by Education Scotland, information can be found on these at the Education Scotland website.

National Voluntary Organisations and local authority providers supply numerous training programmes specifically designed for volunteers and many of these are now looking towards external accreditation and endorsement. These training courses are often delivered over a 1-2 day course programme and include training in:

- Generic youth work skills, for example:
 - Working with groups of young people

⁶ Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012) www.scotland.gov.uk/Publications/2012/06/2208

⁷ YouthLink Scotland (2009) Statement on the nature and purpose of youth work. <http://www.youthlinkscotland.org/webs/245/documents/StatementnatureYW.pdf>

⁸ Youth Work Training Directory (2012) <http://bit.ly/MOxA1Y> The directory is available in hard copy and online through issuu and is backed up by an online training events calendar.



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- Working in detached settings
 - Conflict resolution
 - Specific themes in youth work
 - Social networking
 - Outdoor learning
 - Art and creative approaches
 - Equality, Health and Wellbeing
 - Equality and diversity awareness
 - Sexual health
 - Creating confidence in young people
 - Legislation and risk management
 - Child Protection
 - Excursion guidelines
 - Youth Work Awards
 - Youth Achievement Award
 - Duke of Edinburgh's Award
 - Other Award providers

Accredited training provision in youth work also caters for a wide range of learners. Information on accredited youth work training provision is available from the following sources:

YouthLink Scotland: www.youthlinkscotland.org

Go to 'Workforce' section – wide range of information on youth work training

CLD Standards Council for Scotland: www.cldstandardscouncil.org.uk

Information on professionally approved training programmes

Scottish Qualifications Authority: www.sqa.org.uk

Detailed information on SQA validated qualifications

Selected examples of youth work training options all offered by a range of providers (unless specifically specified) and including qualifications with work-based, part-time and flexible routes. Listed under approximate SCQF level, as below:



SCQF Level 5

- Scottish Vocational Qualification in Youth Work (Level 2)

SCQF Level 6

- Scottish Vocational Qualification in Youth Work (Level 3)
- Modern Apprenticeship in Youth Work
- Professional Development Award In Youth Work

SCQF Level 7

- HNC in Working with Communities (range of FE providers)
- Certificate in Working with Young People (OU)
- Certificate in Youth and Community Work (YMCA)

SCQF Level 8/9

- Diploma in Youth Work, Informal Education and Community Learning (YMCA)

SCQF Level 9/10

- BA (Hons) Informal Education (Youth Work and CLD) (YMCA)
- BA (Hons) Youth Work (Open University)
- BA (Hons) in Youth Work (Edinburgh Napier University)
- BA (Hons) Youth Work with Applied Theology (International Christian College)
- BA (Hons) in Community Learning and Development (University of Dundee)
- BA(Hons) Community Education (University of Strathclyde & University of Edinburgh)
- BA (Hons) Community Development (University of Glasgow)
- BA (Hons) in Community Learning and Participation (University of West of Scotland)

SCQF Level 11

- PGD / MA Youth Work and Community Learning and Development (YMCA)
- PGD in Community Learning & Development (Universities of Aberdeen, Glasgow & Dundee)
- PGD in Community Education (University of Edinburgh)



Scotland's Adult Literacies Professional Development Framework

Professional Development Framework for Scotland's adult literacies workforce

The Professional development framework for Scotland's adult literacies workforce is part of the Scottish Government's implementation of ALiS 2020, the ten-year strategy for raising the literacies levels of Scotland's adults ([link](#)). The need for a professional development framework was identified to address the following outcome:

By 2014, well targeted professional development of workers should have led to improved achievement and progression by literacies learners.

The Framework is for:

- current adult literacies practitioners
- those aspiring to become adult literacies practitioners
- those who work in linked fields, such as youth work, who wish to integrate support for literacies development into their work
- those involved in designing, approving, accrediting or validating adult literacies practitioners' qualifications
- those who train adult literacies practitioners
- those who provide opportunities for continuing professional development for the adult literacies workforce
- those who are responsible for the quality of adult literacies programmes
- employers of adult literacies practitioners
- members of other professions who work closely with adult literacies practitioners and
- the general public.

Using the Framework:

The framework is designed principally for individuals and employers and is available at this [link](#). It can be used to identify entry routes into roles, development and specialisation within roles, and progression from one role into another.

It provides information about currently-available qualifications, together with information about



professional development opportunities that do not lead to qualifications.

If an individual or their employer identifies a particular qualification or area of training as being of interest, they can click on a link to find out further information, including details of where this opportunity is being currently offered.

The framework aims to be non-prescriptive but to provide guidance:

- Individuals might use it to find out how to get into adult literacies work or, if they are already working in adult literacies, to explore opportunities for specialising and developing in their roles.
- Employers might use it to create job descriptions or person specifications for recruitment purposes, or for prioritising professional development opportunities for staff.



Continuing Professional Development for Community Learning and Development

Building a sustainable learning culture for CLD

Following significant investment in upskilling for CLD, CPD partnerships and networks have been developing nationally and are demonstrating the benefits in planning and sustaining effective learning programmes. There has been a particular focus on ensuring a wide representation within these arrangements including the 3rd. sector.

The range of CPD opportunities which have now been generated are wide reaching and have a particular focus on developing new and innovative approaches to learning across sectors and authorities using peer learning, coaching and action learning as well as more targeted training opportunities around specific themes.

Information about these local and national learning programmes and shared resources can be found on i-develop and will be updated as they progress.

National Training and Development Network:

The National Training and Development network has been established creating a wide range of continuing professional development (CPD) activity across Scotland, for practitioners to engage in a process of developing knowledge, improving skills and enhancing their confidence.

The Network provides a platform for those who are responsible for developing CPD within the context of CLD in Scotland to be actively involved in developing a sustainable learning culture. This links directly to the CPD Strategic vision and will contribute to the CPD framework – i-develop. The network is focused on the difference that it can make for practitioners and the individuals, groups and communities they work with. The aims of the network are to improve practice, build the confidence of practitioners and share learning.

Communities of practice – Connect:

This is an online platform for communities of practice in CLD, which is used to share plans and learning from CPD activity. Connect is open to anyone who is interested in being involved in the network join Connect at this [link](#):



The Standards Council for Scotland and i-develop:



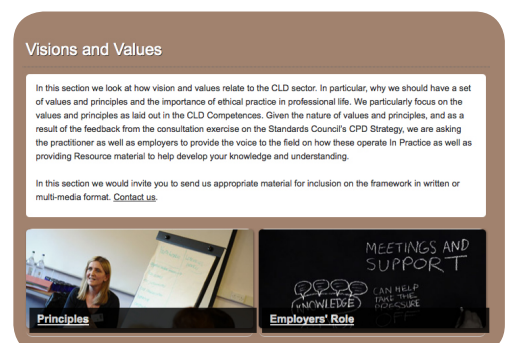
a Continuing Professional Development Strategy and Framework for the CLD Sector

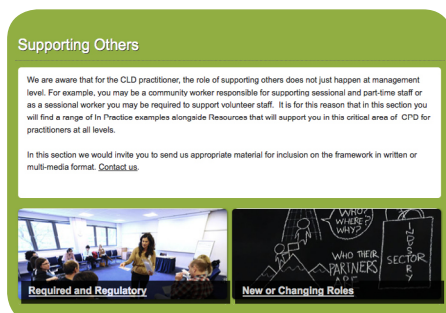
As part of CLD Standards Council for Scotland's CPD Strategy, A Learning Culture for the Community Learning and Development Sector in Scotland, we have developed a web-based framework to support creative and innovative learning and development for CLD practitioners, based on the values, principles, skills and competences they need as communities, individuals and employers.



The Framework i-develop integrates the theories and practices that help shape effective CPD for the CLD sector, such as peer sharing, communities of practice, learning journeys and reflection-in-action, in order to shape a learning community of practitioners across CLD. The Framework is built around Building a knowledge base; Observing models and good practice; Reflecting on your current practice; Changing your practice; Gaining and sharing experience and Forming professional communities.

Under the heading Visions and Values, we look at how Principles relate to the CLD sector. In particular, what forms the principles of CLD and the importance of ethical practice in professional life. We also ask the practitioner as well as Employers to provide the voice to the field on how these operate In Practice as



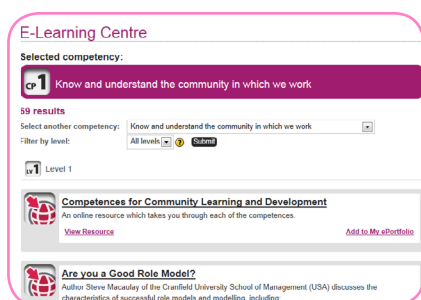
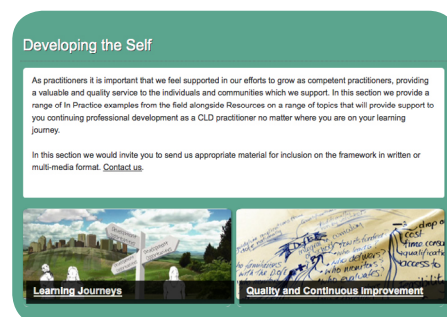


well as providing Resource material to help develop your knowledge and understanding.

Under the heading of Supporting Others, we suggest that for the CLD practitioner, the role of supporting others does not just happen at management level. For example, you may be a community worker responsible for supporting sessional and part-time staff or as a sessional worker you may be required to support volunteer staff. It is for this

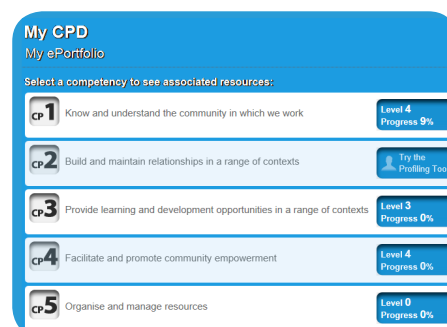
reason that in this section you will find In Practice examples alongside Resources in areas such as Required and Regulatory, New or Changing Roles, Motivating and Leading Others, Communities of Practice that will support you in this critical area of CPD for practitioners at all levels.

Under the heading Developing the Self, materials are available that support practitioners in their efforts to grow as competent practitioners. Covering areas such as The Competences, Learning Journeys, Quality and Continuous Improvement, Context, In Practice and Resource materials will provide support to your continuing professional development as a CLD practitioner no matter where you are on your learning journey.



Under the E-Learning Centre a range of resources are compiled around the CLD Standards Council's Competences under various stages of a practitioner's journey from starting out to managing competences. You can self-assess your level by using the Profiling tool on i-develop, maybe alongside a mentor.

The MY CPD area of i-develop allows you to hold information relevant to your own CPD under My ePortfolio allowing you to share your CPD with colleagues, mentors and line managers. By using the profiling Tool the system will send resources to you which your peers think support a particular competence and a suitable level.





In My Groups, you can set up groups and join groups in order to develop and share effective practice under CPD.

In other features on the Framework there are useful articles, latest articles, forum discussion and share options which allow you to be part of a learning community which shares ideas, thoughts and practice on CPD across the CLD sector.

Note: to enable hyperlinks on the electronic version you will need to be logged in to i-develop.

