

## Appendix B:

### Learning changes lives for the better – CLD Plan 2024-2025

#### Context

The publication of [Learning: For All. For Life. A report from the Independent Review of Community Learning and Development \(CLD\) - gov.scot \(www.gov.scot\)](#) is likely to impact on future priorities for the Aberdeen CLD Plan. In the interim period, the Scottish Government issued guidance that “education authorities may :-

- carry forward much of the content of their existing plans and only reflect significant changes which have impacted communities and learners;
- once the Independent Review of CLD is published, undertake a more substantial learner and partner consultation and update their 2024-2027 plans accordingly.

As a result, the Plan detailed below covers the period 2024/25. In the first 6 months of 2025 we will undertake a more substantial learner and partner consultation, taking into account outcomes from the Independent Review of CLD process and identified areas for continuous improvement, to inform and create a more detailed Plan for the final two years of the 2024-2027 CLD Plan.

#### The Interim CLD Plan 2024/25

The priority outcomes from the [CLD Plan 2021-24](#) continue to be relevant. Work on these agreed outcomes will continue with cognisance taken of emerging priorities outlined below. Specific next steps have been concluded following evaluation of our 2021-2024 CLD Plan.

The outcomes from the 2021-2024 which will be continued and maintained pending update are identified below along with a note of any emerging priorities highlighted in colour.

#### Established Youth Work Outcomes from CLD Plan 21-24

- Support young people to gain the employability skills required for the world of work. This will increase the number of young people leaving school into a positive destination, especially those from priority areas. Work with school leavers to develop their employability skills.
- Support young people’s mental and physical wellbeing and increase the number of young people who report that they feel mentally well.
- Work with partners from the Family Wellbeing Hubs to provide early intervention support to children, young people and families.
- Support Community Planning Aberdeen’s work to promote and protect Children’s Rights.

- Promote and deliver diversionary activities for young people with an enhanced focus on the priority areas (including extending the provision of youth clubs more fully across the city).
- Work in partnership with primary and secondary schools, with a focus on priority areas, to support improvements relating to the National Improvement Framework priorities

### **Emerging Priorities Youth Work**

- Continue to improve data sharing and joint planning between youth work, employability providers and secondary schools.
- Further develop multi agency response to The Promise, including Edge of Care pilots.

### **Established Adult and Family Learning Outcomes from CLD Plan 21-24**

- Families are supported to raise attainment and build their capacity and resilience
- Develop and deliver targeted learning package for those whose employment opportunities have been hardest hit by Covid-19, and:-Emerging priorities not detailed in the plan:
  - -Welcoming New Scots
  - -Cost of Living Crisis
  - -Warm Spaces
- Improve the Mental Wellbeing of adults in our communities
- Equip Adult Learners to meet key challenges and transitions in their lives – to include Digital inclusion, literacy, numeracy, ESOL (English for Speakers of Other Languages) and financial resilience [and health literacy](#)
- Develop and support outdoor learning initiatives
- Increase focus on accredited qualifications and development of Progression Routes including (linkage to ABZ Works/Campus)
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### **Emerging Priorities Adult Learning**

- Further develop city wide CLD partners' contribution to the Family Support Model and explore how commissioned services contribute to the Family Support Model
- Adult learning staff to work with their partners to see if data analysis can provide evidence of their positive impact and contribution to helping to reduce re-offending

- Further develop opportunities for Learner's Voice, the voice and experiences of learners, to shape future provision and priorities and use this to influence service delivery, and the development of a sense of agency
- Ensure community learning providers are encouraged and supported to contribute to the future libraries model and the development and delivery of an approach to developing literacy
- Tackling health inequalities through effective adult and family learning

### **Established Community Development Outcomes from CLD Plan 21-24**

- Provide capacity building support to communities to create, develop and sustain programmes and activities which address emerging priorities and provide increased opportunities for citizens
- Support the creation and development of social enterprise and community wealth building
- Ensure Community Planning partners work closely with people and communities to improve our collective understanding of strengths, needs and opportunities
- Further, develop a clear and coherent framework to support volunteers and volunteering within communities and across community groups and organisations
- Develop and implement a training and development programme to ensure best practice is adopted across partners, informed by the National Standards for Community Engagement.
- Support communities to develop and contribute to local projects which tackle poverty (food, fuel, and benefit maximisation) - need to focus projects on those most affected by Covid 19 e.g., young people, minority ethnic communities, people with disabilities, and how they can be supported
- Harness the increased levels of community volunteering to build greater resilience - support communities to develop resilience plans and groups
- Support community management/ownership of green spaces and the development of food growing spaces and projects
- Neighbourhood planning - develop toolkits and training to strengthen community's capacity to produce their own neighbourhood plans

### **Emerging Priorities Community Development**

- Develop actions to more effectively measure and demonstrate the impact of CLD interventions on communities.



**Areas for development, from HMIE progress visit**

We continue to review and are developing improved strategic governance arrangements. These will be further refined and tested with partners, learners and communities during 2025 and included in the 2025-27 CLD Plan Update

- Senior leaders and CLD partners to work together to improve the strategic governance and decision making in CLD - this should include CLD partners setting and jointly monitoring shared measures of success and ensuring that one strategic group has strategic oversight of all aspects of CLD across the whole plan.
- Ensure there is sufficient input or influence from community representatives, young people and adult learners in CLD strategic planning.
- Develop and embed shared self-evaluation across partners and consistent sharing of data to develop a fuller understanding of the impact of CLD, which could better inform the use of resources.

**Continued Youth Work Outcomes (from CLD Plan 21-24)**

What are we going to do	Lead	From When	Measures
Support young people to gain the employability skills required for the world of work. This will increase the number of young people leaving school into a positive destination, especially those from priority areas. Work with school leavers to develop their employability skills.	shmu ACC	Continuing	Positive destination figures are increased.  Skills Development Scotland (SDS) figures – number of young people not in education, employment or training decreases
Support young people’s mental and physical wellbeing and increase the number of young people who report that they feel mentally well.	ACC Community Projects	Continuing	An increased number of young people report that they feel mentally well and/or their mental health is improving.
Work with partners from the Family Wellbeing Hubs to provide early intervention support to children, young people and families.	Fit Like Family Wellbeing Team	Continuing	An increased number of young people report that they feel mentally well and/or their mental health is improving.

Support Community Planning Aberdeen's work to promote and protect Children's Rights.	ACC Youth Work team Aberdeen Youth Network	Continuing	Improved engagement in consultations and decision making from young people.
Promote and deliver diversionary activities for young people with an enhanced focus on the priority areas.	Police Scotland ACC Youth Work team ACC Community Development	Continuing	Increased number of diversionary activities available  Increased number of community-run diversionary activities
Work in partnership with primary and secondary schools, with a focus on priority areas, to support improvements relating to the National Improvement Framework priorities	ACC Youth Work team  Education	Continuing	Using a range of evaluative methods, young people report that their mental wellbeing is improving  Number of young people attaining accreditation

### Emerging Priorities Youth Work

Continue to improve data sharing and joint planning between youth work and employability providers and secondary schools.	ACC ABZWorks SDS Schools	Developing	Demonstrating how improved use of data and joint planning creates efficiencies and addresses need
Further develop multi agency response to The Promise, including Edge of Care pilots (EoCP).	ACC	Developing	Partners report they can better contribute to the Promise and EoCP

### Continued Adult and Family Learning Outcomes (from CLD Plan 21-24)

What are we going to do	Lead	From When	Measures
Families are supported to raise attainment and build their capacity and resilience	Family and Adult Learning Teams	Continuing	Increased confidence and resilience in parents/carers

	PEEP (Parents as Early Education Partners) Funded projects Fit Like Family Wellbeing Team		Parents/carer report increased ability to support their own and their children's learning and development
Develop and deliver targeted learning package for those whose employment opportunities have been hardest hit by Covid-19, and:- <ul style="list-style-type: none"> <li>○ Emerging priorities not detailed in the plan:</li> <li>○ Welcoming New Scots</li> <li>○ Cost of Living Crisis</li> <li>○ Warm Spaces</li> </ul>	ACC Family Learning  ACC Adult Learning  Funded Community Projects	Continuing	Monitoring Learners Journeys  Number of participants Number of programmes offered  Positive outcomes reported
Improve the Mental Wellbeing of adults in our communities	ACC Health Minds Team	Continuing	No. of learners moving on to positive destinations No. of accredited awards achieved No. of Learners No. of volunteers and peer mentors No. of volunteer awards achieved No. of learning and volunteer plans No of sessions offered No of Participants 90% of participants report improved wellbeing
Equip Adult Learners to meet key challenges and transitions in their lives – to include Digital inclusion, literacy, numeracy, ESOL and financial resilience and health literacy	ACC Adult Learning ABZWorks Adult Learning Providers Network	Continuing	Positive outcome reported Development of network – meetings/identification of SMART targets Identify CLD KPI's to be addressed by Professional Network
Develop and support outdoor learning initiatives	ACC, Healthy Minds, Adult and Family Learning teams	Continuing	Maintain the number of groups taking place outdoors
Increase focus on accredited qualifications and development of Progression Routes including (linkage to ABZ Works/Campus)	Adult Learning Providers' Network	Continuing	Number of accredited awards being achieved Increase in Adult Learning partners awareness of learner pathways

<b>Emerging Priorities Adult Learning</b>			
Further develop city wide CLD partners contribution to the Family Support Model (FSM) and explore how commissioned services contribute to the Family Support Model	All ACCCLD teams Social Work Education Funded Community Projects	Continuing	Number of CLD partners contributing to the FSM and its evaluation framework
Adult learning staff to work with their partners to see if data analysis can provide evidence of their positive impact and contribution to helping to reduce re-offending	ACC Adult Learning Social Work	Developing	Mechanisms are established to share data on the re-offending rates of learners
Further develop opportunities for Learner's Voice, the voice and experiences of learners, to shape future provision and priorities and use this to influence service delivery, and the development of a sense of agency	ACC Family Learning and Adult Learning SHMU	Continuing	Number of learner voice opportunities
Ensure community learning providers are encouraged and supported to contribute to the future libraries model and the development and delivery of a City adult literacies plan	ACC Adult learning Library and Information Services Education	Developing	Creation of a city wide literacy plan
Tackling health inequalities through effective adult and family learning	ACC Adult and Family Learning	Developing	Increasing the number of activities focused on tackling health inequalities

<b>Continued Community Development Outcomes (from CLD Plan 21-24)</b>			
<b>What are we going to do</b>	<b>Lead</b>	<b>From When</b>	<b>Measures</b>

Provide capacity building support to communities to create, develop and sustain programmes and activities which address emerging priorities and provide increased opportunities for citizens	ACC ACVO (Aberdeen Council of Voluntary Organisations)	Continuing	Community groups learning programmes are successful and engaging more individuals
Support the creation and development of social enterprise and community wealth building	ACC Community Development Wider CLD partners ACVO ACC City Growth	Continuing	Number of community social enterprises Number of community asset transfers
Ensure Community Planning partners work closely with people and communities to improve our collective understanding of strengths, needs and opportunities	AHSCP (Aberdeen Health and Social Care Partnership); ACC Locality Planning, Community Development & FAF (Fairer Aberdeen Fund) Teams	Continuing	Communities report that they are confident in using different tools to identify ways to enhance their local area and community
Further, develop a clear and coherent framework to support volunteers and volunteering within communities and across community groups and organisations	ACVO ACC	Continuing	Number of volunteers and volunteer hours contributed through Fairer Aberdeen Programme, Funded Community Projects and other CLD providers  Increase of registered opportunities and uptake of volunteering opportunities.
Develop and implement a training and development programme to ensure best practice is adopted across partners, informed by the National Standards for Community Engagement.	ACC Locality Planning team SCDC (Scottish Community Development Centre) AHSCP Community Empowerment Group	Continuing	Number of participants  Number reporting positive feedback



Support communities to develop and contribute to local projects which tackle poverty (food, fuel, and benefit maximisation) - need to focus projects on those most affected by increased life pressures such as: Cost of Living, migration; young people, minority ethnic communities, people with disabilities, and how they can be supported	ACC CFINE ACVO	Continuing	Number of distinct projects  Reports on positive outcomes
Harness the increased levels of community volunteering to build greater resilience - support communities to develop resilience plans and groups	ACVO ACC Scottish Fire and Rescue Service	Continuing	Number of communities who have a resilience plan. Number of active resilience groups
Support community management/ownership of green spaces and the development of food growing spaces and projects	CFINE ACC	Continuing	Instances of support provided Number of community managed green spaces
Neighbourhood planning - develop toolkits and training to strengthen community's capacity to produce their own neighbourhood plans	AH&SCP	Continuing	Toolkit developed Number of trainings offered Number of individuals successfully upskilled
<b>Emerging Priorities Community Development</b>			
Develop actions to more effectively measure and demonstrate the impact of CLD interventions on communities.	ACC FAF Funded Community Projects	Developing	Agree a set of measures to address this

### Areas for development, from HMIE progress visit

Senior leaders and CLD partners to work together to improve the strategic governance and decision making in CLD - this should	ACC CLD partners	Developing	Governance developed and model tested
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include CLD partners setting and jointly monitoring shared measures of success and ensuring that one strategic group has strategic oversight of all aspects of CLD across the whole plan.			Feedback from HMIE
Ensure there is sufficient input or influence from community representatives, young people and adult learners in CLD <b>strategic planning</b> .	ACC CLD partners	Sept 24	Representation across CLD areas from learners and community members Extent to which community representatives feel they can influence CLD strategic planning Level on ladder of empowerment captured for those involved
Develop and embed shared self-evaluation across partners and consistent sharing of data to develop a fuller understanding of the impact of CLD, which could better inform the use of resources.	ACC CLD partners	Sept 24	Number of CLD partners involved in shared self-evaluation Number of CLD partners sharing data to inform CLD plan and use of resources.

### Update plan for 2025 – 2027

Undertake a more substantial learner and partner consultation and update the 2024-2027 plans accordingly, to reflect the impact of the review outcomes along with the outcomes from the more extensive consultation process	ACC	Jan 25	Updated CLD plan 24-27 Number of CLD partners and learners involved in CLD plan 2024-27 Level on ladder of empowerment captured for those involved
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