



Community Learning and Development Plan

Interim Review 2017



Community Planning
in Aberdeen

Introduction

Community Learning and Development (CLD) plays a central part in ensuring individuals, families and communities reach their potential through lifelong learning, mutual self-help and community organisation - and that the available support and opportunities are community led, built around people's aspirations.

The specific focus for CLD is:

- Improved life chances for people of all ages, through learning, personal development and active citizenship
- Stronger, more resilient, supportive, influential and inclusive communities

The delivery of CLD in Aberdeen is driven by the four improvement priorities identified in the CLD Plan 2015 - 2018 - these are:

Priority 1: Ensure an effective Community Learning and Development Strategic Partnership which is inclusive of local communities

Priority 2: Collaborate to contribute to Positive Life Chances

Priority 3: Empower communities and communities of interest through effectively building their capacity to engage as partners in shaping and delivering services and to engage fully in decision making processes

Priority 4: Develop the workforce - Community Learning and Development Partners develop CPD for the paid and voluntary Community Learning and Development workforce

The plan is clearly linked to the Community Planning Aberdeen (CPA) Local Outcome Improvement Plan (LOIP) and the Smarter Aberdeen Priorities, ensuring these are effectively delivered. CLD is mainly focussed on communities with significant levels of multiple deprivation, and communities of interest. Key priorities across all are closing the attainment gap and improving health and well-being.

This review highlights some of the progress made to date on these priorities

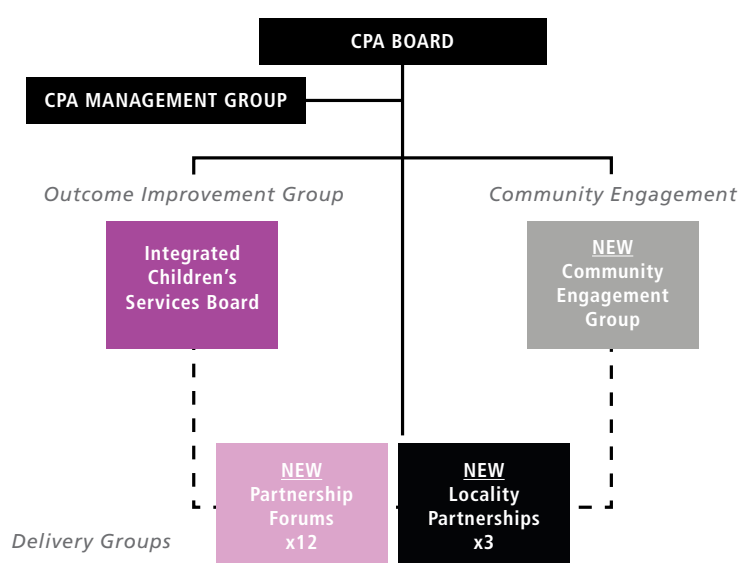


PRIORITY 1: Ensure an effective Community Learning and Development Strategic Partnership which is inclusive of local communities

Governance

Governance of the CLD plan lies with Community Planning Aberdeen, with oversight provided by two Outcome Groups – Community Engagement group and Integrated Children's Services Board.

All 11 Learning Partnerships were involved in the Review. 137 members engaged with a survey to gather views on the effectiveness and future of the partnerships.



Delivery

Under Priority 1 partners undertook to review the Learning Partnerships. This review, completed in conjunction with a future focus for partnership working over the inclusion agenda in schools, has resulted in the creation of new Partnership forums in each LP/ASG area. From March 2017 these will take on the delivery of CLD plan outcomes as part of their remit.

Each of the new Partnership forums will include representatives for the Community and Third sector alongside representatives from Schools and Social care, ensuring the community voice helps shape the delivery of the CLD plan.

Achievement of the Learning Partnerships over the past 18 months include:

Where Learning Partnerships have been successful they have provided a forum through which various partners working in Learning Communities have been able to network and share information and data on in order to set priorities for the local community. Furthermore, the Learning Partnerships have been able to use this knowledge to allocate kickstart funding to a number of projects designed to tackle some of the identified needs in these areas. Some examples of projects and activities either funded by the learning partnerships or partnership working emerging from them are presented in the following pages.

November 2015

News from Bucksburn

Bucksburn Academy volunteered to run a pilot which utilised NHS Grampian guidance for educational and youth work settings. The school developed a vision around Tobacco and created supportive policy to ensure Bucksburn's young people grow up to be confident advocates for a smoke free generation. They are committed to reviewing the policy, identifying areas for improvement and evaluating its impact. This initiative was supported by the Bucksburn Learning Partnership and the Youth work team.

Bucksburn Academy Campus is now very excited to announce that they are the latest signatories to endorse ASH Scotland's Tobacco Charter. This makes Bucksburn Academy the first school campus in Grampian to sign the Charter.

This move highlights the school and its community campus partners' forward-thinking culture, policies and practice in relation to tobacco. The campus will go beyond simply enforcing a no smoking policy; it recognises the duty of the whole school approach to provide effective education on tobacco and health, encourage teachers and other staff to act as positive role models for pupils.



Dyce Celebrates Fantastic Volunteering

The Dyce Community Volunteer Awards was held on Saturday the 23rd of January 2016 at Carnegie Hall, Dyce. They were supported by the Dyce Learning Partnership and brought together a huge range of volunteers and community groups.

67 volunteers who were nominated by members of the community in recognition of the important and fantastic contribution and service they give to the Dyce community were presented with Award certificates by the Lord Provost of Aberdeen George Adam. The Lord Provost gave his personal thanks to volunteers and emphasised how impressed he is by volunteering in Aberdeen communities. Councillor Gill Samarai and Councillor Neil MacGregor further extended their congratulations and thanks to volunteers.

It was a most enjoyable, inspiring event which highlighted the superb contribution volunteers make and all that is good about communities in Aberdeen.



February 2016

Fantastic Community Support and Volunteering in Bridge of Don & Oldmachar

On Tuesday 9th February, a celebration and recognition of superb volunteering and youth achievement took place at the Bridge of Don Community Centre. Thirteen young volunteers were presented with their Saltire Awards. The volunteers had undertaken a Saltire Award Team Challenge, helping to deliver an amazing 4000 copies of 'What's on in Bridge of Don' booklets (funded by the Learning Partnership) to residents in the Bridge of Don community. Volunteers included members of the 3rd Aberdeen Boys' Brigade, families and individuals from the local community.

ACVO were honoured and delighted to present the Saltire Award certificates along with members of the Bridge of Don and Oldmachar Learning Partnership.

Hamish Cattanach, Capacity Building Officer, Aberdeen City Council added *'it is brilliant for the Bridge of Don and Oldmachar Learning Partnership to see youth volunteering continue to increase.'*



On the 23rd March Harlaw Learning Partnership held an event to find out young people's opinions on a range of subjects and provide an opportunity to talk to some of the agencies working in the area with the aim of providing direction for future work.

The agencies played a fantastic role in engaging with the participants, sharing what they do, involving the young people in activities and providing a positive atmosphere.

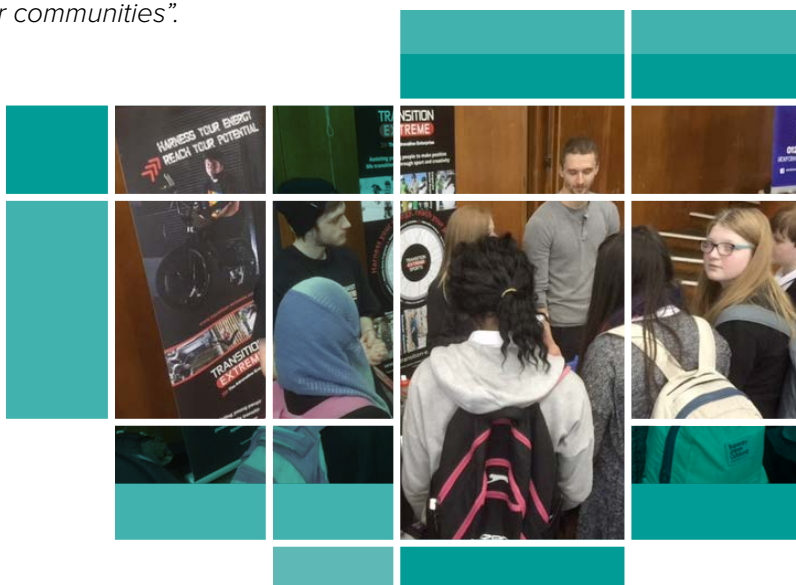
David Innes, Head teacher at the Academy said, *"This was a major undertaking for the learning partnership and one which we should be really proud to have pulled off. In both sessions there was a real buzz and activities which offered genuine and meaningful ways to get the voice of young people....shaping their city centre and their communities"*.

"It was fun and got me involved".

"I liked how we got to share our ideas and say what we think".

“Learned about a lot of local stuff I did not know”.

“Everyone was very friendly. Snow sports, drawing table, lots of new things to try”.



May 2016



We ❤️ Torry' Health and Wellbeing Family Fun Day!

On the 14th of May the Torry Learning Partnership held an interactive and informative family fun day. Around 200 local people came along to enjoy a range of health and sporting activities. Participants were able to find out about a range of activities and services available in their local area.

There was lots of positive feedback which included:

- Great family event that brings the community together
- Lovely music and good information
- Great Community Spirit x 4
- Lots going on - very positive



March 2017

Caf4e.Com

Over a year has passed since the Oldmachar Learning Partnership Kick-start funding of £2500.00 and the Caf4e & Company Lunch Club is going strong. At the latest session, the Audacity Choir gave a performance after meal time. More photos and videos can be found on the Caf4e.Com Facebook page:
<https://www.facebook.com/caf4ecom-539673266144273/>

Here are some statistics and feedback from the day:
24 Lunch Club Members attended (12 members required transport) (5 members were new referrals) and 17 volunteers helped make sure it all ran smoothly.

On the menu: Steak Pie, Mashed Potato, Cauliflower Cheese. Soup & Garlic Bread, Rice Pudding & Peaches, Chocolate biscuits and tea/coffee.



Feedback from the day included:

"The meal was amazing!"

"It's very entertaining"

"Excellent. It's really good to have a sing-along"

"It runs like clockwork. I wouldn't change anything"



Priority two: Collaborate to contribute to Positive Life Chances

WORKING WITH YOUNG PEOPLE

CLD Partners work with young people in schools to support them on their learning journey. This includes provision linked to the Curriculum for Excellence Capacities and National Youth Work Outcomes, support to encourage involvement in Youth Democracy including the development of youth forums and assistance to Scottish Youth Parliament members, employability support including providing work experience opportunities, supporting young people with wider achievement awards and support to develop equalities for young people including the city-wide LGBT group.

Youth Work in Schools

Aberdeen City Council's Youth work team work with eight out of the twelve academies and their feeder primaries people in these areas. The team is currently working with an increasing amount of pupils supporting them to increase their confidence, develop their leadership skills and help build their social and personal skills. There has been a developing demand for "one to one" work with pupils and also for transition support. The Youth work team are involved in the "Celebration of Two Communities" which is a project supporting primary school pupils who be the first to move to the new Lochside Academy.

Leadership Skills training in Torry Academy

Youth work in schools across the Torry and Kincorth ASG's has been introduced to promote positive engagement with young people and education in line with the CfE Health and Wellbeing strand to offer young people a wide range of activities to support personal and social development. 41 young people from Torry Academy were identified by Guidance Staff to take part in this training, geared to support young people to gain and further develop skills in decision making, working with others and communication.

A Guidance staff member from the school noted *"It was a very successful event and the pupils that I spoke to really enjoyed themselves and found it to be extremely worthwhile"*



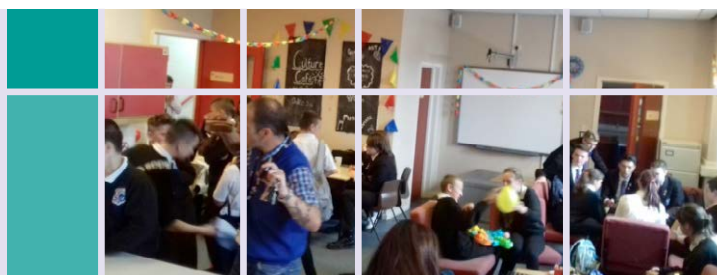
The Lifelong Learning Youth Work team worked with 260 young people in the Year 2015 – 2016

Wider Achievement Awards: 8 young people achieved Dynamic Youth Awards, 27 young people achieved bronze Youth Achievement awards, 10 achieved silver youth achievement awards.

Pupils fed back that:

"This was fun and informative"

"It was interesting and I was able to improve on my skills"



Northfield Culture Café

Set up in August 2015 the Culture Café has now been running for over 18 months. The project involves Senior phase pupils who support younger pupils who may be vulnerable, requiring a considerable commitment from the prefects involved. They take their role seriously one of the original volunteers saying *"It [Culture Café] was set up to be prefect run, so I think my role within the school [as a prefect] kind of made me think I need to take up this role... and then after the first couple of weeks I really enjoyed it so it wasn't a chore or anything, it was kind of good fun and I wanted to come back and I wanted to lead it."*

This project has been evaluated by Dr Fiona Marshall, University of Aberdeen, who commented that the Volunteers were developing skills for life and work. A pupil involved noted "I went for a university interview and it was really good to talk about the Culture Café. That was when I really noticed how much I have actually achieved"

All prefects involved were able to articulate how their experience in volunteering in this project could impact on their next steps, either in helping them make decisions on the next steps or in applying for jobs or further education.

YMCA Primary Club

Aberdeen YMCA provides a Primary School Club after school during term time for pupils from Gilcomstoun and Skene Square Primaries. Our staff pick up the children after school and walk them over to the YMCA premises at 52 Skene Terrace. The children have some circle time together, play a group game and then have the use of all the facilities of the YMCA up to 5.15 when their parents collect them. There is a large hall for sports, a pool table, table football, air hockey, table tennis, Playstation, quieter spaces, computers with safe internet access, crafts including baking, tooth brushing club and tuck shop with a variety of snacks. This Club only charges £1 per child per night so it tends to serve families in more challenging financial circumstances. The Club also has a significant number of New Scots for whom English is not their first language.

YMCA Plus One Mentoring Programme

Aberdeen YMCA delivers this programme in partnership with Northfield Academy, Bramble Brae Primary and Manor Park Primary. We recruit, train and support 20 volunteer mentors who support young people aged 8 - 14 who are referred to the project by the schools. The Mentors meet with their Mentees on a one to one basis each week providing a positive role model and a committed engaged adult with whom the young person can have a positive trusting relationship. The young people are referred to Plus One because they are experiencing a variety of difficulties in engaging effectively in formal education.



4 prefects were involved in setting up and running the Culture Café

Approximately 30 pupils a week used the café

All prefects involve are working towards their Gold Saltire Award



YOUTH PARTICIPATION

The Lifelong Learning Youth work team provides support to the Aberdeen Youth Council, members of the Scottish Youth Parliament, and also two Youth Forums, the Torry Squad and the South Catchers. This year Aberdeen Youth Council amended its constitution to allow 12 year olds to join. There are 16 members of ACYC and 4 MSYPs. Elections for Scottish Youth Parliament were held in March 2017.



Youth Forums

The Youth team continue to support the Torry Squad and South Catchers which between them have 18 members. Notable achievements this year for Torry Squad were being asked to take part in the ceremony that opened the Scottish Parliament (The Riding) and helping out at the Torry locality planning event. The South Catchers notable achievements were having two of its members elected as Scottish Youth Parliamentarians; and the Food Zone Youth Café initiative. The latter involved South Catchers preparing and serving free meals for young people and their families during school holidays; the idea having been developed after a consultation South Catchers held with their peers at Kincorth academy. Some selected highlights from these forums include:

- Young people have successfully written their own funding applications and received over £1500 towards their projects
- Young people have taken part in the opening of parliament as part of the government's youth arts strategy 'YACNE Time to Shine', marching in The Riding parade and speaking with MSP's about their current campaigns
- Young people have achieved over 100 saltire hours each
- Young people have a regular slot on SHMU Radio hosting their own Youth Democracy show
- Young people have gone on to sit on city wide and national youth organisations, representing both Aberdeen City Youth Council and the Scottish Youth Parliament



Centre Based Work

There are 11 youth groups currently managed by the Youth work team. They meet in the following Learning and Community Centres; Hazlehead, Beacon, Cornhill, Torry, Cummings Park, Bridge of Don, Dyce, Hanover and Northfield.

Centre-based Work provides opportunities for young people to take part in activities that they themselves have chosen. Young people are supported by youth workers to take on responsibility for their groups and through a process of informal learning they can develop important skills including communication and team work.



Employability

Aberdeen City Council's Work Experience team work across the city's Academies to offer S3/S4 pupils work experience placements and to offer extended placements to those pupils in the Senior phase. Young people on work placement gain experience and insight into the world of work helping them make informed decisions for their futures.

School	No. of Placements	First Choice Placement (%)
St Machar	151	87%
Kincorth	106	83%
Torry	84	80%
Bucksburn ASN	29	72%
Bucksburn	92	85%
French School	10	70%
Hazlehead S3	163	84%
Dyce S3	91	68%
Grammar S3	165	77%
Harlaw S3	174	87%
Bridge of Don S3	105	76%
Total	1170	79%

Feedback from Torry Youth Groups after holding a Come Dine with Me event included:

"I enjoyed working with other people and tasting new food"

"I now know how to work a cooker. I know how to plan"

"I know how to make sure food is healthy"

Work Experience

Total placements: 1170

Total first choice: 79%

Total amount of employers offering placement: In excess of 500

TOTAL WEEK PLACEMENTS -1170

EXTENDED PLACEMENTS -165



Employer testimonials:

Laws Tyres

Taking pupils for work Experience is our way of giving our community something back. And hopefully helping the pupils make a more informed choice about what Career path they want to take.

It also gives us a fantastic connection with the younger generation and an insight to the employees of the future.

Stephen McConnachie
Depot Manager

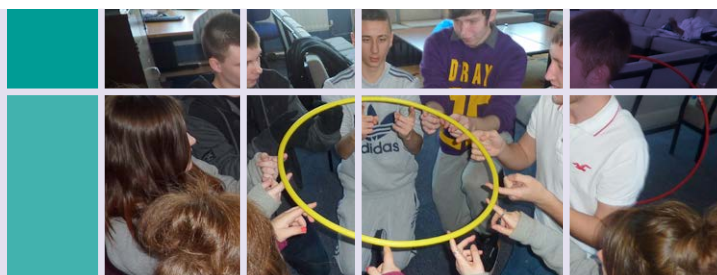


Langstane Housing Association

Langstane Housing Association supports the work Aberdeen City Council's Work Experience Unit do in providing placements for young people in Aberdeen. As a social landlord we encourage youngsters to learn about various administration and housing related duties and give them a chance to sample working life first hand by shadowing our employees. It is hoped that whilst spending time with us and seeing Langstane Housing Association as an organisation aiming to deliver excellent service to our customers we are giving the young people skills to help them make good choices with any future careers they may pursue in the future.

J Forbes
HR and Corporate Services manager
Langstane Housing Association





shmuTRAIN, funded by Inspiring Scotland, Skills Development Scotland, Fairer Aberdeen Fund and Aberdeen City Council (Activity Agreements), currently offers comprehensive employability support and skills development training to young people (15-19) who are identified as being at Stage 2 of the Employability Pipeline and are at serious risk of not moving on to a positive destination, or have failed to make a successful transition from school to a sustained outcome.

Community & digital media are used to engage young people, increase motivation and develop core skills such as confidence, communication and teamwork, and to support young people to move on to a sustained positive destination (education, employment or training).

Within shmuTRAIN the offer is **Early Interventions** which supports work in 4 Academies, and **Positive Transitions** which supports 16-19's with a 12-week full-time programme, and also delivers 1:1 support through the Activity Agreement initiative.

Early Interventions builds on shmu's excellent working relationships with academies across the city built up since it started in 2009. We have both operational and strategic links within those academies and regularly meet with them to discuss progress and future plans. Currently the project is supporting pupils in St Machar Academy, Hazlehead, Kincorth Academy and Harlaw Academy. To date Early Interventions has worked with 288 pupils and moved 255 onto positive destinations.

Positive Transitions: has supported 29 Positive Transitions courses to date, with the 30th having commenced on 3rd April 2017. Over this period 254 young people have completed the programme, with 217 young people achieving sustained positive outcomes.

To make the above possible, shmuTRAIN has built up strong working relationships with employers across Aberdeen who not only provide talks and tours but also offer real work placements so that the trainees can find out first-hand what the world of work is like. Our partners include John Lewis, NHS, HSBC British Heart Foundation, Bon Accord Care and First Bus.

The feedback from young people who have taken part in Positive Transitions courses has been very favourable:

Partner Employer:
"delighted to attend fantastic evening celebrating all of your achievements. Truly inspirational"

One family member stated *"have seen such a change in my brother. So, happy to see his confidence grow. Thank you."*

Trainee: *"My experience at shmuTRAIN has probably been one of the best things I've done in my life. It's definitely gonna be a memory for life"*





Aberdeen Streetwork Project

Aberdeen Streetwork Project works alongside a range of partners including Police Scotland, City Wardens, Drugs Action, Scottish Fire & Rescue Services, RGU Streetsports, Schools, Sports Aberdeen and the NHS. The aim of this project is to promote inclusion and contribute towards building a safer community where young people have the confidence to participate and contribute to youth provision in their area. Through community engagement and collaboration, this project is able to support individuals to engage and become positive community participants.

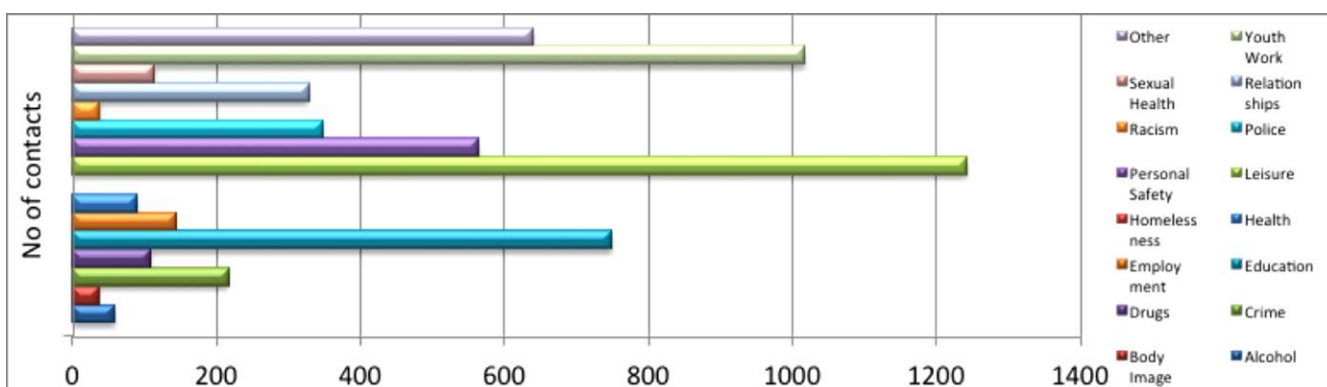


Working with partners, local businesses and community members, our project aims to provide a holistic and collaborative approach to initiating change and creating positive outcomes.

Outcomes

1. Young people will be more engaged in their communities
2. Young people will participate in more physical activity
3. Young people will identify needs for change in their communities and propose ways to bring about positive change
4. Young people will develop and enhance skills in engaging with community leaders
5. Partners will engage with local people, build good rapport with young people thus gaining trust and respect from emergency services

From August 2015
- July 2016 there
were 479 Streetwork
engagements and a
total of 3971 contacts
with young people.



Streetwork – discussions with young people



Family Learning

The Family Learning Team have delivered a range of programmes to support parents to support their children's learning and development. Over the past year we have concentrated our efforts in the 4 designated Scottish Attainment Challenge schools and work in partnership with these 4 schools and other relevant agencies to deliver positive parenting, confidence building, curriculum support programmes and in the home learning support.

From April 2016 to Dec 2016 we ran 27 courses with up to 280 learners attending - these included I'm a Parent, Maths and Language for Parents, Home Support with Parents, Chef Up, Family Storytime, Whose Money and Away Days.

Early signs suggest that concentrating our efforts in 4 schools has allowed us to develop stronger working relationships with schools and develop new one off workshops. There are also plans to develop I'm a parent...for parents with children with additional support needs (ASN) and to develop numeracy programme for parents of nursery children.

Research shows that parents have a huge influence on children's learning and development and that they are in fact one of the best educators of their children. Our aim is to get parents/carers to value and recognise the influence they have, by working in partnership with other education colleagues the service aims to raise attainment and reduce the educational attainment gap. The FLT use a "Wealth or asset based approach to our day to day work and encourage parents to recognise the influence they have on their children's learning and development.

Away Days - 122 adults and 122 children attended

I'm a Parent...Get me out of here! - 34 learners

ML4P – 31 learners
Engaging with Parents
Home Support - 10 learners

Chef Up - 11 learners

Whose Money - 4 learners

RRSA Workshops - 27 learners

Save a Child life workshop - 7 learners

Family Storytime - 34 participants

Learner's comments:

"It has helped us as a family"

"I have met new people, learned to be confident in maths and language and had fun doing so in a relaxed environment"

"I feel more confident in everyday life"

"We normally can't afford to go to Satrosphere as its too expensive for us to pay in as a family"

"Helped me with understanding how play helps with learning in children"

"I got to experience something new with my children. Watching their face was wonderful"



ADULT LEARNING

Various partners are working across the city, individually and in partnership, to support the principles of the Statement of Ambition for Adult Learning in Scotland which are that learning should be lifelong, life-wide and learners-centred.

Literacies

Adults with poor literacies skill face more challenges in their personal, social and working lives. CLD partners work with learners to improve these skills, working towards individuals specific goals, such as being able to help their children with their homework, getting into employment or accessing more skilled employment, achieving accreditation or going on to further education opportunities. Some of the work that has been done to support this is described below.

The Tuesday Women's Group at Unpaid Work

Adult Learning working in Partnership with Criminal Justice set up the Tuesday Women's Group to accommodate female clients who have been having difficulty attending any of the community payback activities. In some cases the women have experienced anxiety about attending those activities due to mental health problems or fear of encountering some other client that they do not wish to meet. These women are fragile yet hardened through years of substance misuse and contact with the criminal justice system. Some have challenging behaviour due to their experiences of long term and sometimes fruitless interaction with various agencies.

There is a choice of activities including literacy work and craft. Concentration can be a problem for some of the women and their hand to eye co-ordination is not always good. Craft work also provides a safe environment in which the women can discuss openly the challenges they face. By encouraging them to have a go and through peer support nearly all the women participate enthusiastically and often surprise themselves at their achievements. We try to incorporate literacy and numeracy into every session, effective communication and working with others are also important components.

Learning outcomes are allowing the women to gain in confidence and are then able to assert some control over their lives. They find their voice and are better able to articulate the difficulties that they face. By attending regularly they are able to prove that they can take some responsibility for completing their orders and the courts take a positive view of this.

A success of this programme is that learners are now progressing into mainstream provision to continue their learning journey. Ten have completed their Community Payback order which is a first for this type of partnership working. Two of the learners are moving onto mainstream literacies provision.

**Lifelong Learning -
Adults, Aberdeen City
Council:**

**From September 2015
to August 2016
507 people
participated in adult
learning classes.**

**Adult learning
provided 11188 learner
hours.**

Literacies 44 learners

ESOL 302 learners

Digital 158 learners

**In 2016 107 Adults
completed Wider
Achievement Awards.**



Confidence to Cook

Adult Learning in partnership with Alcohol and Drugs Action (ADA) ran a number of Confidence to Cook taster sessions for ADA service users during the summer of 2016. The ADA had noted some of their clients struggled to cook healthy meals within a budget and required some support. As a result of the success taster sessions a Confidence to Cook course was established. Many of the learners have expressed a growth in confidence and self-worth. Long term, it is hoped that some of the learners will be supported to become volunteers.

A Confidence to Cook course has also been run for young mums who have grown in confidence and who have gained their Food Hygiene Certificate. These learners are now moving on to a range of destinations including other adult learning opportunities and employment.

"I've been making much more things from scratch"

"We've been trying much more vegetables"

ESOL English for speakers of other languages

The Adult Learning Team delivers thirty three ESOL classes in Aberdeen supporting the aspirations of the "Welcoming Our Learners: Scotland's ESOL Strategy 2015-2020" produced by Education Scotland and The Scottish Government. It is recognised that ESOL provision contributes to lifelong learning in terms of language learning for progression and integration both economically and socially. There are particular impacts on children and young people in nursery and school whose parents/carers are accessing classes with ESOL e.g. the transition from nursery to school, parents ability to communicate with teachers, understanding the education system in Scotland can all be made clearer by accessing ESOL classes. It has an important role in supporting the early development of language skills in their children.

A citywide ESOL providers group has been formed by the Adult Learning Team to further develop ESOL provision opportunities. Currently members include NESCOL, International House, University of Aberdeen, EAL Service, Workers Educational Association, Polish Association and Aberdeen International Centre. They have recently drafted a "Learn for English" citywide provider's booklet. The aim is to provide an overview of ESOL services in Aberdeen and identify the gaps to ensure that provision is fit for purpose.

Feedback from learners attending classes:

"Help me improve my English so I can communicate with my GP and son's teacher"

"When I speak English I have many more opportunities to find a job, courses, and schools."



New Syrian Scots

In September 2015 the UK government undertook to resettle 20,000 Syrian refugees in Britain by 2020. Aberdeen Community Planning Partnership responded, indicating their readiness to play its part with the resettlement under the UK Home Office's Vulnerable Persons relocation Scheme, accepting approximately a 5% share (100) of the 2000 Syrians expected to come to Scotland over the period of the Scheme.

Recently the Adult Learning Team has worked with the Syrian refugee co-ordinator to undertake English language assessments of those refugees who have been re-settled in Aberdeen City. ESOL provision is now being provided to assist them to integrate into the local area. The team is currently providing a range of ESOL classes to 32 adults from 20 families who have been relocated to Aberdeen. They are also supported to undertake College assessments so they can progress on their learning journey with approximately 10 learners having moved on to mainstream College provision.

Awards and Achievement in Adult Learning

The Lifelong Learning team operate a number of SQA qualifications via their Approved Centre. These are delivered in a variety settings to a wide range of learners. This includes working with those in the criminal justice system who are undertaking community payback orders, providing English in community based locations for speakers of other languages and working in schools to deliver employability related qualifications. The team also work with partners to allow them to gain approval for qualifications via the Lifelong Learning SQA Centre. The current list of qualifications on offer are:

- Core Skills - level 2 and 3
- Employability - level 3 and 4
- Certificate of Work Readiness
- ESOL- national 2 and 3
- Volunteering level 4 (awaiting approval for 3)
- Cycle maintenance - level 3 and 4

Qualifications awarded during 2016 included:

14 Employability Awards

35 ESOL

12 Core Skills

9 Working with Others

7 Communication (3 listening, 4 Writing)

7 Numeracy (3 money, 3 time, 1 measuring)

5 Cycle Maintenance

8 Adult achievement awards

Comments from SQA ICT Learners

- It has made me more confident with my computer and the internet.
- Working with the internet and being more able to try things without hesitation.
- I am more happy at the computer and I feel able to do lot more and want to do more.
- I am more confident on the computer now and I am not afraid to try something new.
- More confidence to do things, coming every week learning more.

Adult Achievement Awards, Newbattle Abbey College

The Adult Achievement Awards are supporting a lifewide range of learners covering the personal, work, family and community aspects of living. They are lifelong and accessible at all stages of a person's life and support learners already engaged in or new to accredited learning. They can also help reengage with those who haven't undertaken any accredited learning for some time such as at school or early in their working life.

The Awards are learner-centred and those involved gain confidence and self-esteem, recognising what they can achieve and increasing their motivation to continue in their learning.

Adult Learners and staff from the Professional Learning team travelled to Edinburgh in 2016 to participate in Newbattle Abbey College conference on the Adult Achievement Award. The group have been part of a pilot which enabled groups of adult learners and volunteers across Scotland to undertake an award which would support the individual to recognise the impact of their learning and look at their next steps. This supports the work of the Adult Learning Statement of Ambition which encourages learning to be lifelong and life wide.

The group facilitated a workshop on the Aberdeen pilot and shared their experience of working through their award with support from their mentor. Mentors from the Adult learning and Family Learning team supported learners and volunteers from Kincorth Community Centre and a pupil from Bridge of Don Academy to achieve the award at SCQF level 3.

With 8 adults already having achieved the award, work is currently ongoing to ensure that the Adult Achievement Award will continue to be supported in Aberdeen.

Comments from participants completing their Adult Achievement Awards

I feel proud of what I have achieved.

It has given me a chance to reflect on all the training and work that I have done

I want to do the award to help me with my future job seeking and it has given me a chance to reflect on the training I have received.

Doing the award has given more confidence in my volunteering.

Made me more aware of my strengths and has given me the confidence to continue my learning.



Digital Literacies

To have no or poor digital literacies skills in today's world can be challenging. It can result in people feeling more isolated, mean they are overlooked for promotion, mean they're unable to move from low skilled jobs or even make it difficult to move into employment, with many workplaces now moving primarily to online applications. More generally, for those on low budgets, it can mean they miss out on opportunities to access online discounts, or compare prices for everyday items online. Lastly, as the drive in both public bodies and private companies is to move much of their business online, people without basic digital literacies skill can find it hard to access even basic services. The Scottish Government recognises that "Increased digital participation can improve people's quality of life, boost economic growth and allow more effective delivery of public services" and in 2014 it set out its strategy for improvement, "Digital Participation: A National Framework for Local Action". CLD partners in Aberdeen also recognised the role digital literacies play in ensuring that individuals and communities are healthier, happier and more resilient.

Tea and Tech learners have fed back the following:

I can do internet shopping, manage emails. I was a bit scared before.

Everyone is very friendly and open to what I want to learn.

I can check travel information. Saves me trekking to the bus and train station for information.

I can transfer pictures from my phone.

Help to make steps towards getting and using a smartphone.





Tea and Tech at the Library

The Adult Learning team organised Tea and Tech sessions in partnership with the Libraries Service and Healthy Minds team. The programme consisted of a series of ICT drop-in sessions that took place in the café area at Central Library and Kincorth Library.

The decision to develop the sessions was taken after all these services had experienced an increase in requests for support with tablets, smart phones, iPads and other digital technology and recognised that by working together they could combine experience, skills and resources to deliver targeted provision to services users responding to their identified needs.

Initially it was envisaged that learners would pop in for 20 minutes or so but people seemed to have a cascade of questions ranging from managing email folders and how to work Viber through to someone requiring their laptop restored. This led to their session lasting the entire hour and a half and often the answer to one question would spark another question. This changed the format for the following sessions. The success of this activity means that the team are currently planning future sessions.

To reach a wider audience a “Digital Access” booklet has been produced for Aberdeen by the Adult learning team. This overviews where PCs and wifi are located for public usage and also what the digital providers are offering. It also includes information on how to purchase reduced costs digital equipment through the Credit Union.

8 people participated in the three sessions at the Central Library

4 people participated in the two sessions at Kincorth Library

On average 6 people per week attended the next set of session (10 sessions over 10 week) at Kincorth Library, approximately 30 individuals.



HEALTHY MINDS TEAM

The Healthy Minds team, managed by ACC's Communities team, is funded by Health and Social Care and the NHS to work with adults in recovery of mental health.

Healthy Minds run a variety of classes and groups. These include work at The Grove, an allotment at Hazlehead Park, where participants are encouraged to learn about growing plants and eating healthily. They run music groups through which participants not only improve their playing and singing skills but, with encouragement, they are able to take part in end of term concerts, and also various community events, showing great growth in their levels of confidence.

Art activities creative writing have been proven to be therapeutic to those in recovery of mental health and participants in Healthy Minds are encouraged to share their creativity when they are ready with some having taken part in various exhibitions in Aberdeen. Healthy Minds participants have also gained wider achievement awards through SQA Volunteering skills awards and ICT awards.

Comments from Healthy Minds learners have said

- It has built my confidence to interact with others.
- It has helped me get out of the house and start to talk to other people.
- Gives structure to my week.
- Feeling more connected, less isolated.
- More confident, seeking to do other activities in my spare time.
- It's enjoyable. I feel happy that I can now use different art tools and it has given me more confidence. I enjoy it because it shows me I'm not alone with my illness. It also keeps me busy and out of the house.
- It has brought me back to a place where I now do not have any doubts of where and what I want to do!
- I can get up and go because my art is for me not my kids or family.
- Made me a lot happier and less lonely.
- I could never sing in front of a crowd and with time I have gained my confidence to do it.

From September 2015
to August 2016

Over 96 people
participated in
activities organised
by the Healthy Minds
team

Over 2267 hours of
activity were provided.



Priority Three: Empower communities and communities of interest through effectively building their capacity to engage as partners in shaping and delivering services and to engage fully in decision making processes.

Through the Locality Planning events communities have been empowered to shape the priorities for the Locality Plans. Locality Boards are in the process of being set up with 50% public services and 50% members of the Community. Participatory Budgeting is an integral part of Community Planning Aberdeen Community Participation agenda and we have delivered on a number of events in relation to the Locality Plan priorities. Several tools are being used by Community Planning Partners to make their Community Engagement more effective such a Place Standard Tool and the VOiCE Tool from the refreshed Standards for Community Engagement

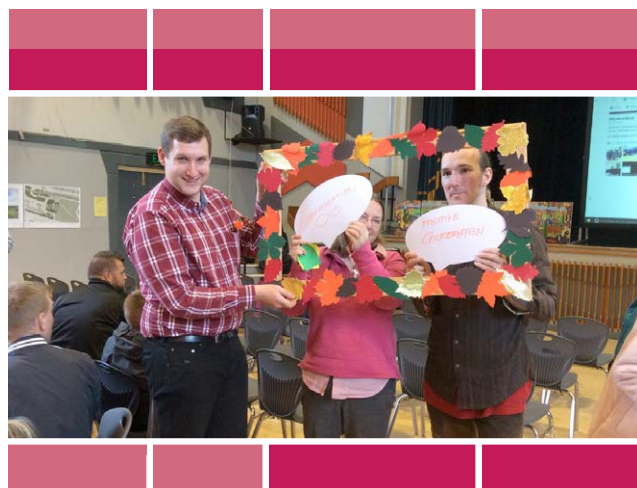


Locality Planning

Three Priority Setting events took place in the Regeneration Areas of Aberdeen. Locality One (Torry) event took place in Torry Academy on Saturday 17th September 2016. Locality Two (Middlefield, Cummings Park, Heathryfold, Northfield and Mastrick) event took place in Sunnybank Football Club on 3rd September 2016. Locality Three (Seaton, Tillydrone and Woodside) took take place in St Machar Academy on 8th October 2016. The purpose of these events is to set the priorities from what local people have said through the Shaping events and other consultations held earlier in the year and the data collected from the Strategic Assessment. These priorities will then form part of the Locality Plans which will feed into the Local Outcome Improvement Plan of Community Planning Aberdeen. Three videos were made for these events showing positive developments in their communities. <http://news.aberdeencity.gov.uk/watch-videos-show-the-strength-of-aberdeen-communities-and-regeneration-work>

The three events were all hailed as huge successes. The events were well attended, with over 250 members of the community attending across the three sessions. The events saw a good amount of representation from people from across the respective localities, and families from the Eastern European community were also in attendance. Provision was made for children at the three events, including specially tailored children's discussion tables and activities, which helped to encourage family attendance. Each event also offered crèche facilities. Senior Officers, as well as locally based workers, from across the spectrum of public services, were present at the events, as were elected members.

The Locality Plan format and the membership of the Locality Planning boards has been agreed by the Community Planning Management Group. Locality Plans have were approved by full council on 15 March 2016. Locality Planning Boards will be set up by the end of March. Members of the Communities Team are working with local people to look at the membership of the Boards and are having discussions on the draft plan. SCDC is working with members of the community in the South West locality to do this. The Boards will be made up of 50% Partners relevant to the Priorities and 50 % community of which some will be Aberdeen City Councillors.





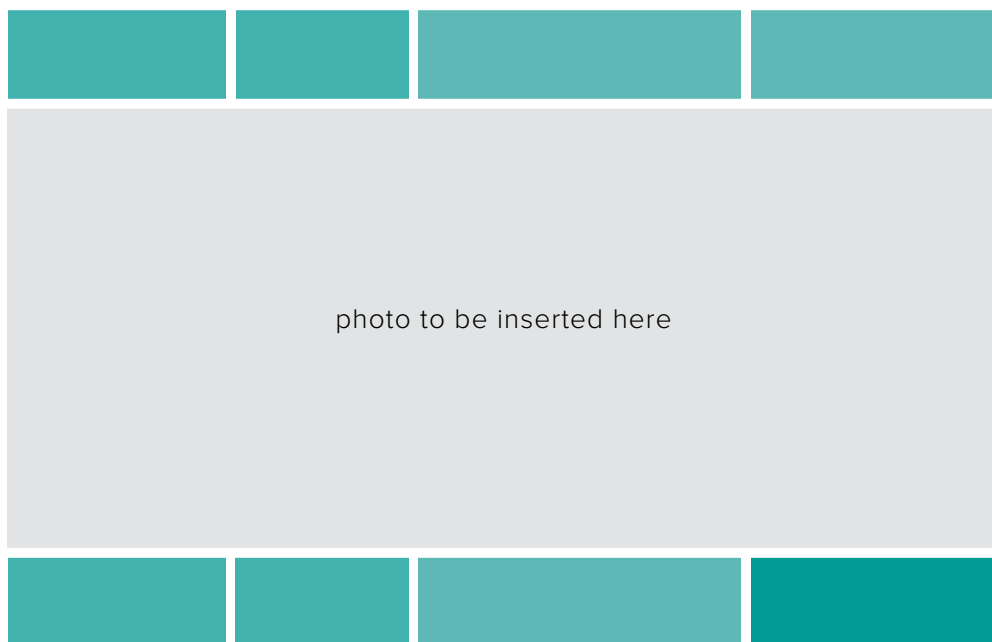
Participatory Budgeting

The Scottish Government has stated a desired outcome for local authorities that 1% of mainstream budget be allocated to participatory budgeting. It is also a commitment in the CLD plan that the Participatory budget model is used more widely across Aberdeen and that there is increased evidence of learner and community voices influencing policy and service delivery. Significant progress towards embedding this over the last 18 months can be seen in the table below

Date	PB Activity	Amount	Budget	No of people voting
Nov 2015 - Jan 2016	Work with Young People in Regeneration Areas	£100,000	Earmarked reserves (ACC)	4000 pupils
Jun 2016	Healthy Minds	£12,000	Mainstream (ACC)	51 Service Users, (75% of client base)
Oct 2016	Fairer Aberdeen Fund	£25,000	£10,000 FAF £10,000 Community Choices Fund £5,000 NHS	25 Local Community (Froghall, Sunnybank, Powis)
Nov 2016	Linkfield housing	£100,000	Mainstream HRA (ACC)	153 households, Promenade Court, Regent Court and Linkfield Court
Mar 2017	Locality 1	£82,500	£47,500 Earmarked Reserves (ACC) £35,000 Community Choices Fund	Over 1000 local residents
Mar 2017	Locality 2	£82,500	£47,500 Earmarked Reserves (ACC) £35,000 Community Choices Fund	Over 1800 local residents of local community
Mar 2017	Locality 3	£82,500	£47,500 Earmarked Reserves (ACC) £35,000 Community Choices Fund	Almost 850 local residents

A city wide PB steering group has been set up and has agreed branding (U Decide) performance measures, training programme, PB toolkit, and looking at digital tools to aid PB projects. Local PB Steering groups for each locality have been set up from the priority setting events and have completed training and workshops to organise the PB Locality event with input from PB Partners

A bid to use Digital technology as a method of engaging with the community was also successful, and has been piloted by the Locality PB groups. The Participare system enables Community members to put forward their ideas, some of which are already included in the draft Locality Plans, with others being turned into funding bids. The platform also lets voting happen online enabling those not attending the voting event to participate. The website went live on 11th November 2016. <https://aberdeen.participare.io/#/>





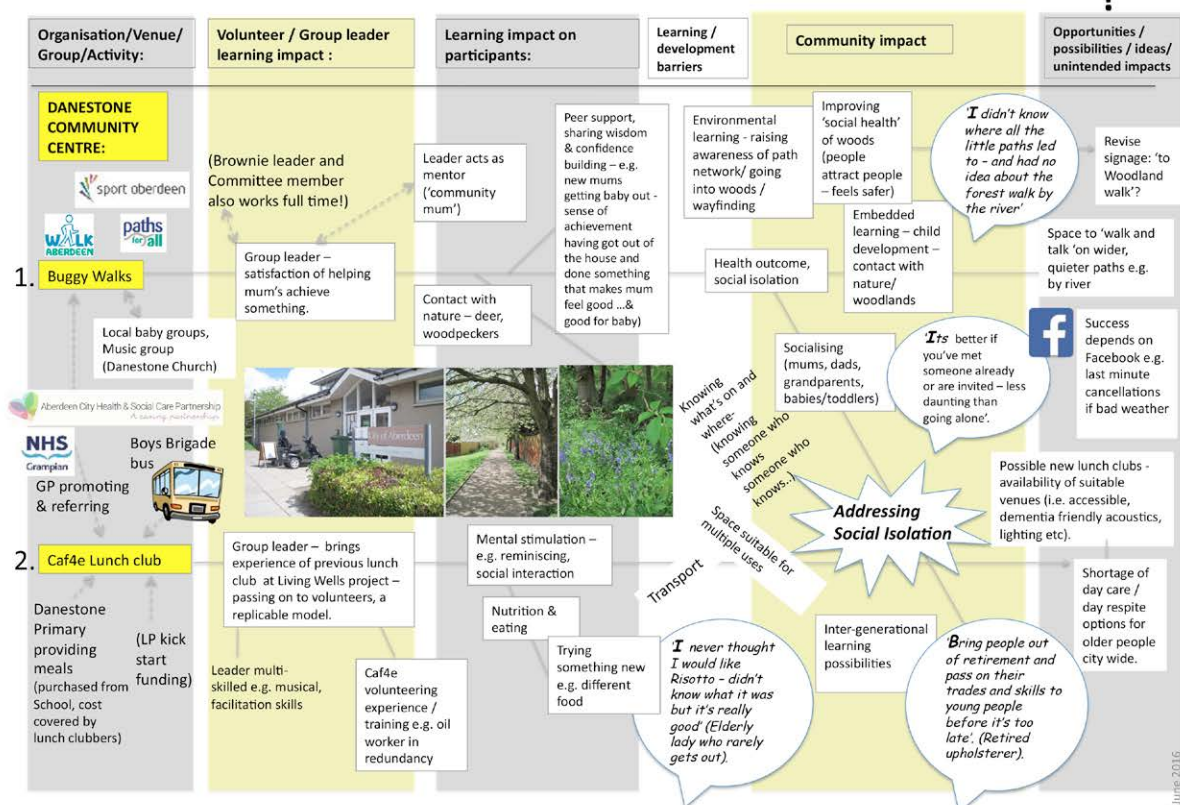
Community Engagement and Participation

On December 12th, 2016 the Engagement, Participation and Empowerment Strategy was agreed through the CPA Board, this requires all partners to work towards a set of principles which will improve how we work with communities. The strategy follows the publication of the Community Empowerment Scotland Act 2015.

To oversee the delivery and implementation of the strategy the Final report on the review of the CPA infrastructure proposes that a new Community Engagement group be established. This group will have an overview of the Community engagement taking place in localities. The aim of the Engagement, Participation and Empowerment strategy is to proactively and routinely involve service users and communities in any developments that affect them.

At local level, partners have been following a process of outreach community engagement work in the Oldmachar, Kincorth and Cults Learning Partnership area. In each an assessment of the learning impact of CLD activities has been produced. A timetable is now in place to allow these audits to take place on an annual basis in those ASG/LP areas which are not associated with the re-generation areas related to Torry, Northfield and St Machar Academies. An 18.5 hour Development Worker in the Lifelong Learning Team has been appointed to undertake these audits.

APPENDIX B: Impact map 1 – A community hub (Danestone Community Centre): Enabling things to happen – two examples.



Communities of Interest

An event was held on 6th May 2016 involving Communities of Interest identified in the CLD plan. A successful bid was put into the Creative Learning team to use a community artist to enable partners to identify the current levels and gaps in Service Provision. A 3D model was created to show this.



LGBT Zone Youth was established circa 2008 and was initially supported by Terence Higgins Trust and Aberdeen City Council. While supported by a Development Officer from ACC and a Youth Worker, it is the young people who attend the group have full ownership. They decide “what we do, when we do it” and all young people are involved in the planning process. The real strength of this group is the young people who attend it. The young people forge friendships which are based on trust, respect and loyalty and organise their own activities outwith the group.

Recently the group delivered a ‘Tackling Homophobia in Schools’ presentation at the Aberdeen Learning Festival. They also delivered this in 2015 and as a result one school in Aberdeen set up an Alliance Group to support their LGBT+ pupils one lunch-time per week. Ideally this is something that the group would like to see rolled out in all schools or at the very least that they have one identified LGBT+ champion in each year group.

In 2016 members of Zone Youth LGBT+ took part in the Pride march in Edinburgh, July 2nd. Speeches were made outside the City Chambers before the march set off and the rainbow flag was raised at Holyrood to mark the event.



Work with Travellers - Work is taking place at Clinterty Travellers site Adult Learning is working with learners in this community on their Working with Others Award and providing 1:1 sessions for literacy and numeracy. They are working alongside the youth work team to provide homework clubs, working with parents to gain the skills they need to support their children to be confident learners. A summer playscheme and Easter play and learn has also been supported.

The team was successful in the Children and Young Peoples Services Awards, where their work with parents to be actively included in the development of supports won a Parental Engagement Award.

Apr - Sept 2016

Ongoing: 10 families
(19 adults, 14 children)
supported

New: 6 families
(19 adults, 14 children)
supported

Fairer Aberdeen Fund



The Fairer Aberdeen Board, made up of representatives from the regeneration areas, the Civic Forum, the Council, Aberdeen City Health and Social Care Partnership, Police Scotland and ACVO (Aberdeen Council of Voluntary Organisations), meets annually to allocate funding. This year's meeting took place in March 2017 to allocate £1,459,000 to 44 projects, supporting work in regeneration areas and across the City with vulnerable groups and individuals. Grants range from £2,200 to £155,000 in value.

Funding was awarded to initiatives that address the main priorities for the Board, Maximising income; **Getting people into work; Improving mental health and wellbeing; Building stronger, safer communities; and Increasing skills and creativity.**

Some of the organisations to receive funding are Aberdeen Cyrenians for their Street Alternatives project; CFINE (Community Food Initiatives NE) for providing affordable healthy food in priority areas and supporting food bank work across the City; SHMU (Station House Media Unit) which supports volunteers to produce magazines and radio programmes exploring and addressing local community issues and developing skills by providing training and support; Pathways for providing support to residents of priority areas into employment by providing tailored support for people from the first stages of job seeking through to securing and maintaining employment; and Cash In Your Pocket which aims to which supports people to access the financial inclusion support they need.

Funding was also awarded to community projects and flats which provide a range of services and support delivered to local residents in regeneration areas; as well as credit unions; mental health counselling; youth activities and family support.

The Board will consider allocating any remaining funding through a PB (Participatory Budgeting) event later in the year

2015 - 2016

Total Funding managed through FAF: £1.625m

No of staff post funded in projects: 30FTE

No of Volunteer hours contributed to projects: 172,392

Approximate value to Aberdeen communities of volunteer hours: £2.3m (more than doubling the value of the fund)





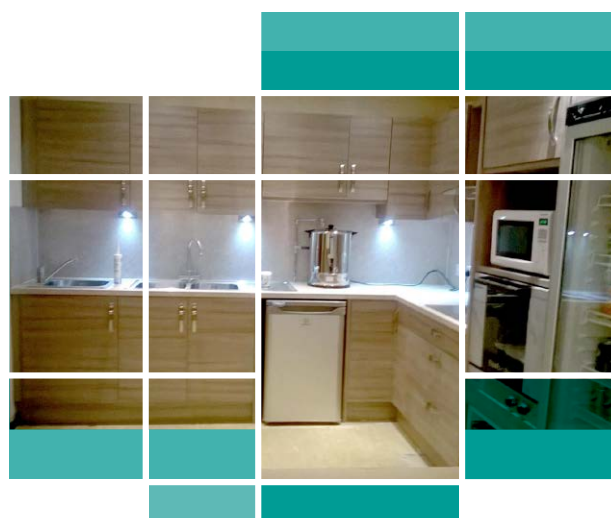
Community Facilities Leased Centres

Communities staff worked in partnership with volunteers from leased community centres to review the lease and management agreement. They successfully negotiated a full repairing lease which will help ensure these facilities continue to be fit for purpose for the local communities who use them. These new documents were approved by the Communities Housing and Infrastructure Committee in November 2016 and all new leases and management committees will be signed by the end of April 2017.

Leased Centre handbook - Officers now meeting with leased centre reps to review the handbook which was originally completed in March 2012. Representatives from 6 Leased Centres offered their assistance to complete the task by April 2017. Aberdeen City's work with Leased Centres is now seen as good practice by other local authorities. Edinburgh City Council met with officers and members of leased centres to see how we developed our policies and procedures. Recently Nottingham city council have requested information on our lease and management agreement and centre handbook

There are 23 leased centres in Aberdeen all of which provide a valuable resource for local communities. Aberdeen's leased centres are managed by independent community associations and deliver a wide range of leisure and learning activities. They provide a venue for members of the local community to come together and are often a hub where people can meet and greet helping reduce isolation. Some of their achievements over the past 18 months include:

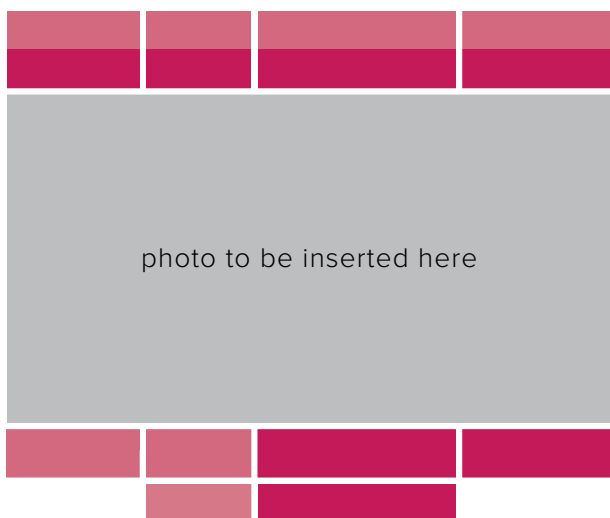
Dec 2015 - Balnagask Community Centre, after 33 years, was finally able to upgrade it's kitchen having received a donation from a very magnanimous benefactor, supportive local businesses and thanks to the generosity of our members and local community. In doing so they are able to make much better use of the community centre, delivering a wider programme to the community.





October 2016 - Works were commissioned to rebuild the floor structure and the addition of a new floating floor was completed in 2016 at the Old Torry Community Centre. The Management Committee appointed a project architect to oversee the works and some two months passed as the works to eradicate rot led on to insertion new steel and timber structures, and then finally the laying of the new surface which includes most welcome underfloor insulation for those winter months! A budget for the cost of the works was identified, and financial help from the City Council, the Balmoral Group and individual donations, the Centre also used some of our own reserves to make this all possible.

Over the period of closure some groups had to relocate and in this the centre was aided by Balnagask Community Centre, Nigg Bay Golf Club, the Credit Union, Tullos Learning Centre and the sports centre at Oscar Road who all offered space for these groups to continue to meet while the centre was closed since the completion of the refurb new groups and activities have been developed.



February 2017 - Powis Community Centre was reopened in 2017, a welcome return for the local community. An open day was held for tutors and instructors to come along and see the newly renovated centre and discuss what opportunities they could help the centre deliver to the local community. This was a very successful event and the Centre Association used the information gathered to put together a programme of activities based on the needs of the local community, such as Zumba and Yoga. Tutoring will also be available to those who use English as a second language soon and the kids clubs will also start to return to the centre with PVG checks now well underway.

They have also opened the café doors recently for a couple of Pop Up Café events which have been received very well by the local community and school children and are now working towards reopening the café daily.

It's an exciting time for Powis. They are on the lookout for new opportunities and for people to get involved with volunteering at the centre whether it be in the café and/or running and assisting with clubs.

Community Learning Centres

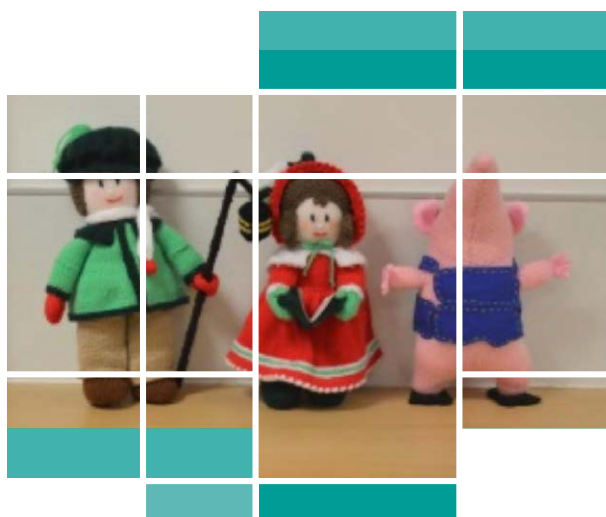
There are 17 Community Centres in the city which are staffed by the communities team who work with the centre management committee, made up of volunteers from the local community, to develop learning programmes to address needs identified in their communities. Over the past 18 months they have done a significant amount of work including the activities highlighted in the following pages.



Knit and Natter at Bridge of Don Learning Centre

The Knit and Natter group is a self-managed group. The ladies attend on Thursday mornings to, as the title says, knit and natter and have a cuppa. The group is well established and is welcoming of newcomers.

The ladies have been industrious and have produced various soft toys which they donated to CLAN to raise funds. They also produced Twiddle Muffs which are for people who suffer from Dementia, giving them something to “twiddle” with. The ladies also bring their own knitting e.g. jumpers and cardigans as well as doing felt work, crocheting and other handcrafts. The support from ACC staff is mainly via the clerical receptionist who has assisted the ladies with paperwork and collection of money. They used some of their accumulated funds towards a lunch in the summer and a Christmas lunch.



The long established groups at the centre are Bowling, HANDSS and Discussion Groups, all of which predate the current management committee. Groups which have started since the Management Committee was established are: Badminton, Pilates, Hatha Yoga and Book Group. Currently we have started a Zumba class and set up trial classes of two extra Pilates classes and a further Zumba class.

Tullos Learning Centre Coffee Bar and Corridor Makeover - Prince's Trust Team 46

In 2016 Tullos Learning Centre worked with the Princes' Trust which was working with a group of young people aged 16 to 25 years, Team 46, guiding them through an employability and confidence building course. The group were looking for a community venue in need of some refurbishment and the centre staff jumped at the chance to put Tullos forward, as the coffee bar and entrance corridor were drab and really in need of some TLC.

Tullos was chosen from a the mix of venues and by late February staff were told Team 46 wanted to come to Tullos as they felt it was the ideal space for them to work on. Barclays donated £100 to the project and all the rest of the funds for the makeover were raised by the team. They arranged and hosted a fun Quiz Night at Ma Cameron's which raised a further £280. The team came along to the centre with ideas and enthusiasm by the bucket full, working very hard over a two week period to transform the entrance corridor with a harlequin print on the wall, tree of knowledge and some origami butterflies on the stairwell. The coffee bar is now a lovely bright airy welcoming space with some creative art work, food information, origami butterflies, child friendly book corner and a display of art work from the crèche children, a real transformation.

The staff team at Tullos was invited to see the young people get their Princes Trust award and listen to the young people's presentations about their experience and what it had meant to them.

Some comments from building users:

"Can't wait to use the space for our groups"

Shona, Girl Guides Association

"The map is my favourite it is very well done. All the mums have said how much better the room looks."

Carol, Multi-Cultural Group

"What a difference, the youths have done a fantastic job. Well done to all of them."

June & Ruth, Management Association





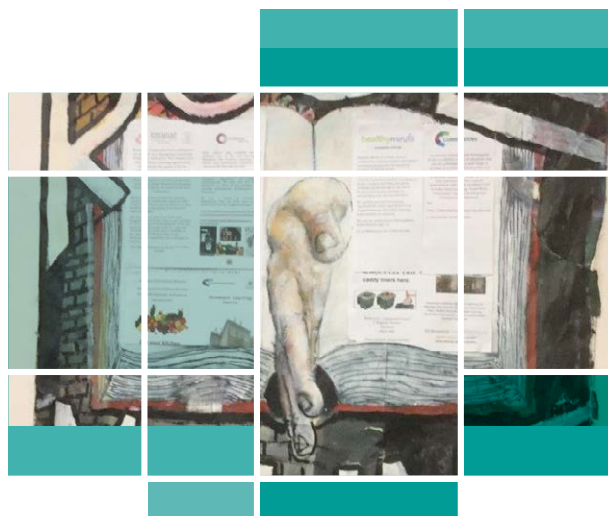
Rosemount Learning Centre Winter Wonderland Extravaganza 2016

The Winter Wonderland Extravaganza was overseen by the Rosemount Community Centre Association, Rosemount and Mile End Community Council. A Health Improvement Fund grant assisted with some of the costs.

The transformation of atrium brought together a number of groups and individuals who completed painting, helped decorate, and supplied resources and support and, nearer the end, assisted in the moving of furniture and tidying up, but most importantly gave up time in supporting the project. People were able to have fun, learn new skills, develop confidence, explore their creativity and imagination and meet others and make friends.

On the day a number of groups and charities added to the winter scenes by setting up stalls selling Christmas crafts and activities. Teas and coffees were available with cakes and sweets provided by the Rosemount and Mile End Community Council which were supplied by several local shops. Local businesses donated prizes for draws and additional decorations to adorn the scene.

The majority of comments on Saturday emphasised the community feel and atmosphere that people experienced, a reflection of the spirit in which the whole project was undertaken.





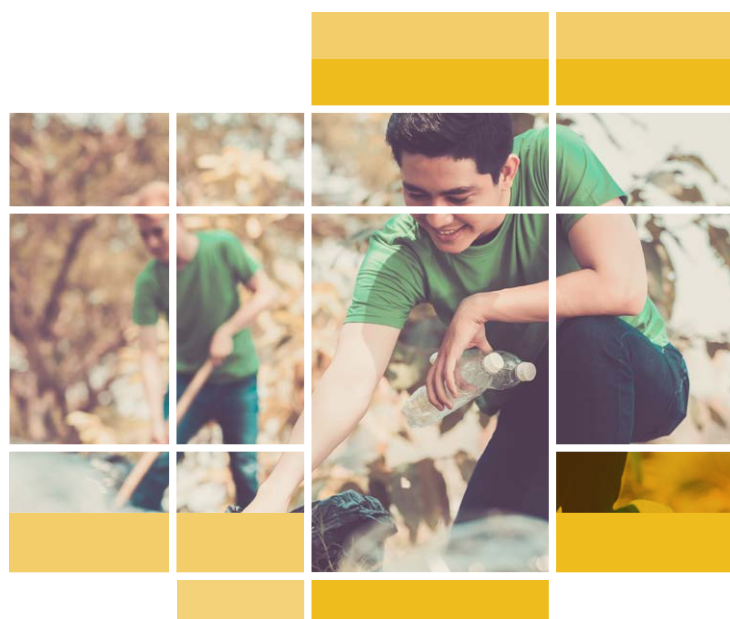
Volunteering - record year for volunteering in Aberdeen City Council

The latest local area statistics from the Scottish Government, Scottish Household Survey, Volunteer Scotland and Voluntary Action Scotland for volunteering have been released. Encouragingly this demonstrates a big increase in volunteering in Aberdeen over the past year, with volunteering levels now at 13% above the national average. It shows 8500 new people getting involved in volunteering and 70,500 adults (16+) now volunteering formally through an organisation or group.

In Scotland 3093 young people have achieved Saltire awards which are delivered locally by the Third Sector Interface to recognise the volunteering contribution and achievements of young people aged 12 -25 years. In the past year in Aberdeen ACVO presented 993 Saltire awards certificates and there were 446 new registrations. Since the awards were first launched on the 1st April and incredible 228,325 hours of volunteering by young people in Aberdeen have been verified and recognised via the Saltire Awards. An amazing 8.7 million hours of volunteering help is contributed in Aberdeen City every year. This also has an estimated economic value of £108.5 million to the local economy.

The Creative Learning Team meets with 7 cultural partners about volunteering, sharing information and resources and last year supported each other to undertake the Volunteer Friendly Award. This award is supported by ACVO to show that the volunteering opportunities they offer are robust. 5 of the 7 partners have completed their Award. They are now discussing a joint training programme and taking on 10 volunteers across partners to undertake the Volunteer skills Award 4 between Jan- March 2017.

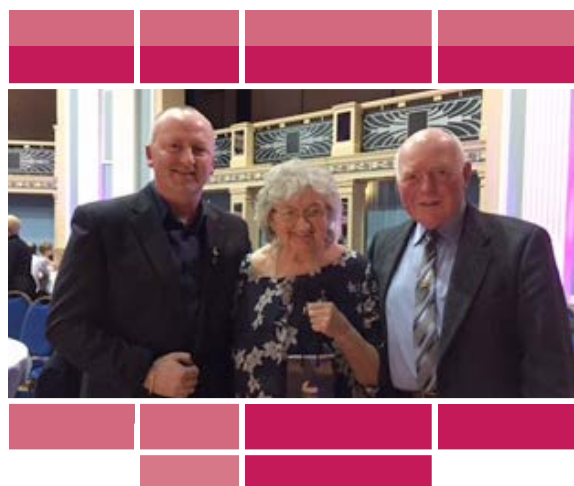
Volunteering is becoming an increasingly important part of ACC's Adult Learning team and its learning offer. Over the last year a considerable amount of work has gone into reshaping the work with volunteers and this is an ongoing process. The team has developed a Volunteer recruitment pack and is currently embedding this in their practice.



Civic Reception for Aberdeen's Community and Learning Centre Volunteers

On Monday 27th March 2017 the Lord Provost George Adams hosted a Civic Reception for volunteers who give up their valuable time to run the community and learning centres within Aberdeen. There are 23 Community Centres managed by voluntary Community Associations and 17 Learning Centres managed by the Communities team in partnership with voluntary Learning Centre Community Associations.

The Lord Provost thanked the volunteers, over 200 of whom attended the evening, for all the hard work they do in providing recreational and learning activities in their local communities. Mike Melvin, from ACVO, commended the volunteers for all the work they do and was particularly happy to see that some were working towards their Volunteer Friendly Award. Paul O'Conner, Chair of Inchgarth Community Centre, presented Sylvia Davidson of Woodside Community Centre with a gift to recognise her many years of volunteering.



Priority Four: Develop the workforce - Community Learning and Development Partners develop CPD for the paid and voluntary Community Learning and Development Workforce

Workforce development for staff and volunteers working in communities continues to be planned and shared through a variety of groups dependent on need. These include citywide Adult Learning and Youth Work focus groups and the CLD partnership locally. At regional level, workforce develop is organised through the North Alliance, and nationally through the CLDMS Workforce Development group and the National Regional Networks group. As this has proved an effective process it was agreed not to set up a city wide group for workforce development and work on improving the current system.

SHMU, the Lifelong Learning Team, and the Aberdeen FOYER are all approved SQA Centres through which we process our accredited learning for staff and volunteers. Lifelong learning funded WEA to carry out a Learning Needs Analysis for the ESOL tutors and volunteers across Aberdeen which highlighted for ESOL practitioners:

- Family Learning approaches to ESOL,
- Working with learners who have no experience of the Roman script,
- Supporting ESOL learners with SQA accreditation.

In a response to the Training Needs Analysis. Adult Learning and WEA will be putting a calendar of training together for the ESOL workforce in Aberdeen in the coming year.

Workforce development opportunities over the last 18 months are included in the table overleaf.



Date	Name of Course	Attendees	Open to:
Oct 2015	Come and Network Day (11 workshops)	40	Volunteers in the Communities
Nov 2015	Staff Development Session: Welfare Reform	33	Aberdeen City Council Communities staff
Jan 2016	Staff Development Session: Asset Based Community Development	35	Aberdeen City Council Communities staff, ACVO and partners
Mar 2016	Staff Development Session: New Youth Work Outcomes	22	Aberdeen City Council Communities staff, and partners
May 2016	Dialogue and Deliberation facilitated by Oliver Escobar and Wendy Faulkner	13	Aberdeen City & Shire Councils and TSIs
May 2016	Development Workshop for ACC CLD Professional staff: Education Scotland Inspection	27	Aberdeen City Council Communities staff
June 2016	Development Workshop for ACC CLD Professional staff: Education Scotland Inspection	24	Aberdeen City Council Communities staff
June 2016	New Self-Evaluation Framework: How good is out Learning and Development in the Community?	32	Aberdeen City Council, Aberdeenshire Council, Third Sector Organisations
Aug 2016	Digital Tools for PB Work	12	Aberdeen City Council, NHS, Volunteers
Sept 2016	Participare (Digital Tool) Training	12	Aberdeen City Council Communities staff
Oct 2016	Literacies Awareness Raising sessions	29	All Partners & General Public
Oct 2016	North Alliance Conference (15 workshops, 2 keynote speeches around the theme of Community Empowerment)	96	Local Authorities & TSIs Staff and Volunteers in Aberdeen City & Shire, Moray, Highland & Islands
Oct - Nov 2016	PDA SALL	11	All Partners
Nov 2016	Digital Savvy Training for Trainers course	12	Aberdeen City Council, Third Sector, Volunteers
Nov 2016	Integrated Children's Services Conference, Children and young people ran part of the conference		Aberdeen City Council & Partners * https://blogs.glowscotland.org.uk/glow/blogs/imaginingaberdeeen/2016/05/23/imagineers/
Nov 2016	Young People and Drug Use in Aberdeen run by ADA		Aberdeen City Council Youth work staff
Nov 2016	Media Training, Youth Link Scotland	24	All Partners
Nov 2016 - Mar 2017	SCDC Supporting Communities: Community Involvement in Community Planning		ACC Locality 1 staff and Local activists
Jan 2017	Workshop: Vulnerable Learners	54	Aberdeen City Council Communities staff & partners
Feb 2017	SCDC Introducing the Refreshed National Standards of Community Engagement	45	All partners Aberdeen City and Shire
Feb 2017	SCDC VOICE Training	25	All partners Aberdeen City and Shire

TRAINING

The Youth Work team delivered its Core Youth Work Training programme to staff and partners. Ten sessions ran between January - November 2016, with 22 people signing up at the start of the year. Organisations and services who took part included:

- Street Sports
- Shmu
- ACC Tenant Participation Officers
- Fersands and Fountain Community Project
- Barnardos
- Befriend a Child
- Action for Children
- Altens Community Centre

Impact Example (taken from Conflict session): *Today gave me a more open mind about how to manage different challenging behaviours and about different situations that could arise in various scenarios*

The Youth Work team delivered training to Pupil Support Assistants at Quarryhill on the theme of how to effectively engage with young people, and, on the same theme, to Family Firm Intern Supervisors.

Lifelong Learning - Assessor and Verifier training.

The team has recently provided opportunities for more tutors to gain their Assessor and Verifier qualifications to enable an increase in the delivery capabilities for the SQA centre.

Workforce development continues to be seen as an essential aspect to delivery of the CLD plan and improving CLD services for individuals and communities.

One of the tutors notes the following:

“My name is Renata Jezek and I have been working as an ESOL (English to Speakers of Other Languages) tutor for Lifelong Learning for the past 2.5 years. During this time I have completed both assessor and internal verification awards. I have tutored and assessed learners undertaking ESOL Access 2 - Everyday Communication and I am about to verify my first ESOL portfolios in June 2016.”



For more information please contact

Linda Clark
Team Manager - Partnerships
Communities Team
Communities, Housing and infrastructure
Aberdeen City Council
Business Hub 11, 2nd Floor West
Marischal College, Broad Street Aberdeen AB10 1AB
ljclark@aberdeencity.gov.uk
Tel: 01224 523100

Linda Buchanan
Team Manager - Lifelong Learning
Education and Children's Services
Marischal College
Business Hub 13, Level 2 North
Marischal College, Broad Street Aberdeen AB10 1AB
libuchanan@aberdeencity.gov.uk
Tel: 01224 522801



Community Planning
in Aberdeen