

CLD Targeted Learning Package

The Community Learning Targeted Learning Package has been developed to support those who have been hardest hit by COVID-19 in relation to employment. Data and current research suggest that the most affected are women, disabled and BAME adults. Employability services have been working with these groups however have identified a need for additional support in gaining basic skills for individuals to be better able to access the employability programmes.

The Targeted Learning Package team will work with participants, to understand their abilities, skills, and interests and identify ways to address the barriers to their employment. This could mean, for example, working to improve self-esteem following redundancy, accessing training, support in dealing with discrimination, disability, mental illness, or other kinds of disadvantage that restrict opportunities.

Addressing the barriers to work and training those members of the community face, the specialist support provided through this project will also help overcome many other obstacles and improve the opportunities and wellbeing of the learner and their families.

Programme

3 x 14-week tailor made learning package to suit the needs of 8 individuals per group, where they can access the following:

- 1 x Initial engagement session to complete a learning assessment and develop an individual learning plan, collect data related to wellbeing outcomes are co-produced with learners to enable target setting and manageable achievement, determining the learning needs and support required.
- 2 x Review session during the programme, assessing the progress and goals of the learner, clarifying the end goal.
- 1 x end point review where a variety of evaluative tools will be used to assess the progress of the learner and their destinations in relation to goals set
- Digital capability to be assessed via Connecting Scotland where appropriate. Additional resources sourced where appropriate
- Ongoing weekly/fortnightly Numeracy, Literacy and ICT support where needed
- Ongoing ESOL support where needed
- Weekly rolling programme of 8 x optional Power Tools resilience sessions available to learner during the 14-week Package
- Confidence building via a range of opportunities delivered during Outdoor Learning sessions
- 1 x monthly Financial First Aid sessions for participants to enable them to recognise and address financial issues/build financial capacity
- Participant to complete Adult Achievement Award (Scottish Credit and Qualifications Framework (SCQF) level 3) over the 14-week period.

Development sessions

All learners will initially be offered an introduction session and will look at their goals. They will complete a learning plan at the outset, where digital capability to be assessed and resources allocated where appropriate which will be reviewed at 5wks/10wks/14wks.

Numeracy/Literacy/ESOL support

If required learner can undertake a 10-week course to address any or all these learning needs. These sessions will be delivered using a blended approach to on a 1-1 basis, in small groups face to face or online, depending on need.

Power Tools

Aberdeenshire Council are sharing their power tools resource which they have developed over several years. This has been shared Free of Charge and adapted for use in the city. A limited number of Aberdeen City CLD staff have received some training and delivered pilot sessions within the Healthy Minds and Adult and Family Learning service from April – June.

Power Tools is a suite of personal development learning modules which supports the understanding of how learning, personal growth and mental health and wellbeing are connected. There are currently 8 standalone sessions, each accommodating 4 - 8 learners:

- Express Yourself
- Affirmations
- Mindfulness
- Moods and Mindsets
- Planning for Positive Change
- Excuse Busting
- Responsibility Overload
- Self-Belief and Self Talk
- Who are you? Self-Identity

There are all run as standalone sessions and last approx. 1.5 hours per session.

These sessions will be digital and have 4-8 learners in each session supported by a tutor.

Confidence Building

This is an 8- week course which will initially be offered digitally in small groups, as part of the full package. There will be an option to complete this 1-1 face to face if required. This will become face to face in small groups from September 2021 assuming the current tier allows this.

Financial First Aid

The WEA are currently offering this support. Discussions still to take place with WEA to provide monthly sessions during the Targeted Learning Package timescale.

Adult Achievement Award (SCQF Level 3)

All learners will be given the opportunity and support to complete this award which is at Level 2 of Scottish Credit and Qualifications Framework (SCQF). For many participants it will be their first positive experience of learning and being certificated at a nationally recognised level will significantly increase their prospects of further training, education or employment.

Programme

Programme is based on 8 learners per session in a 14-week block. Each learner accessing a 10-week block of combined numeracy, literacy or ESOL support, power tools, confidence building and development sessions

Session	Learners	Sessions	Hours	Total learning opportunities Block 1	Total Learning opportunities Block 2	Total Learning opportunities Block 3
Development	8	4	2	8	8	8
ESOL/Literacy/numeracy	8	10	1.5	8	8	8
Power Tools	8	8	5	8	8	8
Confidence Building	8	8	2.5	8	8	8
Financial First Aid	8	2	2	16	16	16
REHIS	8	1	6	8	8	8
First Aid @work	5	1		5	5	5
First Aid Offshore	2	1		2	2	2
Outdoor learning residentials	8	2		16	16	16
Cycle Scheme	5			5	5	5
Anticipated totals				84	84	84

Partnership Provision

Partnership delivery will be key to the success of this project. Key providers such as Grampian Women's Aid and GREC will be approached and encouraged to refer participants and support their journey. Potential collaboration with providers such as Pathways to enable them to increase their capacity to contribute will be investigated.

Transport and childcare

Each cohort will be able to access support to cover travel costs and childcare if appropriate. Need for this will be identified during the learner's assessment. For some this need might be negated by provision of resources such as laptops or MiFi devices to study at home.

Resources

Devices to be accessed through Connecting Scotland Phase 3 successful funding bid where possible.

Resources to support learning such literacy materials, books and audio books will be purchased by the library service and made available during their training.

Where no other options are appropriate chrome books and MiFi devices will be purchased.

Current indicative costings shown below:

Resources	Cost
Additional staff hours	£10,000
Chromebook's (for participants not entitled to Connecting Scotland devices) £300 x 24 (approx. 8 learners x 3 blocks)	£7200
Outdoor Learning Resources (for participants without safe, warm clothing and shoes) £500 (approx, 5 learners x 3 blocks)	£1500
Transport £64 x 3 monthly bus pass x 8 participants x 3 blocks	£9216
Childcare £100 creche x 14 weeks x 3 blocks	£4000
Interview clothing £100 x 5 participants x 3 blocks	£1500
Intensive Outdoor Learning Residential – confidence & Self-esteem building 2 x £1500 per cohort x 3 blocks	£9000
Learn to cycle – sustainable travel for work 5 participants x 5 sessions £25 x3 blocks	£1875
Cycle purchase 5 bicycles x £300 x 3 blocks	£4500
First Aid at Work training £300 x 5 participants x 3 blocks	£4500
First Aid Offshore training £500 x 2 participants x 3 blocks	£3000
TOTAL	£48191
<i>REHIS/FOOD HYGEINE/PVG</i>	<i>TBC</i>
<i>Wifi provision (for participants not entitled to Connecting Scotland devices) £30 x 24 months x 5 participants x 3 blocks</i>	<i>TBC £10800</i>
Partner Support for delivery	TBC