

## Using the Framework: In Partnership

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### What is Community Learning and Development?

*'Community learning and development is learning and social development work with individuals and groups in their communities using a range of formal and informal methods. A common defining feature is that programmes and activities are developed in dialogue with communities and participants.'*

(Scottish Executive, 2004)

### Community Learning and Development aims to:

*'...develop the capacity of individuals and groups of all ages and through their actions, the capacity of communities, to improve their quality of life. Central to this is their ability to participate in democratic processes.'*

(Scottish Office, 1998)

The three national priorities for Community Learning and Development have been identified as:

- Achievement through building community capacity
- Achievement through learning for young people
- Achievement through learning for adults

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### What is the CLD Competency Framework?

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The CLD Competency Framework is the foundation which underpins all effective CLD practice. It brings together the knowledge, skills and organisational and personal characteristics that make up competence in CLD.



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## What can I expect from a CLD practitioner?

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‘Community Learning and Development (CLD) is a field of professional practice constituted by the **adult education, community development and youth work professions**. While their practices and the constituencies they serve may differ, they have in common **a commitment to their constituents as their primary clients**, and to **the power of informal education** to transform situations, structures, communities and individuals.

Education is a prerequisite for democracy and citizenship. CLD seeks to extend the reach of effective democracy, particularly by **actively engaging those who are excluded from participation in key social processes** that shape their lives, and to widen the scope of democracy to enable full participation in the common wealth.’

*Code of Ethics for Community Learning and Development*

(CLD Standards Council, 2010)

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CLD workers ensure that their work supports **social change** and **social justice** and is based on the values of CLD. Their approach is **collaborative, anti-discriminatory and equalities-focused** and they work with diverse individuals, communities of place or interest and organisations to achieve change. They can influence or lead people, understanding when this is or is not appropriate.

Central to their practice is **challenging discrimination** and its consequences and working with individuals and communities to shape learning and development activities that **enhance quality of life and sphere of influence**. They have good interpersonal and listening skills and their practice demonstrates that they value and respect the knowledge, experience and aspirations of those involved. They will initiate, develop and maintain relationships with local people and groups and work with people using:

- non-formal contact;
- informal support; and
- informal and formal learning and development opportunities

A professional Community Learning and Development worker should have undertaken a CLD programme at degree or postgraduate level.

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## How do CLD practitioners use the Framework?

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Practitioners can use the Framework in many ways depending on their particular job role and context.

### Employers

Recruitment and selection:

- reviewing the job and person specification
- structuring interview questions

Organisational development:

- Planning and assessing how the organisation will cope with change and risk
- To support applications for funding and resources

### Practitioners

Personal development:

- Preparing for appraisal or job evaluation
- Planning individual learning journey

Support and mentoring:

- Effectively supporting volunteers and part-time/sessional workers
- Setting out the parameters of partnership working

### Leaders

Nurturing a learning culture:

- To design individual and group learning plans
- To link training and development to organisational outcomes

### Training Providers

- Designing new training courses
- Evaluating and recording learning

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## How can I work effectively with CLD practitioners?

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You can evaluate your existing collaborations and effectively plan new partnerships using the following questions as a starter:

How does our work link to the Values and Competences of CLD?

How do the outcomes we are involved in achieving connect to social change and social justice?

Are we clear about the outcomes that our CLD partners want? The ways they will work to achieve them?

Is our partnership making the most effective use of everyone's strengths?

Do we have clear expectations of our partners?