

## Improving Pathways for CLD Practitioners – 2021 Survey

### CLDSC KEY FINDINGS JANUARY 2022

#### Background Information

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In June 2021, CLD Standards Council Scotland distributed an online survey form with partners nationally focused on improving career pathways for CLD practitioners. The purpose of undertaking this survey was to:

- identify demand for training and qualifications;
- assist in the development of a nationally agreed and endorsed framework for guiding employers on recruitment policy; and
- to inform the creation of a Workforce Strategy for CLD practitioners.

This report provides a high-level analysis of the labour market information gathered from 122 CLD practitioners representing a snapshot of the national workforce. Specifically, the report will highlight:

- CLD practitioner job roles and responsibility levels;
- represented organisations and sectors;
- geographical data;
- career experiences, ambitions and barriers to career progression;
- acquired qualifications/accredited programmes; and
- future career aims and professional learning needs.

Survey results were gathered in June 2021.

<b>Number of Respondents</b>	<p><b>122 practitioners responded</b></p> <ul style="list-style-type: none"> <li>• Respondents were asked to indicate whether they were a paid worker, volunteer or both. Of this, the majority, 89% (n=109), were paid workers in the CLD sector</li> <li>• 4% (n=5) of respondents were volunteers whilst 7% (n=8) identified as both i.e. having a working and voluntary role in the sector</li> <li>• 117 of the 122 who responded were members of the CLDSC</li> </ul>
<b>Represented Groups:</b>	<p><b>31 of 32 local authority areas represented across a range of organisations (<i>workers and volunteers - public and voluntary sector</i>)</b></p> <ul style="list-style-type: none"> <li>• local authorities</li> <li>• higher and further education institutions</li> <li>• third sector organisations</li> </ul>
<b>Key Findings:</b>	<ul style="list-style-type: none"> <li>• The survey provides an insight into the types of qualifications held by 122 practitioners from across the sector</li> </ul>

- Only 11% of respondents (n=14) explicitly made reference to CLD in the 'Job Title' response part
- Out of the 109 provided job titles for this question, there were approximately 92 unique job titles provided (84% of job titles were individualised)
- Approximately 78% (n=75) of respondents have worked in the CLD sector for more than 5 years, with the majority of these having more than 10 years' experience
- Approximately 71% of respondents (n=87) are qualified to degree level and above
- 74 employers see a degree as either essential or desirable
- Survey supports findings of the [Career Pathways Report - June 2020](#) - there is a broad range of qualifications available for CLD practitioners but that actual provision and/or uptake is low
- Over half of respondents - 57% (n=70) value the professional learning offer, whilst only 50% (n=61) value the networking opportunities
- Approximately 74% of respondents (n=90) are interested in further accredited training – finance being the biggest barrier to pursuing this (n=39)
- Approximately 74% of respondents are happy with the informal Professional Learning currently provided by their organisation (n=90)