



**CLD STANDARDS COUNCIL
LOCAL AUTHORITY CLD BUDGET ALLOCATION
FINANCIAL YEAR 2024-2025**

FOREWORD

As a member-led organisation, the mission of the Community Learning and Development (CLD) Standards Council is to support the development of high standards of professional practice and work with our members to be a voice for the CLD profession. This report builds on the data and analysis provided for financial year 2023/24 and begins to identify emerging trends around budget and resource allocations across the 31 local authorities who responded to the request for information in relation to support for local authority planning and decision making for CLD.

On behalf the CLD Standards Council I would wish to offer my sincere thanks to the Local Authority Officers who gathered and willingly shared their information. This report would not have been possible without your support. The CLD Standards Council would welcome feedback on the findings as we work collaboratively towards achieving a Fairer Scotland supported by confident and effective CLD practitioners who are committed to equality, empowerment and life-wide learning for all.

#BecauseOfCLD

Alan Sherry O.B.E.
Chair of the CLD Standards Council

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SUMMARY

The purpose of this report is to present the findings from the second annual review of local authority budget allocation for CLD services for financial year 2024-25. The aim of this annual exercise was to collate a data set in respect of CLD Local Authority budget allocations aligned to the CLD planning requirements and in particular the CLD workforce.

Key points set out within the report are as follows:

- 31 of 32 local authorities responded for financial years 2023/24 and 2024/25, but the returning authorities were not consistent over the 2 years.
- The final reported spend for the local authority CLD budget for **financial year 2023/24 was reported as £92,205,158.18. This is a reduction of £5,866,899.90** from the estimated resource that was available in June 2023. This suggests significant in-year savings have had to be met across the CLD sector during financial year 2023/24.
- Over the past year, redesign and restructure of local authorities has meant that most local authorities now report that they have their CLD services located across more than one Directorate/Service area. This is a change from 2023/24 where most CLD services were located in a 'Communities' focused Directorate or Service.
- The total estimated CLD resource allocation for thirty-one local authorities for **financial year 2024/25 is £87,030,991.03. This a reduction of £5,174,167.15** compared to the final spend recorded for financial year 2023/24. It also suggests **a total reduction of £11,041,067 since the estimated allocation reported in June 2023.**
- In the last year, twelve local authorities have reported an increased to their CLD budgets, seventeen are reporting a decreased budget position and two remained the same. For the two that remained the same, when factors such as pay and inflationary increases are considered, this standstill budget will also represent a cut to the available delivery budget. Where increases have been reported, it is unclear from the information provided if this as a result of investment through the Local Authority core budget, or investment from non-Local Authority funding sources.
- The data suggests that the funding landscape for CLD continues to be complex, insecure and unstable. It is difficult to determine the percentage of external funding against the percentage of local authority core funding that is now being used to deliver core CLD services across the local authorities
- Four Local Authorities focus 50% or more of their budget spend on Youth Work, four on Adult Learning and no local authority allocates this level of spend to Community Development.
- Twenty-seven Local Authorities provided a combined total of **£11,967,131 in discretionary grant funding** to voluntary organisations. This is **a reduction of £2,824,875.00 from the figure reported in 2023/24.**
- There are a total number of **904 FTE CLD** posts across twenty-seven of the thirty-two Local Authorities. A direct comparison is difficult to make as there is a reduction in the number of authorities who have provided the requested information. The 2023/24 figure was 1057.5 FTE CLD posts. This would indicate **a loss of 153 FTE CLD posts in the past 12-month period.** This position is possibly more stark as the non-reporting authorities may also have had to reduce their workforce.
- The **budget total for CLD professional learning is £142,325**, this is an increase of £1733.00. As with the 2023/24 return thirteen local authorities reported a CPD allocation. But the reporting authorities are not consistent over the two financial years. It is unclear from the information provided if those authorities who reported last year, but not this year, have removed their CPD budgets or not. Equally, for those reporting a CPD budget for the first

time it is unclear if this is a new investment area into their CLD staff, or if they are correcting their submission from 2023/24.

The challenge facing the CLD sector has been recognised by the independent review of CLD - “**Learning: For All. For Life**” and recommends that in order to sustain and develop a coherent and effective CLD service for Scotland’s learners, there is considerable work to be done around the financial stability of the sector, (Still, 2024: 11).

Set against the backdrop of the Still Report, we are once again recommending, as we did in the report for Financial Year 2023/24 that the national lead and umbrella bodies across the CLD sector should work collaboratively with Scottish Government, COSLA and individual Local Authorities to:

- develop an agreed methodology on the collection of budgetary information on the delivery of services to support the implementation of Local Authority CLD Strategic Plans;
- publish annually a Scotland wide overview of the funding to support the implementation of the CLD Strategic Plans;
- produce annual workforce statistics on the employment of professionally qualified CLD workers both for individual Local Authorities and nationally; and
- explore how best to provide Professional Learning for CLD workers employed by Local Authorities in a manner similar to that afforded to other professionals in the Scottish Education sector.

INTRODUCTION

The **Community Learning and Development (CLD) Standards Council** is the professional body for people who work or volunteer in CLD throughout Scotland. The areas of CLD practice are widely understood and accepted as being community-based adult learning, community development and youth work. These three areas of CLD practice are united in the use and application of the CLD ethics, values and competency framework. CLD practitioners operate in a wide range of contexts; from local authority and third sector organisations to further and higher education institutions and national agencies. As a members led organisation our mission is to drive high standards of professional practice and work with our members to be a voice for the CLD profession. Further information regarding the CLD Standards Council can be found via the following link [CLD Standards Council for Scotland | Professional Learning](#).

To obtain hard data on the budget allocations made available to the CLD sector by Local Authorities, the CLD Standards Council undertook desk top research in financial year 2023/24 by scrutinising published accounts, policies and CLD Plans from a range of sources including Scottish Government, national CLD agencies and His Majesty’s Inspectors of Education (HMIE) CLD reports. It was apparent that there was no current or centrally held budget information available in respect of CLD adult learning, community development or youth work, staffing numbers, professional learning and voluntary sector support. This remains the case in financial year 2024/25. Therefore, the CLD Standards Council has once again sought this information directly from Local Authority Chief Executives.

DATA GATHERING AND ANALYSIS

In Scotland, local authorities are statutorily responsible for the provision of CLD as per the Requirements for Community Learning and Development (Scotland) Regulations 2013. These regulations are provided for by section 2 of the Education (Scotland) Act 1980. Subsequently, it is incumbent on local authorities to initiate, maintain and facilitate a process by which CLD is secured within the area of the education authority. It was in this context that the CLD Standards Council sought to engage with Local Authority Chief Executive Officers as the senior officer responsible by statute for CLD provision.

Accordingly, following the timeline implemented the year prior, the CLD Standards Council forwarded a request in April 2024 for the following financial information to be made available:

- the total budget allocation to support CLD activities within the Local Authority for financial year 2024/25;
- comparable budget information for the financial year 2023/24;

- the budget to support Community-Based Adult Learning. This should include resources to support adult literacy and numeracy programmes, English as a Second or Other Language (ESOL) and family learning programmes designed for adults;
- the budget to support Community Development including community empowerment and community capacity building;
- the budget to support Youth Work programmes including those specifically designed to support raising attainment;
- the number of qualified CLD practitioners employed directly by the Local Authority and/or other bodies commissioned by the Local Authority to deliver CLD services on its behalf;
- the total grant budget allocation to support voluntary sector organisations to provide any of the above CLD activities in your authority area; and
- the 2024/25 budget allocation for CLD employees professional learning opportunities.

Over the course of the summer the CLD Standards Council prompted for replies, addressed queries and undertook a comparative analysis of the information received. At the time of publication, thirty-one of the thirty-two local authorities had responded to the request for the above information. In addition to informing our Members and Local Authorities, the Council continues to contend, as evidenced in the Still Report, that the information contained within in this report will also be of use to Scottish Ministers, Scottish Government, Convention of Scottish Local Authorities, CLD Managers Scotland, Association of Directors of Education in Scotland, Scottish Organisation of Local Authority Chief Executives, Education Scotland, HMIE, Scottish Council for Voluntary Organisations and all CLD related groups and agencies. This list of interested parties is not exclusive as the information within this report may inform decision makers in other policy areas such as Health and Economy.

DATA LIMITATIONS

In analysing the collated data, it is evident there are considerable differences in how each Local Authority had once again approached and responded to the questions asked. This was due to

a range of factors such as some Local Authorities do not allocate spend in terms of CLD provision under one budget heading and not every respondent answered every question. In some instances, local authorities took the opportunity to provide data that they considered to be corrections to the data they had previously supplied for financial year 2023/24.

Furthermore, more than 50% of respondents reported budget allocations that included external funding, for example, the Scottish Attainment Challenge, Pupil Equity Fund, UK Government Shared Prosperity Fund and Refugee Resettlement Funds. From the data presented, it continues to be as difficult in this second year of requesting the data, to determine precise amounts of monies awarded from core Local Authority budgets, or from external grants, awards or payments in kind for all CLD activity. It is not obvious from the responses if budget allocations had been adjusted to reflect the current cost of living crisis. Fixed assets such as buildings and estates are mentioned but not necessarily included in budget figures.

There are also some caveats in relation to the data concerning the number of qualified CLD staff (Full Time Equivalent (FTE)). Whilst CLD is recognised as a degree qualified profession, some respondents continue to include the number of Associate Members of the CLD Standards Council ([Requirements for Registration | CLD Standards Council for Scotland](#)) and noted that a CLD qualification is not an essential qualification for the majority of CLD posts within their Local Authority. As was the case last year, some replies indicated that there are CLD qualified staff working in a range of services throughout the Authority that were not included in their response and some data included staff supported by external funding. Whilst these posts may have been included in the staff count, the associated costs may not have been included in the budget details. It is also important to note that full-time employment hours, terms and conditions vary across local authorities.

Whilst the difference in responses make it difficult to make statistically robust claims, the prevailing data presented provides an overview of the fiscal landscape in which CLD services are operated and supported via Scotland's Local Authorities.

WHERE IS CLD IN SCOTLAND?

As noted in Section 1.1, local authorities have the responsibility of facilitating a process by which CLD is secured. However, this does not mean that CLD services are located within the education directorates of local councils. Across Scotland’s local authorities CLD services are organised by various governance arrangements.

This is also highlighted in the Still Report (2024:23) where the report highlights the challenges of local authorities having their CLD services located in one or more service delivery areas. The table below shows the current situation in Scotland, with an increase in the number of local authorities moving their CLD services from a single service as reported in 2023/24, to a combination of one or more service areas in 2024/25.

The challenge this presents to the professional practice and professional support requirements, not to mention the dilution of professional recognition of CLD as a single unified profession has been captured and reported within the Still Report,

“The recent pattern of Local Authorities shifting away from having a distinct CLD service towards embedding CLD within other service areas, ...is not only impacting on the visibility of CLD – it may also be obscuring an inadvertent dilution of professional standards.”
(Still, 20204:32)

With recommendation 1.4 calling for

“... a process to improve consistency in terms of where CLD is situated within Local Authority structures across all 32 Local Authorities.”
(Still, 20204: 36)

Figure 1 CLD Service Location by Local Authority area

	Education	Communities	Policy and Partnerships	Arm's Length External Organisations (ALEO)	CLD Service Combination (more than 1 service delivering CLD)
2024/25	8	8	1	3	11
%	26%	26%	3%	10%	35%

CLD service combination refers to local authorities whereby aspects of CLD delivery (Youth Work, Adult Learning or Community Development) sit across more than one service area.

BUDGET ALLOCATIONS: FINANCIAL YEAR (FY) 2024/25

The following graph indicates the total budget allocation to support CLD activities for each Local Authority, confirming that the total CLD budget allocation for thirty-one Local Authorities for **financial year 2024/25 is £87,030,991.03**. As detailed in the summary statements on page 3, This a **reduction of £5,174,167.15 compared to the actual spend for financial year 2023/24**. This recorded reduction for the second financial year of conducting this exercise demonstrates the continued downward trend in the availability of resource for the sector. This is noted as a concern in the Still Report,

“... there is an urgent need to reconsider the current weight of funding to ensure CLD learning receives the resources it requires to deliver the positive outcomes we know it can.”
(Still, 2024:29)

Figure 2: CLD Budget Allocation Financial Year 2024-25

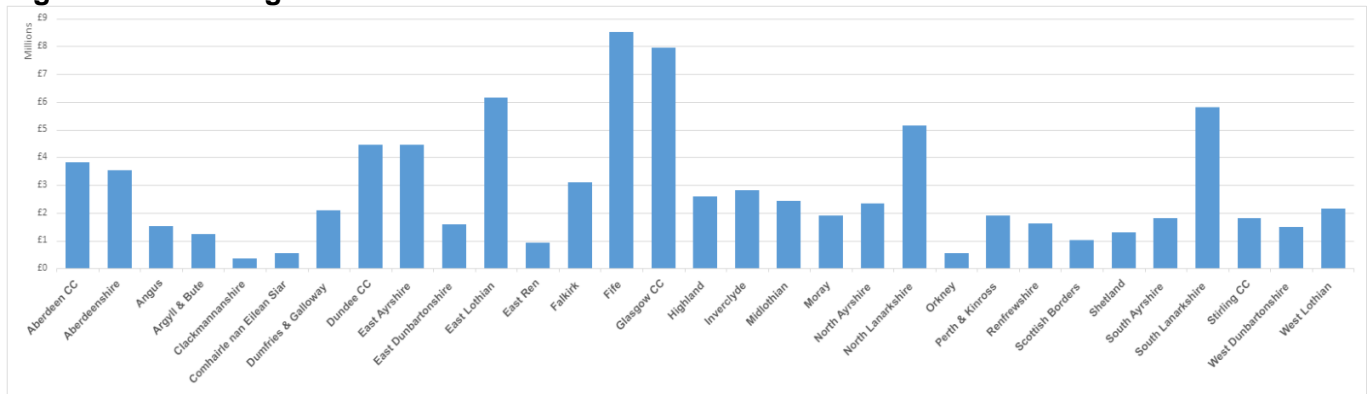
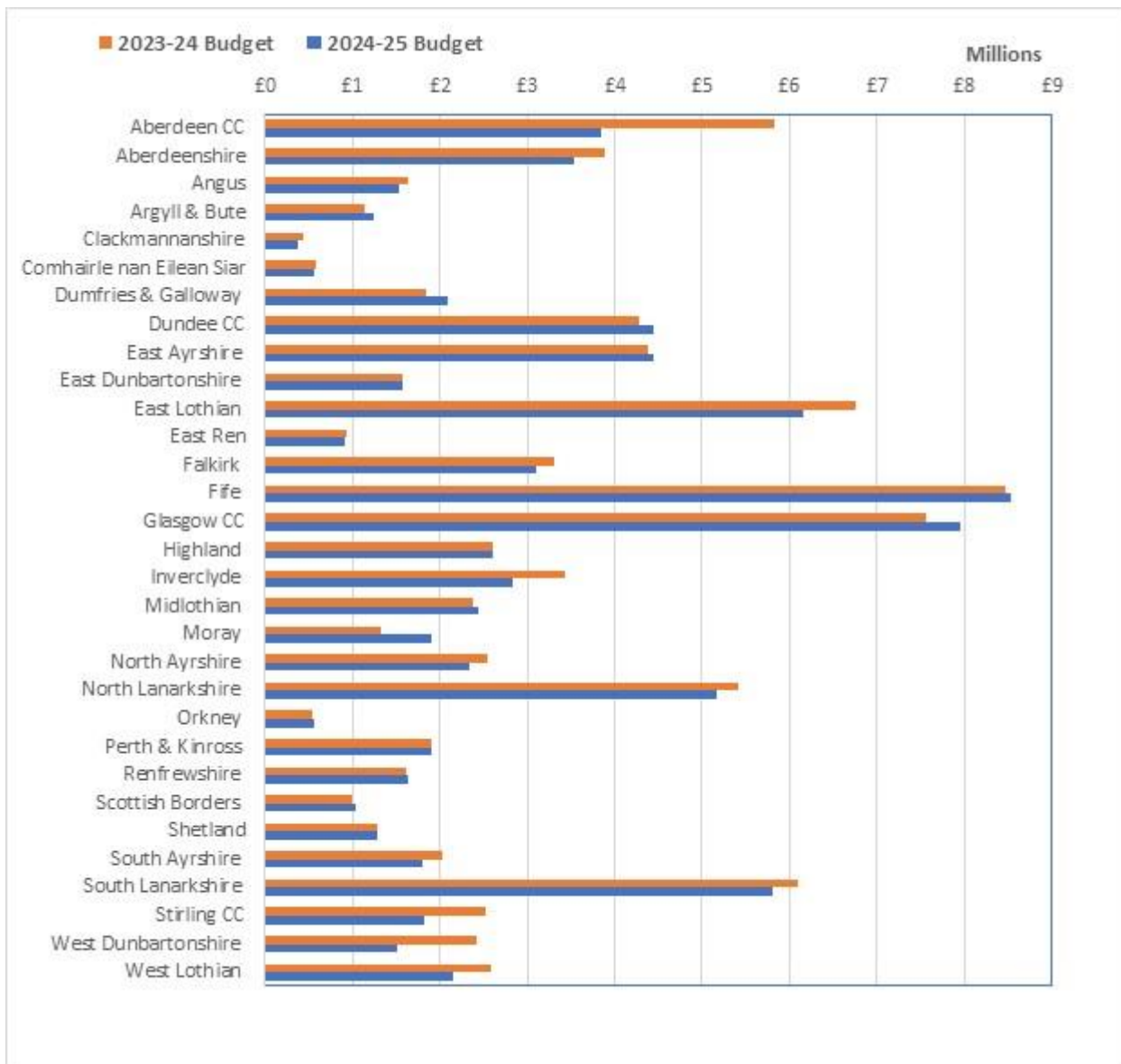


Figure 3 : CLD Budget Allocation Financial Year (23-24 and 24-25 Comparison)



CLD DOMAIN OF PRACTICE SPEND

As noted in Section 1, the three areas of CLD practice are widely understood and accepted as being within and across the practice areas of Community Based Adult Learning, Community Development and Youth Work. From the available data, the following table shows the reported spend across the key areas of CLD.

Figure 4: Budget Support for CLD Domains of Practice

Budget support for CLD Domains of Practice	Total Amount 2024-25
Q4: Budget to support community-based Adult Learning (including resources to support adult literacy / numeracy / ESOL / family learning programmes.	£16,444,989
Q5: Budget to support Community Development (including community empowerment and community capacity building)	£11,647,103
Q6: Budget to support Youth Work programmes (including those specifically designed to support raising attainment)	51,746,043
	£79,838,136

The table above confirms that for many local authorities their core funded CLD offer is concentrated primarily through the provision of youth work programmes. This is perhaps reflective of the Still Report (2024:18) findings which highlights the lack of up-to-date statistical data around the scale of the demand/need for literacy, numeracy and digital skills amongst Scotland's adult population and the challenges being faced across the ESOL delivery teams, as the table above indicates a much lower combined level of spend for adult learning and community development activity in comparison to youth work.

It should be noted that the figures for Q4, Q5 and Q6 combined are showing a difference of £4,774,275, when compared to the data provided for Q1 around the total allocation for this financial year. From the notes provided by the local authorities, this can be explained by external budgets being anticipated, but not confirmed, to enhance and support delivery of individual aspects of the CLD offer. If confirmed, this would reduce the variation between the 2023/24 financial year and the 2024/25 financial year considerably. This also strengthens the statement that funding for the CLD sector remains complex, unstable and increasingly reliant on external funding being available to deliver on CLD commitments of the Local Authorities.

VOLUNTARY SECTOR GRANT ALLOCATION

Question 7 of the information request asked Local Authorities for their total grant budget allocation to support voluntary sector organisations to provide CLD activities, inclusive of all CLD domains of practice. The following figure illustrates that a total of **twenty-seven Local Authorities provided £11,967,131** of funding to local voluntary sector organisations.

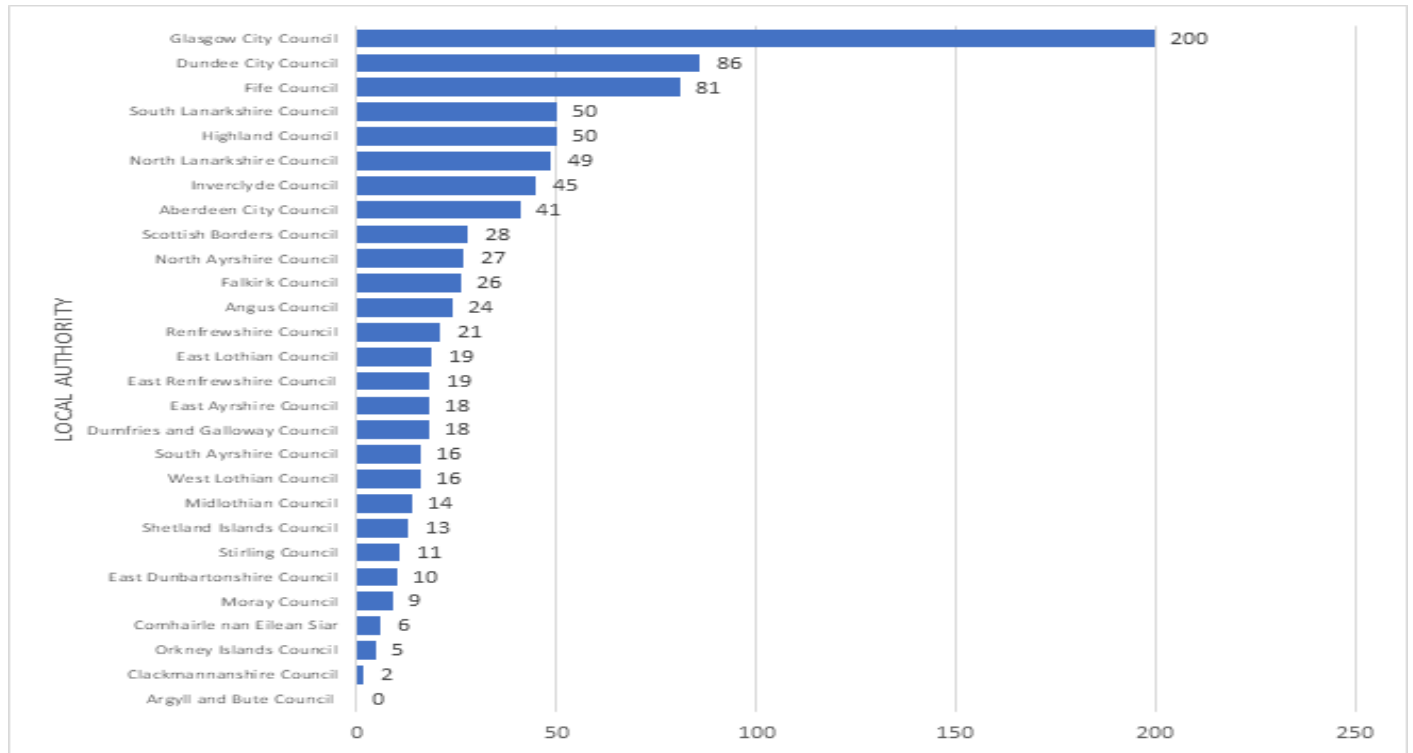
Local Authority CLD grants to voluntary organisations may be in addition to internal budget allocations and awards may be made as a condition of Service Level Agreements. Moreover, the data did not detail comprehensively the range of CLD services provided as not every responding Local Authority made specific reference to youth work, Third Sector Interface (TSI) and volunteer support organisations. More information is required in respect of CLD funding awards to Local Authority partnership trusts.

The next data set will be highlighted in the next section and pertains to Q6 and Q8 regarding the employment of CLD qualified staff and the professional learning opportunities available. The CLD Standards Council have published a paper "Why Employers Need Professionally Qualified CLD Practitioners.", published in 2019. This paper should be read alongside this report.

CLD LOCAL AUTHORITY STAFF

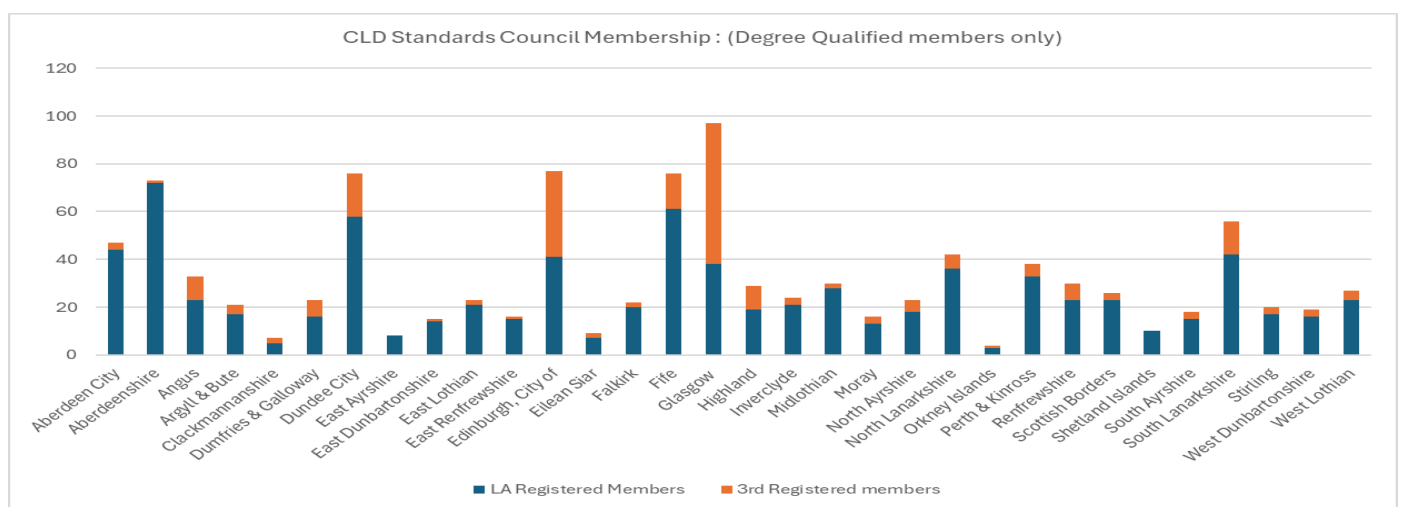
Question 6 asked how many qualified CLD practitioners are employed directly by the Local Authority and/or other bodies commissioned by them to deliver CLD Services on their behalf. The following graph indicates that there are a total number of 904 FTE CLD posts employed within thirty-one of Scotland's Local Authorities. Three of the thirty-one authorities opted not to provide a return for this question.

Figure 5 CLD Staff Numbers (FTE) 2024-25



The following graph indicates CLD Standards Council membership numbers for the same Local Authority areas.

Figure 6 CLD Standards Council Membership Data



The graphs indicate that CLD Standards Council Membership numbers for each local authority are generally lower than the qualified CLD staff numbers reported in this exercise. The reason for this variance is likely due to membership of the CLD Standards Council being voluntary. Also, some

members may be identified as third sector practitioners but have been counted in the Local Authority reports as the organisations are funded through the Local Authority.

PROFESSIONAL LEARNING BUDGETS

Question 8 asked for confirmation of the FY 2024/25 budget allocation for CLD employees (as was asked last year for 2023/24), to access professional learning opportunities. The collated responses are noted in the following graphs.

Presenting a cumulative figure for the total budget for professional learning budget was complex and the total figure for 2024/25 of £142,324.50 (an increase from 2023/24, reported as £140,595.00) does not accurately reflect the professional learning opportunities available to CLD practitioners. Nine local authorities reported that CLD staff have access to professional learning programmes, budgets and opportunities that are available to all employees. Whilst some Local Authorities reported that CLD qualifications are non-essential to CLD employment; others pay and actively encourage staff members to undertake CLD related SVQs, in-house awards and CLD professional qualifications via the University of Dundee and the University of Glasgow.

Some respondents noted the benefits of accessing free national programmes from the CLD Standards Council, Education Scotland and YouthLink Scotland. Learning opportunities were also highlighted in respect of working in partnership, for example the CLD networks that receive and annual grant funds from the CLD Standards Council.

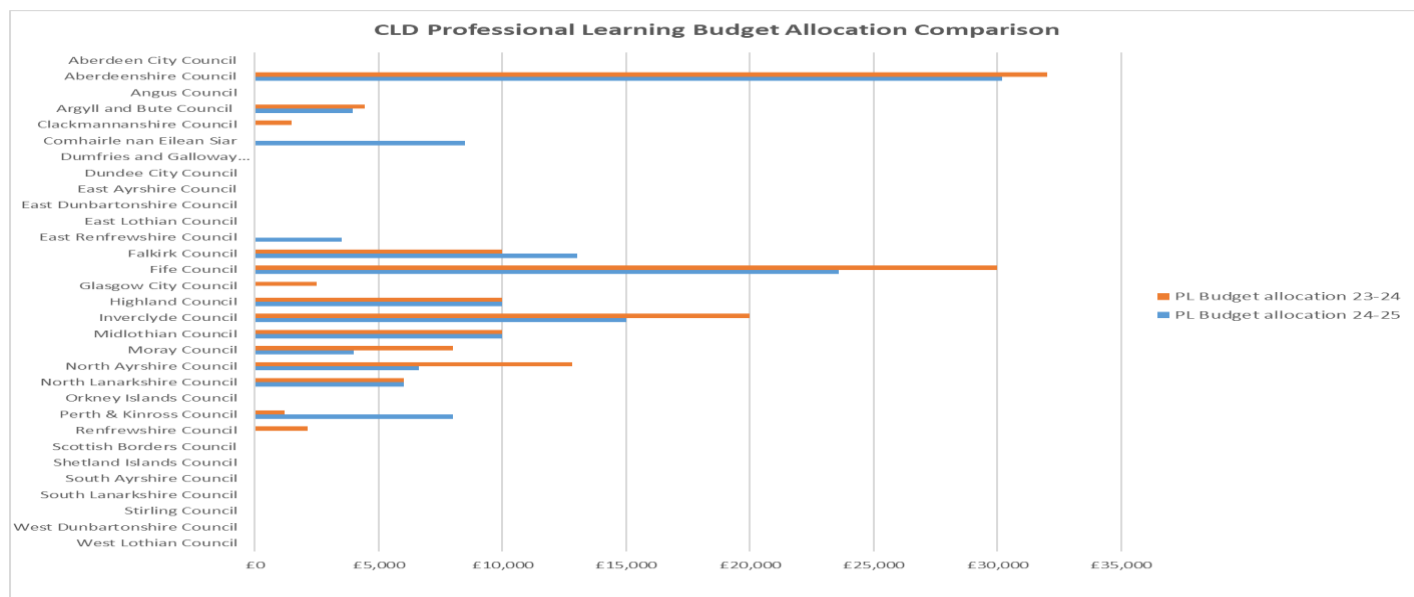
With the implementation of a 'national framework on CPD for teaching' and the establishment of a 'Centre for Teaching Excellence', there is a strong recognition by government that high quality professional learning is key to addressing and overcoming the educational barriers and challenges that many adults and young people contend with on a day-to-day basis. It is therefore essential that CLD practitioners, from front-line practitioners at all levels to managers and senior managers responsible for CLD services in both the public and voluntary sectors, are afforded the same opportunities to participate in, and engage with, professional learning in order to be in the best position to support and reinforce the social justice, skills and learning agenda that is guiding the reform of teaching and education in Scotland.

This is also highlighted in the Still Report as an area of recommendation around the development of a workforce development plan, that has a strong focus on practitioner CPD;

“A role for the Standards Council in setting and monitoring minimum Continuous Professional Development (CPD) requirements for CLD professionals and volunteers; ...” (Still, 2024: 39)

When considered against other recommendations around progressive requirements for practitioners to be members of the CLD Standards Council, and as a result have to evidence and demonstrate their active participation in CPD opportunities, there is a concern around the level of support that Local Authorities will be able to provide, without additional investment being made available, to support an improved CPD programme. In addition, more of our members are now reporting that due to service redesign they do not have access to CLD qualified line management to authorise and validate CPD as per the requirements of their registration with the CLD Standards Council.

Figure 7.1 CLD Professional Learning Budget (2023/24 and 2024/25)



CHANGE READY CLD

From political changes such as Brexit, the economic cost of living crisis to social challenges emerging from the COVID-19 pandemic and the increasing use of Artificial Intelligence, change remains a constant aspect of twenty-first century life in Scotland. In order, to manage change effectively whilst sustaining, supporting and developing people, communities, resources and the environment; both the Scottish Government and Local Authorities are seeking to reform services and to create new approaches to put learners at the centre of a revised Lifelong Learning, Education and Skills sector.

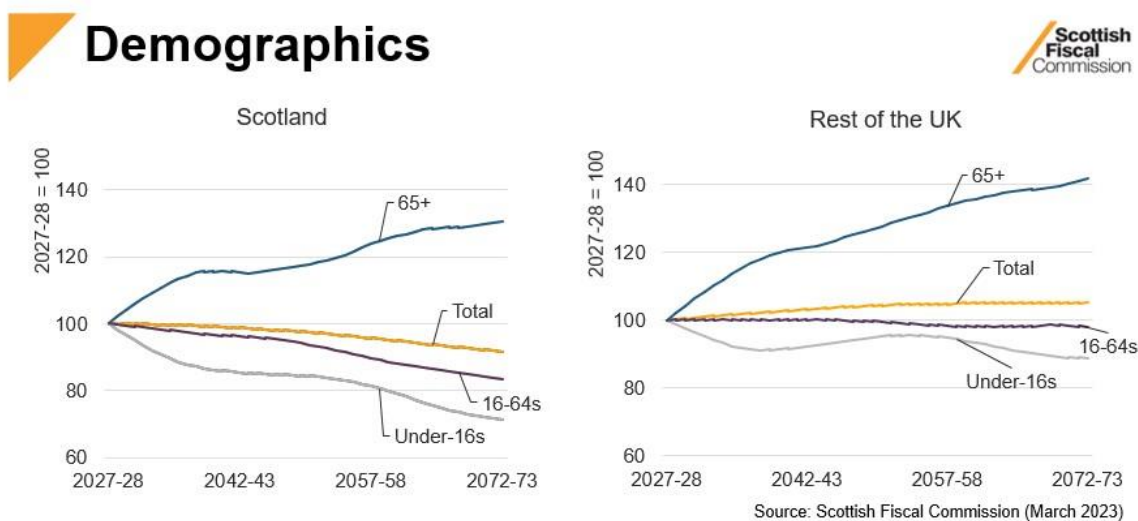
The purpose of CLD is to:

- enable people to identify their own individual and collective goals;
- to engage in learning; and
- take action to bring about change for themselves and their communities (What is Community Learning and Development (CLD)? | CLD Standards Council for Scotland).

Therefore the sector has a central role to play in reform as highlighted by the Fit for the Future: developing a post-school learning system to fuel economic transformation - gov.scot (www.gov.scot), and the Putting Learners at the Centre: Towards a Future Vision for Scottish Education - gov.scot (www.gov.scot).

When it comes to planning services and the role of CLD it is helpful to draw on the first Competency of CLD: to know and understand the community in which we work. The first thing to note about the population of Scotland is major demographic change which will have considerable impact on service delivery. Information from the Scottish Fiscal Commission set out in Figures Eight and Nine below illustrate projected demographic changes and movement in and across Local Authority populations in the coming years.

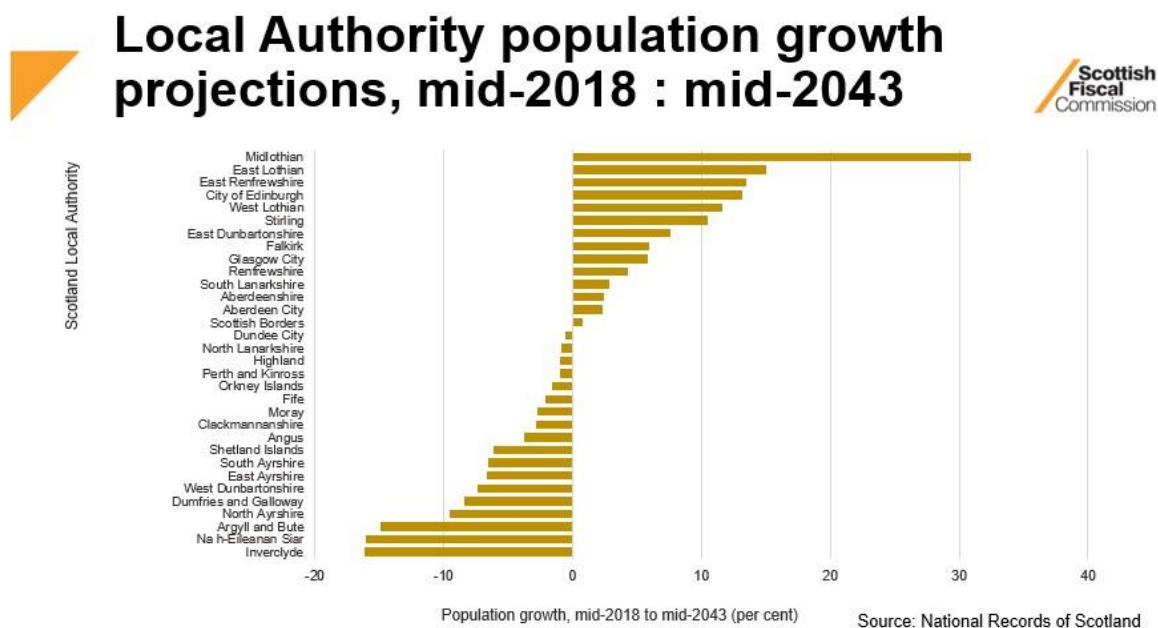
Figure 8 Scotland's Projected Demographic Changes



Scottish population projected to fall 7 percent over next 50 years, while population for rUK grows 10 percent

3

Figure 9 Local Authority Population Growth Projections



These graphs show that in addition to an increasing aging population there will be a geographic movement within Scotland with both population growth and decline being a factor in service provision.

Figure 9 indicates a growth in the number of people living in both Mid and East Lothian with a decline in the populations of Inverclyde, Comhairle nan Eilean Siar and Argyll and Bute. These projections present service designers with information that may be useful when deciding what services will meet community needs.

The shared Scottish Government A fresh start for Scotland - gov.scot (www.gov.scot) and Local Authority COSLA-Plan-2022-2027.pdf priorities of communities, opportunity and equality reflect the role and values of CLD. Figure 10 below, shows the current ratio of CLD staff to Local Authority population.

Figure 10 Ratio of CLD Staff to Population (2024/25)

Ratio of CLD Staff to Population

LA	Population	CLD Staff	Staff / Pop				
Aberdeen City	227,430	30	1:7581	Highland	238,060	10	1:4701
Aberdeen City (Education)	262,690	39	1:6691	Inverclyde (Education, CLD)	76,700	58	1:1322
Argyll Council (Vikings Communities)	136,320	38	1:3556	Midlothian (Children, Young People & Partnerships)	94,680	15	1:6312
Argyll & Bute (Inverclyde)	86,220	29	1:2973	Moray (Communities, CLD)	96,410	13	1:7416
Edinburgh (Learning Services)	326,470	52	1:10124	North Ayrshire (Communities)	134,220	27	1:4971
Orkney (Education)	31,540	7	1:7363	North East Ayrshire (Communities)	134,220	27	1:4971
Comhairle nan Eilean Siar	75,690	5.5	1:4804	North Lothian	341,400		1:3670
Orkney Council	148,790	n/a		Orkney Council	22,540	5	1:4508
Dumfries (Neighbourhood Services)	147,720	68	1:2172	Perth & Kinross Council (Culture & Communities)	153,810	52	1:2958
East Ayrshire (Vikings Communities)	122,020	18	1:6779	Perth & Kinross Council (Culture & Communities)	153,810	52	1:2958
East Dumfriesshire (Place & Community Planning)	108,900	4	1:27225	Perth & Kinross Council (Culture & Communities)	153,810	52	1:2958
East Lothian (Communities & Neighbourhoods)	109,580	17	1:6446	Perth & Kinross Council (Culture & Communities)	153,810	52	1:2958
East Perth & Kinross	96,980			Perth & Kinross Council (Culture & Communities)	153,810	52	1:2958
Fife (Children's Services)	160,700	18	1:8939	Perth & Kinross Council (Culture & Communities)	153,810	52	1:2958
Fife (Communities & Neighbourhoods)	374,730	66	1:5677	Perth & Kinross Council (Culture & Communities)	153,810	52	1:2958
Glasgow	635,120	200	1:3180	Perth & Kinross Council (Culture & Communities)	153,810	52	1:2958

National Records of Scotland official population estimates have not been updated since the last CLD Budget Allocation report in 2023-24 was produced. The National Records of Scotland official website states that revised estimates are expected to be published in Summer 2024. With minimal changes to CLD staff numbers, the table and analysis will be revised once new estimates are published in future CLD Standards Council reporting.

This table highlights the considerable variance in staffing numbers across the country ranging from one CLD worker for every 1000 people in some areas to one for every 27,000 people in others. This information together with CLD staff FTE numbers (Section 5) and the current budget emphasis on CLD: youth work (Section 3.1), may inform future iterations of CLD services. To support equitable access to opportunity and community services Local Authority CLD leaders may wish take into account the population changes in line with local needs, age groups and the Scottish Index of Multiple Deprivation (SIMD (Scottish Index of Multiple Deprivation)) data together with CLD workforce supply and demand.

In addition to considering the number and focus of CLD practitioners in each Local Authority it may also be useful to review how best the service is managed to meet the needs of the communities which it serves.

BUDGETS AND SERVICES

As discussed in Section One, the statutory framework for CLD is set out within the Education Scotland (1980) Act. Subsequently, CLD is subject to His Majesty's Inspectorate of Education (HMIE) inspection and Local Authority Directors of Education are the accountable officers for supporting and reporting on CLD services in their area.

However, the mechanisms by which Local Authorities organise their CLD services are changing. As a consequence of diminishing resources, and in the spirit of collaboration, in an increasing number of

Local Authority CLD services are delivered outside Education departments and therefore not directly accountable to the Director of Education. There are a variety of approaches being taken by Local Authorities to the management of CLD services including the dividing of the three domains of practice across two or more service teams or Directorates, and a range of partnerships and service level agreements with organisations such as Arms-Length Organisations (ALEO)/colleges.

Reflecting on the challenges associated in gathering information for this exercise, it is reasonable to note that the complexity of CLD organisational structures and partnerships across the country has led to an unintentional opaqueness to obtaining clear and comparable budget data. This is a matter which may require further consideration by policy makers.

A Change Ready CLD Workforce

The complex CLD delivery landscape presented a challenge in obtaining definitive workforce information in respect of the number of FTE, qualified CLD professionals employed by Local Authorities. Accordingly, some authorities reported clear support for professional CLD qualifications and pathways others adopted a different approach. The diverse approach to the management of CLD services has led to an almost invisible, disparate workforce which has implication for partnership working with other educators and for the organisation and delivery of Professional Learning for those in post.

RECOMMENDATIONS

To support a coherent and effective CLD service for Scotland's learners the national lead and umbrella bodies across the CLD sector should work collaboratively with Scottish Government, COSLA and individual Local Authorities to:

- develop an agreed methodology on the collection of budgetary information on the delivery of services to support the implementation of Local Authority CLD Strategic Plans;
- publish annually a Scotland wide overview of the funding to support the implementation of the CLD Strategic Plans;
- produce annual workforce statistics on the employment of professionally qualified CLD workers both for individual Local Authorities and nationally; and
- explore how best to provide Professional Learning for CLD workers employed by Local Authorities in a manner similar to that afforded to other professionals in the Scottish Education sector.

FURTHER INFORMATION

Ross Martin
Asst. Director
The CLD Standards Council Scotland

Email: contact@cldstandardscouncil.org.uk
Web: <http://www.cldstandardscouncil.org.uk/>
X: @cldstandards
Hashtag: #BecauseOfCLD

REFERENCES

- [CLD Standards Council Web Site](#)
- [Requirements for Community Learning and Development \(Scotland\) Regulations 2013 \(legislation.gov.uk\)](#)
- [Education \(Scotland\) Act 1980](#)
- [2018 Workforce Survey](#)

- [Withers, J. 2023 Fit for the Future: developing a post-school learning system to fuel economic transformation – \(gov.scot\),](#)
- [Still, K. 2024 Learning: For All. For Life. A report from the Independent Review of Community Learning and Development \(CLD\) \(gov.scot\)](#)