

# Youth Work and CLD in Scotland

A Quick Guide

#SeemyCLD

Every day youth workers across Scotland engage and inspire young people in a range of settings. The work we do is varied, challenging and collaborative. It is also very difficult to define.

But what connects youth workers across the country? What do we mean by 'good' youth work? How does youth work sit within the wider context of Community Learning and Development (CLD)? And what support is out there for youth workers to develop their own skills and careers?

As well as highlighting some of the language and terms you might come across, this quick guide will signpost some of the organisations that could help you on your youth work journey.



# Youth Work and CLD in Scotland: A Quick Guide

## What is youth work?

The role of a youth worker is very varied. You might work full-time, part-time or on a voluntary basis, for example. You might work for a local authority or a voluntary organisation. You may also work in any number of settings, from purpose built facilities to the great outdoors, and from young offender's institutions to community centres to schools and colleges. However, it is widely agreed that there are some common threads running through all youth work in Scotland.

YouthLink Scotland, the national agency for youth work, has worked with a number of other youth work organisations to develop some language around the **nature and purpose of youth work**.

**These are the three key features of youth work that set it apart from other types of work with young people:**

- 1) Young people choose to participate
- 2) The work must build from where young people are
- 3) Youth work recognises the young person and the youth worker as partners in a learning process



**With these three features in mind, youth work aims to:**

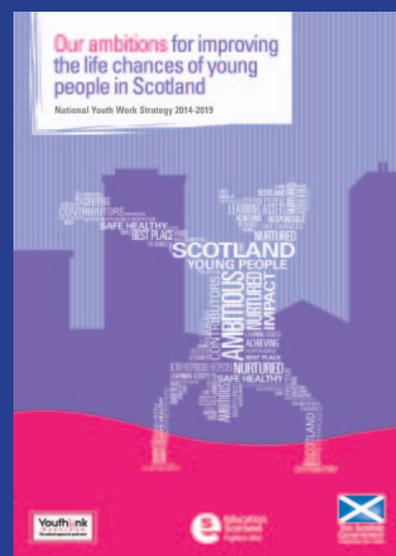
- Build self-esteem and self-confidence
- Develop the ability to manage personal and social relationships
- Create learning and develop new skills
- Encourage positive group atmospheres
- Build the capacity of young people to consider risk, make reasoned decisions and take control
- Develop a 'world view', which widens horizons and invites social commitment

These ideas will not be new to you, but the language might help you to plan projects and programmes. It may also help you explain what you do to partner organisations, funders and to the young people you work with.

### Find out more

Statement on the Nature and Purpose of Youth Work  
[www.youthlinkscotland.org](http://www.youthlinkscotland.org)

## The National Youth Work Strategy



The potential for youth work to 'change lives' has been recognised by the Scottish Government, who launched the latest National Youth Work Strategy in 2014. This document officially recognises the key role that youth work has to play within the Government's young people's agenda. It sets out a range of actions which aim to ensure that youth work in Scotland is vibrant and effective.

### Find out more

The National Youth Work Strategy  
[www.youthlinkscotland.org](http://www.youthlinkscotland.org)

## Youth Work and Community Learning and Development

As youth workers, we don't operate alone. In fact, we collaborate with a wide network of individuals to support and engage young people. We connect with other youth workers and volunteers, health and education practitioners as well as those involved in supporting the wider community.

In Scotland, youth work is recognised as being part of a wider sector known as Community Learning and Development, or CLD. Broadly speaking, the term CLD practitioner refers to anyone whose work involves supporting learning within communities. As well as youth work, CLD also covers things like community capacity building projects, adult learning and working with vulnerable and disadvantaged groups like people with disabilities or offenders, and supporting volunteers.

People working within CLD have a particular set of skills, ethics and values. The **CLD Standards Council for Scotland** is a national agency that supports training and professional development for everyone involved

in this field of work, whether they are working in paid or voluntary positions.

The CLD Standards Council doesn't have a rule-book for how best to deliver youth work. Instead it provides guidance for everyone working within CLD - built around values and competences - that together are designed to help you develop and reflect on your own practice.

The five **CLD values** are;

- self-determination (or respecting someone's right to make their own choices)
- inclusion and equality
- empowerment (or helping people to influence decisions that affect them)
- working collaboratively
- promoting learning as a life-long activity.

The **CLD competences** are laid out in the 'competences wheel'. Think of each competence as a different area of experience. The idea is not that you tick off each competence until you're 'done', but that you re-visit each part of the wheel at different stages in your youth work journey. The competences can help you to focus your ideas, identify where there might be gaps in your skills, and demonstrate your experience and knowledge to the organisations you work with and to potential employers.

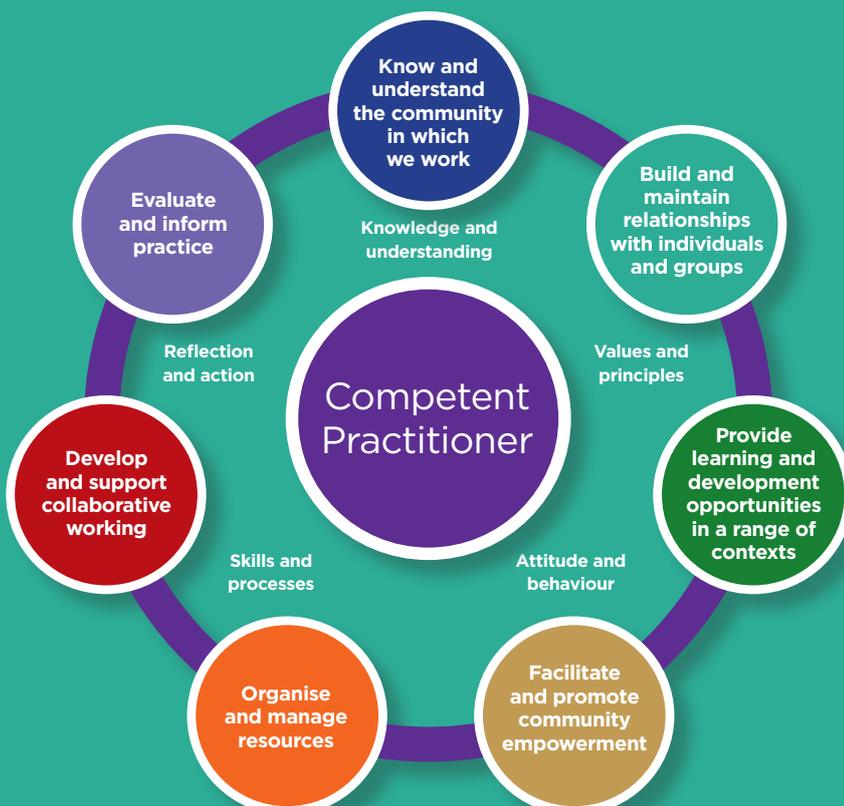
The CLD Standards Council provides a range of support for your Continued Professional Development (CPD), including;

- A membership programme for everyone working within CLD - find out how you can register overleaf
- i-develop - a website with resources, videos and forums to guide you
- The Ideas Academy - a new virtual space for CLD workers to share ideas and best practice
- A list of approved courses

### Find out more

CLD Standards Council  
for Scotland

[www.cldstandardscouncil.org.uk](http://www.cldstandardscouncil.org.uk)



# Getting Practical

## Register as a CLD practitioner

The CLD Standards Council is keen for everyone working within CLD to register as a CLD practitioner. That means you! Becoming a member of this professional body is a good way to demonstrate to future employers that you meet both the values and CLD competences. Not only will you be able to keep up to date with the very latest CLD policy and training news, but as a member you will be able to help to shape the future of the CLD sector in Scotland.

Register for free at  
[www.cldstandardscouncil.org.uk/Registration](http://www.cldstandardscouncil.org.uk/Registration)

## Jargon buster

**Youth work sector** – everyone who works in youth work in Scotland

**CLD** – Community Learning and Development

**CPD** – Continued Professional Development

**CLD Values** – the ideas that inform the work of everyone involved in CLD in Scotland, including youth workers

**CLD Competences** – a set of skills areas CLD workers should demonstrate and develop throughout their career

**CLD Regulations** – Scottish Government legislation that provides guidance on how CLD should operate across the country

## CLD strategic guidance

Legislation has now been put in place to ensure everyone in the community has access to the CLD support they need. The legislation has been developed by the Scottish Government, the CLD Standards Council and Education Scotland, and is known as the CLD Regulations.

The regulations require local authorities to work with CLD providers, including youth workers and youth work organisations, to discover what kind of CLD is taking place within the local area and what the challenges are. Each local authority will produce a plan to demonstrate how they will ensure the best possible services for communities, including young people. Don't miss this chance to be part of the conversation and make your voice heard. To find out more, contact your local authority youth work/ CLD manager or contact Youth Scotland for more info.

Find out more  
CLD Regulations:  
[www.educationscotland.gov.uk/communitylearninganddevelopment/](http://www.educationscotland.gov.uk/communitylearninganddevelopment/)

## #SeemyCLD

What does CLD mean to you?  
Join in the conversation  
[#YouthScotland](https://twitter.com/YouthScotland) [#SeemyCLD](https://twitter.com/SeemyCLD)

## About Youth Scotland

Youth Scotland is the network of youth clubs and groups across Scotland. Working with a network of local Area Associations, we deliver quality youth work programmes, training and support to community-based youth work. This guide is part of a suite of resources designed to make youth work policy and practice accessible for youth workers and volunteers.

Other resources available:

- Equip: a practical quality improvement toolkit for youth groups
- Outcomes for Youth Work: a set of evaluation toolkits
- Download copies for free at [www.youthworkessentials.org/outcomes.aspx](http://www.youthworkessentials.org/outcomes.aspx)



Find out more  
Youth Scotland and Area Associations -  
[www.youthscotland.org.uk](http://www.youthscotland.org.uk)  
Youth Work Resources -  
[www.youthworkessentials.org](http://www.youthworkessentials.org)

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