

The report of the ChangeUp Project to Map Community Development Learning and Qualification programmes across London region

Prepared by The Standards Board for
Community Work training and
Qualifications (England) – (ESB)

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**Endorsing Quality Community Development
Work Courses and Programmes**

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National Occupational Standards for Community Work

The key purpose statement:

Community Development Work is to collectively bring about social change and justice, by working with communities* to:

- Identify their needs, opportunities, rights and responsibilities
- Plan, organise and take action
- Evaluate the effectiveness and impact of action

all in ways which challenge oppressions and tackle inequalities.

*Geographical, of interest and identity

Community Work values which underpin the work:

- Social justice
- Self determination for communities
- Working and learning together
- Sustainable communities
- Participation of all communities
- Reflection to improve practice

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1. Background

Over the past few years the current government has included a community engagement aspect within many of its policies, for example Safer and Stronger Communities and Neighbourhood Regeneration, which is reflected in documents such as Firm Foundations and Together We Can. The government also intends to strengthen the capacity of voluntary organisations and community groups to contribute to the delivery of public services through Local Area Agreements and Capacity Builders.

Building the capacity of organisations within the voluntary and community sector to take a more prominent role in the delivery of services is quite different from supporting community members and groups to become involved in renewing and regenerating their neighbourhood or village and improving the quality of life for residents. They are distinct approaches and require different kinds of support, and different kinds of infrastructure organisations exist to support these two areas of work.

The capacity building of voluntary sector organisations and community groups is primarily undertaken by Local Infrastructure Organisations and by the second tier advisors¹ and development workers, who work within organisations such as Council for Voluntary Service, Voluntary Actions, Rural Community Councils and specialist organisations serving communities of interest, faith and identity.

To encourage and enable people to become active in their communities requires community development workers on the ground. They can support the development of resident's skills and knowledge so they can decide if and how to engage with government policies and bodies that are designed to improve the quality of life for their communities. Contrary to some currently held views – community development work requires specialist skills and knowledge, which not everyone has, and it is not the same as working in the community.

It is becoming increasingly clear that where effective community development work exists then community groups develop and are supported in their activities which contribute to many of the government's national and regional high level strategies and policies.

There has been a growth in jobs requiring community development work skills and knowledge to deliver on the government's community engagement and involvement agendas. The government's policies cut across most departments and require civil servants at national and regional level to understand more about community engagement, and for many officials within regional and local government to have the skills and knowledge to engage more people from different communities within the different partnerships and other structures that are being developed. There has also been a rise in jobs

¹ Within London LVSC supports STAN – the second tier advisors network

for community development workers – particularly within the voluntary and community sector and within the arenas of health and regeneration. There is a shortage of experienced and qualified community development workers, so other people are being drawn into the community development field. The various surveys into the workforce² serving communities and community groups has shown that there are many new people coming into these posts with a range of training needs, and a number of experienced workers who are indicating that they need opportunities to improve their practice and keep up to date.

It is within this context that this piece of work was designed and undertaken as the ChangeUp Consortia for London felt it was important to obtain a clear map about the situation for community development within the London region. The ESB was concerned about the quality of training and qualifications being delivered under the umbrella of community development and whether it was equipping people effectively to undertake community development work, as much of the training did not appear to be based on community development occupational standards, values or principles. The Federation of Community Development Learning is a sister organisation to the ESB and has a national remit to design and deliver community development work learning and training.

Before proceeding to outline the details of the work undertaken and the outcomes it is important to outline in a little more detail what we mean by community development work and why it is different from other approaches to working in the community.

2. Community Development Work

There is a tendency for all work undertaken within communities to become labelled as community development, which can be quite confusing and inaccurate. Community Development is recognised as an occupation in its own right has a clear and agreed key purpose statement, and occupational standards which define the skills and knowledge needed to undertake Community Development Work.

The **key purpose** states that Community Development Work is to collectively bring about social change and justice, by working with communities³ to:

- Identify their needs, opportunities, rights and responsibilities
- Plan, organise and take action
- Evaluate the effectiveness and impact of action

all in ways which challenge oppressions and tackle inequalities.

Thus it is very clear that community development starts with the premise of **working with communities to determine their own agendas.**

² CDW survey 2005, SkiLD survey 2006

³ Geographical, of interest and identity

Within the national occupation standards for community development work there are 6 values which underpin the work:

- Social justice
- Self determination for communities
- Working and learning together
- Sustainable communities
- Participation of all communities
- Reflection to improve practice

There are many different ways that organisations and officials can intervene within communities and community groups but the approach may well be a top down approach from agencies needing to meet various targets, rather than working to the communities own agendas. Some agencies employ community development workers, others try to take a community development approach to their work, while others may give their staff the title of community development worker or add in lines to job descriptions to this effect, but without understanding what community development is about and what it requires of agencies and staff who practice it.

The various surveys into the workforce⁴ serving communities and community groups has shown that there are many new people coming into these posts with a range of training needs, and a number of experienced workers who are indicating that they need opportunities to improve their practice and keep up to date.

Although all levels of government are required to engage with communities and government expects communities to get involved with its agendas and policies, there has been little support for community development as a means of skilling up both activists and workers to be able to implement these policies. Indeed recent funding cuts at all levels of government have been to the infrastructure organisations engaged with community development and community development learning and to the teams of workers employed by local authorities in different parts of the country.

Government departments do not have a clear understanding of CDW nor appreciate its importance in the implementation of its policies. The current focus of the Active Communities Directorate in relation to community and voluntary groups relates to either 'being a voice' to provide information to government, or as a provider of public services.

The current push from the government for the voluntary sector to take on a role in delivering public services through various commissioning and tendering arrangements is creating a large split within the voluntary and community sector as many smaller community groups who do not want to or cannot take on such roles find it harder to raise enough resources to continue their work, while the largest of the voluntary organisations/ NGOs become ever larger.⁵

⁴ Ref to CDW survey and to SkiLD survey

⁵ 2006 almanac of the voluntary sector produced by NVCO

3. The projects aims and approach

3.1 Original aims

The application for funding this project explained that this work was intended to develop an overall London picture of the provision of training and learning for community development at all levels, informal and accredited, and delivered through a range of learning providers and community/voluntary organisations.

It stated that good quality CDW training will produce CD workers who can deliver on the targets central government is setting around community involvement and participation, capacity building, community cohesion and strengthening the voluntary and community sectors.

There is no co-ordinated London picture at present. The various previous attempts have been made to pull this information together have not succeeded for a variety of reasons. It is now urgent that this happens, if ChangeUp objectives are to be delivered.

This piece of work aimed to lay the foundations to ensure that appropriate support is developed for CDWs across London and adds value to other ChangeUp performance improvement activities.

The Change Up consortium agreed and funding was released to enable the survey work was undertaken between December 2005 and April 2006.

3.2 The approach taken to this work

In order to meet the aims of producing a snapshot of the current situation in regard to community development learning and qualification in London we undertook a number of tasks:-

- a) Desk research to develop a dataset of organisations delivering training in CDW in London primarily utilising national existing data bases
- b) Scoped the data held within London wide and borough wide VCS organisations and how it could be accessed
- c) Employed 4 London based consultants to make contact with borough wide organisations and community groups/ voluntary organisations within the boroughs who were delivering training/ learning sessions of relevant to community development workers and activists
- d) Produced a draft outline map of the information gathered showing the range of training available against the national framework map
- e) Delivered 5 workshops (one in each sub region) on understanding how to use NOS in designing training and work based learning
- f) Started to make contact with key agencies a discuss the findings and ways to progress them

We contacted over 280 organisations across all the boroughs within London. They are listed in the appendix with a breakdown for each sub region and an alphabetical listing. We are aware that this information is not complete – it is the best that could be obtained within the time period and resources available. By its very nature the community sector changes quickly, many community development workers are employed on short-term contracts, and much community development activity is carried out underneath the radar. It provides a snapshot and would benefit from being further developed and added to over time.

3.3 Presenting the findings

We have presented the findings in two sections.

1. The first provides an overview of the key facts and issues arising from this research.
2. The second provides the details of the training and learning available in each sub region of London. The format used is the same for each sub region.

In 2004 a national framework for community development work learning and qualifications was created by people active in community development work and learning. It is designed as a framework which allows people to come in at different points depending on their previous experience and to work their way around the framework to obtain the kind of learning and qualifications they need at that particular time. One of the difficulties in creating such a framework is that it needs to encompass the needs of activists within communities, paid community workers, and those with aspects of community development or relating to communities within their job role.

This framework is still being developed but it at least provides a guide. Hence we have mapped all the community development work learning programmes we could find against our national occupational framework, and all of those which contained a reasonable degree of community development work were then placed in a matrix based on the learning and qualifications framework for community development. We have also listed any significant developments planned for CD learning.

We have gathered a vast amount of information about other courses that were presented as community development programmes or with having some aspects of community development, but where they were primarily about building the capacity of voluntary organisations. Where they appear to be relevant to people working in the community to support community groups and activities we have listed these.

There were many other courses that the consultants were told about when they contacted organisations and groups which were not to do with community work or working in the community (for example basic skills programmes, ESOL) which were not recorded unless the respondents argued that they felt there was a link with the capacity building of communities. However there are many organisations providing the kinds of basic skills, ICT programmes that

were not recorded by the consultants who were asked to focus on gathering information about CD programmes.

We have listed each organisation contacted in the boroughs in that sub region. Where there were London Wide organisations we have logged them in the sub region of their main office.

4. Comments on the data gathered from the survey.

4.1 The overall picture. Despite the community engagement agenda having been in place for some years now we were a little surprised to discover that the overall London matrix indicates that there are limited CD training and qualification programmes across London.

The sub regional matrix (see appendix) show that what does exist tends to be located in certain boroughs, with others coming out as quite barren. The East London sub region was the only one to have a reasonable range of CD training and learning programmes available to CD workers and activists, and even that was quite limited to particular boroughs.

This creates a situation whereby those who are expected to deliver or to become involved with different government initiatives requiring community engagement are not able to access the tools and learning to enable them to undertake their work effectively.

Doctorate 0 Masters Degree 5 Post grad diplomas and certificates 2	CD Framework for London		Work Based Learning 7 opportunities
6. Honours Degree 6 5. Foundation Degree 2 5. Diploma HE 1 4. Certificate H.E 1	S/N. V. QS 4. 0 3. 0 2. 0	Short non-accredited course 15	
NOCN National Award 3. 3 2. 2 1. 1	Accredited Units 3. 1 2. 6 1. 4		
Tasters 13			

4.2 Organisational development. There is much more training and learning available to support the capacity building of voluntary and community groups and volunteers, and linked to partnership working. Although within community development there is an element of supporting organisational development, it is one of the key roles, very few of the courses that we examined were taking a CD approach to organisational development; most of the courses on offer were the standard voluntary sector training which was designed to support the agendas of funders, government policy re delivery of services, and to meet the targets of local authorities. There were a number of independent initiatives, particularly within BME communities and by some tenants associations to develop training relevant to their members and communities.

4.3 Taster sessions. It was quite a surprise to see that there were so few community development taster type sessions being offered to people in the community. We found few sessions on identifying community needs, involving people, understanding or getting involved in partnerships, and skills for representing your community. There were a few about group development and resolving conflict, and several related to the capacity building of organisations. There were some equality and diversity session offered on line and through group based training. In the whole of London there were only 13 tasters sessions being run that we could see were related to community development work – we would have expected to find that kind of amount and range within each borough.

The lack of the basic level of training sessions that are normally used to introduce people into CD work training and to engage them in learning is quite worrying. It also means there is little information about community development work being provided to those who claim to be working in this way.

This may be related to the demise of the adult educations services and WEA and similar organisations, who have tended to run the short courses to engage people in learning to support their community activities, but who are now reporting that they no longer run such community development sessions.

There is a distinct lack of resources to run this kind of informal, non-accredited learning with the focus of funding bodies being firmly linked to qualifications for key skills. The LSCs for the London Region need to address this crucial issue in order to support activists and workers in developing all the skills needed for active citizenship and community development learning.

4.4 National CD awards through NOCN. The only sub region with the national OCN CD award being offered is in the east with both Tower Hamlets College and Newham Community College offering this programme. Greenwich Community College and Barnet College are offering regional units through OCN. The other courses listed in the matrix are concerned more with volunteering in the community. We would have hoped to find that there were NOCN programmes easily available to residents, maybe one within every 3 or 4 boroughs which people from the nearby boroughs could attend; some of

programmes can only take from one or two boroughs because of funding restrictions.

4.5 Foundation and honours degrees. These are available through Lambeth College, London Metropolitan and South Bank University. The equivalent level Diploma in HE in Community work is offered by Goldsmiths, and BAs with substantial CD components are available at Goldsmiths, University of East London, and the University of Greenwich. We would like to see foundation degrees at least within each sub region and ideally within easy travelling distance for participants who tend to be activists trying to gain qualifications to get a job or who are working as well as attending the programme.

4.6 Post graduate opportunities. Post graduate diploma in CD is provided by the University of Gloucester through the Urban Learning Foundation, with a post graduate certificate in neighbourhood renewal from Birkbeck and masters are provided by London Metropolitan University, Goldsmiths, LSE, Westminster and Roehampton. A wider range of post graduate courses, especially those that can be taken as short in-depth modules, is needed by people coming into community work with other qualifications and as the continuous professional development for experienced workers.

4.7 National Vocational Qualifications. There are no NVQ assessment centres for CD within London; the nearest is Southampton which can supply assessors and verifiers. This is obviously a huge gap that needs to be filled.

4.8 Short and non-accredited programmes. There are a number of short non accredited courses, the only ones with a CD title are in east London; in other areas they are more about working in the community, capacity building, and community leadership. These courses are often used by people to gain new knowledge as legislation changes or new policies are introduced, or to develop specific skills and a wider range of these is needed across the boroughs in order to keep community work practice up to date and effective.

4.9 Work based learning. There is little work based learning – in East London there are mentoring schemes for residents and tenants, and a number of support groups. Barnardos and Shaftsbury support churches working in local communities. There is a CD network in Kingston which encourages CPD, and some of the other borough-wide networks attempt to share information.

4.10 Lack of progression routes 70% of courses being offered were stand-alone and didn't link to anything beyond that session/ course. The need for progression routes is clearly understood in all fields of work, and particularly for an occupation that doesn't easily sell itself as a good career for people.

4. 11. Trainers. 46% of organisations used internal staff to deliver their training, 16% used a mixture of internal and external trainers and 38% used external trainers.

4.12 The targets audiences

Residents	28%
BME/ Refugee/Asylum seekers	19%
Workers in voluntary / stat sectors	
Service providers/ PCT/ advice workers/	
Wardens	13%
Vol orgs	13%
Women	8%
Adults/ parents	8%
Learners	7%
Volunteers	4%

4.13 **Employers Involvement.** 74% of course were linked to employers or partnership working

4. 14 **Costs and Funding.** Most short courses/ sessions were free and held during weekdays. Organisations were attracting funding from a wide variety of sources – Lottery, Trust Funds, ALG, Local Authority; many commented on lack of funding as a barrier to being able to deliver relevant courses to communities.

4.15. **National Occupational Standards.** Very few organisations had heard of or knew about occupational standards or the CDW NOS in particular, but most were interested to find out more about them and their applications.

5. The NOS workshops

5 sub regional workshops were organised – one for each of the London sub regions – under the title of “**UNDERSTANDING & USING THE COMMUNITY DEVELOPMENT WORK NATIONAL OCCUPATIONAL STANDARDS**”

DATE	VENUE
05.05.06	Ealing CVS
09.05.06	Richard Mayo Centre, Kingston
22.05.06	British Red Cross Society Centre Camden & Islington
19.06.06	London Voluntary Sector Resource Centre
18.07.07	The Albany, Deptford

5.1 Aim of workshops:

To introduce participants to the Community Development work Occupational Standards and explore their potential uses

5.2 Objectives of workshops:

By the end of the session participants will have:

- ✓ Explored the set components and levels of the CDW NOS
- ✓ Applied the CDW NOS to the development of a course
- ✓ Considered the potential additional uses of the CDW NOS

5.3 Participants:

Representatives from a wide range of small, medium and large organisations within the voluntary, community and statutory sectors attended (full participants lists in appendix) which, in itself, provided a challenge in terms of what individuals were seeking from the day.

5.4 Expectations:

Whilst remaining very clear regarding the workshop focus, facilitators also needed to take into account the needs of the groups themselves therefore a degree of negotiation of content was accommodated. There was an overall demand for the workshops to supply practical tips for use of the CDW NOS in a wide variety of settings with most participants wanting to leave with both the knowledge and tools to formulate an action plan immediately. Given that the baseline knowledge, expertise and experience of using the CDW NOS varied from nil through to experienced learning programme developers, this was an extremely tall order and left many people demanding more.

5.5 Review of programme:

- It proved difficult to accommodate all participants needs as, consistently, people were not clear why they were attending and job roles, experience and knowledge of community development (and awareness of Standards) was hugely varied
- There is confusion still evident re the difference between NVQs & NOS and the consequent potential uses
- The Case Study used was useful for those developing learning programmes mapped to the CDW NOS but there were a significant number of people who also wanted to spend time considering using the NOS to meet more diverse needs e.g. recruitment, tendering, strategic planning, understanding community development, linking with resident involvement work etc. At each delivery the programme was tweaked to accommodate some of this.
- There is confusion still evident re the difference between Quality Standards and Occupational Standards and time was spent exploring how the CDW NOS could be utilised to inform “impact assessment” in community development work
- The programme works as is but would benefit from being able to signpost participants on to more in depth and targeted workshops
- The majority of people stated that they had a greater understanding of the CDW NOS and their potential uses as a positive outcome of the workshops and were demanding more

5.6 Follow up work requested:

- “An Introduction to Community Development Work”

- More in depth and targeted workshops on utilising the CDW NOS for purposes other than for learning programme development
- More information/workshops on accreditation of learning programmes developed
- Opportunities to develop a course mapped to CDW- NOS
- More focused work on understanding the Values and Principles underpinning the CDW NOS
- Using support networks to assist those implementing/using the CDW NOS as part of their work
- More co-ordinated work between CDX, CDF and FCDL to promote the standards, in partnership with specialist organisations e.g. refugee Council

6. Project Conference

A conference was held to present back the work of the project. A draft summary document was produced and participants were encouraged to add in any other provision that they knew about.

The initial presentation included a summary of the findings and an introduction to the training and qualifications framework for community development work. In the morning 3 workshops were held on community development learning.

1. The England Standards Board ran a workshop on using the national occupational standards to inform the design of training programmes
2. The Federation of Community Development Learning ran a workshop on delivering taster programmes
3. Tower Hamlets College ran a workshop on their experiences of running the NOCN programme

The participants clearly demonstrated the need for more workshops and learning opportunities, particularly for

- skilling up trainers and community workers to be able to deliver the taster sessions that already exist,
- for learning how to get existing programmes accredited by awarding bodies and endorsed as quality community development work courses
- for advice and guidance to assessors on the use of occupational standards and ways to gather and interpret evidence

This echoes the findings from the NOS workshops and from the discussion within the project steering group.

7. Lessons learnt from this project

Reflective practice is at the heart of community development work, hence this section is included to aid future practice from standing back and looking at the process we went through and what we found.

- i. The data bases that we were offered or found within the London region were really quite dated and of limited use. In respect of the project this led to quite a bit of time being wasted on telephone calls and attempts to contact organisations who no longer existed or whose contacts details were incorrect. We recognise that it is hard to keep up to date with community groups who frequently come and go, but the larger voluntary organisations and public bodies tend to have a longer shelf

life. It would be useful to consider how the information gathered from the project can be used and developed in future.

- ii. The two parts of this Change Up funded work were designed to run in tandem, so that gatherings of community development work practitioners could be used to inform the data collection for the learning survey . This did not happen and has meant that we were unable to gather much information about community development learning that is under the radar. In any future projects there needs to be an agreed way of ensuring the different parties keep to their commitments
- iii. The lack of understanding about CDW and the difference between this and working in other ways within communities became a major issue. Although we had recognised this might be a difficulty and agreed to put the definition of CDW from the occupational standards on the survey sheet, all of the consultants ended up having to explain this in detail at the beginning of each phone call, and this impacted massively on the time taken to collect information. It has also led to many organisations proffering information about programmes aimed at building the capacity of organisations, or the monitoring of voluntary organisations grants and targets, but not community development work. This has led to some defensiveness amongst organisations who insist that they are involved in community development work, although it is not in line with the community development work occupational standards
- iv. The consultants determined how they would collect the information and different approaches were tried. Using umbrella bodies to gather contact details worked better in some areas than others – depending on the nature and databases held by the LIOs. Contacting individual organisations directly from lists was not very productive in finding those who delivered training. Overall telephone calling organisations did not prove as effective as we had hoped, contacting and attending networks proved useful as we had expected. We should have built more of this into our work rather than relying on another organisation to create these opportunities. Much information about accredited courses was available on the web, but some of it was quite hard to interrogate to find out what was being meant by community development, and emails seeking clarification often didn't get responded to.
- v. The resources limited the approach we used and this in turn meant we didn't find very many local organisations providing training and support to groups in their locality. This begs the question as to whether any more localised training is being offered; little new information was provided through the conference.
- vi. The contracts agreed for those involved with this project needed a higher degree of clarity, around what is meant by community development, expectations on the work that would be undertaken, and ways to deal with variations to the plans.

8. Recommendations

Discussions with the steering group members about these findings have led to an agreement on the recommendations for further work to be undertaken if we are to achieve the aim of participants in community development work (whether as an activist, community volunteer, community worker, manager, funder, or someone expected to take a community development work approach to their job) having access to appropriate community development learning and qualifications.

1. To increase awareness about community development work and the role it plays in delivering government community engagement, partnership and other national and regional targets
 - i. Through workshops / conferences
 - ii. Articles in relevant newsletters
 - iii. Development of guides to regional and national policies and how community development helps to achieve their outcomes
2. To collate information about the skills shortages of community development work staff to support the case for additional training and qualification programmes
3. To increase awareness of occupational standards within community development work, how they can be used in designing training, and their many different uses in improving the quality of the CD workforce through workshops and publications
4. To provide information and support on accrediting learning programmes
5. To offer focused work on understanding and implementing the values and practice principles with peoples practice
6. To develop all the components within the CD learning and qualifications framework so that residents of London can access their preferred choice of provision; this will require action to secure funding for the following areas
 - Tasters – provide opportunities to train trainers and CW workers to deliver taster sessions (already available) and to compile opportunities for funding
 - Introductory courses on what is community development work and the skills and knowledge needed to undertake it effectively
 - NOCN awards – to work with colleges and other training providers in the sub regions where there is no provision for such access programmes; to run workshops to explain the national programme and the resources available

- To ensure progression routes available from the NOCN and other accredited programmes at level 3 onto good quality foundation degree programmes
 - To develop an NVQ assessment centre for CDW NVQs in London
 - To work with FCDL to develop an accreditation process for experienced workers with no qualifications, based on reflective practice
 - To work with universities to develop the range of graduate and postgraduate short course modules available for CPD of people having a CD role
 - To encourage training providers to seek endorsement to prove the quality of their programmes and their commitment to CDW NOS
7. To continue to collect information about provision that we haven't included in this mapping so far and to find ways to share this information and keep it updated
 8. To undertake a research project which pulls together existing information as well as generating new evidence for the impact of community development work and learning – on individuals, community groups, communities and statutory bodies. This would help to counteract the difficulties in obtaining the necessary resources to support community development work and learning.
 9. To organise workshops to take this work forward in the short term – for example on how to get existing programme accredited, how to assess community development practice
 10. The development of a more permanent working group willing to take a lead and steer future developments to support community development learning within London. This could be as a group in its own right or as part of a developing London wide community practitioners network.

9. On going actions and possibilities for progressing this work

1. The steering group agreed that there would be an attempt to secure funding for a worker to take forward the development of the infrastructure needed to provide additional community development learning opportunities. This would be through organising a variety of training and events, undertaking research and networking with organisations to encourage them to expand their CD learning activities.

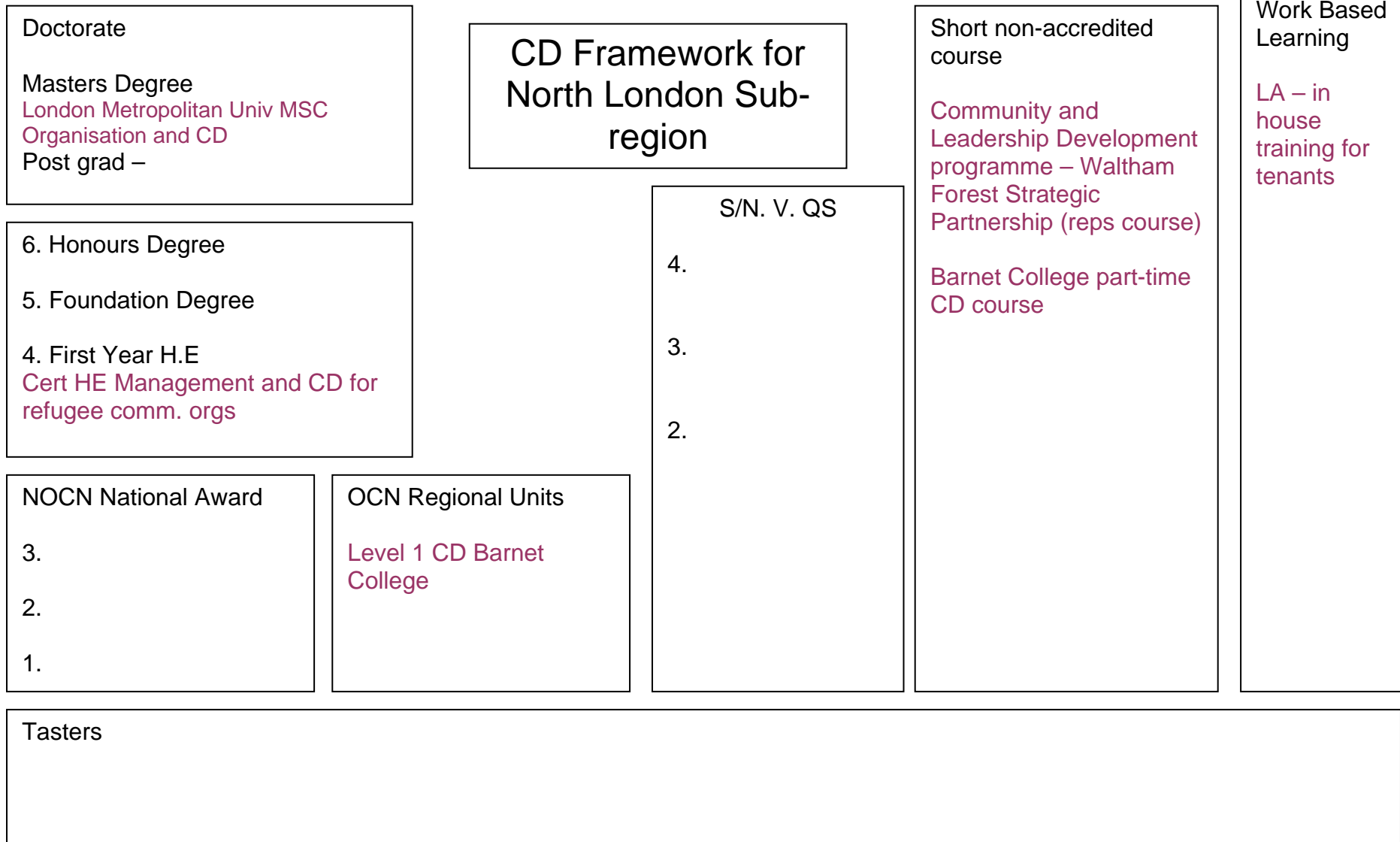
Applications for funding would be made through working at a national level with CD networks and Community Development Learning Organisations.

2. Whilst these applications are being pursued work would continue to progress the following actions
 - a) Contact has been initiated with Joseph Rowntree Foundation re the research; within one of their key programme they have a theme involving participation approaches which would have relevance to the proposed area of research.
 - b) A survey of some of the major trust funds suggests that few are interested in funding this kind of infrastructure work – they are more interested in direct beneficiaries. The Wates Foundation has some possibilities as they work in Greater London, with some preference for southern London and they support infrastructure organisations for community development
 - c) A special seminar on 4th July aimed at funders is about Valuing Community Development; this research would be forwarded to the key speakers and organisers
 - d) Contact has been made with the University of Westminster about how their existing modules can be accessed as stand alone short courses, and the requirements of their Centre for Advanced professional Practice
 - e) City and Guilds have indicated their interested in the work and would like to meet to discuss the support they could offer
 - f) Contact has been made with Train to Gain – a service for employers and information
 - g) The results of this project have been fed into the workforce development strategy for the VCS in London
 - h) Through the Change Up Consortia the report will be forwarded to the funders of the London Plan for Capacity Builders and to the performance hub

3. Once the situation becomes clearer later in the year a new planning group would be formed to take forward these proposals

Appendix

1. Sub regional framework maps
2. Organisations Contacted
3. Original Contract and Methodology
4. Steering group Membership



Related training

LB Haringey

In-house managers training
Voluntary Sector Participation Leadership Development Programme
Capacity Building Incl. Capacity building for BME

Haringey Community Learning Forum

Level 2 Youth Work course

Brent College of North East London (Haringey)

Community sector management

London Met University

Family & Community Work - Access Course to community health

Waltham Forest College

Capacity building courses

Enfield CVS

Capacity Building Courses

Enfield Community

Empowerment Network

Capacity Building Courses

Enfield Tenants

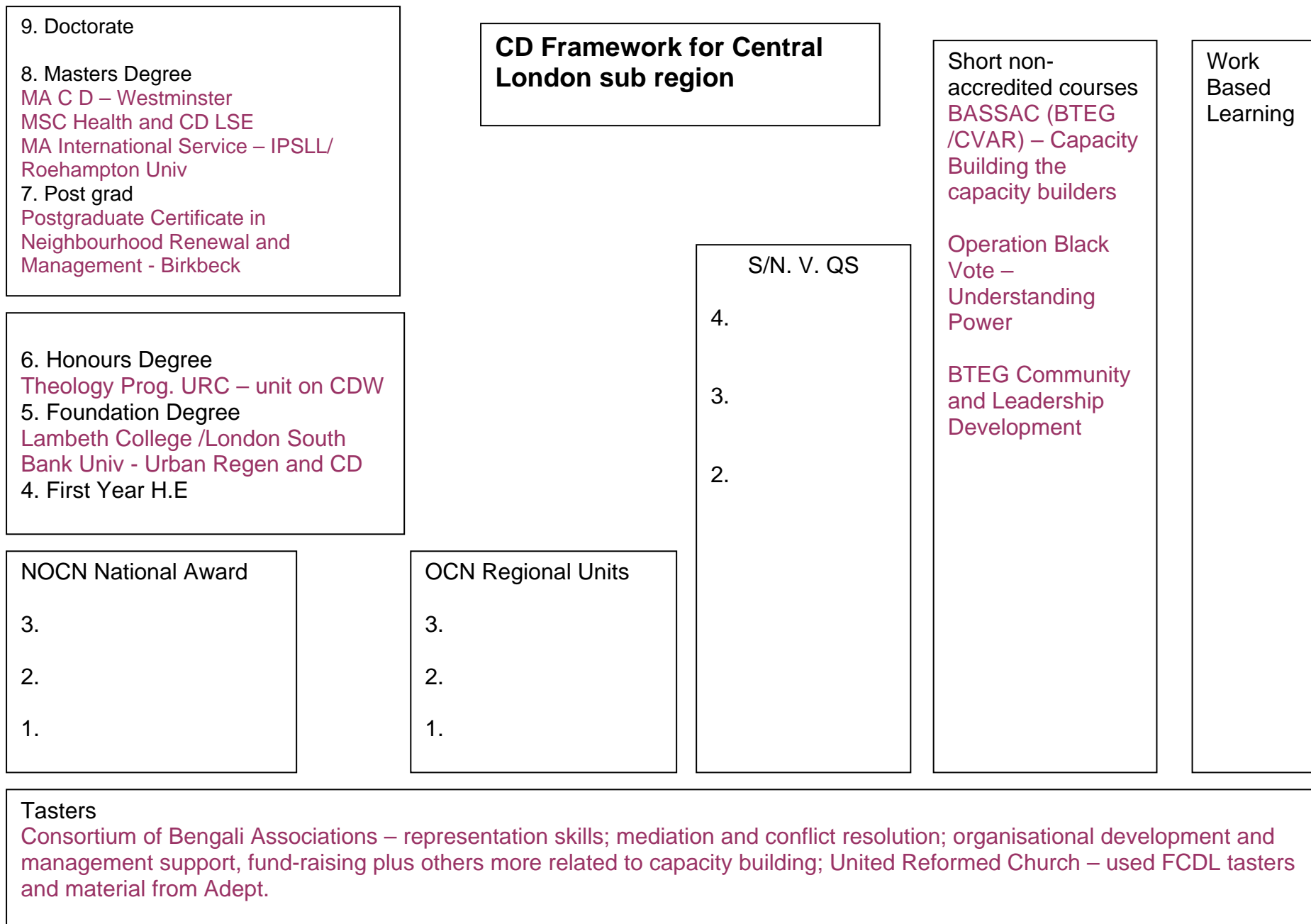
Participation

Barnet College

Accredited Units in Equality and Diversity

Organisations contacted:

<p>Haringey, LB Haringey PCT HAVCO Community Learning Forum CEN NDC L B Haringey Haringey PCT Haringey Community Learning Forum Beulah, Community Empowerment Network London Borough of Haringey– Voluntary Sector participation Brent College of North East London Metropolitan Housing Partnership</p>	<p>Enfield, LB Enfield -Grants and Sustainability -Tenants Involvement Unit - Community Learning Southgate College Enfield College LSC Learning Forum Enfield VA Health and Social Care officer Enfield Community Network Ponders end Community Trust Enfield CVS Gambian society Helping Hands Enfield Independent Skills Dev Centre Kate Community Enterprise Enfield Community Empowerment Network Enfield Tenants Participation</p>	<p>Barnet, L B Barnet Motivation and Personal Success Ltd (MAPS) Barnet College</p>
<p>Waltham Forest Waltham Forest College – Family & Community Work - Access Course to community health</p>		



Related courses

Migrant Resource centre – Wandsworth
Operation Black Vote – Camden
Development Education Association

Access to England Citizens Course; Refugees and Asylum Seekers
Citizenship in the Community Political Education (road shows, talks, seminars)
Learning in a global society, OCN-accredited training course for adults and community educators - This is a programme for teams of practitioners in the post 16 sector to deepen their understanding of sustainable development education in adult learning
Education for sustainability programme : Values and participation, a short course from South Bank University for adult and community educators in both North and South

United reformed Church
Southwark Volunteer Centre
Hanley Crouch Comm Assoc – Islington
Hill Drop Area Com Assoc- Islington
Islington Council Education
Race Equality Unit – Islington
Equality Works Consultancy and Training (Islington)
Community Foundation Network
Katherine Low Settlement – Battersea
Community Matters
Birkbeck School of Continuing Education

Range of short courses for church members and communities
Step forward active citizenship
Basic Skills, ICT and ESOL
Computer training
meeting needs of bilingual children
Strengthening Families Strengthening Communities (39 hours)
Equality and Diversity
consultancy and resources to support communities
ESOL, literacy and numeracy (interested in developing CD)
Capacity building programmes
Volunteering and Community Activity
MSC/ PgDip/PgCert Race and Ethnic Relations

Organisations contacted

<p>Islington Community Matters, The Peel Institute, Evelyn Oldfield Unit, Islington Voluntary Action Council (IVAC), Caxton House, Islington Enterprise Agency, BTEG, Factory community project, Hill Drop Area Community Association, Hanley Crouch Community Association Islington REC Islington and Shoredichth HA Islington dereliction Islington Council Islington Council Education department Equality Works Consultancy and Training Action Aid Community Foundation Network</p>	<p>Southwark West Bermondsey Community Forum, Southwark Community Care Forum, Southwark College/Cambridge House, Southwark Volunteer Centre The Church of England (Diocese of Southwark) London South Bank University The Volunteer Centre</p>	<p>Wandsworth Wandsworth Voluntary Sector Development Agency, Refugee Council, Wandsworth Volunteer Bureau, West Refugee Consortium, Fairbridge in London, Migrant Resource Centre, Catherine Low Settlement, Stephen Lawrence Charitable Trust Roehampton University</p>
<p>Camden Community Housing Group, Voluntary Action Camden Consortium of Bengali Associations Birkbeck College – University of London Development Education Association United Reformed Church</p>	<p>Kensington and Chelsea Commission for Patient and Public Involvement Forum, Kensington and Chelsea Social Council, Migrant and Refugee Community Forum, Westway Development</p>	<p>Westminster Voluntary Action Westminster Westminster University</p>
<p>Lambeth BASSAC Lambeth College</p>		

<p>9. Doctorate 8. Masters Degree Goldsmiths MA Applied Anthropology, CD and Youth Work 7. Post grad Diploma and certificate Graduate Diploma in CD – Urban Learning Foundation/ Uni of Gloucester</p>	<p>CD Framework for East London sub region</p>	<p>Short non-accredited course Community Leaders Training – Bexley LA CD - Redbridge CVS CD and Health – Lewisham PCT CD unit Barnet College CD – Vol Action Lewisham Community Champions; Community Researchers – SureStart Bellingham</p>	<p>Work Based Learning Mentoring and CD support to residents – Lewisham Tenants and Pepys Community Forum Informal support Lewisham NDC Support groups on CD, diversity and EOpps – 170 Community Project Barnardo's CANDL project work with churches and local communities</p>
<p>6. Honours Degree BA in CD and Youth Work, Goldsmiths BA in Ed and CD Uni of Greenwich BA Education and CD (with range of linked topics) Uni of East London BA Hons in Applied Comm. Youth Work Studies - Havering College 5. Dip HE in Community Work - Goldsmith/ Turning point (linked to apprenticeship scheme) 5. Foundation Degree Urban Regen and CD – London South Bank Uni 5. Individual & Comm Empowerment FD London Met 4. First Year H.E</p>			
<p>NOCN National Award 3 Newham Community Education Service 2-3 Newham Community College 1- 3 nat. certificates in CD Tower Hamlets College</p>	<p>OCN Regional Units / other AB 2. CD – an introduction – Greenwich community college 2 - Hackney Uxl –cert in CD 2 – Working in your community NCFE 1 – 2 Cert in community volunteering – Tower Hamlets College; ASDAN 1 - CD skills – Barnet College</p>	<p>Tasters Bexley VSC – CD for PCT staff; Arts in Community Settings – artefacts edutainment; LB Lewisham equality and diversity; resolving conflict; involving people; Equality and Diversity, negotiation skills for TAs – Lewisham Tenant participation unit</p>	

Planned developments in CD

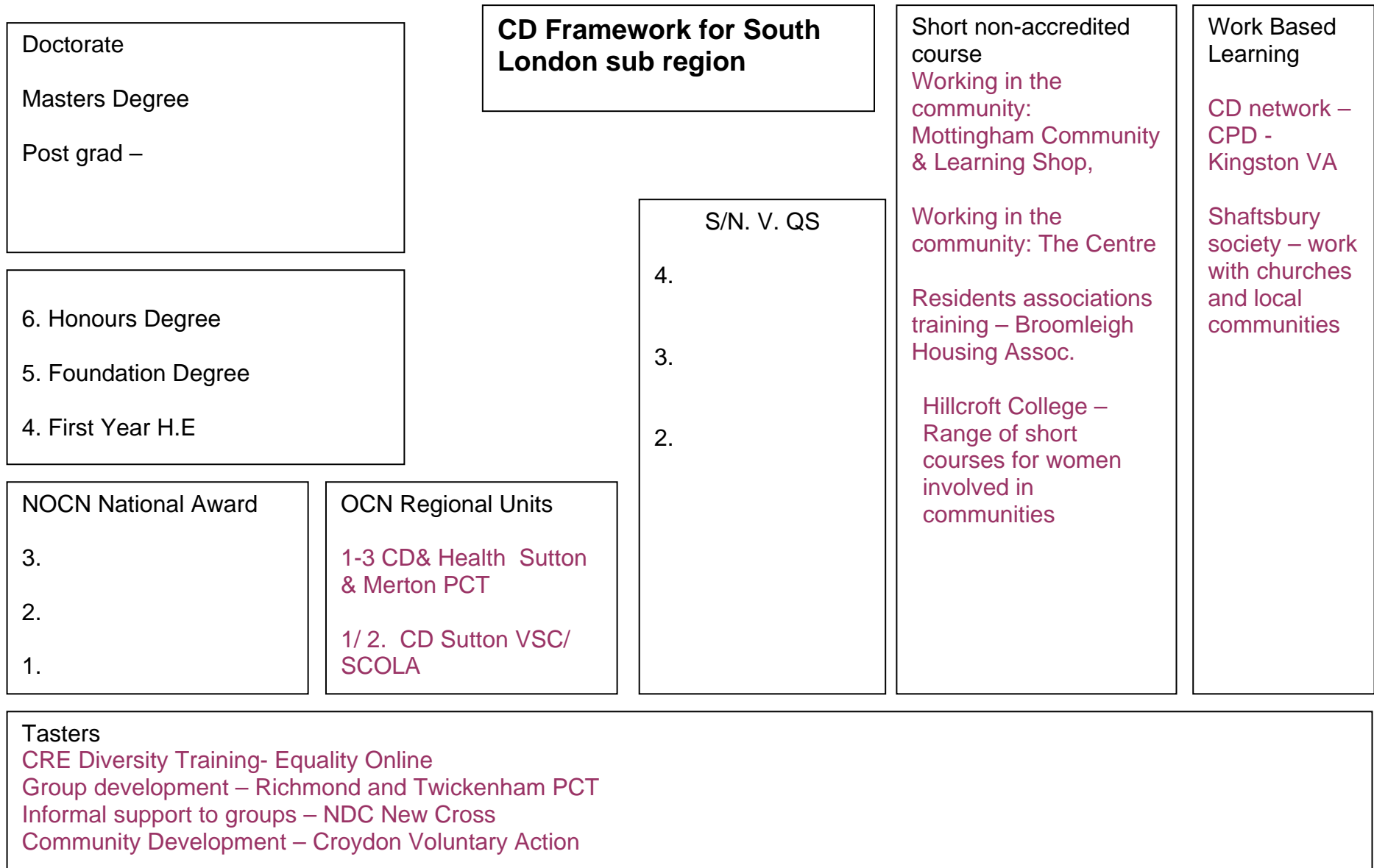
Volunteers Greenwich – Certificate in Community Development

Related courses

University of East London	<i>Centre for Institutional studies – post graduate programmes – social enterprise; voluntary sector studies; public and community service; graduate programme in social enterprise;</i>
CIDA -Tower Hamlets Community Organisations Forum Tower Hamlets London College of CD and computer science Tower Hamlets	<i>Women and Leadership in Public and Third Sector Organisations – 6 day non accredited Support to creative and cultural sector including VCS – funding, networking, publicity etc Communication and information, finance, HR policies. Charity law, strategic planning, fundraising, governance; OCN Project development and ICT</i>
Ethnic Minority Partnership Agency – Barking and Dagenham	<i>Organisational development, policy development, financial governance; all 1 day courses</i>
Hackney Voluntary Action Hackney CVS Hackney Training and Employment Network	<i>Training for community groups on diversity and funding and procurement neighbourhood facilitator programme; leadership training business support, skills for life; aimed at other voluntary organisations</i>
Havering CAB Havering Association of Voluntary and Community Orgs (HAVCO)	<i>1 day advice on benefits training IT, first aid for children; Evaluation and monitoring – 1 day sessions</i>
Newham Volunteer Network Centre	<i>training of volunteers – child protection, confidentiality etc; OCN</i>
Newham Healthywise Aston Mansfield Training Centre	<i>training for volunteers over telephone; evaluation and monitoring; first aid financial management, quality marks, PQASSO – all 1 day courses; capacity building of organisations with staff</i>
Redbridge CVS	<i>health and safety, supervision for volunteers – OCN</i>
University of Greenwich	<i>Public Health module</i>
Social Enterprise London	<i>understanding social enterprise (level 5) Institute of Leadership and Management</i>

Organisations contacted

<p>Barking Ethnic Minority Partnership Agency Barking and Dagenham CVS</p>	<p>Newham Newham Vol. Sector Consortium – Volunteer Network Centre Healthywise LB of Newham – Community Support Unit, Local Authority, Aston Mansfield Training Centre (LEA) Community Links BME Community Care Forum</p>	<p>Lewisham PCT, 170 Centre, NDC, Community Education Lewisham, Turning Point, Goldsmiths College, Community Network, Heathside and Lethbridge Neighbourhood Management, Tenants Participation Unit, Lewisham Tenants Fund, Surestart Bellingham Pepys Community Forum Lewisham Community Development Partnership, Young Peoples Health Project, Community Sector Team, Hyde Housing, Ade Aderigbe (Community Activist for African Groups), CRE, Lewisham Refugee Network</p>
<p>Hackney Hackney VA, Hackney training & Employment Network Hackney CVS Hackney Voluntary Action</p>	<p>Redbridge Rebridge Council for VS LB Redbridge</p>	
<p>Havering Havering CAB HAVCO – Havering Assoc. of Vol. & Com. Org. Havering College</p>	<p>Tower Hamlets Tower Hamlets College Community organisations Forum London Metropolitan University Barnardo's CANDL project London College of Community development and Computer Science</p>	
<p>Greenwich Volunteers Greenwich Greenwich Community College</p>	<p>Bexley Bexley VSC</p>	
<p>East London CIDA Cultural Industries Development Agency LEAD project – training network development in LSC borough</p>		



CD developments planned

Croydon Borough - Housing – trying to develop a CD framework with VCS; interested in training for staff
Crystal Palace Development Trust – wish to develop CD training

Related courses

Spurgeons College Croydon
Croydon Council

Asian Resource centre, Croyden
Croydon Voluntary Action

Ethnic Minorities centre
Bromley PCT – Health and
Development Service

Bromley Environmental Health
Richmond CVS and Kingston
Voluntary Action

Save the World Community
Projects (Kingston)

Southwark Diocese
London South Bank University
London South Bank University

Threshold Housing, Merton
Shaftsbury Society, Merton

Youth Work and Ministry BA has some links to CD

arts and cultural community development – summer scheme supporter courses
capacity building

Community champions, Employment and Leadership programme – OCN 1 – 2
range of organisational development courses

capacity building

Raising Self Esteem for Women

residents training

Women in Governance OCN 2-3

Community Art Projects

caring in the community; training for parish management teams

Partnerships for sustainability module

Regeneration Foundation degree

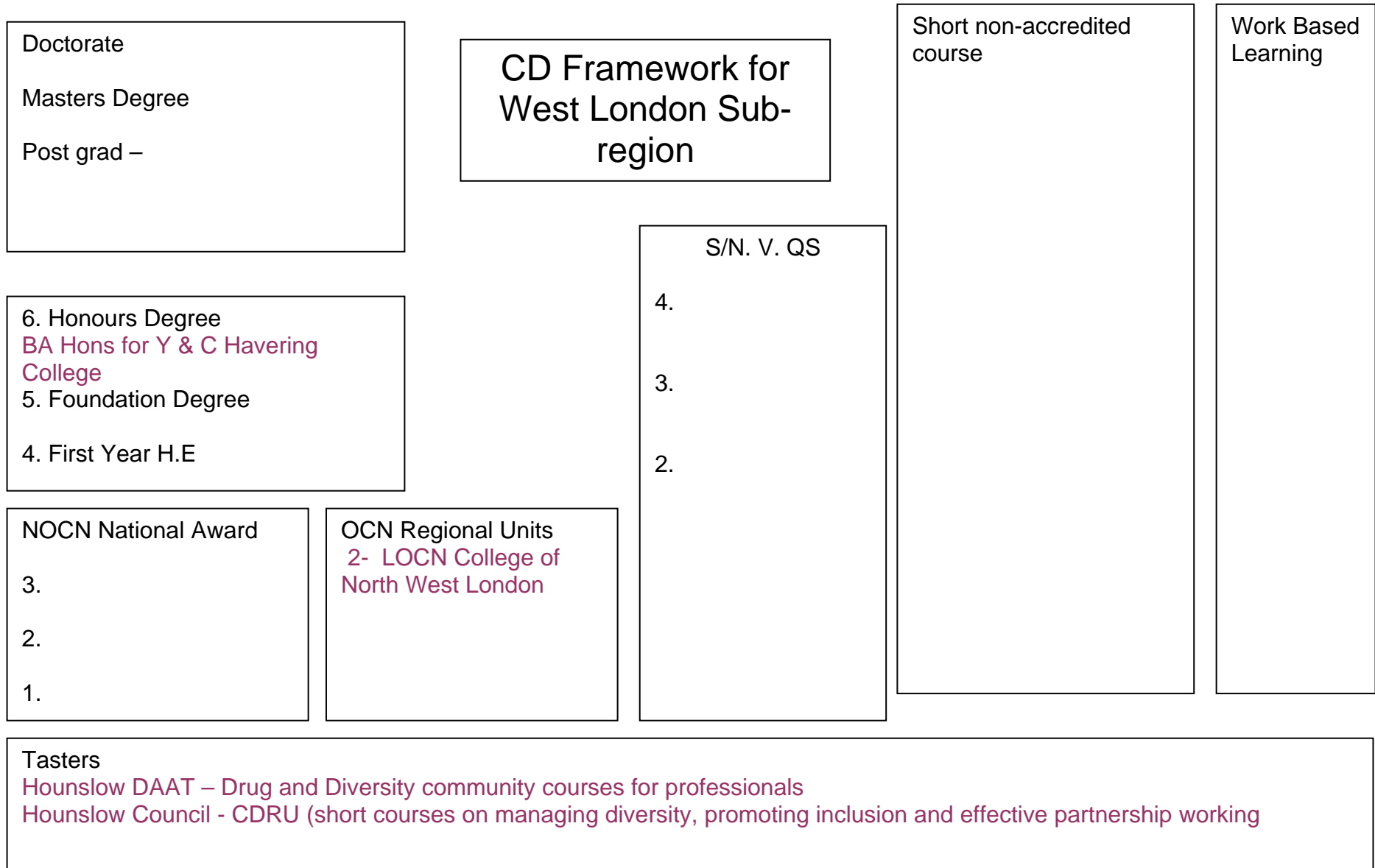
informal and individual support to residents

has a range of resources to support work within local communities – includes CD practice
and understanding

Organisations contacted

<p>Bromley Broomleigh Housing Assn, CRE, Environmental Health, The Centre, Mottingham Community Learning Shop, Crystal Palace Dev Trust, PCT, Bromley Refugee Network, BTEG, L B Bromley -VS Grant Team, L B Bromley – Regeneration Community Links CVS Darrick Wood Community Project Bromley College & Orpington College</p>	<p>Croydon Croydon Arts and Cultural Service, CVS, Asian Resource Centre. L B Croydon Residents Participation Training John Ruskin College, Continuing Education and Training Service African/Caribbean Families Project, Croydon African/Caribbean Families Organisation, Croydon Peoples Housing Assn, Croydon CRE, Ethnic Minority Centre, South London Congolese Assn, Together in Wadden, Croydon Neighbourhood Care Spurgeon's College</p>	<p>Kingston Kingston Voluntary Action Council Kingston University, African Families Support Services, L B Kingston, Kingston Volunteering, Kingston PCT Hillcroft College Save the World Community Projects</p>
	<p>Merton Primary Care Trust, Ethnic Minority Centre Hexagon Housing, Merton CVS, LB Merton L B Merton Business Partnerships LB Merton Tenants Participation, Kiolongo,</p>	<p>Richmond Richmond CVS, PCT Richmond Volunteer Centre, L B Richmond,</p>

	<p>Groundwork Merton, Shaftsbury Society South London Tamil Welfare Group, Faith Base PCT, The Shaftsbury Society, Commonside Development Trust, LSP Threshold Housing</p>	
<p>Sutton Threshold Housing, SCOLA – Community Engagement Network, L B Sutton, Sutton CVS – Healthy Living Roundshaw Homes Riverside Community Centre Impact Minority Association</p>		



Other related training

Hounslow DAAT	<i>Series of training courses by London Borough of Hounslow, Public health and the PCT's Health Improvement Unit – Drug and Diversity course raise awareness of the specific needs of diverse and emerging communities of drug users - Course for professionals who wish to enhance their understanding of the needs of diverse communities who use drugs.</i>
Hounslow Council	<i>CDRU - capacity building</i>
Hounslow Refuge Health Promotion	<i>Training for refugee community org. in partnership with The Evelyn Oldfield Unit - Citizenship course, Conflict resolution and managing discipline, Time together refugee-mentoring programme to facilitate the integration of refugees into British Society ‘</i>
Training Initiative for Development and Equality (TIDE, Ealing)	<i>Organise short training workshops for community & voluntary organisations in Ealing, Brent and Harrow</i>
Ealing Community Network	<i>Capacity Building Courses</i>
Brent Association for Voluntary Action BRAVA	<i>Capacity Building courses</i>
Brent Housing Partnership	<i>Promotes and develops greater residents involvement through outreach work, offer practical guidance on how to set up a tenant & resident association and regulate their activities</i>
Brent Empowerment Network	<i>Supports organisations and groups in Brent</i>
Harrow Association of Voluntary Services	<i>Capacity Building courses</i>
London Borough of Harrow	<i>Capacity Building courses</i>
Harrow CVS	<i>Capacity Building courses</i>
Project 2041, Hillingdon	<i>Conflict management /Attitudinal change/Motivation/self esteem for young people and adults</i>
Hillingdon association of voluntary services (HAVS)	<i>Capacity-building courses</i>
Voluntary Sector Resource Agency Hammersmith and Fulham (VSRA)	<i>Bring together voluntary organisations in Hammersmith and Fulham around common issues</i>

Organisations contacted:

<p>Hounslow, Hounslow Voluntary Sector Forum (HVSF) Hounslow Council – CDRU Community Development and Regeneration Unit (CDRU) Women’s Counselling Services, Hounslow, Home Start Hounslow - Hounslow refugee health promotion Holborn Community Development Project, Hounslow DAAT</p>	<p>Ealing, Training Initiative for Development and Equality (TIDE, Ealing) Ealing Community Network Ealing CVS</p>	<p>Brent, HAZ College of NE London LB Brent - grants officer - Tenants participation officer - Regen unit Brent Adult Education Brent Refugee Forum Brent Association for Voluntary Action (BRAVA) CASH, Brent Brent Housing Partnership Brentford community resource Brent PCT Community Empowerment Network Brent College of North West London</p>
<p>Harrow, LB Harrow VS grants officer Harrow PCT – VS commissioning officer Harrow CVS Harrow Association of Voluntary Services Relate Central Middlesex, Harrow Third Age Foundation, Harrow Harrow Adult & Community Learning Harrow College Harrow Council Family Learning Harrow Family Learning Network Mind in Harrow, Stepping Stones project Stanmore College, Harrow Harrow Volunteer Centre</p>	<p>Hillingdon Hillingdon Association of Voluntary Services (HAVS) Project 2041, Hillingdon</p>	<p>Hammersmith and Fulham LB H&F Voluntary Sector Resource Agency Hammersmith and Fulham (VSRA)</p>

Organisations contacted

- A -

Action-aid – International Development, *Islington*
Acton action, *Ealing*
Abrempon Cultural Group, *Wandsworth*
African Caribbean Families Project, *Croydon*
African & Caribbean Elders, *Wandsworth*
African Council of Churches for Immigration and Social Justice, *Islington*
African Families Support Services, *Kingston*
An-Viet Foundation, *Camden*
Arragon & Bodmin group, *Wandsworth*
Association of Blind Asians, *Wandsworth*
Aston Mansfield Training Centre (LEA), *Newham*

- B -

BME Community Care, *Newham*
BNRRN, *Camden*
BTEG, *Islington*
Barking and Dagenham CVS
Barnardos (CANDL Project), *Tower Hamlets*
Barnet College
BASSAC, *Islington*
Bengali Cultural Associations, *Wandsworth*
Beulah, Community Empowerment Network, *Haringey*
Bexley, Greenwich, Lewisham – Neighbourhood Development & Research
Bexley VSC
Brent HAZ
Brent Association for Voluntary Action
Brent College of North East London - School of Care and Health
Brent Housing Partnership
Brentford community resource, *Brent*
Brent PCT
Brent Tenants Participation
Brent Adult Education
BRAVA (CVS), *Brent*
Brent Community Empowerment Network –
Brent Refugee Forum -
Bromley College & Orpington College
Bromley PCT Health Development service
Bromley Refugee Network
Broomleigh Housing Assn Project

- C -

CASH, *Brent*
CVAR, *Islington*

Enfield CVS
Enfield Community Empowerment Network
Enfield Tenants Participation
Ernest Bevin College, *Wandsworth*
Enthroned Community project Housing Tax Force,
Ethnic Minority Centre, *Croydon*
Ethnic Minority Partnership Agency, *Barking & Dagenham*
Equality Works Consultancy and training company, *Islington*
Evelyn Oldfield Unit, *Islington*

- F -

Factory Community Project, *Islington*
Fairbridge in London, *Wandsworth*
Family Welfare Association, *Wandsworth*

- G -

Gambian society, *Enfield*
Goldsmith College – Professional and Community Education Programme
(PACE), *Lewisham*
Greenwich College
Groundwork Merton

- H -

Hackney CVS
Hackney VA - LEAD for ChangeUp
Hackney Training & Employment Network
Hanley crouch Community Association, *Islington*
Haringey Community Learning Forum Haringey NDC
Haringey PCT
Harrow Adult & Community Learning - No CD
Harrow College – No CD
Harrow Council Family Learning –No CD
Harrow Family Learning Network – No CD
Harrow Association of Voluntary Services (HAVS) – No CD
Harrow PCT – No CD training
Harrow CVS, CEO – No CD training
Harrow Volunteer Centre – No CD training
Havering Association of Voluntary & Community Organisations - HAVCO
Havering College
Havering CAB
Healthywise, *Barking & Dagenham*
Helping Hands Enfield
Hexagon Housing
Hillcroft College
Hillingdon Association of Voluntary Services (HAVS) (*West London*)
Hill Drop Area Community Association, *Islington*

Holborn Community Development Project, Hounslow
Hornsey Lane Estate Community Centre, *Islington*
Hornsey Lane Tenants Association, *Islington*
Hounslow Council – Community Development and Regeneration Unit (CDRU)
Hounslow DAAT
Hounslow Voluntary Sector Forum (HVSF)
Hounslow Voluntary Sector Forum
Women’s Counselling Services, *Hounslow*
Home Start Hounslow
Hounslow Refugee Health Promotion

- I -

Impact Minority Assn, *Sutton*
Independent Skills Dev Centre, *Enfield*
The interlinks Foundation, ?
Islington African Project
Islington and Shoreditch Housing Association
Islington Council
Islington Enterprise Agency
Islington Dereliction
Islington Education Department
Islington Learning and Disability Partnership
Islington People’s Rights
Islington Voluntary Action Council (IVAC)

- J -

John Ruskin College - Continuing Education and Training Service, *Croydon*

- K -

Kate Community Enterprise, *Enfield*
KB Redbridge
Kalama Community Association, *Wandsworth*
Katherine Low Settlement, *Wandsworth*
Kensington and Chelsea Social Council
Kingston PCT
Kingston University
Kingston VA – CD network
Kingston Volunteering

- L -

LVSC, *Islington*
Lewisham Community Development Partnership - Young Peoples Health Project
Lewisham Community Empowerment Network
Lewisham Council – Heathside & Lethbridge areas in LB Lewisham
Lewisham PCT
Lewisham Refugee Network
Lewisham Tenants Fund
Life's better Together, *Wandsworth*
London Borough of Barnet
London Borough of Brent - Regeneration Unit
London Borough of Bromley
London Borough of Croydon
London Borough of Hammersmith and Fulham
London Borough of Harrow
London Borough of Haringey
London Borough of Kingston
London Borough of Lewisham
London Borough of Merton
London Borough of Newham
London Borough of Redbridge
London Borough of Richmond
London Borough of Sutton
London College of Community development Studies and Computer Sciences, *Tower Hamlets*
London Executive College, *Wandsworth*
London Metropolitan University, *Tower Hamlets*
London Voluntary Sector Training Consortium, *Hackney*
London Women Resource Centre, *Islington*

- M -

Marylebone Bangladesh Society, *Wandsworth*
Merton CVS
Merton PCT
Metropolitan Housing partnership, *Haringey*
Mind in Harrow, Stepping Stones project
Migrant and Refugee Communities Forum, *Richmond*
Migrant Resource Centre, *Wandsworth*
MiNet (BME Support Network for East London), *Tower Hamlets*
Motivation and Personal Success Ltd (MAPS), *Barnet*
Mottingham Community & Learning Shop, *Greenwich*

- N -

NATFHE, *Camden*
NCVO, *Islington*
Newham College of Further Education
Newham Community College
Newham Community Education Service
Newham Voluntary sector Consortium
North London CVS Partnership (Barnet, Enfield, Haringey and Waltham Forest), *Barnet*

- O -

Octopus Community Network, *Islington*
Open College Network
Operation Black Vote, *Islington*

- P -

Parents for inclusion, *Wandsworth*
Parkside Community project, *Wandsworth*
Partnerships for Progression, *Islington*
Peabody Housing, *Newham*
The Peel Institute, *Islington*
Pepys Community Forum - (*Deptford & Lewisham*)
Pocklington Resource Centre, *Wandsworth*
Projects 2041, *Hillingdon* (West London)

- Q -

QCA, *Camden*

- R -

Race Equality Unit, *Camden*
RETAS, *Islington*
Redbridge C Redbridge CVS
Refugee Council, *Wandsworth*
Refugee Training Partnership, *Wandsworth*
Relate Central Middlesex, *Harrow*
Richmond and Twickenham PCT
Richmond CVS
Richmond Volunteer Centre
Rights of Women, *Islington*
Riverside Community Centre, *Sutton*

Roehampton Forum, *Wandsworth*
Roehampton Institute, *Wandsworth*
Roundshaw Homes, *Sutton*
Royal Society of Arts, *Harrow*

- S -

Salesian College, *Wandsworth*
Save the World Community projects, *Kingston*
The Shaftsbury Society, *Merton*
Sheba Arabic Association, ?
Social Enterprise London, *Tower Hamlets*
Somali Community Information Centre, *Wandsworth*
Southfields Community College, *Wandsworth*
South London Congolese Assn, *Croydon*
South London Tamil Welfare Group (Faith Base), *Merton*
South Thames College, *Wandsworth*
Southwark College/Cambridge House
Southwark Community Care Forum
Southwark Diocese C D Officer
Stanmore College, *Harrow*
Step Ahead, *Wandsworth*
Stephen Lawrence Charitable Trust, *Wandsworth*
St Paul's Steiner project, *Islington*
Surestart Bellingham
Sutton CVS

- T -

Third Age Foundation, *Harrow*
Thornhill Neighbourhood project, *Islington*
Threshold Housing, *Merton*
Together in Wadden, *Southwark*
Tower Hamlets College
Tower Hamlets CVS
Training Initiative for Development and Equality (TIDE, *Ealing*) - Ealing, Brent
and Harrow
Turning point Education Consultancy and Training, *Lewisham*

- U -

UK Workforce Hub, *Camden*
United Reformed Church (URC), *Camden*
University of Greenwich
Urban Forum, *Camden*
UXL, Hackney

- V -

Voluntary Action Camden
Voluntary Action Westminster
Voluntary Sector Resource Agency Hammersmith and Fulham (VSRA)
Volunteers Greenwich
Volunteer Network Centre, *Newham*

- W -

Waltham Forest College
Wandsworth African Caribbean Association
Wandsworth Community Empowerment Network
Wandsworth Congolese Community Association
Wandsworth Voluntary Sector Development Agency
Wandsworth Volunteer Bureau
West Bermondsey Community Forum
Westminster College
Westminster REC
Westminster University
West Refugee Consortium Westway Development, *Wandsworth*
Women's Resource Centre, *Islington*

- Y -

Yaa Asantewaa Arts & Community Centre, *Wandsworth*
You are not alone, *Wandsworth*

3. Original Contract and methodology

The contract with London ChangeUp outlined the work we would undertake to achieve the projects aims of:

- Finding out who in London is providing Community Development Work training, to create an outline map of the provision available at all levels, formal and informal; accredited and non-accredited. This will include universities, colleges, Councils for Voluntary Service (CVS), private sector providers, work based learning (WBL), non-accredited tasters and short courses.
- Contacting awarding bodies such as Open College Network (LOCN), City and Guilds, Edexcel to see which of their community development work courses are being delivered in London and by whom.
- Examining the links between existing programmes and the community development work national occupational standards.
- Promoting to employers of CDWs the value of quality CDW training, and the role of the ESB in ensuring the link with CDW NOS.
- Making contacts with relevant London and borough wide bodies such as LDA, LSCs, learning partnerships, OCNs, to ensure they are aware of ESB and the quality mark provided and build this into any contracts

We decided that our approach to this work would be to

1. Undertake desk research to develop a dataset of organisations delivering training in CDW in London; primarily utilising existing data held by ESB, the FCDL, CDX; web research and by contacting awarding bodies.
2. Undertake a scoping of the data held within London wide and borough wide VCS organisations and how it could be accessed and utilised by this project
3. Employ a small team of London based consultants to make contact with borough wide organisations and community groups/ voluntary organisations within the borough who are delivering training/ learning sessions of relevant to community development workers and activists, and to gather information about what is available in the boroughs. Some contacts will be provided from the desk research and from the scoping study. An outline questionnaire/ interview schedule would be created for this purpose. Contacts would be made through e-mail, telephone, and personal contacts.

4. Employ one of the consultants to work with CDX and attend the planned meetings of CD Workers across London and in the 2 selected pilot boroughs, to gather information about employers and workbased learning opportunities for CD Workers; based on questionnaire to be designed for this purpose
5. To produce an outline map of the information gathered showing the range of training available against the national framework map.
6. To deliver 5 workshops (one in each sub region) on understanding how to use NOS in designing training and work based learning
7. To make contact with an identified list of key agencies and take the findings to them and discuss their implications for future

4.

Steering Group Membership

Dorothy Newton

Regional Director, London
The Scarman Trust

Louise Garner

Director of Projects and Services
London Voluntary Service Council

Genny Fernandes

Partnership Strategy Manager
CIP Group - Hounslow

Keib Thomas

Community Networks Advisor
Southwark Police Service

Wondimu Yohannes

Director of Development and
Integration
Refugee Action

Simon Vincent

Children's Services Manager,
CANDL

Razia Shariff

Network Director
Wandsworth Community
Empowerment Network

**Lead consultants reporting to
Steering Group**

Tanwir Rauf

Community Development
Exchange

Val Harris

English Standards Board

Devon Carney

Community Development Manager
LB Lambeth

Vaughan Jones

Praxis

Ali Rusbridge

Project Co-ordinator
Tower Hamlets College

Esther Stanford

Grassroots Rising Project
SAVO

Tricia Zipfel

Neighbourhood Renewal Unit

Mike Desborough

Government Office for London

Muge Dindjer

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