



Community Development Work Learning and Qualifications Framework

Why do we need a community development work learning and qualifications framework?

There are many different people engaged in community development, from local residents active in community groups to paid Community Development Workers supporting community groups and professionals who use a community development approach in part of their work. They will have come into community development work through many different routes and they may need to change their roles over time. They will need to learn about different aspects of community development to be effective. Some people will need qualifications to gain employment or to access other courses, while others will want to improve their skills and knowledge for their own development.

As community development work has become recognised in its own right, with its own national occupational standards, so training and qualifications in community development have been devised. The increasing expectation on people in communities to become engaged with government policies and initiatives, and the subsequent growth in jobs requiring community development work skills and knowledge, has fuelled demand for training.

Courses, qualifications and workshops have been created to meet this demand. However, not all of them are appropriate for community development practitioners as they are based on a misconception of what community development work is and are unrelated to the community development national occupational standards.

With such a plethora of provision, employers of Community Development Workers often find it difficult to know what qualifications and training

would equip their existing and potential staff to be effective in their practice, or how the qualifications affect terms and conditions of employment. People who have gained qualifications and completed courses need to know that these are recognised and relevant and will help them find employment.

The community development work field wanted to bring some order to this situation and so in 2004 a conference was organised entitled Roots and Routes. The outcome was an embryonic framework map of the existing range of community development work learning and qualifications.

Since then work has continued to fill in some of the gaps to meet the different and wide-ranging learning, training and qualification needs of all those engaged in community development work.

The aim of the framework map is to enable people who come into community development from varied backgrounds, with different levels of expertise in community work, to work out what their learning needs are and how best to meet them. The framework can be thought of as a climbing frame rather than a ladder, as it enables people to work out their own pathways and progression routes to suit their individual learning needs at a particular point in their lives. Please see www.fcdl.org.uk for examples of progression routes in health, sustainable development and sustainable communities.

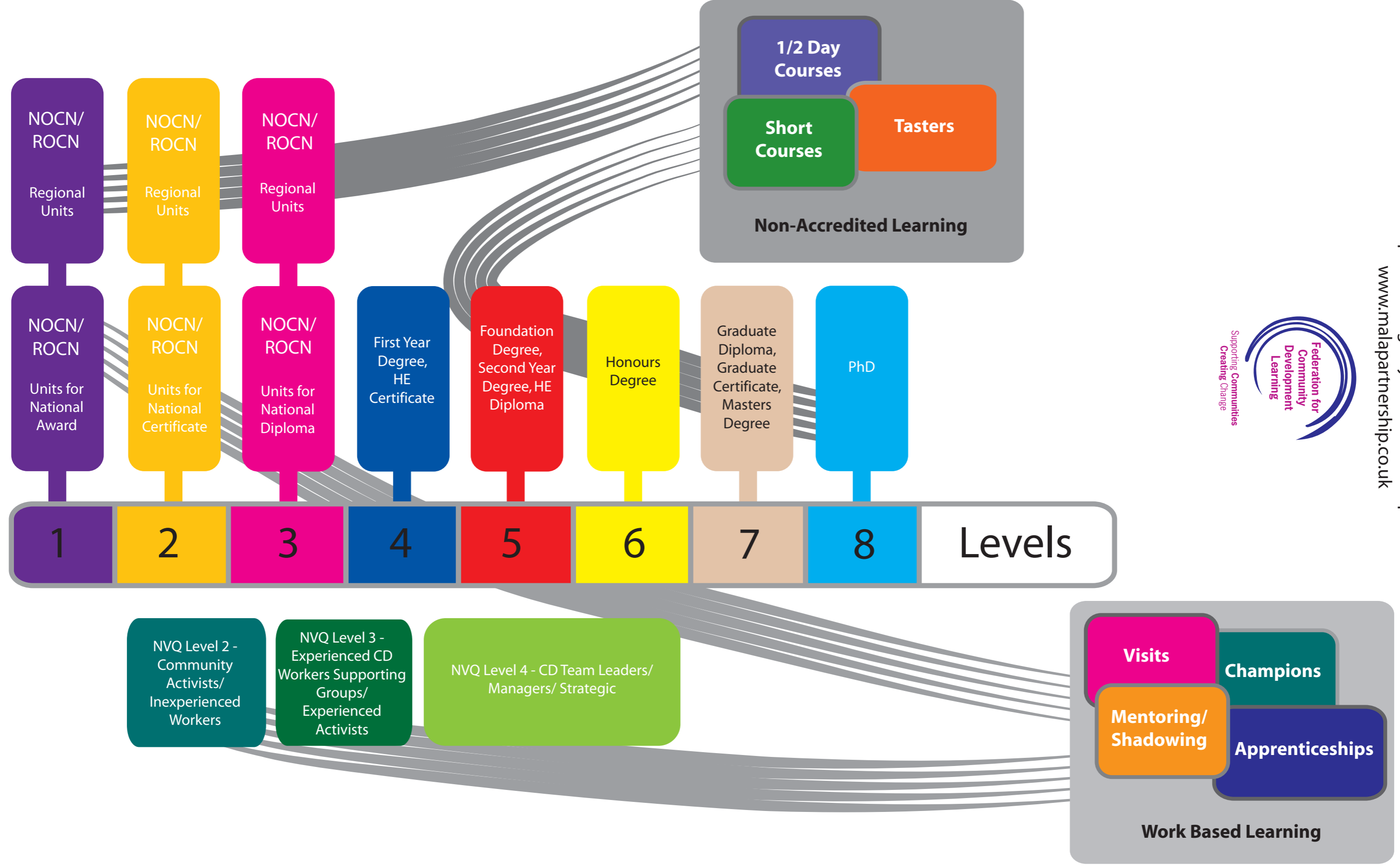
The map inside this leaflet relates the different CDW learning and qualification opportunities to the national qualifications framework for England, Northern Ireland and Wales.



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1 2 3 4 5 6 7 8 Levels relate to the National Qualifications Framework for England, Northern Ireland and Wales

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How to use the framework

The map inside outlines the range of community development learning and qualifications, the one page insert gives details about each of them.

To use the framework you should start with assessing your own situation and what your learning or qualification needs are and then look for the best option to meet your needs. Everyone will have different needs, so here are just a few examples to guide you:

A community group member wants to get more people involved in their group and so she attends a taster session on 'involving people' and then goes on to an Open College Network (OCN) unit for more in depth training on 'group work skills'. She realises that completing more units would lead to a National Open College Network (NOCN) diploma which in turn will open opportunities to attend a degree course.

An experienced community activist, who is involved in different groups and campaigns and has attended many short courses over the years, decides he wants to use his experience to get a qualification so he can get a job in community development, but he doesn't want to go to college. He enrolls at an NVQ assessment centre and uses his prior experience to show what he can do. To fill some gaps that are identified in his knowledge he arranges to visit another project.

A person with a degree in planning moves into a job with a regeneration partnership. She decides she needs to improve her skills and understanding of working with community members and seeks out some short half-day courses. After some time in the post she decides to gain more in-depth training and enrolls on a postgraduate diploma in Community Development and Regeneration.

An experienced Community Development Worker, who has worked in different settings over the

years, has been in his current post for some time. He feels he is becoming stale and is finding it hard to keep up to date with lots of the changes in regional policies which will have an impact on the communities he works in. He would like to have regular contact with another experienced worker for peer mentoring and to attend workshops to update his knowledge of policies.

The framework diagram shows the range of learning and qualifications currently available in community development; they will not all be available everywhere in the country. The historical development of community development training means that in some regions there will be NVQ assessment centres while in others there will be none; some areas have OCN centres offering the national awards while others may be offering regional units. There is no complete picture of what exists in all regions, where there have been mapping exercises then they will be on our website. The regional community development networks will also have some more detailed knowledge of what exists in their area.

Our aim is that wherever anyone lives they will have access to the full range of learning and qualification opportunities, and we want to work with partners to improve the situation in the regions.

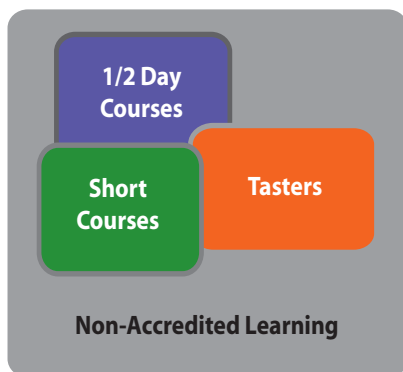
If you are interested in these opportunities for learning you can check out what is available by visiting these websites:

NOCN - www.nocn.org.uk

City & Guilds - www.city-and-guilds.co.uk

Local colleges and universities will all have details of community development work programmes.

The recognised 'kitemark' of a quality community development work course or programme in England is its endorsement by the England Standards Board for community development work training and qualifications.

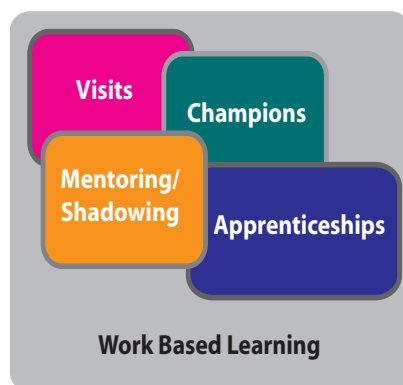


Tasters are usually short sessions and they can be delivered at different levels to suit different needs. They are often 2-3 hours in duration and aim to introduce a particular topic. The Federation for Community Development Learning has a number of resource packs for 3-hour tasters.

See www.fcdl.org.uk for more details.

Day Courses often cover topics in greater depth than tasters. They are either open courses or sessions tailored for particular organisations

Short Courses There are many different non-accredited short courses available, often about capacity building of organisations but sometimes about working in the community. Some of these will be using a community development approach.



Workplace learning and learning through doing

There is a growing array of different ways to encourage people to develop their skills and knowledge in community development. These can run from apprenticeship schemes, through to mentoring, action learning sets, visits to other projects to shadowing an experienced worker. These can be organised in-house or between organisations. They may have some links to qualifications - some apprenticeships schemes link to NVQ's while others link to postgraduate diplomas provided by colleges.

National Open College Network (NOCN) Programmes

The National Open College Network provide nationally recognised awards in community development at levels 1, 2 and 3 with prescribed mandatory and optional units that participants need to complete in order to gain their award, certificate or diploma.

Level 1 Award:

Mandatory Units:

- Reflective Community Work Practice
- Understanding Community Development Work
- Community Development Work Skills

Plus one option from:

Policy and Decision Making, Understanding Meetings, Government and Community, Community Group Work Skills

Level 2 Certificate and Level 3 Certificate:

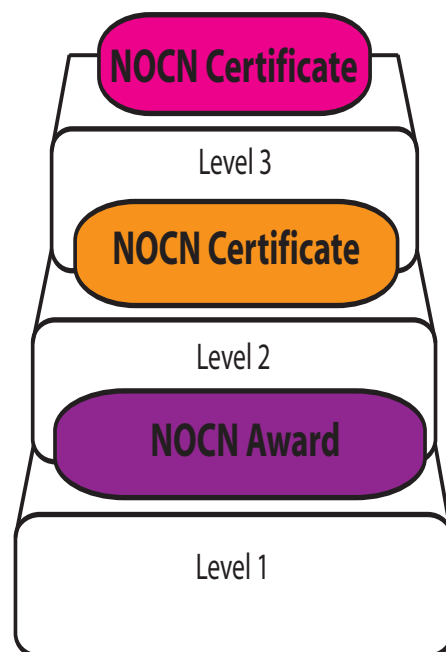
Mandatory Units:

- Reflective Community Development Work Practice
- Practice and Principles in Community Development Work
- Social Justice

Plus 3 optional units at level 2 and 4 optional units at level 3 from the following list:

Effective Partnership Working, Monitoring and Evaluation, Publicity Skills, Involving People in CD, Planning for Community Groups, Group Work Skills, Developing Community Organisations, Identifying Needs in Communities, Neighbourhood Regeneration, Representing a Community of Interest or Identity, Sustainable Environmental Development*, Sustainable Communities* .

The units can be taken individually or as part of a regional programme as well.



NVQ (National Vocational Qualifications)

These offer people already engaged in community development an opportunity to gain a qualification on the basis of their paid or voluntary work. In community development there are 3 Levels for NVQs which relate to the roles that people undertake:

Level 2: For people who have become active in their community, whether that is defined as a community of interest or a geographical area. They are working within a community or group in an assisting or supporting role.

Level 3: For people experienced in community development work, with more than one network or group, working in neighbourhood and/or issues-based groups or communities of interest, on their own initiative and providing support for other paid or unpaid workers.

Level 4: For people with many years experience of working with communities; responsible for a team or project; involved with district and sub-regional level or working regionally and nationally; responsible for monitoring and evaluation of policy development and implementation.

Higher Education

The courses given on this diagram are examples and are not intended as a comprehensive guide to what individual courses are available.

Level 8 - PhD

Level 7 - Masters Degree: MA in Community Development. MSC in Organisation and Community Development, MSC in Health and Community Development

Level 6 - Honours Degree: BA in Community Development; BA in Education and Community Development

Level 5 - Foundation Degree: Urban Regeneration and Community Development; Individual & Community Empowerment

Level 4 - HE Certificate: in Community Development City and Guilds Level 4 - higher level professional diploma* This programme contains 21 units within 3 categories - mandatory, options A and options B. Candidates take 6 mandatory units and 3 from each of the options list.

Mandatory List:

Reflective Practice

Values and Principles

Understanding Community Work

Welfare and Social Policy

Working Collectively

Research and Evaluation

The optional units available are:

Managing a Community Development Project, Funding and Resources, Financial Management, Organisational Capacity Building, Legal Frameworks, Marketing and Publicity, Sustainable Communities, Government Working, Diversity and Equality, Neighbourhood Regeneration, Informal Learning, Health and Well-Being, CD Work with Families and Young People, CD and Globalisation, Partnership Working, Involving People Through Creative Techniques.

