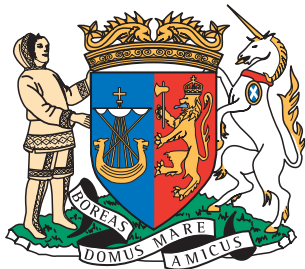


Community Learning, Development & Employability

Annual Report 2022-23



ORKNEY
ISLANDS COUNCIL



Contents:

| | | | |
|---|--------------|--|--------------|
| Foreword | 1 | Work with Communities | 36-41 |
| Overview | 2-17 | <ul style="list-style-type: none">• Community Development Thematic Inspection 36• Partnership Versus Pandemic 37• Annual Halls Event 37-39• CLD Practitioners Digital Device Fund 39• Connecting Scotland 39• Traditional Scottish Dance Group 40-41• Sunday Funday 41 | |
| <ul style="list-style-type: none">• Performance Highlights 2-3• CLDE Team Structure 4• Budget 5-8• CLDE Key Performance Indicators 8-10• Adult & Family Learning Overview 11-12• Employability Services Overview 12-14• Youth Services Overview 14-16• Local Employability Partnership 16• CLD Partners Plan 16-17 | | Work with Young People | 42-63 |
| Work with Adults and Families | 18-35 | <ul style="list-style-type: none">• Youth Conference 42-43• Orkney Youth Awards 43-44• Practitioner Training Event 44-45• Youth Forum 46• Members of Scottish Youth Parliament 47• Young Scot 48• Young Isander's network 49• Big Ideas 50• Northern Alliance Youth Advisory Group 51• Youth Clubs 51-52• Fireskills 52-53• Streetwork and Friday Afternoon Activities 54• Summer Programme 54-55• Who Cares Scotland & Blide Trust 56• Prom Pop-Up 56-57• Young Parents Group 57-58• Youth Work in Schools 58• Establishment of Pupil Engagement Team (PET) 59• Pathway Planning Meetings & Coordination 59• Accredited Youth Awards 60-61• Duke of Edinburgh 62• Youth Worker Training 63 | |
| <ul style="list-style-type: none">• The Learning Link 18-20• Awareness Raising 20• Multiply 21• English for Speakers of Other Languages 22• Community Learning Classes 23• Orkney Scam Action Group 24• Senior Computer Club 24• Horizons 24-25• Driving Theory Sessions 25• Accredited Qualifications 26• OIC Kickstart Placements & Carved Roles 26-28• Homestart Cooking with Friends 28• Blide Trust Drop-ins 29• The hub for Learning, Skills & Work 29• The Hub Sub-group 29-30• Employability Rights Campaign 31• Scottish Childminding Association 32• Employer Recruitment Incentive 33• Long-term Unemployed Funded Positions 34• Income Maximisation - Orkney Citizens Advice Bureau, (CAB) 34-35 | | Contact Details | 64 |

It is with great pleasure that I present the 2022-23 Annual Report for Orkney Islands Council's Community Learning Development & Employability Service (CLDE), which outlines just some of amazing achievements and work that CLDE has been involved in between April 2022 and the end of March 2023.

Once again, our Annual Report is a bit on the long side, even after many edits, but that just demonstrates how busy our team have been over the last year. It never ceases to amaze me how much our dedicated staff achieve and deliver, and this is due to their hard work, dedication and resilience. Key to this success is our passion and focus on using person centred approaches to support individuals, groups and communities to overcome challenges, achieve positive outcomes and fulfil their potential.

The key role of Community Learning and Development (CLD), is to support people to make positive changes in their own lives or in their community, by using a range of different approaches, including youth work, community-based adult learning, family learning, volunteer development and community development.

Throughout 2022-23, we continued to work in a variety of areas, including: offering vital employability support to those of all ages; providing support and guidance to community groups and organisations; delivering and supporting targeted and universal youth work provision including achievement and accreditation opportunities; and the provision of adult and community learning.

During this period, CLDE also continued to work with our wider CLD partners to ensure the sector continues to work collaboratively to deliver statutory CLD support through community and personal development and learning opportunities for all ages and stages in life. Through the Strategic Community Learning Group, robust governance procedures and efficient planning, monitoring, and review systems have been established to ensure we are working collectively to progress the CLD Partners Plan 2021-2024.

I hope you enjoy reading just some of what the CLDE Service has been up to over the last 12 months, and whilst it clearly demonstrates the positive work that the team are involved in, we do continue to face significant challenges across our community. An increased demand for CLD-led support services, at a time of restricted investment in CLD, limits our ability to provide sustainable support to those who need it the most. However, through the passion, goodwill and determination of our staff, CLDE continue the great work.

Kerry Spence

Service Manager, Community Learning, Development & Employability

PERFORMANCE HIGHLIGHTS

The Community Learning, Development & Employability (CLDE) team in Orkney Islands Council covers a broad range of delivery practice including Youth Work; Adult Learning; Family Learning; Volunteer Development; and Community Development.

During 2022-23 there were many positive outcomes achieved across CLDE, some of which are detailed in the CLDE Annual Report. Reviewing the data also shows many areas of progress and improvement, including:

- The number of adults engaged in CLD activity has risen from 277 in 2021-22 to 585 in 2022-23
- The number of adults achieving national recognised awards has risen from 27 to 52, a rise of 93%
- The number of young people engaged in CLD activity has increased by 49% from 664 to 991
- There has been a 20% increase in the amount of community groups provided with CLD Community Development support since last year, a rise from 69 to 83 groups supported
- The number of learners supported through The Learning Link has risen from 59 last year to 83 in 2022-23
- The number of community learners increased from 60 in 2021-22 to 217 in 2022-23
- 2022 saw the highest ever attendance at a one-day Annual Halls event, with 24 people attending from 14 halls
- There has been a marked increase in the number of parents engaged in employment support rising from 22 last year to 31 in 2022-23, and an increase of 41%

-
- This year we saw the highest number of hours recorded by young people working on their Dynamic Youth Awards, rising from 4818 in 2021-22 to 5679 this year, a rise of 18%

- The Picky Friday drop-in sessions have continued to grow in popularity, with attendance increasing from 195 in 2021-22 to 329 in 2022-23, a rise of 69%

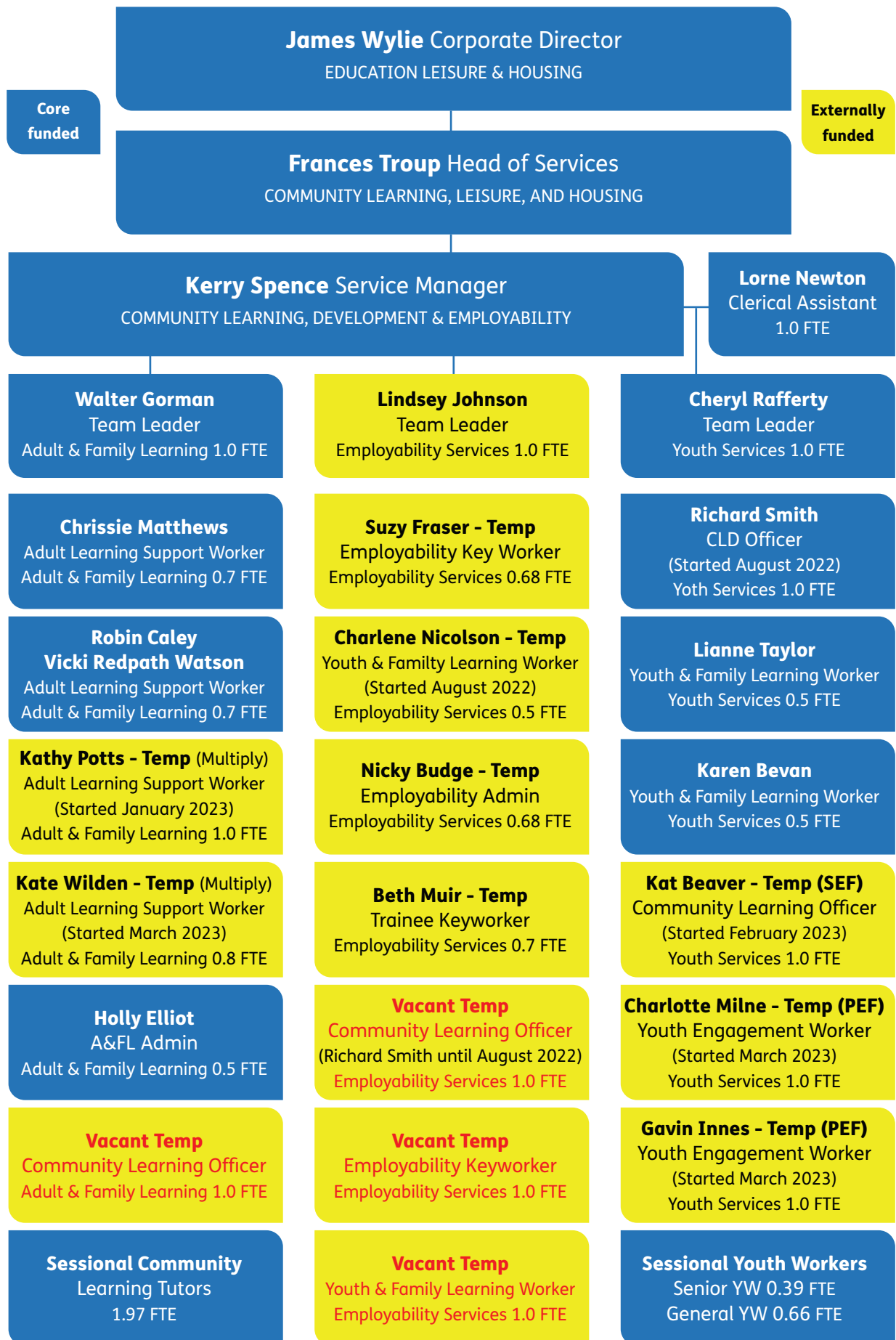
- During 2022-23 of the 91 individuals engaged in employability support, 42 have progressed from the service, with 92% moving into positive progression routes

- 39 individuals entered employment, 4 entered further or higher education, 36 gained recognised/accredited qualifications, 12 individuals were supported through an Employment Recruitment Incentive (ERI)

- 8 people complete the childminding course with 6 now registered and working as independent childminders throughout Orkney

Alongside these major successes and achievements, the CLDE team has also faced some significant challenges around capacity, resources, and ability to recruit. Our main challenge, however, is the continuous short-term nature of funding across the CLD sector. The way additional funding is allocated and administered presents significant challenges in the planning and delivery of services. It impacts greatly on the staff we have and reduces our ability to recruit new staff, but more damaging than anything is the effect it has on the people we work with. CLD focuses on working with those most in need of support, and this support is often complex and required over a longer period of time, so security of funding to sustain that work is essential.

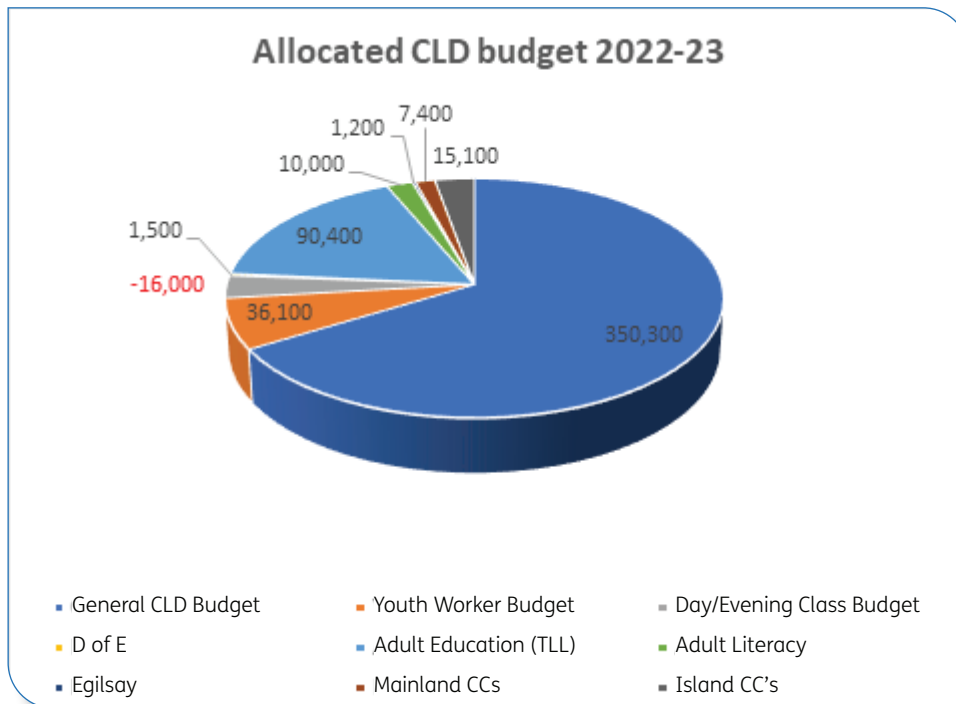
Community Learning Development & Employability Team Structure



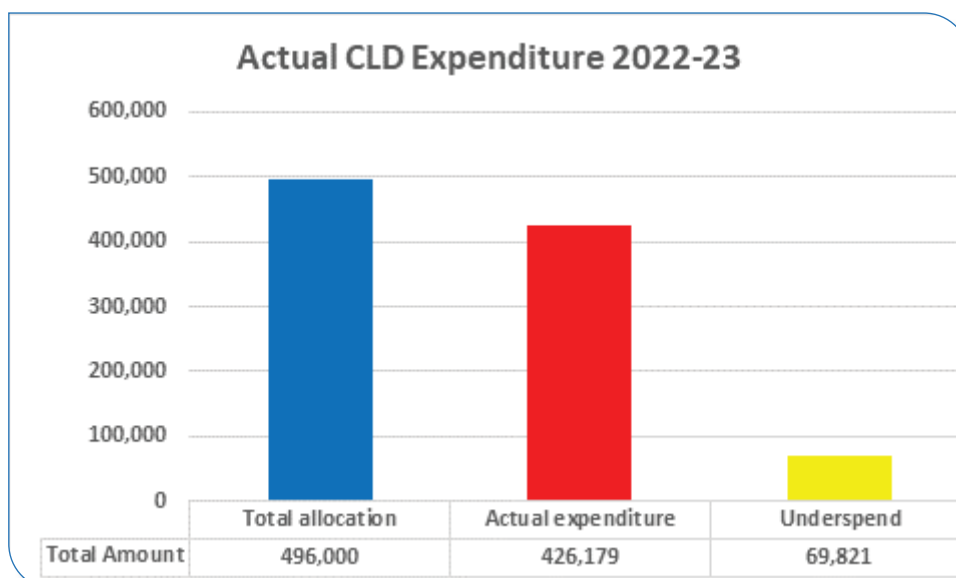
BUDGET

Core Funding

During 2022-2023, CLDE received a total budget allocation of £496,000, which is an increase of £121,000 which incorporates incremental budget increases and 2 additional qualified Community Learning Officer (CLO) posts which CLDE were allocated following an internal restructure within Orkney Islands Council.



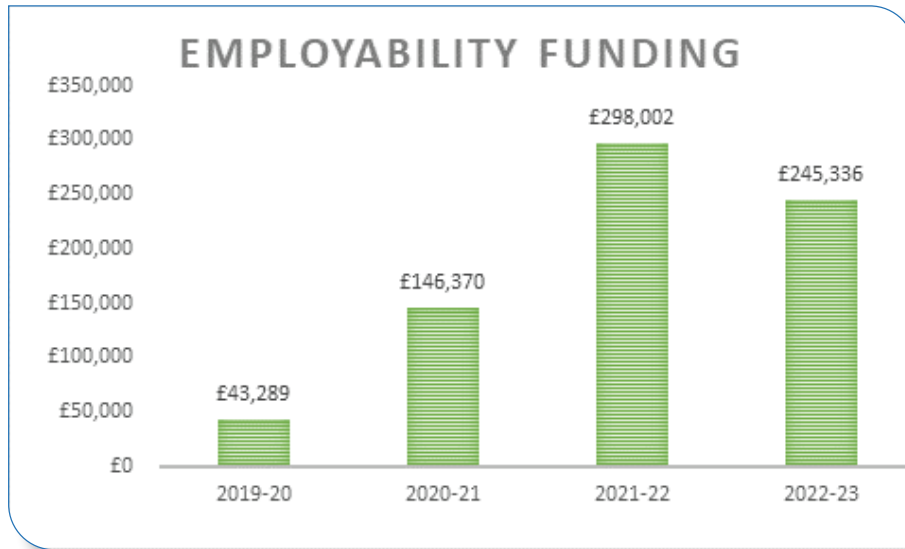
From our core funding, the actual expenditure for 2022-2023 stood at £426,178.78 showing an overall underspend of £69,821.22. This was mainly due to the fact we were unable to fill some key vacant posts within the team.



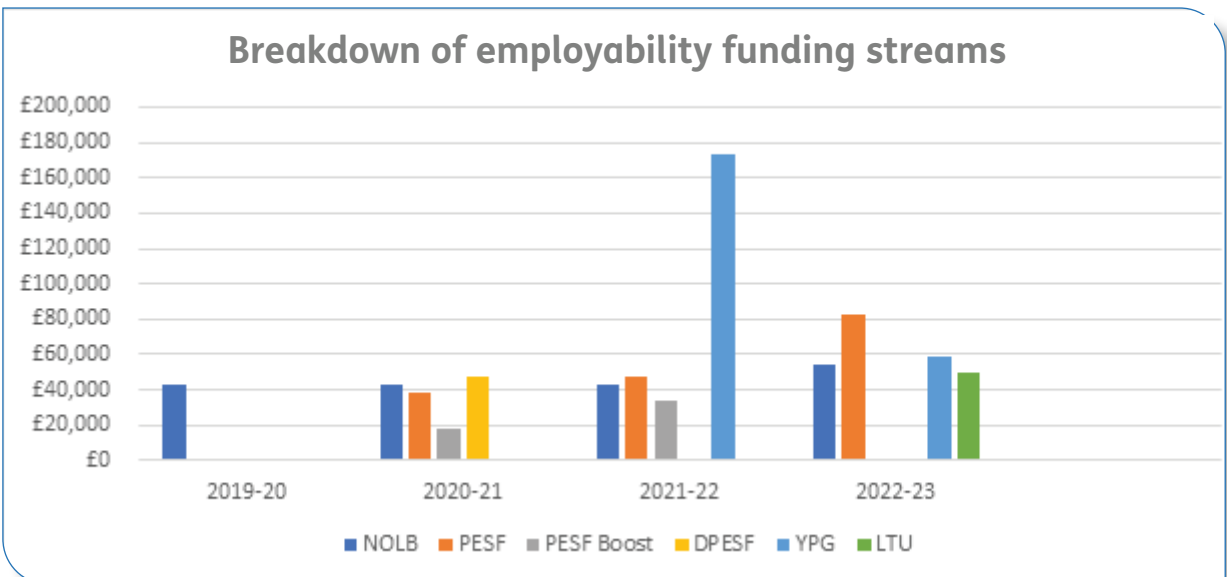
Employability Funding

CLDE receive no Council core funding for our Employability work. The CLDE Employability Service is funded solely through annual Scottish Government fund which comes in through the No One Left Behind Initiative.

CLDE took responsibility for No One Left Behind (NOLB) and the employability support agenda in 2019. During 2022-23, the Local Employability Partnership received a budget of £245,336 which is a drop of £52,666 on the previous year.



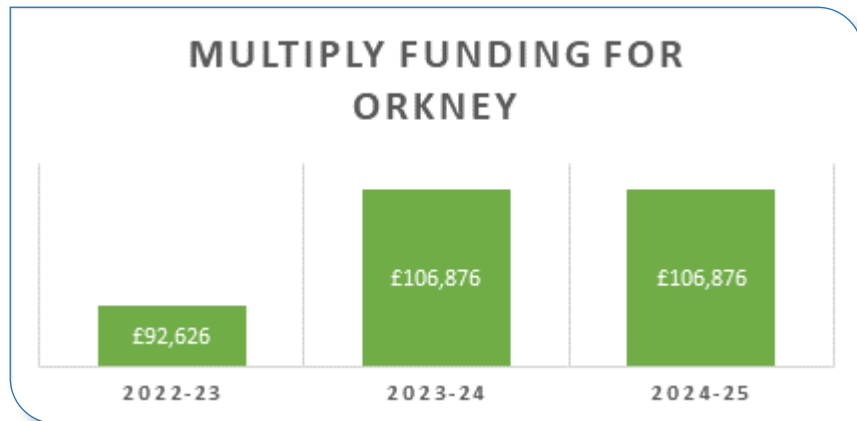
The concept behind No One Left Behind is that the Local Employability Partnership should be able to focus the funding on key areas of need, rather than be prescribed by varying funding streams. However, since 2019, the grant funding has continued to come in through various different targeted funding pots such as Young Person’s Guarantee (YPG), Parent Employment Support Fund (PESF), Disabled Parent Employment Support Fund (DPESF) and Long Term Unemployed (LTU). The graph below shows the breakdown of the various funding pots which determines where the funding has to be spent each year.



Multiply Funding

The UK Government Shared Prosperity Fund (UKSPF), part of a suite of ‘levelling-up’ funding, has two elements, ‘Core’ and ‘Multiply’. The Council’s Community Learning, Development & Employability Service (CLDE), are leading on the ringfenced Multiply element of the scheme. The focus of the Multiply funding is to deliver bespoke adult numeracy programmes over the next three years to help transform the lives of adults, by improving their functional numeracy skills through free personal tutoring, digital training, and flexible courses.

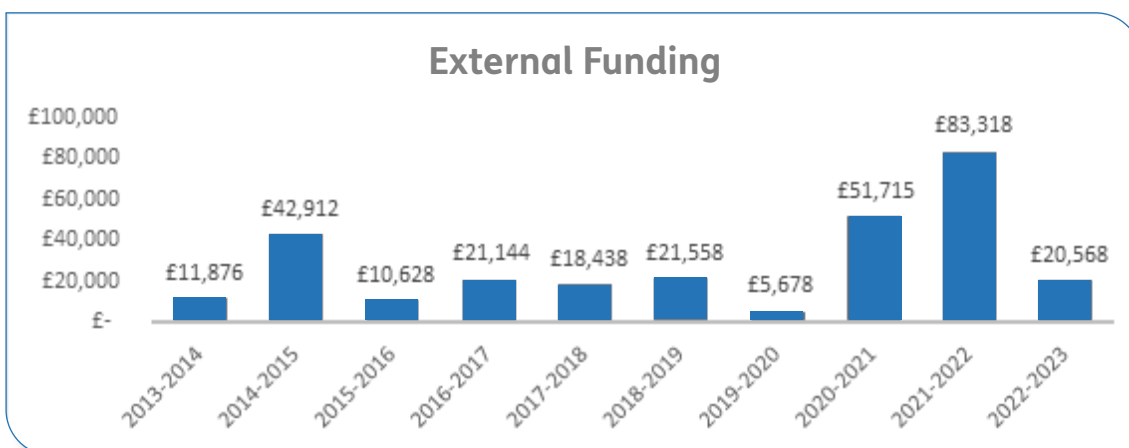
The total Multiply funding for Orkney of £306,379 will be made available over three financial years, in the first instance. The amount of funding CLDE is accessing for Multiply is as follows:



Other External Funding

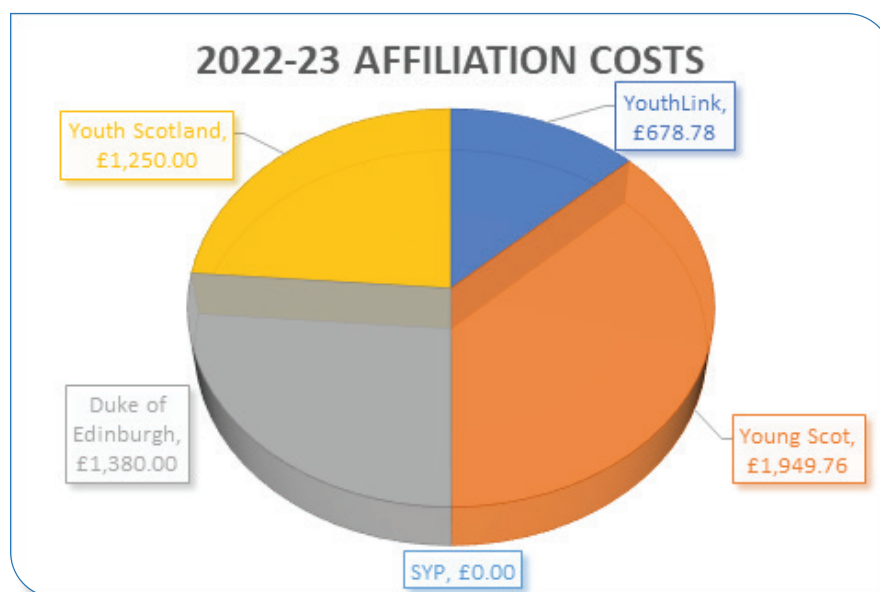
Every year the CLDE team applies for additional external funding to help deliver planned priority actions. During 2022-23 the CLDE team secured an additional £20,568 in external funding to support various CLDE Service projects, activities and events. This funding came through 7 different grants varying from £1,000 up to grants of £10,000 in value. This total aligns to pre-covid levels but is a significant fall from the £83,318.00 secured from external sources during 2021-22, which was mainly focused on the use of CLD approaches to help and support people through the pandemic.

Whilst it is hugely positive that we access additional resources to expand our delivery and meet local needs, it also creates challenges, as the majority of this funding is short term, therefore we need to find ways to sustain the work that is taking place to ensure we provide sustained support and opportunities for those most in need.



Affiliations

CLDE commits almost £6000 every year on affiliations and annual charges to national organisations to allow us to deliver youth work accreditation and other opportunities for young people. During 2022 – 2023 affiliation charges totalled £5258.54, which is lower than normal, as the Scottish Youth Parliament did not invoice for any membership fees in 2022-23 due to the fact that most events were held online after the pandemic, so there were reduced costs for Youth Parliament Sitings. Although being lower during this period, it is still a significant amount, equating to almost 15% of our £36,100 core youth work budget.



CLD OUTCOMES

Community learning and development (CLD) has a powerful impact on the lives of learners and communities, supporting them to identify and work towards change. Whether that change takes place in an individual's life, helps to create a resilient and enterprising community or contributes to better public services in a changing landscape.

<https://www.education.gov.scot/Documents/cld-regulations-la-guidance.pdf>

Within the three national CLD priorities (Youth Work, Adult Learning and Community Development), a suite of National CLD outcomes have been developed. These outcomes articulate the difference that Community Learning and Development makes with, and for, learners and communities across Scotland. The outcomes are not intended to be prescriptive but seek to support local processes around engagement, planning, delivery, communication and self-evaluation by providing a common language for CLD practitioners, collectively as the National CLD Outcomes.

| Themes | Youth Work | Adult Learning | Community Development |
|--|---|--|--|
| Confidence, Resilience and Optimism | Young people are confident, resilient and optimistic for the future. | Adult learners are confident, resilient and optimistic for the future. | Communities are confident, resilient and optimistic for the future. |
| Relationships, Networks and Connections | Young people manage personal, social and formal relationships. | Adult learners develop positive networks and social connections | Communities manage links within communities and with other communities' networks. |
| Applied Learning and Skills | Young people create, describe and apply their learning and skills. | Adult learners apply their skills and understanding across the four areas of life. | Community members identify capabilities, learning and skills, enhance them and apply them to their own issues. |
| Participation, Inclusion and Equality | young people participate safely and effectively in groups. | Adult learners participate equally, inclusively and effectively. | Community members form and participate equally, inclusively and effectively in accountable groups. |
| Decision Making | Young people consider risk, make reasoned decisions and take control. | Adult learners are equipped to meet key challenges and transitions in their lives. | Communities consider risk, make reasoned decisions and take control of agendas. |
| Empowerment and Social Responsibility | Young people express their voice and demonstrate social commitment. | Adult learners express their voices, co-design their learning and influence local and national policy. | Communities express their voice and demonstrate commitment to social justice and action to achieve it. |
| Positive Experiences and Reflection | Young people's perspectives are broadened through new experiences and thinking. | Adult learners critically reflect on their experiences and make positive changes for themselves and their communities. | Community members perspectives are broadened through new diverse experiences and connections. |

Working with its member organisations and stakeholders, the Orkney CLD Partnership will continue to use and develop the National CLD Outcomes throughout the delivery of its plans.

KEY PERFORMANCE INDICATORS

CLD is needs led and targeted to those who are most disadvantaged, based on local data and intelligence. Each year CLDE collects key data which is gathered nationally by Community Learning Development Managers Scotland (CLDMS), a body representing local authority CLD services and delivery and has membership across all 32 councils. They gather this data to provide a coherent global picture of the level of delivery and the impact of the work in the sector. Below outlines Orkney's data set:

| No. | Key Performance Indicator | 2020-2021 | 2021-2022 | 2022-2023 |
|--------------|---|-----------|--------------------|-----------|
| KPi1 | Number of adults engaged in CLD activity | 163 | 277 | 585 |
| KPi2 | Number of adults receiving completed nationally recognised awards through CLD activity | 19 | 27 | 52 |
| KPi3 | Number of adults gaining wider achievement awards, local awards and those not nationally recognised, through CLD activity | 8 | 21 | 9 |
| KPi4 | Number of adults engaged in family learning through CLD activity | 432 | 85 | 43 |
| KPi5 | Number of children/young people engaged in family learning through CLD activity | 600 | 79 | 44 |
| KPi6a | Number of children engaged in CLD activity | | 79 | 98 |
| KPi6b | Number of young people engaged in CLD activity | 169 | 664 | 991 |
| KPi7a | Number of children receiving completed nationally recognised awards through CLD activity | 5 | 10 | 3 |
| KPi7b | Number of young people receiving completed nationally recognised awards through CLD activity | 24 | 363 | 214 |
| KPi7c | Number of young people receiving sectional certificates towards above Awards | 23 | 2 | 4 |
| KPi8 | Number of young people gaining wider achievement awards, local awards and those not nationally recognised, through CLD activity | 1 | 0 | 13 |
| KPi9 | Number of adults with improved mental health and wellbeing outcomes through CLD activity | 131 | 92 | 317 |
| KPi10 | Number of children/young people with improved mental health and wellbeing outcomes through CLD activity | 206 | Not fully recorded | 586 |
| KPi11 | Number of community groups receiving capacity building support through CLD activity | 104 | 69 | 83 |
| KPi12 | Number of adults and young people taking part in influence and engagement activity through CLD, including community planning / participatory budgeting / local and national consultations etc | 178 | 1257 | 116 |
| KPi13 | Number of adults and young people reached and engaged with through one-off promotional events / drop-ins / community events / engagements / etc. | 272 | 1539 | 1231 |

SERVICE AREAS SUMMARY

Adult & Family Learning Services

Adult learning in Community Learning and Development (CLD) covers a wide variety of learning opportunities which target learners who have multiple barriers to opportunity, focusing on disadvantaged individuals and communities. Opportunities can include, Community-based Adult Learning, Adult Literacies, English for Speakers of Other Languages (ESOL) and Digital Learning.

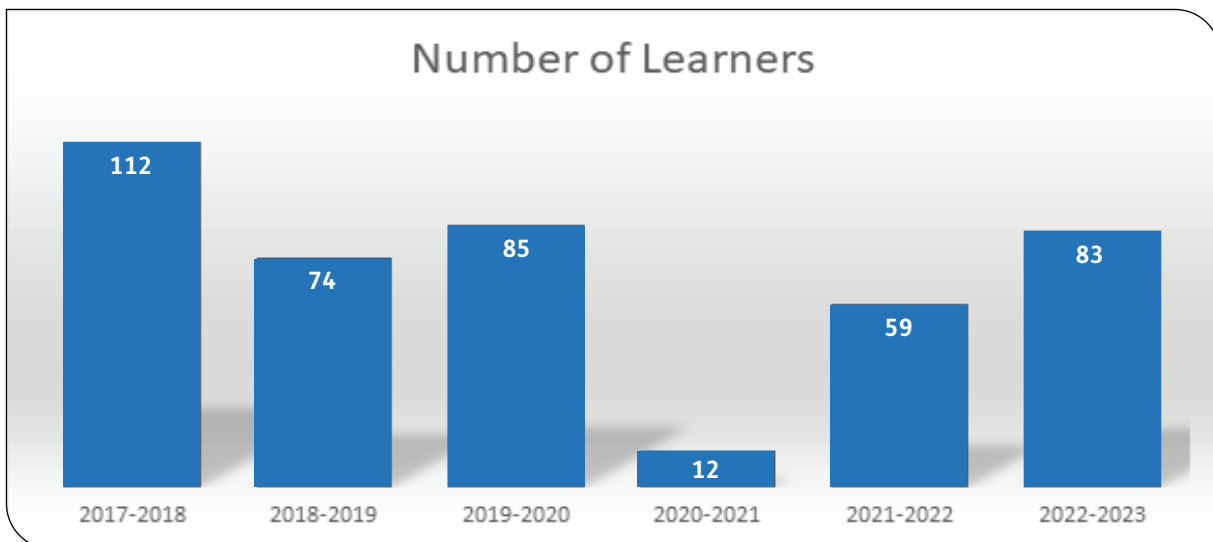
Adult Learning supports learners to achieve positive outcomes in their work, personal, community and family lives by enabling them to develop the knowledge, skills, confidence and creativity needed to make positive life choices, support economic growth, enhance health and well-being, participate in their local communities and take social action.

Last year the CLDE Team were part of a wider Education, Leisure & Housing restructure which resulted in the creation of three service areas under the wider CLDE Service; Adult & Family Learning, Employability and Youth Services. Community Development work is delivered across all three service areas.

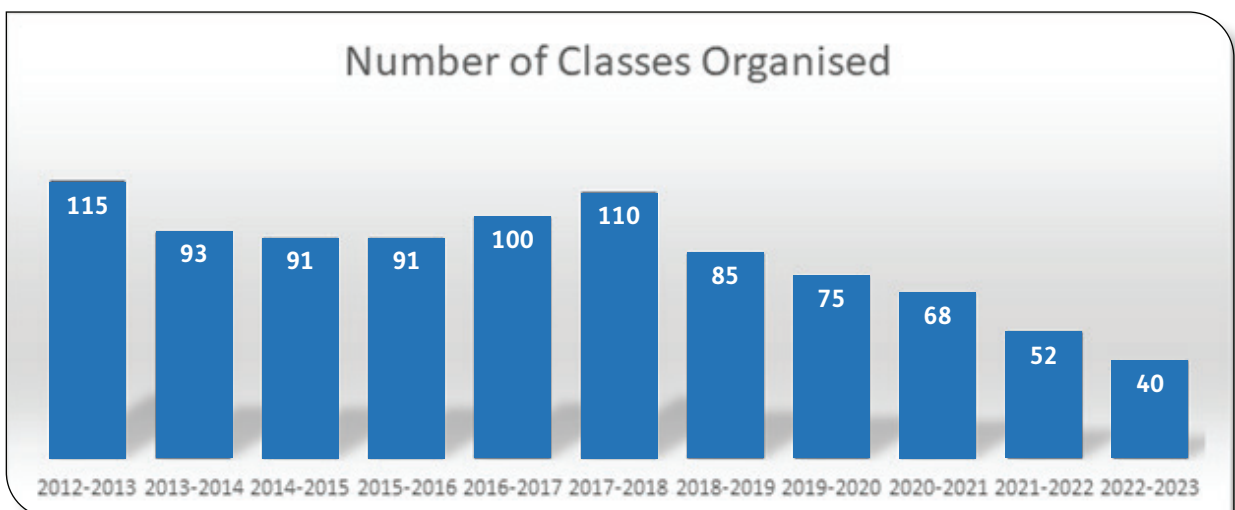
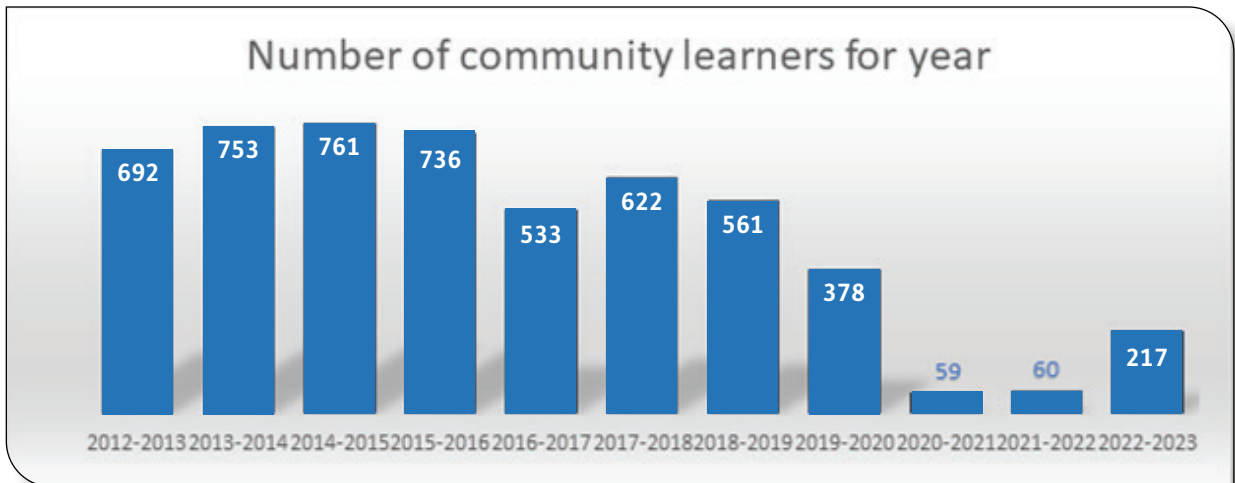
The Adult and Family Learning Service incorporates adult literacy and numeracy support through The Learning Link, which previously sat under the management of Orkney College. The team are responsible for informal learning, and formal qualifications up to SCQF level 4, family learning, adult basic education, community learning, digital support, and informal ESOL (English for Speakers of other Languages).

The Adult & Family Learning team consists of 2 part time Adult Literacies Support Worker's, a part time administrator, 5 volunteer tutors and a number of sessional adult learning tutors. In 2023, we were able to welcome two new adult learning workers to the team, as part of the UK Shared Prosperity Fund's Multiply Project.

Over the period April 1st 2022 to March 31st 2023, The Learning Link worked with 83 individuals and delivered 895.5 hours of learning. 2 learners achieved accreditation and 81 out of 83 achieved one or more of their set goals. The Adult & Family Learning Service also had wider engagement with 430 individuals over the 12-month period.



Over and above this, Community Learning classes continue to run and although there has been a drop in the number of sessional community learning tutors, from 36 to 27, and classes offered, fell to 40 compared with 52 the previous year, there has actually been a rise in the number of learners from 60 last year to 217 during this period – although this is, however, still lower than the number of learners participating in community learning classes prior to the pandemic.



EMPLOYABILITY SERVICES

CLD plays a critical role in employment support and skills development – very often working with people who have been excluded from work and everyday life for various reasons. The Employability Service works to ensure sufficient opportunities are available for lifelong learning and skills development, supporting people to gain the necessary skills and qualifications to progress in learning, training and employment.

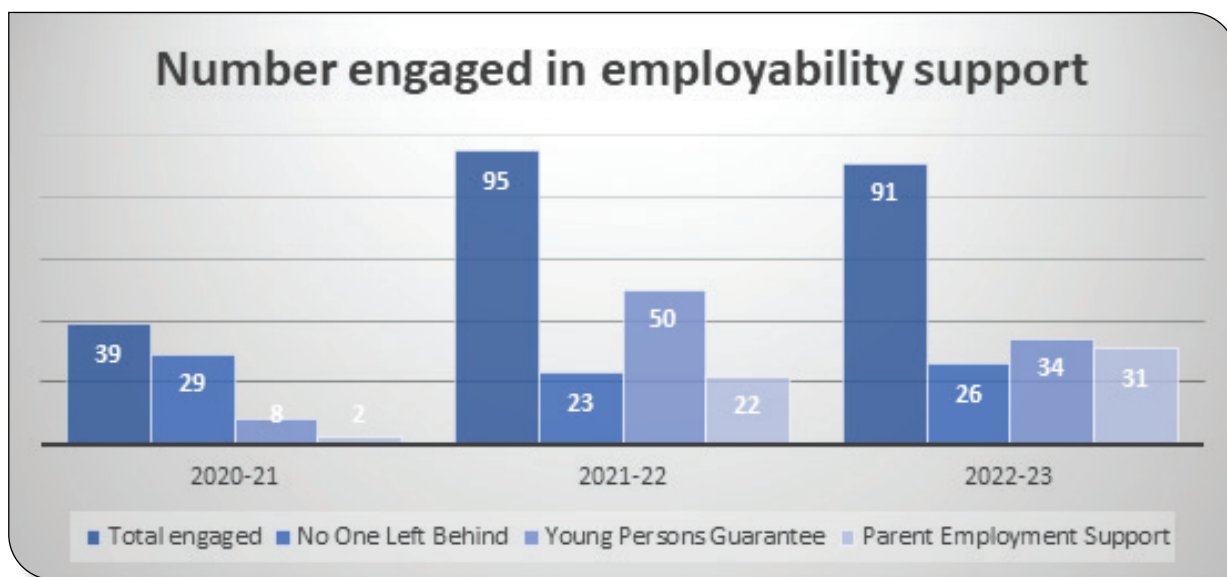
CLD intervention in the employability context has an important role to play in delivering key outcomes for young people, adults and communities. CLD and new partners support individuals to develop the appropriate mix of attributes to be able to compete and sustain employment in the increasingly competitive local job market.

Working to the principles of The Scottish Government No One Left Behind (NOLB) delivery plan, the Employability Service can offer personalised one-to-one and group work support. We work with people who are looking to increase their confidence, knowledge and skills in various areas and progress towards learning, training or employment.

The CLDE Employability team consists of a full-time Team Manager, a part-time Employability Keyworker, a part-time Clerical Assistant, a part-time Youth & Family Learning Worker and a part-time trainee.

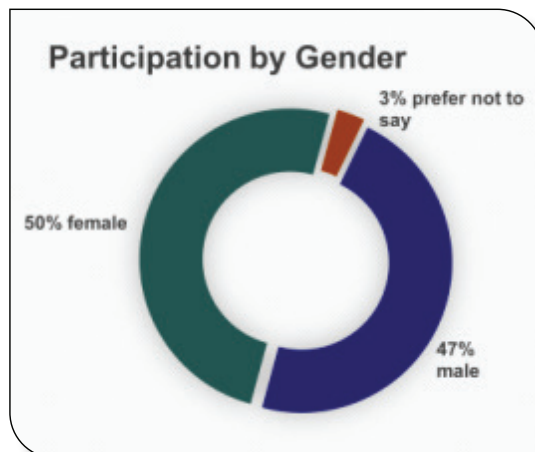
Each person worked with, is supported to co-produce a holistic Individual Development Plan detailing personal goals, aspirations and targets towards future positive progressions into training, education and sustainable fair work.

Regular review sessions with a designated Employability Keyworker ensures effective monitoring and reviewing of progress towards their targets. These sessions allow the opportunity to identify future support requirements and to gather feedback about support and provisions. This also allows Employability Keyworkers to explore good practice and identify areas for improvement for future service delivery.



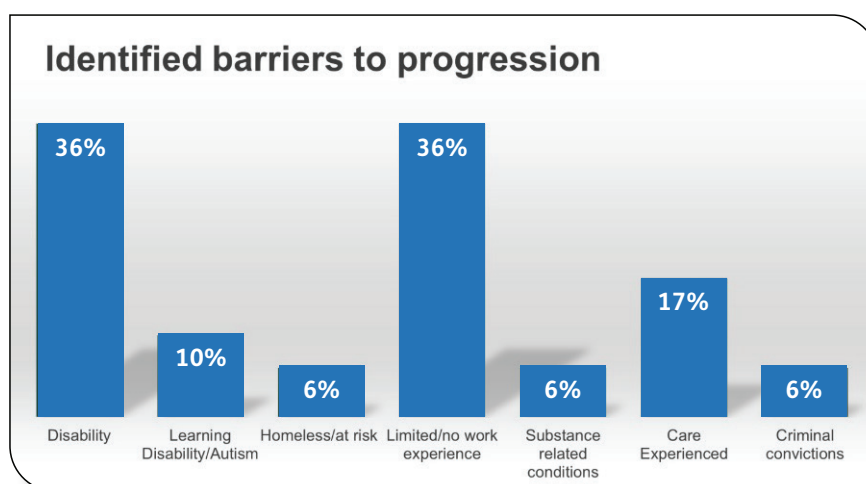
In addition to the one-to-one support, the CLDE Employability team planned, resourced and delivered a variety of group work sessions to meet the needs of the individuals and communities we work with, over this period.

During this reporting period (2022-23), the CLD Employability team worked with 91 individuals across the various strands of No One Left Behind through a range of one to one and group work support.



Of the 91, 42 individuals progressed from the CLDE Employability service and 49 continue to access support. Of those who progressed, 39 progressed to employment/self-employment. Two of these opportunities were Modern Apprenticeship opportunities for young people. This equates to a 92% positive progression rate.

Those we work with face many barriers to progression. The table below details some of the most common barriers and challenges the people we work with face.



YOUTH SERVICES

Youth work is an educational practice contributing to young people's learning and development. Youth work engages with young people within their communities; it acknowledges their wider networks of peers, community and culture; it supports the young person to realise their potential and to address life's challenges critically and creatively; taking account of all strands of diversity.

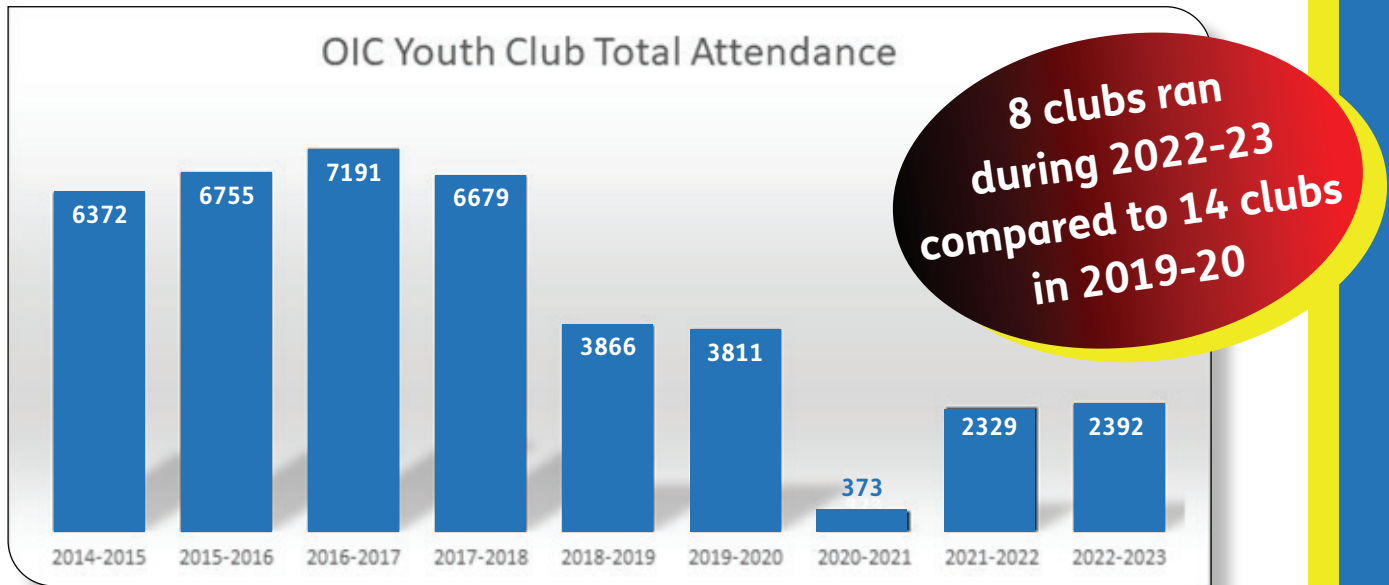
Youth work takes place in a variety of settings whilst using numerous approaches to engage with young people along the following principles:

- Young people choose to participate
- The work must build from where young people are
- The young person and the youth worker as partners in a learning process.

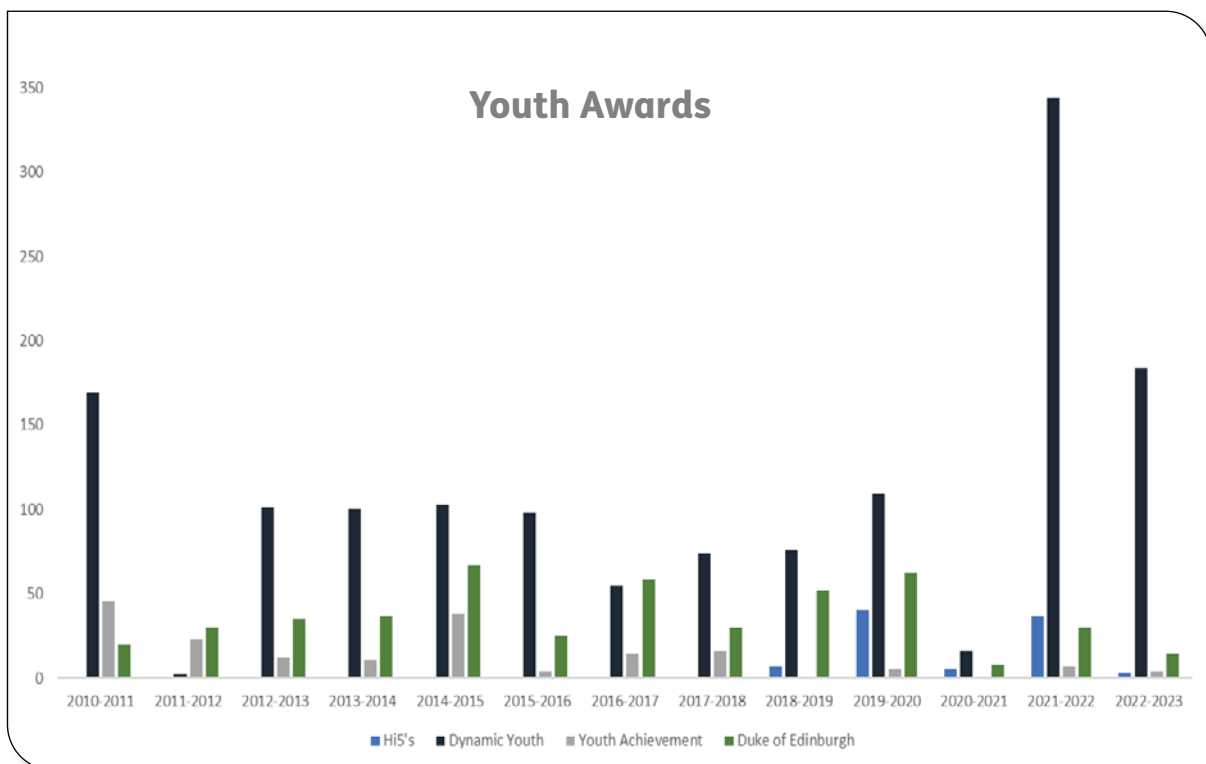
The CLDE Youth Services team has continued to grow over this last year. The team now consists of a full time Team Manager, one Community Learning Officer who joined Youth Services in August 2002, and two 17.5-hour Youth and Family Learning Workers. This year, after more than 30 years, Maureen Herdman retired from her Youth & Family Learning Worker post and although she continues to volunteer with us, she is a huge miss to the Service. We were delighted to welcome Karen Bevan to the team as our new Youth & Family Learning Worker.

In February 2023, Youth Services secured Strategic Equity and Pupil Equity Funding to employ another full time Community Learning Officer and 2 full time Pupil Engagement Workers to work within Kirkwall Grammar School and Papdale Primary School. This is initially 1-year funded to support work around the Scottish Attainment Challenge but it is hoped that if successful, it can be extended further to meet the needs of children, young people and families in the community.

With regard to our Community Youth Clubs, there have been some challenges in recruiting to some of the General and Senior Youth Worker vacancies which means there has been a limited number of youth clubs running over this period. Despite this, there were still 2392 attendances at youth clubs this year, and we were delighted to be able to re-establish a youth club in Hoy.



Youth Services have continued the CLDE Youth Work offer to schools and other partner organisations, an area of work where demand has increased following the return to school after the pandemic. CLDE provides youth work offer to all schools across Orkney for pupils P7 and above.



Youth Services have continued to develop and offer a range of wider achievement opportunities with a significant number of young people achieving a Dynamic Youth Award (DYA) which is equivalent to a Scottish Credit and Qualification Framework (SCQF) level 3 award. 184 DYA were completed, equating to 5679 hours of activity. These have been delivered via schools and in the community. Youth Services also offer Hi5 Awards, Youth Achievement Awards and Duke of Edinburgh Awards.

In terms of Youth Voice, The Youth Services team have continued to support the Orkney Youth Forum, Members of the Scottish Youth Parliament, and the Young Islanders Network and as a result more young people have been involved in activities, consultations and engagement opportunities both locally and nationally, ensuring that the voices of young people in Orkney are heard.

PARTNERSHIP

Partnership working is central to the CLD approach; therefore, it is not surprising that CLDE sits on a number of Partnerships, including the three Community Planning Delivery Groups (Cost of Living, Local Equality and Sustainable Development), Orkney Children & Young People Partnership, Local Employability Partnership, Youth Workers Forum, Adult Learning Forum, Community Justice Partnership, Child Exploitation Subcommittee, Community Engagement Partnership and many, many more. A key partnership for coordinating and planning CLD activity across Orkney is the Strategic Community Learning Group. This partnership is responsible for the Orkney CLD Partners Plan and works collectively to identify needs and deliver collaboratively to improve outcomes for Orkney's learners and communities.

COMMUNITY LEARNING AND DEVELOPMENT PARTNERS PLAN

Orkney Islands Council has a statutory duty to produce a Community Learning & Development Plan with partners every 3 years to ensure adequate and sufficient provision of community learning and development support across the local authority area.

The 2021-24 CLD Partners Plan for Community Learning and Development was produced by Orkney's Strategic Community Learning Group (SCLG), detailing how we would deliver CLD across Orkney during this time, ensuring services are planned for and delivered in a strategic and collaborative way.

The CLD Partners Plan 2021-24 supports and develops the shared mission set out in the Orkney Community Plan and incorporated Local Outcomes Improvement Plan 2018-21 of: 'Working together for a better Orkney'. By aligning the Community Learning & Development (CLD) Partners Plan to the priorities set out in the Orkney Community Plan of 2021-23, the work of the SCLG sought to complement that of the Orkney Partnership and ensured an all-important CLD lens was applied to the priority areas.

Over this year, the plan was also monitored, evaluated and reviewed to ensure effective progress was being made and that the plan remained relevant to new and emerging needs.

During the development of the updated plan for September 2022 onwards, partners from the Orkney Strategic Community Learning Group met to review and self-evaluate progress, ensure appropriate linkages with other partnership plans and incorporate new required shared actions identified by the community through the Orkney Matters, community engagement project.

Over this period 2022-23, partners worked across the actions in the 3-year CLD Partners Plan (2021-24). Out of 28 actions set out in the plan:

- 8 were completed
- 16 were on target
- 3 were partially completed with minor underperformance and low risk of not meeting set targets
- 1 had not been completed within the timescales set

Any completed actions were removed from the revised version of the plan. Language and timescales were updated, and a small number of additional actions were added for the last two years of this plan, based on new areas of relevance to the CLD sector. Specifically, actions to support work around the current cost of living crisis and increased SCLG support for the Refugee Planning Group, so support the increase in Ukrainian families into Orkney.

During 2022 the SCLG worked closely with Community Planning to ensure better alignment and coordination across the various priorities and plans. It was agreed that during 2023 a Community Planning representative would sit on the SCLG.

The full Orkney CLD Partners Plan 2021-2024, and a summary leaflet of the plan can be found in the related downloads section here: [Community Learning and Development \(orkney.gov.uk\)](https://orkney.gov.uk)



Work with Adults and Families

The Learning Link, which is part of the Council's Community Learning, Development and Employability (CLDE) Service, is an adult learning centre which is dedicated to helping adults of all ages to brush up on old skills, learn new ones, increase confidence and skills, as well as the opportunity to gain accreditation in Literacy and/or Numeracy up to National 4 level qualifications.

During 2022-23, The Learning Link had many changes, including the retirement of a long-serving member of the team, Robin Jamieson-Caley, who worked for the service for over 18 years. We wish Robin a happy retirement and thank him for his dedication to the service and for the difference he made to so many people's lives. Despite being down to just one member of staff for much of this period, The Learning Link managed to work with 83 learners, through 1:1 and group work on adult literacy, numeracy, digital skills and wider skills and confidence work.

 **The Learning Link**

The Learning Link worked with 83 learners

The Learning Link delivered a total of 895.5 teaching hours

Learners are central to the design and delivery of their learning journey. Some of the feedback and comments received from learners over the last year, demonstrates the impact and positive outcomes that can come from engagement in learning, through CLD.

“

“It's been lovely, and everyone has been so friendly.” (Adult learner)

“I thought initially I was not getting it, then I found myself doing it!” (Adult learner)

“I am able to use my new tablet and more confident to play around with it, making me feel less isolated and has been useful for my work. I was nervous at first, but I quickly relaxed.” (Digital learner)

“Learning has made my life easier. Learning has built my confidence, and I don't panic when filling forms in.” (Adult learner - dyslexia)

”

“

“I’m more positive and confident and don’t hide under a rock anymore, I’m on top of the rock! I read better and understand words, instead of just skipping them. Work and home are better for me and I am now involved in a customer service role, which I would never have dreamed of. Since opening up about my difficulties at work, I no longer have thoughts about leaving my job and feel supported as I often felt panicked and very depressed. I’ve managed to pass essential courses at work and feel equipped and confident to do this now. My confidence has increased after addressing my literacy problems and I’ve even been looking for more courses to attend.” (Adult learner - dyslexia)

“Learning has totally transformed my life, not just academically – everything! My mental health has improved as has my confidence. I may be physically challenged, but mentally I can move on. It has helped me ten-fold. I picked up the phone and enquired about an advertised admin vacancy and needed to do a C.V. and a covering letter, which I can do for myself now.” (Adult learner – dyslexia and dyscalculia)

”

Case Study

The Learning Link were invited to Orkney’s 2nd Career’s Fair, which was organised and coordinated by Developing the Young Workforce (DYW) and Skills Development Scotland (SDS).

There were over 60 exhibitors, which included employers, universities, training providers and employability support services, which attracted hundreds of people from across the county, of all ages and abilities.

One of our learners, Tracy, who works for Northlink Ferries, was extremely brave and gave a fabulous talk in one of the breakout rooms for employers. She discussed the effects dyslexia had on her personal and working life.

Tracy spoke about how confident and competent she was within her role as a security officer, but she was ready to leave a job she loved due to new tasks that involved literacy following a change within the workplace.

Tracy approached The Learning Link and together we worked on the skills she needed to undertake her new role efficiently and confidently. Her employers, with Tracy’s consent, were made aware of the difficulties she was experiencing. Northlink listened and worked with us to provide relevant work resources, support and make reasonable adjustments to allow her to embrace her new role. The end outcome is that Tracy loves her job and now has no intention of leaving!



We were very proud of Tracy, speaking at the event. It takes a lot of courage to speak to a group of strangers about the difficulties that dyslexia can present in people's lives. Tracy spoke to employers and employees about the small changes that can be made within the workplace to make a big difference. It was an emotional moment when she received a standing ovation from the audience.



ADULT LEARNING AWARENESS RAISING

During the last year the Adult & Family Learning Service worked hard to increase their profile and raise awareness of adult learning. Through a number of partnership activities and attendance at one-off events, the Service sought to promote the services available through The Learning Link and encourage joint-working practice. Over this time The Adult & Family Learning Service engaged with 430 individuals through one-off events and activities, including:

- Councillors' Induction Presentation, welcoming the newly elected councillors, and explaining more about what the Learning Link does and what support is available through the Service.
- Papdale Learning and Wellbeing Fairs, where we met and engaged with 48 parents, ensuring they had an understanding of what help and support The Learning Link offers.
- Orkney Learning Guidance Forum, Online Networking & Planning Event. The Adult & Family Learning Service delivered a presentation about The Learning Link, included recordings from learners and tutors.
- Attending the County Show with the Orkney Scam Action Group, allowed The Learning Link to engage with and provide information, help and support to 175 people over the course of the day.



JACK DREVER TRIBUTE

The Learning Link would like to pay tribute to Jack Drever, who sadly passed away in November 2022.

Jack volunteered and graciously gifted his time, skills, knowledge and friendship to The Learning Link and numerous adult learners for almost 20 years. His dedication to helping others to achieve went above and beyond the realms of just volunteering.

His favourite comment frequently used when working with adult learners was, “We are a team and there is no I in team, we are a partnership!”

His unwavering commitment to helping others to achieve their goals will never be forgotten and will be firmly fixed in all our memories forever.

Thank you, Jack, you will be sorely missed and definitely irreplaceable!



MULTIPLY

The UK Government’s Shared Prosperity Fund made funding available to Local Authorities throughout the UK to support the Multiply initiative. Orkney received £307,000 for the period 2022 to 2025. The Multiply initiative aims are to boost number confidence and skills amongst adults aged 19+ through personal tutoring, digital training and flexible courses.



The funding for 2022-23 was only received in late January 2022, but Adult & Family Learning were well prepared, so were able to welcome two additional Adult Learning Support Workers before the end of the financial year. These staff will primarily work with adults to improve their number skills, delivering maths and number-based programmes and provide numeracy upskilling pathways throughout Orkney’s communities. All numeracy programmes and opportunities are *free* to attend and are

focused on enabling adults to build their numeracy skills through informal learning and also to achieve qualifications through more formal learning pathways, which can help with career progression, or to allow learners to pursue further studies.

ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (ESOL) RETURNS TO THE LEARNING LINK

In 2022, The Learning Link recognised an urgent need for ESOL provision when a number of Ukrainians moved into the county following the outbreak of war in Ukraine. These people desperately needed learning opportunities and support, which The Learning Link were able to provide thanks to our dedicated volunteer tutor, Les Cowan. Les has a lot of experience working on ESOL and is aware of the many barriers faced by ESOL learners. His informal conversational classes were learner-centred, sensitive and engaging. The Learning Link are extremely grateful for Les's input and support throughout the 2022-23 period, as were the Ukrainian learners.



In January 2023, we also welcomed our new Adult Learning Support Worker, Vicki Redpath-Watson, who has vast experience with ESOL assessments, delivery and support. Vicki took over the ESOL classes and organised them into appropriate groups based on ability. Vicki offers two free classes a week – a conversation class for learners with little or basic English skills, and a class for learners who are ready to study for a qualification. Both classes are focused on making learners more confident and able to be part of the local community.

Case Study

Volunteer Tutor's Story

“When I was asked to help to a group of Ukrainians not long arrived in Orkney, I was very happy to help. Having taught English for six years in Spain, I had some of the necessary experience and a mountain of resources.”

The situation was also a bit of an emergency in that formal ESOL at Orkney College wasn't going to start for several months due to staffing. However, the group were here now and needed to get started.

The first step is always to help everyone relax and to make it clear that teaching is going to be based on the needs and levels of the group with no-one left behind.

Our two goals were to improve English and the other was to have fun. It is indisputable that we learn better when we're enjoying the process.

I know little about the history of the country or the war and the group has helped me appreciate their situation and culture. Many of the Ukrainians in Orkney have become friends not just learners. I am grateful to them for the opportunity to participate in their journey.

The big picture of Ukraine and its future may be beyond us, but it's good to feel that those who have found themselves here, have at least experienced a compassionate welcome, the language help they need and plenty of laughs.”

Les Cowan - Volunteer Tutor

COMMUNITY LEARNING CLASSES

During 22-23 Community Learning & Development organised a range of daytime and evening classes. Our most popular classes were Thai Chi, Yoga, Meditation, Birdwatching and Finding Wildflowers, Plants and Trees

Since Covid is not far behind us it comes as no surprise that our relaxation and outdoor courses are among the most popular given that they can contribute significantly to people's general wellbeing and health. This is something that is clearly reflected by learners when evaluating the class and the impact it has had for them.

Community Learning daytime and evening classes always deliver great positive outcomes for participants. Bringing people together strengthens communities and builds people's skills and confidence.

The Adult & Family Learning Service continued to work with tutors and participants to ensure programmes and courses are developed around both tutor expertise and learner needs.

“ *“I Find I sleep a lot better”*

“Learning to understand my body and it's function”

“More relaxed, which is supporting my overall wellbeing”

“Taking time to do something for me” ”

40 Community Learning classes organised



27 tutors





ORKNEY SCAM ACTION GROUP

As part of the Orkney Scam Action Group network, collectively The Learning Link delivered presentations via roadshows to all the isles. This included giving people the opportunity to bring their own devices, ask questions and raise concerns.

Although the roadshows did not attract a huge audience, the quality of engagement with those who made it was priceless. They took as much information as possible to distribute among their communities, ensuring that people know who to contact if they have concerns.



SENIOR COMPUTER CLUB



This year again, the Senior Computer Club attracted local, senior citizens to bring their own devices along to The Learning Link and be part of a social learning group. This club is a supported and friendly environment, providing valuable tech-based support to help resolve IT issues.

“I can type things up on my computer and know where things go. I’ve also been able to help someone else. Learning has been good to get me out of the house and do things for ‘me’ instead of other people. Having someone to listen and help has been good for my physical and mental health.”

HORIZONS

The Employability and Adult & Family Learning Service’s, worked collectively with Skills Development Scotland to produce a bespoke Job Club. A lot of time and effort went into creating the 6-week-programme, with the attendees being included in the development. They decided they wanted a different name for the programme and came up with the name ‘Horizons.’



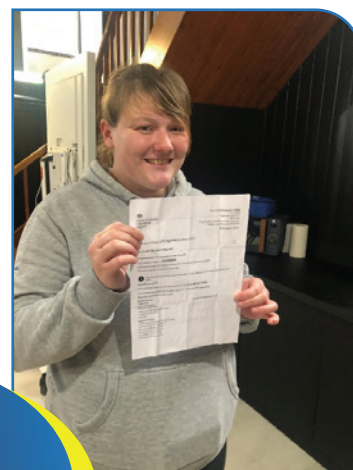
The programme consisted of 7 learners, all of whom were trying to increase their opportunities in securing employment. Feedback was extremely positive with all participants reporting that they felt better equipped to apply for jobs with the skills they had gained.

“The things I have learned during my time here have given me the tools I need to progress into paid work. This will enrich my life forever.” (Adult learner)



DRIVING THEORY SESSIONS

Working in collaboration with a local driving instructor, the CLD Employability team have planned and delivered weekly driving theory sessions to support individuals progress towards sitting and passing their Driving Theory test. Sessions include a variety of bespoke activities and theory session. In addition to the theory sessions funding has been allocated to support individuals access practical lessons. Four individuals have accessed lessons so far and one person has passed their practical test.



5 individuals supported with their driving theory

3 have passed their driving theory

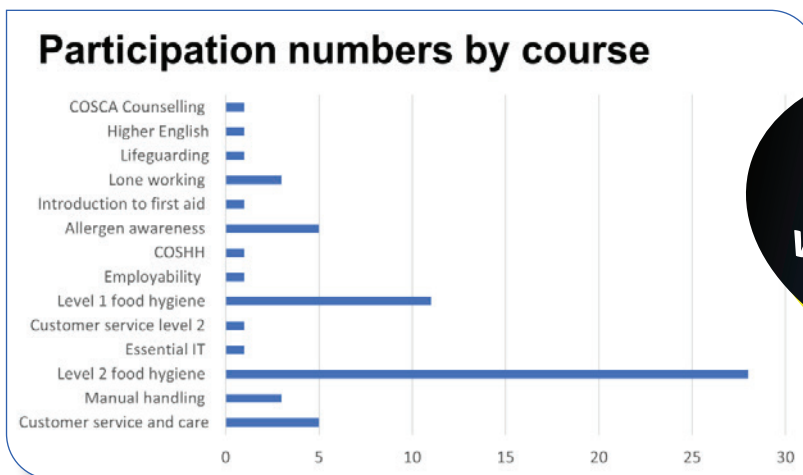
4 people have been supported with driving lessons

1 person has passed their driving test

ACCREDITED QUALIFICATIONS

**36 individuals
gained accredited
qualifications**

In 2022-23, the CLDE Employability team supported individuals to work towards and gain a variety of accredited qualifications. Topics included Food Hygiene, Control of Substances Hazardous to Health, Lifeguarding, COSCA Counselling Skills, Customer Care, Allergen Awareness, Manual Handling and Higher English.



**63 accredited
qualifications
were completed**

KICKSTART SCHEME

**7 Council
placements in
2022-23**

OIC KICKSTART PLACEMENTS AND CARVED ROLES

After working with Human Resources (HR) colleagues and various managers across Orkney Islands Council during 2021-22, eight internal Kickstart placements were established in various teams within OIC including: Marine Services; Community Learning and Development; School Catering; Human Resources and the Chief Executive's Service. In March 2022, seven young people had been offered a six-month Kickstart position for 25 hours per week.

In June 2022 the Policy and Resources Committee agreed to fund additional Kickstart placements for a broader group of recipients. Throughout 2022-23 the CLDE team worked with HR and internal team leader/ managers to establish an additional three employment opportunities. Unfortunately, due to the time taken to establish these and budget

**5 young people
(71%) completed
their placements**

restraints only two additional placements have come to fruition, one position in the Communications Team and one position in the Corporate Administration Team. These will be delivered during 2023-24.

In addition to the internal Kickstart opportunities the CLDE team have worked with OHAC Employability Team, HR and the Business support team to establish a permanent post within the Caretaker team at the Council. This post was made possible through agreement of ring-fenced funding within the Strategic Performance and Business Directorate. Working in collaboration a 'carved role' has been established within the Caretaker team for an individual engaged in the 'No One left Behind' scheme. The role has been designed to meet the needs of the individual whilst meeting service demands and requirements.



2 new placements have started in 2022-23

4 (57%) progressed to sustainable employment, three within OIC

Case Study

“I started my Kickstart placement in March 2022 with the Employability Team under Community Learning, Development and Employability. When I started this placement, I had low confidence as well as low self-esteem due to mental health struggles. I was quiet and shy when I first started, not knowing how I would fit in or if I would even like the job. Through being supported in my role and joining in with running groups and programmes, I have been able to come out of my shell and build my confidence.

Through this placement I have been given opportunities to improve skills such as teamwork, confidence, lone working, and communication skills, which has not only helped me in the workplace but has helped throughout my personal life.

As well as this I had the opportunity alongside my work to complete a HNC in Childhood Practice. I was given support by my line manager as well as other colleagues to be able to finish the course with a great standard of work. I will be graduating in October”.

“Because of the opportunities I have had by being part of a Kickstart placement, I have been able to make more of myself than I thought I would ever be able to. I am now a part of a close-knit supportive team that helps and supports me within and outwith the workplace.”



Beth Muir, Employability Keyworker Trainee (Kickstart)

HOMESTART COOKING WITH FRIENDS



4 parents gained their Level 2 Food Hygiene certificate

The CLDE Employability team worked with the local Homestart Service delivering a cooking programme for parents accessing the service.

This has included parents planning and making lower cost healthy meals, gaining their Level 2 Food Hygiene certificate, and engaging with the Employability Keyworkers outwith the group sessions to look at more focused employability support and job searches.

4 parents engaged in focused employability support sessions

BLIDE TRUST DROP-IN

A weekly employability drop-in session was established at The Blide Trust allowing members access to an Employability Keyworker. The Employability Keyworker was available to support individuals to gain information, advice and practical support on a range of topics including local training opportunities, CVs, applying for jobs and interview preparation. In addition, the



4 individuals achieved their Level 2 Food Hygiene Certificate

Employability Keyworker worked with staff and members to plan and deliver a bespoke Food Hygiene course accredited through the Digital college and resulting in four individuals completing and passing their level 2 Food Hygiene Certificate.

THE HUB – FOR LEARNING, SKILLS AND WORK

After considerable collaborative planning, negotiating and resourcing over the previous financial year, The Local Employability Partnership developed a new collective working space in Kirkwall.



The Hub – for Learning, Skills and Work – provides a key base in Orkney to further enhance partnership working to support local people into employment and other positive routes.

The space has been funded and designed jointly by Skills Development Scotland (SDS) and the Local Employability Partnership (LEP). The aim is to create an area where everyone feels welcome and can access the services provided by employability partners working within the Orkney community.

The Hub officially opened on Tuesday 28 February 2023 with the official ribbon being cut by Jack Woods, a member of the Hub Subgroup.



THE HUB SUB-GROUP

Through initial conversations with the Local Employability Partnership about a collective working space it was identified that it would be imperative to have individuals involved who would potentially use and benefit from the space. For this reason, a sub-group of the LEP was established.

The Hub Sub-group is made up of individuals who use services across the Local Employability Partnership and are representative of various groups identified under No One Left Behind. Members are from various parts of Orkney including from the ferry linked isles.

The group, of eight individuals, met weekly and worked with CLDE, Skills Development Scotland and various other partners to plan, co-ordinate and deliver The Hub – for Learning, Skills and Work. This included: deciding the name of the space; working with graphic designers to produce the logo; working with a local artist to design exterior artwork; working with the Council’s Communications team on the publicity for the opening event; naming the rooms for the cloud booking system; and inviting guests and preparing the space for the official opening.

Of the eight original members of the Subgroup, five have progressed to employment and one continues with school and has a sustained work experience placement



The group worked effectively and efficiently together to meet the tight deadlines which resulted in a very successful official opening and the ongoing development of the space. All the individuals involved were able to articulate the importance of the group to them personally and also the confidence, skills and knowledge they had gained that would support them make future transitions.

“This opportunity has allowed me to develop skills for my CV. I particularly like working with the comms team and speaking to a journalist.”

“I have not really been part of the community before, and I felt on the outside. Being included in the group and not feeling like an ‘outcast’ feels unusual/unfamiliar to me.”

“I have developed my decision-making skills and have liked to have the opportunity to be listened to.”

EMPLOYABILITY RIGHTS CAMPAIGN



**Orkney
Local
Employability
Partnership**

Identified as an important step to empowering individuals, the Local Employability Partnership produced a number of resources to help raise awareness of some of the main employment rights. These included: pay; annual leave; sick pay; flexible working; maternity and paternity; discrimination; health and safety; and ending employment.

The resources consisted of a short booklet guide to employment rights outlining some of the main employment rights. A series of posters highlighting the individual rights were produced and distributed to venues throughout Orkney including GP surgeries, ferry and travel centre waiting rooms, local shops, schools and community halls. Employers were also invited to request poster packs to display in their own premises.

Larger posters highlighting all of the main employment rights were produced and displayed in a variety of venues including the Orkney Islands Council, Customer Services and libraries.

Recognising that employment rights can be quite complex, the booklets and posters signpost readers to further information hosted on the Developing the Young Workforce (DYW) Orkney website.

Click on the following link to take a look

<https://www.dyworkney.co.uk/employment-rights.html>

Feedback from various partners highlighted that a significant number of our target groups did not have a clear idea of what employment rights they have when they are either entering or returning to the workplace.

Did you know?

- You must be paid enough**
 - Your pay must meet minimum wage.
 - The amount of pay is different depending on your age and your length of service.
- You must receive a pay slip**
 - This must be given on leaving or before the day you are paid or on the day after.
 - It must include details of: hours you are getting paid; your normal rate of pay; any extra pay; any deductions; and any other relevant information.
- You are entitled to time off for holidays**
 - If you work full-time you are entitled to 28 days of paid holiday.
 - If you work part-time, you are entitled to the same amount of paid annual leave as full-time workers on a pro-rata basis.
- You should receive statutory sick pay**
 - From 4th April 2017, you must receive statutory sick pay (SSP) if you are off work for 4 or more days.
 - It is not enough to have the minimum amount of SSP.
 - You may be entitled to other types of sick pay.
- You can request to work flexibly**
 - If you have worked full-time for the last 26 weeks, you have the right to request to work flexibly.
 - The first step is to talk to your employer about the possibility of flexible working.
 - If they agree, you must agree to any changes to your contract.
- There are Statutory maternity and paternity rights**
 - Employees have the right to take statutory maternity leave and statutory paternity leave.
 - These are additional rights to those provided by your employer.
- You must not be discriminated against**
 - This is about your employer's policies and practices. It is not about your employer's actions.
 - It is about your employer's policies and practices. It is not about your employer's actions.
- Health and Safety laws apply to your working environment**
 - Employers must provide a safe and sound working environment.
 - They also have to provide training and equipment.
- There is protection against unfair dismissal**
 - Employees must give a minimum of 2 weeks' notice to their employer.
 - If you are dismissed, you may be entitled to a claim for unfair dismissal.
- There are minimum notice periods**
 - Your employer must give you the right amount of notice to leave your job.
 - There are minimum notice periods for different lengths of service.
- There is Statutory Redundancy pay**
 - If you have worked for your employer for 2 years, you are entitled to a minimum of 1 week's pay for each year you have worked for them.

For more information on your employment rights, visit the link below or scan here

www.dyworkney.co.uk/employment-rights

This information has been developed by Orkney's Local Employability Partnership.

SCOTTISH CHILDMINDING ASSOCIATION CHILDMINDING PROJECT



Through working with parents and service providers it was identified that one of the biggest barriers to progressing to, or within, employment for parents was the lack of affordable childcare provision across Orkney. During 2022-23 the CLDE Employability team worked in partnership with the Scottish Childminding Association, Business Gateway, the Care Inspectorate and local training providers to plan, coordinate and deliver a bespoke Childminding course for local parents and individuals identified under No One Left Behind. The course was delivered online and covered a range of topics including: business set up; how to register with the Care Inspectorate; Practical Child-minding; applying for start-up grants; and taking a professional approach. The intention of the programme was twofold, upskilling individuals and increasing local childcare provision.

10 individuals signed up for the course

Running concurrently with the SCMA online course, all participants also completed an accredited Paediatric First Aid Course and an Elementary Food Hygiene course with local providers, which supported them to register with the Care Inspectorate and progress towards becoming established child minders in the local community.

6 completed training and are now registered childminders across the local authority

Some existing childminders also participated in training opportunities as part of their own professional development.



EMPLOYER RECRUITMENT INCENTIVE

The No One Left Behind Employer Recruitment Incentive helps people of all ages with the greatest barriers to employment get jobs and stay in jobs. It is funded by the Scottish Government and administered by local authorities.

Employer Recruitment Incentives (ERIs) play an important role in supporting those with the greatest barriers to employment, to enable them to obtain and remain in sustainable employment. The ERI has been developed to integrate and link fully with existing employability and skills programmes and is available to use as a contribution to the additional costs of recruiting and sustaining eligible individuals in employment.

Employers can apply for funding to help with the costs of recruiting and employing someone who fits the eligibility criteria for the fund. It can provide up to £6,000 for newly created jobs or vacancies. Employers who are successful in applying to the fund receive the money directly.

In 2022-23 the CLDE Employability team negotiated and administered 12 Employer Recruitment Incentives across a range of private and third sector organisations in Orkney. Six young people (16-24-year-old) were employed through opportunities and six people over 25 + were employed. Two of the opportunities for young people were Modern Apprenticeships.

12 Employer Recruitment Incentives were established in 2022-23

Of the 12, 11 remain in fair and sustainable work (91%)

In addition, the CLD Employability team continued to support 21 individuals/employers to sustain ERIs established in 2021-22. Of the 21 ERIs established in this period 17 individuals remained in sustainable and fair employment when the funding ended (80%).

“Without this type of funding [ERI], third sector organisations such as ours would find it very difficult to provide meaningful, paid opportunities to those individuals facing the greatest barriers to employment.

The application process is clear and straightforward and the support from OIC staff is invaluable. They talked us through the entire process prior to applying and were always on hand to answer any questions we had. They are also passionate about helping folk reach their full potential and this shows throughout the whole process”.

“My keyworker helped me during and after my transition of leaving school. She helped me make plans and take action on what I wanted to do I’m now currently doing an apprenticeship on a farm which I’m enjoying the challenges of and learning new things.”

LONG TERM UNEMPLOYED FUNDING POSITIONS

In response to the economic impact of the COVID-19 pandemic, the Scottish Government awarded funding to every local authority in March 2022 to support provision of paid work placements for those aged over 25 years, over 12 months unemployed and have additional barriers to employment. The funding was available to provide employment opportunities during the 2022-23 reporting period.

The CLD Employability team supported six Long Term Unemployment (LTU) opportunities within 2022-23. All local opportunities were provided by third sector organisations and included: retail; warehousing; horticulture; and elementary trades positions.

6 Long Term Unemployment (LTU) placements in 2022-23

5, (83%) completed their employment placement

3, (50%) progressed to and remain in fair and sustainable work

INCOME MAXIMISATION - ORKNEY CITIZENS ADVICE BUREAU, (CAB)



During 2022-23, £30,000 of No One Left Behind (NOLB) funding, was precured to Orkney Citizens Advice Bureau to provide: income maximisation; welfare rights; and debt advice and support to individuals identified under NOLB. The Local Employability Partnership (LEP) agreed this would provide holistic, wrap around support for individuals and families in low-income households to increase household income and support fair and just progressions towards learning, training, and sustainable employment. It would also increase local knowledge of the range of local support for individuals looking to progress towards employment.

During 2022-23 191 individuals were supported by CAB in identified priority groups, resulting in client financial gain of £235,107.05 made up of previously unclaimed benefit entitlements. Each person also received information on and support to access employability services to meet their needs



**Orkney
Local
Employability
Partnership**

**191 individuals
were supported by CAB,
resulting in client
financial gain of
£235,107.05**

Case Study

A client had been struggling financially due to ill health and had found herself in financial difficulty. She had recently received a Summary Warrant for Council Tax arrears and was very upset about this, as she had always tried her best to stay out of debt.

As the client's health problems were significantly affecting her ability to carry out everyday tasks, she was assisted to apply for Personal Independence Payments. Her application was successful, and she received a backdate of £11,000. This enabled the client to pay her Council Tax arrears in full, and also to clear some other small debts she had accrued.

Client is now debt free and is £126.35 better off each week, which has significantly improved her quality of life. The client received information on local employability services and will access these to gain support if required.

COMMUNITY DEVELOPMENT THEMATIC INSPECTION

In order to better understand the role of CLD in supporting recovery from COVID-19 in local communities, HM Inspectors undertook a national thematic review. The review reflected on how well partners prioritised and used effective CLD approaches to support those who were marginalised or at risk of being isolated in their communities. It also considered how the pandemic affected the CLD landscape, including changes to the ways in which CLD is accessed and delivered.

Orkney was inspected as part of the review. The review visit to Orkney was held over two days with two HM Inspectors and consisted of a mix of both virtual and face-to-face engagement.

An HM Inspector attended the two Partnership versus Pandemic On-line Learning events in May (Reaching out and Coming Together) which celebrated and shared some of the ideas, outcomes and experiences of partnership working during the pandemic.

A second HM Inspector then visited Orkney and met senior officials, and an array of CLD partners and projects.

The HM Inspectors involved spoke about how positive and inspiring the visit was.

Key strengths:

- Clear strategic direction;
- Clear buy-in from elected members, senior officers and partners;
- Clear focus on transport / isolation etc. in very local Orkney terms (It was clear our work stemmed from local experiences and issues faced through Covid);
- Impressive amounts of funding attracted in over this period.

Areas for development:

- Investigate how to share better the learning across Orkney and beyond, both in a Northern Alliance and also national context. HM Inspectors stated that other Local Authorities should be hearing about all this Community Development work taking place in Orkney.

Orkney Matters was also used as a case study in the national report which can be read in full here:

<https://education.gov.scot/inspection-and-review/hm-chief-inspector-reports-and-guidance/national-thematic-inspections/responsive-supportive-and-resilient-communities-september-2022/>



PARTNERSHIP VERSUS PANDEMIC

The Partnership versus Pandemic online seminar was organised by members of the Community Wellbeing Delivery Group which is a delivery arm of The Orkney Partnership. The online seminar was a key action in the Group's Delivery Plan for 2022, and was planned to celebrate the many examples of partnership working that had been observed both during and following Covid.

During this time groups and organisations had come together and adapted or altered their services in order to meet the needs of the Orkney community and the Community Wellbeing Group was keen to capture the learning from this.

Chaired by Sheila Garson, Chair of Voluntary Action Orkney, presenters were generous with their time and gave honest and open accounts of their experiences and were happy to offer attendees take away pieces of advice.



is not the Territory mental health project; Sourcing & Distributing funds; Shapinsay Pop up Café and Charity Shop; Welcome Back Orkney Coffee Mornings; and the Christmas Tractor Run.

The webinars were well attended and very well received with great feedback. They demonstrated and celebrated just how much the Orkney community did and how well they came together during the challenging times of the pandemic.

ANNUAL HALLS EVENT

The 2022 Annual Halls Event was delivered for the first time using a hybrid model, following two years of it being delivered on-line. The Cromarty Hall in St Margaret's Hope hosted the event which saw twenty-four volunteers representing fourteen halls from across Orkney come together in September for the 21st Annual Meeting of Community Associations.



Partnership
VERSUS
Pandemic Webinar



The afternoon Session entitled 'Reaching out', included sessions on: Youth Arts and Heritage Project; Wireless Westray; No Home is Alone; Orkney Islands Councils work with Community Councils; Care Home TV; and the Westray Model Boat Project.

The evening Session was entitled *Coming together* and included sessions on: Island Wellbeing Programme; The Map

56 people
signed up to learn
from the experience
of others



This popular event, organised by the CLDE team, in partnership with Voluntary Action Orkney, gives volunteers running village halls the chance to get together to increase their skills and knowledge, celebrate successes, discuss challenges and share solutions.



Hall committees shape the programme each year, ensuring the event is relevant and useful. This year, presentations covered a wide range of topics from: community asset ownership; funding opportunities to work towards net zero; support to communities through the cost-of-living crisis; tips for using social media for hall and event marketing; hall's role in the Island Games 2025; and the benefits of community asset ownership.

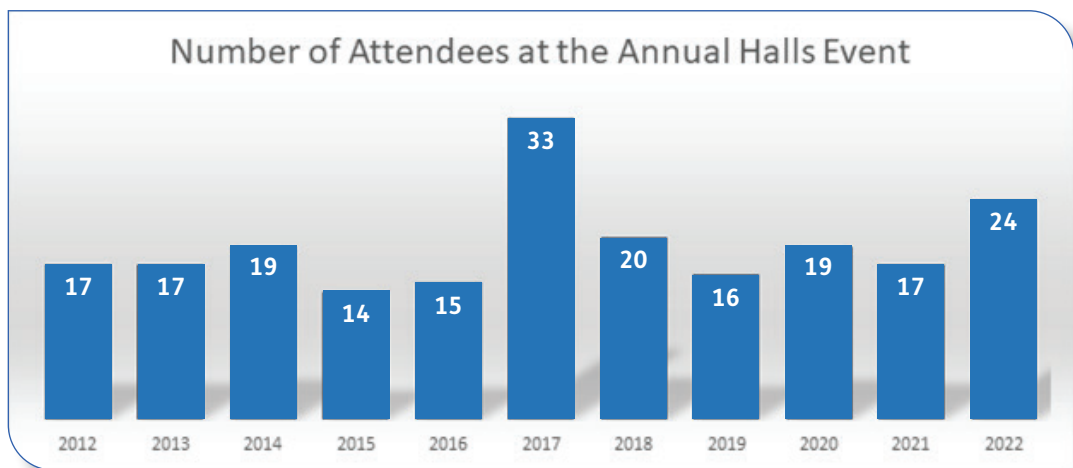
It was a real joy to be able to meet face to face again and network with representatives from other hall committees and organisations whose role it is to support the sector.

Thank you to everyone involved in making this an enjoyable and informative day.

Feedback was very positive with the session being rated good or excellent by all those that responded.



24 attendees from 14 hall committees attended



Comments included:

“

“I enjoyed meeting everybody and learning new things”

“Really enjoyed it and the catering was excellent “

“Thank you for an interesting, well-planned day”

”

CLD PRACTITIONERS’ DIGITAL DEVICE FUND

Orkney CLD Partnership, the Strategic Community Learning Group (SCLG) received £1,500 funding from the Scottish Council for Voluntary Organisations (SCVO) for digital devices from the CLD Practitioners Device Fund. The programme, funded by the Scottish Government saw CLD partners benefit from additional IT equipment. The £1500 was used to provide Voluntary Action Orkney with one laptop, Sport & Leisure received an iPad for staff to use for community playpark inspections, and CLDE received 2 laptops, one for Community Learning tutors and one for Adult Learning volunteers to use.



CONNECTING SCOTLAND

The Community Learning, Development & Employability Service (CLDE) supported the rollout of Scottish Governments Connecting Scotland Programme in Orkney, which was aimed at getting digitally excluded households online, by providing devices to individuals in key targetted areas, who did not have their own device.

The scheme ended in 2021 but residual devices were still offered through the FastTrack element of the scheme. During 2022-23 CLDE secured an extra 20 devices for people meeting the criteria.

CLDE staff and partners continue to offer help and training through digital champions to

support people to use the internet confidently and safely.



Overall CLDE supported 45 organisations to receive 532 devices and internet connectivity for 475 people through a mobile Wi-Fi hotspot with 24 months unlimited data.

The Learning Link continues to offer additional IT training classes and this year offered a specific iPad training course due to the demand for further support with these devices.

TRADITIONAL SCOTTISH DANCE GROUP



The Scottish Dance Group (SDG) contacted CLDE in 2019 when the community group was about to cease due to their inability to provide their own Public Liability insurance and pay the room hire costs at Kirkwall Community Centre. The group were not constituted and had dwindling numbers that did not want to take on vast amounts of responsibility, and they did not want to make the cost of attending prohibitive to the dancers.

CLDE worked with the volunteer Scottish Dance Group (SDG). They worked up a constitution and looked at various options to ensure the group could continue.

During Covid the SDG halted and when they did return in 2022, CLDE worked closely with the group to put all required policies and procedures in place to ensure the group ran safely and effectively. Numbers have steadily increased ever since, so much so that earlier this year, the group expanded to 2 sessions a week rather than one session a week. Both sessions are very well attended. Now after running for a length of time, it was agreed to review the group. Always focused on continuous improvement and on being learner led this process was seen as a positive step for both the group and the volunteers involved.

The self-evaluation exercise showed that the group feels well supported, they have good training resources, and there is enthusiasm from all involved. Participants are actively involved in the design and delivery of the classes, and they feel supported, involved and listened to. The group effectively consider accessibility and strive to ensure barriers to participation are identified and reduced. The group is open to, and accessible to, all levels of ability and the group are clear about the benefits and outcomes associated with the group.



Each dance class has an average attendance of 14 participants

Other outcomes of the dance group included:

“

“Teamworking, assisting support each other”.

“Performing a dance is a ‘team effort’ which adds to the social aspect of the course”

“It is also of cultural value”

“It is fun!”

”

FUNDAY SUNDAY

The CLDE team worked with the Yard Nursery, a local Community Interest Company (CIC) to plan and deliver a, ‘Funday Sunday’ family learning event. A similar event was delivered in 2021 and was well attended. On reflection, staff agreed that despite being very popular the event potentially did not attract the families that may benefit from the Employability Teams support. The team therefore worked with a variety of third sector and statutory partners to deliver invites to target parent groups. The partners included: Orkney Health and Care Children and Families Services; Orkney Homestart; Woman’s Aid; Inclusive Orkney; Residential Services; and Orkney Citizens Advice Bureau. Although the numbers were smaller this gave the staff a real opportunity to engage with the participants and discuss opportunities/challenges etc. All participants got a pack to take home which included family learning materials and information about the Employability Team and relevant support services locally.

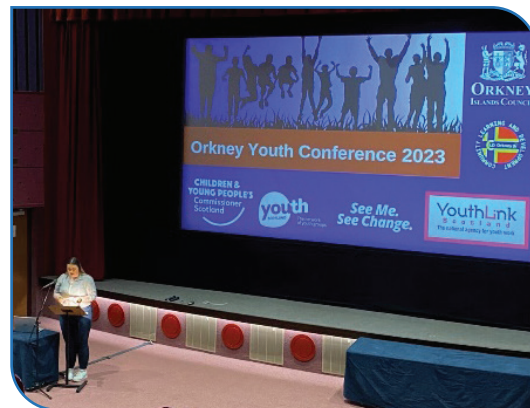


**10 adults
and 12 children
attended the
event**

Work with Young People

YOUTH CONFERENCE

The Orkney CLDE Youth Conference, opened by OIC Convenor Graham Bevan, was held in March 2023 at the Pickaquoy Centre. The aim of the event was to give young people the opportunity to have open and constructive discussions on what can make a difference to their lives. The main themes for the day included: Cost of Living; Mental Health; and Climate Change.



The Conference engaged over 50 secondary aged young people from across Orkney, providing them with opportunities to learn new skills, network with peers, and gain confidence in their abilities. We were delighted to have keynote speakers there including Children and Young People's Commissioner for Scotland – Bruce Adamson, in one of his last public engagements in his role as Commissioner,



54 young people attended the Conference



9 workshops were delivered throughout the day

as well as motivational speaker Ian Corbett – a youth worker and community development practitioner who is passionate about amplifying the voice of young people in processes, policy and decision making.

The Conference featured several workshops delivered by staff from: Youth Scotland; See Me Scotland; and Young Scot. We were also delighted to have a range of local and national organisations represented at a lunchtime networking event and marketplace. The event was summarised and brought to a close by Tim Frew, Chief Executive of YouthLink Scotland.

11 organisations engage with 54 young people at the Marketplace



ORKNEY YOUTH AWARDS

The Annual Orkney Youth Awards, which took place in March 2023, again saw the Youth Services team work in partnership with Voluntary



Action Orkney (VAO) to bring together this great event to recognise and celebrate young people's achievements and commitment over the last 12 months.



With over 130 achievements to celebrate, young people were invited, along with a guest, to the Picaquoy Centre to receive their award. There were 89 different awards presented at the ceremony from various organisations including: Community Learning Development & Employability; Voluntary Action Orkney; Girlguiding UK; and Young Carers. There was also the prestigious Orkney Community Award presented to nine individuals to acknowledge their accomplishments within the local community.



Over 130 achievements and 89 different awards presented

The award ceremony also saw Orkney's first ever Platinum Youth Achievement Award being presented to 21-year-old Lucy Leech. This award is one of approximately only 20 awarded in Scotland this year and is recognised at SCQF Level 7.

Orkney's first ever platinum Youth Achievement Award presented

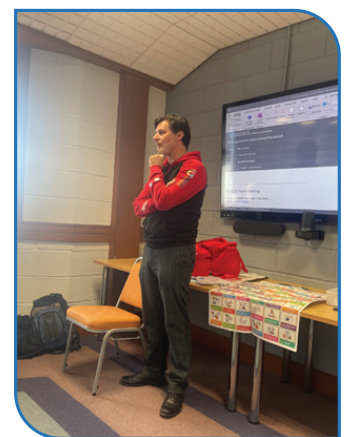
Representatives from a range of organisations attended, presented and cheered on the numerous worthy awardees. This included: Liam MacArthur, MSP; Graham Bevan, Orkney Islands Council Convenor; and Morven Brooks, VAO Chief Executive. Delegates from some of our national youth work organisations were also in attendance and kindly agreed to present awards, including: Tim Frew, Chief Executive, YouthLink; Kobi Cooke, Youth Scotland; and The Children and Young People's Commissioner for Scotland, Bruce Adamson, who delivered the closing speech highlighting the benefits of volunteering and youth work for young people and for the wider community.

PRACTITIONER TRAINING EVENT - INFORMING AND ENHANCING PRACTICE

Youth Services were delighted to have a range of National Youth Organisations visiting Orkney for the Youth Conference in March this year. Whilst here, it provided an opportunity for them to share information from their agencies with other partner organisation who work with young people in Orkney.

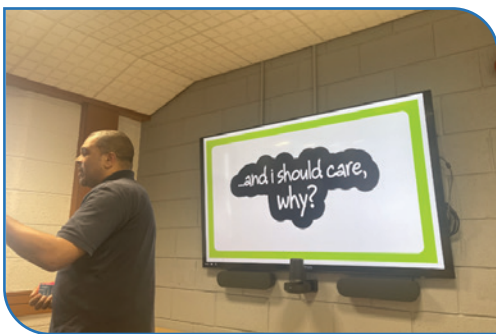
The Practitioner Training Event saw practitioners attend from a range of sectors including: Education; Health; and Third Sector Organisations.

The event was opened by Tim Frew, Chief Executive, YouthLink Scotland on the benefits of Youth Work, followed by a





presentation from Bruce Adamson, Commissioner for Children and Young People on incorporation of the rights of the child. Workshops that followed included: Naomi MacDonald, Youth Scotland and The Young Islanders Network; Claire Jennings and Orla Murray, SEE ME, Mental Health and resources available to support good mental health; Charlotte Holder and Leah Hester, Young Scot, Content and Rewards available on the Young Scot website; and Kobi Cooke from Youth Scotland who delivered sessions on the Cost of living and resources available to work with young people on managing their money.



The feedback from the event was overwhelmingly positive. As well as learning about what these national organisations could offer, it also proved to be an invaluable networking event for participants to be able to speak and network during lunch, and the workshops, which created some excellent professional dialogue, something there had not been much opportunity for in recent times due to the covid-19 pandemic restrictions.

23 practitioners attend

6 different sessions delivered

Comments included:

“ *“I just wanted to say that today was brilliant and what an opportunity to network and hear from professionals in the sector. It was really beneficial”.* **”**

YOUTH FORUM

Orkney Youth Forum held two events during 2022-2023 to promote their activities and recruit new members as well as organising a team building event at their Annual General meeting.



The group arranged a pop-up stall in Kirkwall to promote the Forum. The event included various activities for young people, including: Hook a Duck; Play Your Cards Right; and guessing competitions; as well as information stands detailing their activities and work to date. Around 30 people attended the event during the course of the afternoon including a youth group from Ayrshire. The Forum also spoke with leaders

from a youth forum in Canada who offered to keep in touch and compare their priorities and outcomes.

One of the Youth Forums priorities for the year is, 'Accessibility and Inclusion', so with this in mind they worked in partnership with the Orkney Charitable Trust and the Orkney Food Bank to host a Family Activity Day. The event was free to attend with free refreshments, various games and colouring sheets, they led a session on Boccia to show its inclusivity of all abilities. The Orkney Charitable Trust and the Orkney Food Bank were there to discuss how they can support people and families within the community, and they also gave out food bags to all visitors. Though not as busy as they'd hoped it would be, it was a learning experience for any future events.

The forum continues to develop and work on a plan to increase engagement and participation.

**12 Active
Orkney Youth Forum
Members**

MEMBERS OF THE SCOTTISH YOUTH PARLIAMENT (MSYPs)

Kaydence Drayak, MSYP, reflects on how getting involved with the opportunities provided through CLDE Youth Services in Orkney has helped her face the future with confidence and purpose.



Case Study

Youth Work has taught me so much about myself and my community. It all started for me around the age of fourteen - I was asked if I'd be interested in being on a Youth Advisory Group for the Children and Young People's Commissioner - who works to help young people in Scotland understand their rights and makes sure those rights are respected. At around the same time, I joined the Orkney Youth Forum, and started doing my Youth Achievement Award with East Mainland Youth Achievement Group where I've achieved my Bronze Youth Achievement Award and am going for my Gold.

I've been treasurer and secretary of the Youth Forum and am now Chair, working on issues that local young people want to focus on. I've helped to create a website, set up a bank account so that we can apply for funding, and learnt how to properly run meetings and keep track of work we agree on.

It has been an honour and privilege to be selected as one of Orkney's 2 Members of the Scottish Youth Parliament (MSYP), in order to take the concerns of Orkney's young people to the national stage.

All the above have been really helpful for me personally. Being a teenager can be a really uncertain time - you're not sure who you are and what you want to do, and after COVID many young people I have spoken to have found getting back to socialising a challenge.

Volunteering at CLAN for my Youth Achievement Award pushed me to tackle those uncertainties head on - I have learned that jumping in and meeting new people is not as scary as it seems, and working for the good of the community takes you out of your own head where you might be worrying about what people think of you, and puts that mental energy to good use. The awards programme means you get recognition for the work you do - but the real rewards are meeting generous, inspiring people and achieving something for the community.

Being an MSYP and a member of the Orkney Youth Forum has really broadened my horizons and made me realise I have passions and callings I never knew I had. Before all of this, I was planning to become an accountant - now, I'm much more interested in becoming an economic researcher, or working in the field of children's rights - maybe through becoming a youth worker! Now I can see what it is all about - empowering young people to make changes for the better in their own lives and for the people around them - to ensure the voices of our young people are heard.

Kaydence Drayak
Orkney Youth Forum Chair and MSYP

YOUNG SCOT

The Young Scot National Entitlement Card (NEC) is available free of charge to everyone aged 11 to 25 living in Scotland. It can be used to:

- get exclusive rewards and discounts;
- travel, including free bus travel for those under 22 anywhere in Scotland;
- and provide proof of age.

This year, we have experienced a slight drop in the percentage of eligible young people with a Young Scot card. 87% of the estimated population of 11-25 year olds in Orkney are registered, compared to 89% last year. This figure is still extremely positive, but will be partly due to the fact that we did not offer a 'bulk upload' for Primary 7's during the previous financial year, due to the enormity of the task and the resource capacity within Education, Leisure and Housing administration staffing.

We plan, however to re-introduce the P7 'bulk upload' again during 2023 – 2024 now that we have more capacity.

Young people can become Young Scot members, collect points and have fun

by; volunteering;
attending workshops

and events; completing surveys; and reading information and articles. Once they have taken part and collected their points, they can exchange these for exciting rewards such as digital vouchers, subscriptions to apps and more.



2430 young people have the free bus travel entitlement on their card

2845 young people in Orkney have a valid Young Scot card

There are currently 340 young people signed up as a member in Orkney Islands Council.

YOUNG ISLANDERS NETWORK

Delivered in partnership with The Scottish Government, the Young Islanders Network aims to build a community for young islanders and empower them to help make the National Islands Plan work for young people. During 2022-23, the Young Islanders have continued to be involved in a number of opportunities both locally and nationally.



Firstly, 3 Orkney Young Islander Champions were invited to deliver a presentation at Youth Scotland's 'Big Ideas' weekend in August. Having worked hard to create a folio of information on issues affecting young people in the Islands, this would be their first public event. They spoke proudly of Orkney and clearly described the issues brought to them by Orkney's young people and discussed the benefits of becoming a Young Islander.

Two weeks later they were involved in the launch of the Young Islander Network here in Orkney. Papdale Halls of Residence kindly hosted this event, and the Youth Services team were delighted to work with Youth Scotland to organise this. Mairi Gougeon MSP, Cabinet Secretary for Rural Affairs, Land Reform and Islands officially launched the Network. The Young Islanders and some of the residents of Papdale Halls made speeches before Youth Scotland Chief Executive, Mike Strang, delivered a presentation defining what the Young Islanders Network hopes to achieve.



Since then, a board has been established, taking on responsibilities for various elements including: transport; housing; and wellbeing. The young people have been involved in many meetings.

BIG IDEAS

Three 'Young Islander Champions' and 2 staff attended the Youth Scotland residential 'Big Ideas' weekend in Stirling in August, where they were involved in a weekend of activities with young people from across Scotland.



Youth Workers also had the opportunity to upskill during this time by attending a range of continuing professional development opportunities which included such sessions as: mindfulness; the dangers of sexting; fundraising; mental health awareness; and art workshops.

The whole experience was a fantastic opportunity for the young people and youth workers to meet and exchange experiences with other youth groups. It was a fun filled weekend with lots of experiences, new ideas as well as a 'colour run' and party to end the weekend.



They participated in a number of workshops including songwriting, fundraising and games sessions, each completely inclusive for the young people attending. The young people also got the opportunity to join up with other 'Young Islanders' to plan a keynote speech, which they delivered as a group on the Sunday morning to nearly 200 people.



“It was great fun and we got to meet lots of people and try things I'd never tried before”.

“I was quite nervous but everybody was so friendly. I'd love to go again”.

”

NORTHERN ALLIANCE YOUTH ADVISORY GROUP

The Northern Alliance Youth Advisory Group (YAG) held their first residential in Inverness in March 2022.

Supported by Youth Services, 2 local YAG representatives travelled to Inverness to take part in the weekend with representatives from Western Isles, Highland, Moray, Aberdeenshire, Aberdeen City and Argyll & Bute.

Participants spent the weekend getting to know each other and having fun by taking part in team building and social activities. They learnt more about the Northern Alliance and explored what is meant by meaningful youth participation through a series of workshops delivered by Naomi Macdonald (Youth Scotland), Hamish Nott and Kaydence Drayak (YAG members), and Derek Sawyer and Michelle Skellern from the Northern Alliance.

By the end of the weekend, young people identified a number of key points that they would like to focus on and take forward through the Youth Advisory Group for the 8 areas in the Northern Alliance.



Northern Alliance



YOUTH CLUBS



Across Orkney we deliver a range of youth clubs, many start at age 8, but a small number also run for the secondary age group. We were delighted to be able to run all the youth clubs that we could again following the covid-19 pandemic. Over this time, however, we have had a number of staff resignations and have struggled to recruit to many youth worker positions, therefore we have not been able to run as many youth clubs across Orkney as we have previously done.

Over the course of the youth club year, we had 2392 attendances



During 2022–2023 we had 7 youth clubs running in 5 areas including: Dounby; Firth; St. Margarets Hope; Stromness; and Westray. During this time we were also delighted to be able to recruit in Hoy to re-establish the North Walls Youth Club.



FIRESKILLS

We were delighted to once again partner up with the Scottish Fire and Rescue Service to deliver two Fire skills courses in Orkney this year, one in Stromness and one in Kirkwall.

The ‘Fire skills Employability Award’ is delivered in Orkney by the Scottish Fire and Rescue Service personnel, alongside a youth worker from our Youth Services team who supports the accreditation process.



Young people practiced firefighting and rescue skills in the drill yards at the Kirkwall and Stromness fire stations. They also had a visit to Kirkwall Airport Fire Service to see the difference in equipment used there.



Fire skills is a unique learning experience, developing core employability skills such as: leadership; team building; first aid; health and safety; and manual handling.

Specific fire and rescue skills explored included: working with ladders; working in small and dark spaces; community fire safety; how to rescue a casualty from a car involved in a collision; emergency first aid; search and rescue of casualties in a building; and safe and appropriate use of equipment including PPE and breathing apparatus.

Young people who successfully complete Fire skills also received a Dynamic Youth Award.



“

“So, for me I wasn’t sure about doing the Fire skills course but honestly it was the best thing I ever did. It allowed me to meet new people and form stronger connections with those I already knew. I learned a range of new skills including First Aid which is something I think everyone should know. Fire skills lead me into doing my Youth Achievement award, which with support from my youth worker, also lead me into doing a range of new things and making so many memories I will keep with me for a lifetime. It also gave me so much confidence. It was an absolutely fantastic experience, and I would highly recommend it to others. The Fire skills course is actually what inspired me to go into training to be a paramedic which is what I’m currently studying at university. I strongly believe that doing Youth Achievement and Fire skills is the main reason I’m here, not only inspiration wise but it looks so good on a personal statement too.”



– Young person who participated in Fireskills

”

STREETWORK AND FRIDAY AFTERNOON ACTIVITIES



We delivered a limited amount of streetwork in Kirkwall on Friday afternoons, due to staffing availability and the addition of the Friday afternoon activity sessions that we were involved in offering in The Pickaquoy Centre and Stromness Community Centre, as a result of the initial streetwork project the previous year.

The 'Hub' sessions at the Pickaquoy centre on a Friday afternoon continued to be very well attended as did the drop-in sessions in Stromness Community

Centre which we delivered in collaboration with 'Action for Children'.

329 secondary aged young people accessed one or more sessions at Picky

52 secondary aged young people accessed sessions in Stromness Community Centre

SUMMER PROGRAMME VISIT TO THE NORTH ISLES



In collaboration with Active Schools and with support from the Young Islanders and Summer of Play funding, the Youth Services team visited Sanday, Stronsay and Westray during the 2022 summer break. A primary aged programme of activities was developed with the Commonwealth and IslandGames in mind and



involved a range of challenges for participants to take part in, as well as promoting the Young Islanders Network.

In the evening, sessions were organised for secondary aged young people. This provided an opportunity to consult with the young people about their island and to discuss the Young Islanders Network.

2022 was the, 'Year of Stories', therefore we also worked with the young people on a story that travelled between the Islands. This gave each island the opportunity to work on a story but with each group adding their own islands flair.



Our Islands Story

A story from visits to **Westray**, **Sanday** and **Stromsay** (Summer 2022)

Once upon a time there was a giant selkie named Gill.

Gill lives on the Jetty below the ponds on the beautiful Isle of Westray, which has the longest recorded golf hole in the UK.

This inspired Gill to be the best golfer in Westray and complete the course in a record time of ½ an hour.

Gill gracefully flapped all the way to the Westray golf club.

When suddenly in the distance he spotted a beautiful, more aesthetically pleasing Island, the white sandy beaches coating the edges.

While his mind was caught in a trance a thought sprang to mind, he could go there, to the beaches that look soft to the touch.

While Gill was on the shore, some herring swam up and led him to the Island of Bays. They said, "You, come see the Stromsay Beast". So Gill swam away to see this beast.

When Gill arrived, the beast challenged him to a massive tug of war.

The beast won!!

Gill headed back to Westray as the Silver Darlings played a sad song on the pier.

66 young
people took
part across
3 islands

WHO CARES SCOTLAND AND BLIDE TRUST DROP-IN SESSIONS

The CLDE Employability Team worked in collaboration with WhoCares Scotland and the Blide Trust to plan and deliver a weekly youth work drop-in for care experienced young people and their friends. The sessions were co-designed with the young people and included a range of informal learning opportunities and activities to support the development of confidence, self-esteem and transferable skills to support positive transitions towards learning, training and employment.



EQUALITY | RESPECT | LOVE



The group has continually been well attended with up to 10 young people engaging each week. Sessions have included: craft making; sport and leisure activities in the local community; engaging in local consultations; teamwork activities; and weekly cooking activities. In addition, young people have been able to access bespoke support from the employability staff to support

them progress towards learning, training and employment.

Five young people have gained employment during 2022-23 and one young person has applied to study at Orkney College

In addition two young people have completed studies at night-time in addition to their employment

PROM POP-UP 2022



For the first time, the Youth Services team were delighted to organise a, 'Prom Pop Up', event where young people could come and choose an outfit of their choice to wear to their end of school prom. Not only were the outfits and accessories offered free but the donators were also doing their bit for the environment by recycling outfits that may only have been worn once or twice, if at all.

The team were overwhelmed by the support they received from the Orkney community who donated an extensive range of formal clothing for the event. Over 60 outfits were donated, including dresses, shoes, suits, jackets and accessories, many of which came with their own story from their owners, which was very touching.



**16
young people
attended**

Over three days the Pop-Up shop, which was based in Kirkwall Town Hall, saw 16 young people attend, where they were allocated hourly slots and could bring along family or friends to help choose their perfect outfit. Each and every person that attended gave positive feedback about their experience and were keen to, 'pay it forward', to donate the outfits forward for another year after their prom event.

**Over
60 outfits were
donated**

YOUNG PARENTS GROUP

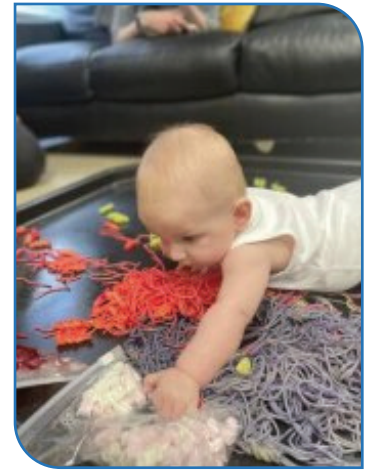
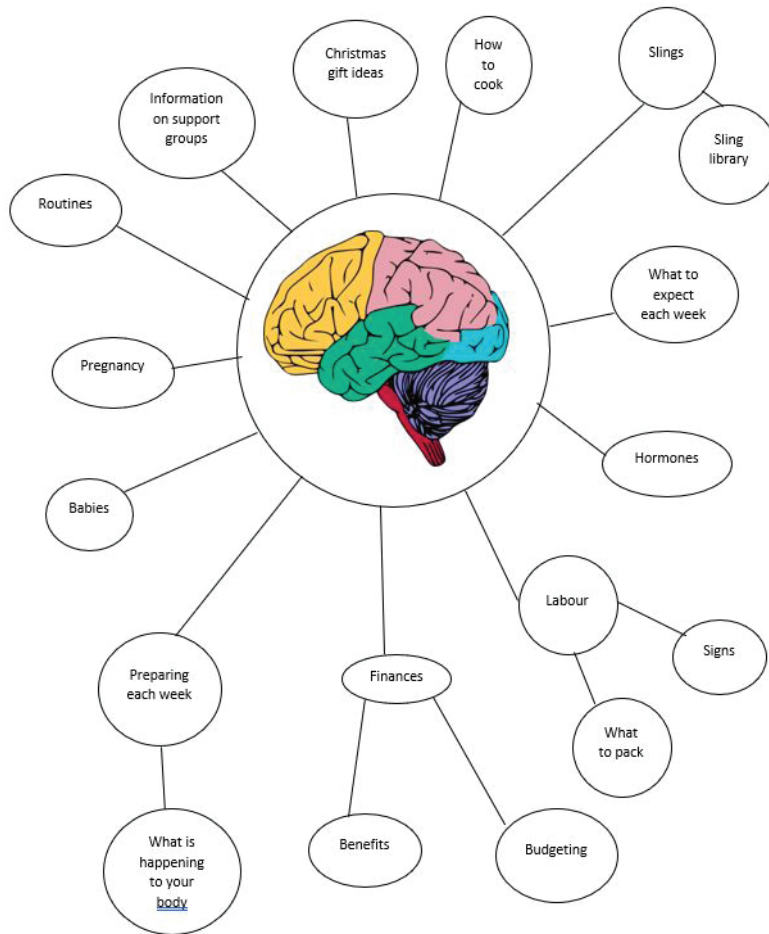


CLDE's Youth Services and Employability team worked together to establish this weekly group, initially through discussion with OHAC and referrals from Social Services. The group was established to support young parents-to-be during their pregnancy, and then follow them through their journey into parenthood. CLDE continue to support the parents through each stage of development.

The group has four parents who regularly attend along with four children. Sessions are co-designed with parents and cover a range of opportunities to promote health and wellbeing, getting involved with the local community and developing knowledge, skills, and networks to make informed future choices and progress towards employment. These have included: 'my pregnancy journey' sessions; healthy relationships; accessing local services and groups; regular Health Visitor drop-in and information sessions; and weekly cooking on a budget workshop.

There have been organised workshops on: weening; teething and potty training; Paediatric First Aid training; visits to the Library and Sports Centre; and support for the parents to access services, activities, and information as required.

What skills or information have you gained from the group?



YOUTH WORK IN SCHOOLS

During 2022 – 2023 we continued to deliver the CLDE Youth Work Offer with schools. Predominantly, Kirkwall Grammar School and Stromness Academy took up opportunities from the offer. Our Youth and Family Learning Workers delivered programmes in each of the schools for up to a day a week. During this period, programmes included: STEM activities; Confidence to Cook; UNCRC awareness sessions; and delivery of Dynamic Youth Awards.

“Groups of pupils have really benefited from groupwork led by a Youth and Family Learning Worker from CLDE. Seeing the pupils develop their confidence and self-esteem while completing fun and meaningful activities, has been great to see. The feedback from the pupils has been really positive and many have made new friends and also received a Dynamic Youth Award as recognition for their achievements.”

Principal Teacher - Guidance

ESTABLISHMENT OF PUPIL ENGAGEMENT TEAM (PET)

Research has shown that CLD and Youth Work approaches are allowing for meaningful engagement with children, young people and families. Over the past few years, we have developed our youth work offer within school settings, however this offer is limited due to capacity and is not a dedicated service to any one school.

In early 2023, CLDE held discussions with Papdale Primary School and Kirkwall Grammar School, to identify how we could collaborate using their Pupil Equity Fund (PEF) allocation to offer a more dedicated youth and family support structure for a range of pupils and their families.

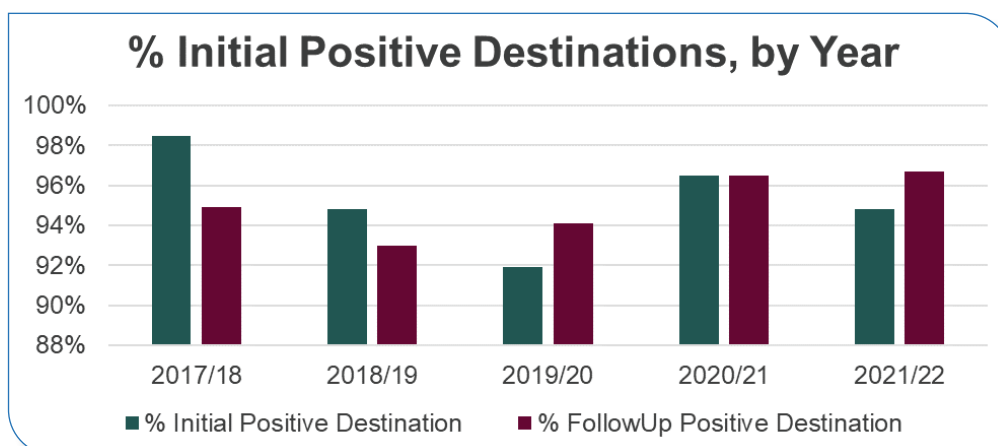
In March 2023 this brought about the establishment of the, 'Pupil Engagement Team' with a dedi-cated Pupil Equity worker in each of the two schools, co-ordinated by a Community Learning Officer dedicated to setting up this new support structure, funded by the Strategic Equity Fund (SEF).

The aim of the Pupil Egagement Team is to work in collaboration with both schools and other services to provide targeted support for children, young people and their families. The overarching goal is to ensure that children, young people and their wider families, are given the tools and support to reach their full potential, with key outcome including improved health & wellbeing, attainment, attendance, inclusion, engagement and participation.

PATHWAY PLANNING MEETINGS AND CO-ORDINATION

Pathway planning was implemented in 2020/2021. It is a series of meetings (held termly or when required), pulling key partners together to identify those young people that need support through their transitions to post-school destinations. It is a supportive tool to plan and review the needs of our young people, with our young people. Partners can identify the most appropriate lead to support each young person through their transition from school. It is also an opportunity to work with young people to support them to make informed autonomous decisions about their future and ensure they have the right support at the right time to achieve their goals and aspirations. The Objectives of Pathway Planning are:

- To identify those most at risk of not entering a positive destination and ensure that they have the support to make the right decisions for themselves.
- It will ensure that partners work together in a planned and responsive way to ensure that no one is left behind.
- Ensures that employability provision in Orkney meets the needs of the young people who face difficulty in securing and sustaining a positive destination.





ACCREDITED YOUTH AWARDS

CLDE are registered as the centre for the delivery of Hi5, Dynamic Youth and Youth Achievement Awards across Orkney. Part of this role includes the moderation of these awards before they are sent for external standardisation, as well as delivering training to colleagues and partners on how to support young people participating in the awards.

The Awards recognise and credits young people's achievements and offer significant opportunities for young people to develop as successful learners, confident individuals, effective contributors and responsible citizens.

They recognise young people's contributions in a variety of settings including youth work, volunteering, active citizenship, and formal education.

Youth Services support several organisations to deliver these awards, as well as our own groups which we run. We also support both Kirkwall Grammar School and Stromness Academy with the delivery of these awards as part of their S2 Outdoor programme to Hoy.

This was also a milestone year for this award as it was the 20th anniversary of the award which has recognised and accredited achievements since its creation.

We saw our first Gold Youth Achievement awarded since before the covid-19 pandemic and three young people also completed their bronze Youth Achievement Award.

This year we are delighted to have awarded our first ever Platinum Youth Achievement Award. This is one of only 21 across the whole of Scotland. This was achieved by Lucy Leech who CLDE have worked with since she was only 8 years old, and are now delighted to have her as one of our youth workers in the service.

184 Dynamic Youth Awards were presented

5679 hours of volunteering

Case Study

During 2022–2023, Lucy Leech completed and received her Platinum Youth Achievement Award - one of only 21 awarded in by Youth Scotland for 2021–22 and the first ever in Orkney!

Lucy was presented with her award by Mike Strang, Youth Scotland's Chief Executive in a special surprise visit arranged by the Youth Services team.

Lucy, who now works as a youth worker in Stromness and as a support for learning assistant at Papdale Primary, says receiving the award (how did it feel when you realised you had made it!)

The Youth Achievement Awards are aimed at recognising young people's achievements and are recognised by the Scottish Qualifications Authority (SQA) - the Platinum award is a Level 7, equivalent to an Advanced Higher.

For a Platinum Award young people must take complete responsibility for creating and delivering learning opportunities for others. Within the platinum award, key challenges are set for the young person including:

- Researching and producing a personal development plan;
- Undertaking training related to placement (30 hours minimum);
- Undertaking one or more placements creating and delivering learning opportunities for others (60 hours minimum);
- Producing detailed evaluation of your involvement and progress within the award;
- Planning, preparing and delivering a presentation on your Platinum Award

The award helps boost young people's skills in: leadership; creativity; research; teamwork; problem solving; evidencing their work; and in challenging themselves.

Lucy says working through her award has boosted her confidence immensely: "It's really helped me to see that I can get through the challenging and nerve-wracking things. I have been able to improve my confidence through new experiences as a support for learning assistant at Papdale Primary School and as a senior youth worker at Stromness Junior Youth Club. I am confident now to lead and organise activities, and I feel the award has given me a good basis for supporting young people undertaking awards themselves. It is great to be a part of the positive impact the youth achievement awards have on young people and to see the young leaders and volunteers they become through youth work."

Cheryl Rafferty, CLDE Team Manager for Youth Services said: "This is a massive achievement and we're so proud of Lucy and proud to have been part of her journey. To now have her as a team member is an added bonus.

Lucy has been involved in our youth clubs in Stromness since she was eight and started working her way up through the wider achievement awards. It's great to see her now come full circle by giving back to youth services by working in Stromness alongside our Youth and Family Learning Workers, helping other young people go through the programme.



Lucy Leech – Platinum Youth Achievement Awardee

Youth work is all about supporting young people to fulfil their potential and their role as citizens. Lucy's experience is living proof of how youth work can invest in and enable young people to flourish and succeed and thrive in their community."



Case Study

THE DUKE OF EDINBURGH AWARD (DofE)



Unfortunately for the DofE Award in Sanday, and indeed in Orkney, April saw the departure of Rosemary and Martyn Newton who have moved on to pastures new in South Ayrshire to be nearer their children and grandchildren. Rosemary and Martyn put an enormous amount of time and effort into running the Award in Sanday over the past 30 years and will be a huge miss to the Island community.

Everyone who knows Rosemary and Martyn would agree that they made a tremendous contribution to the island during their time there.

With regard to the DofE, I did try to find out just how many young people Rosemary and Martyn had helped through their awards during their time in Sanday, but it proved an impossible task. However, I can say, without question, that there are a lot of them, numbering somewhere in the hundreds.

When interviewed for the Orcadian newspaper, Rosemary said, and I quote, “I hope I have made a difference”, We can assure you Rosemary that both you and Martyn have made a difference, and I think everyone would agree, a very big difference to the lives of young people and their families, and as I previously mentioned, to the community as a whole.

“I would personally like to thank Rosemary and Martyn for the support and encouragement they have given to me in my role as DofE manager over the years, it has been much appreciated”.

Walter Gorman
DofE Manager

YOUTH WORKER TRAINING

During 2022 – 2023 we delivered a number of youth worker training opportunities as follows:

Emergency First Aid at Work

This national award, in Emergency First Aid at Work, complies with the Health and Safety Executive (HSE) regulations. All learners acquired the skills and knowledge to deliver prompt, safe, and effective treatment to casualties. The course covered various subjects, including:

responsibilities and reporting; resuscitation; burns; situational assessment; anatomy; choking; dealing with unresponsive casualties; minor injuries; epilepsy; basic hygiene in First Aid; bleeding control; and shock. All who attended received a certificate in Emergency First Aid.



8 people attended

Get Ready for Youth Work



Ready for Youth Work, delivered by Youth Scotland, was a practical course designed for youth workers and volunteers. It equipped participants with the skills to: establish safe spaces for young people; plan and deliver engaging youth sessions; foster meaningful engagement with young people; and acknowledge their achievements. The course covers various

topics, including: an introduction to youth work and participation; Hi5 and Dynamic Youth Award training; leading games; creative evaluation; child protection awareness; and emergency first aid awareness. Successful completion led to participants receiving a Dynamic Youth Award at SQCF level 3.

16 people attended

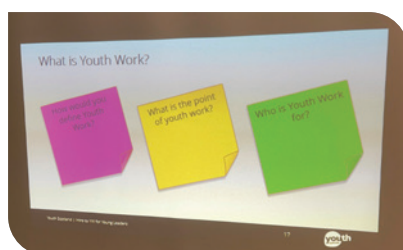
Introduction to Youth Work

This training, delivered by Youth Scotland, enhanced young people's knowledge in Youth Work by teaching them about topics such as: the role of a peer mentor; benefits; active listening; safeguarding; games; creative evaluation; and basic child protection awareness. Participants also received a Dynamic Youth Award for taking part.



8 people attended

Trusted Adult Training



Trusted Adult Training for people working with young people was delivered by Youth Scotland and offered modules on health and wellbeing including: sexual health; body image; abuse prevention; and self-esteem. Workshops covered a variety of topics and were designed to support professionals to work with young people effectively.

9 people attended



Contact Details

Community Learning, Development and Employability Orkney Islands Council

Council Offices, School Place, Kirkwall, KW15 1NY

01856 873535

cld@orkney.gov.uk

www.orkney.gov.uk/Service-Directory/C/cld-services.htm,
www.orkney.gov.uk/service-directory/c/employability.htm

Facebook: www.facebook.com/communitylearningorkney/

Twitter: @CLD_Orkney