



Scottish Government
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**YouthLink
Scotland**

The Youth Work and Adult Learning (CLD) WORKFORCE FUND

Guidance for Applicants 2023/24

Overview:

The life-changing work undertaken by (CLD) Youth Work and Adult Learning organisations across the country just wouldn't be possible without the efforts of skilled staff and volunteers. For these organisations to continue to deliver these positive outcomes, it is important to ensure that staff and volunteers can learn and develop. This is particularly important as we recover from the effects of the pandemic, and against a backdrop of the cost-of-living crisis and a public sector budgetary backdrop which is extremely challenging.

In recognition of the fact that many voluntary organisations working in the Adult Learning area of CLD will also need to provide support to staff and volunteers to develop in these challenging times, the scope of the fund for 2023-24 has been extended to allow those organisations to apply. The fund will have a maximum ceiling of up to £600,000 for 2023-24.

Within the context of the very difficult budgetary situation, it is also critically important to ensure that available funding is targeted towards Scottish Government priorities. The fund will therefore be directed to where it can best deliver on tackling child poverty, promoting education and skills for the most marginalised, and promoting Equality, Diversity & Inclusion (EDI).

The purpose of this Scottish Government fund is to support (CLD) third sector organisations that deliver youth work* and/or adult learning**, to develop their staff and volunteers to meet the needs of young people and adult learners across Scotland, with a view to improving outcomes in line with Scottish Government priorities as set out in the Scottish Government's National Performance Framework; the Missions for 2026, as set out in the First Minister's policy prospectus [Equality, opportunity, community: New leadership - A fresh start - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/first-minister-policy-prospectus-2022/pages/10-12-2022-equality-opportunity-community-new-leadership-a-fresh-start.aspx). In particular, bids for funding from this fund should be for workforce development relating directly to tackling child poverty, promoting education and skills for the most marginalised, and promoting equality, diversity and Inclusion (EDI).

Eligible organisations:

To be eligible to apply to the fund your organisation must be a (CLD) third sector organisation delivering youth work* and/or adult learning** (see definitions below)

or an intermediary organisation with a remit to support delivery organisations that meet this criterion.

To note – both Adult Learning and Youth Work practice are underpinned by [CLD Values](#) and [Code of Ethics](#) in which an EDI focus is embedded.

* While many organisations work with and offer valuable opportunities to young people, youth work is a distinct, deliberate, professional and specific form of informal education underpinned by the [National Occupational Standards for Youth Work](#). YouthLink Scotland's "Statement on the Nature and Purpose of Youth Work" can be found here. This and the "[National Youth Work Outcomes](#)" inform assessment against this eligibility criteria.

** While many organisations work with and offer valuable opportunities to adults in many forms, community-based adult learning is based on the principles of lifelong, lifewide and learner centred learning. The profession of an adult learning worker is underpinned by the [National Occupations Standards for Adult Learning](#) and community-based adult learning organisations work towards the fulfilment of the Adult Learning Strategy.

Levels of funding available:

National organisations – up to £395,500 is available to organisations operating at national level (in 4 or more local authority areas). Awards are capped at £30,000 per organisation.

Regional/local organisations – up to £197,750 is available to regional and local organisations. Awards are capped at £5,000 per organisation. Partnership bids are welcomed and can attract a grant of up to £5,000 per partner organisation (for example, a partnership of three local adult learning organisations may apply for a grant of up to £15,000).

Applications:

Organisations are limited to **one application**. Multiple distinct pieces of work must be incorporated into a single application.

Where a national umbrella organisation applies, local branches, affiliated member groups and associations are not eligible to apply (*unless an affiliated member group or association can demonstrate that its **primary** focus is on equalities, diversity and inclusion; tackling child poverty; or promoting education and skills for the most marginalised*).

Please also note that applications will be assessed in relation to both "fit" with the fund criteria and value for money.

Eligible activity:

Bids for funding should be for workforce development activities relating directly to tackling child poverty, promoting education and skills for the most marginalised and/or with protected characteristics, and promoting equality, diversity and inclusion. For example:

- Activities specifically designed to promote improved recruitment/engagement and support of volunteers with lived experience of child poverty, marginalisation and/or protected characteristics;
- Activities leading to raised awareness of and outreach to young people and adult learners with lived experience of child poverty, marginalisation and/or protected characteristics.

Funded activities must therefore contribute directly to outcomes of enhanced capacity of youth work/adult learning organisations, staff and volunteers to:

- reach and support young people and adults with protected characteristics.
- contribute to tackling child poverty.
- provide education and skills support for the most marginalised.

Bids are also welcome for wider workforce development activities from **groups with the primary function of tackling child poverty, promoting education and skills for the most marginalised, and promoting EDI.**

The link between proposed activity and the fund outcomes is key to eligibility and to the assessment process.

Ineligible Activity:

Bids for the fund need to demonstrate that the proposed activities cannot be funded through other means. As part of the assessment process, financial checks may be undertaken.

The fund **does not support:**

- a. the direct delivery of youth work and/or adult learning provision. Including:
 - leadership courses/qualifications for young people or adult learners (who are not volunteers or staff).
 - consultation with young people/adult learners as users of your service.
- b. activity that would have taken place anyway e.g., core activity, ongoing governance work or training and development opportunities that are already planned and resourced.
- c. organisations in receipt of other SG funding where that has been allocated for the same purpose.

Eligible Costs:

This fund supports the costs of delivering workforce development activity related to Ministerial priorities of tackling child poverty, working with marginalised groups, and promoting equality, diversity and inclusion. This includes resources (e.g., people, venue, materials etc) required to do this and other training and development delivered externally e.g. courses. **Core costs will not be supported.**

Applicants may request some management costs but these must be directly related to the proposed activity and not make up more than 7-10% of the total amount requested. Where a daily rate is provided you must confirm that this rate does not include an element of core cost (overheads) recovery or management fees that exceed 7-10% of the total amount requested.

Where the venue used belongs to the applicant organisation full cost recovery is permitted.

Assessment Criteria:

In addition to successfully meeting the eligibility criteria set out above, applications to the fund will be assessed in terms of how they demonstrate value for money and how proposed activities can be measured to meaningfully highlight impact and outcomes including the Scottish Government's National Performance Framework.

Timeline:

- *13th December 2023 - the fund opens for applications*
- *10th January 2024 – deadline for submission of applications*
- *31st March 2024 – deadline for completing delivery of funded activity.*
- *30th April 2024 – submission of end of project reports*

Applicant Support Sessions

- *Friday 15th December at 1.30 pm*
- *Tuesday 19th December 2023 at 11 am*
- *Thursday 21st December 2023 at 11 am*
- *Thursday 4th January 2024 at 11 am*
- *Friday 5th January 2024 at 11 am*

Please email dtobin@youthlink.scot to book your place

Conditions of Grant:

Evaluation:

Projects are expected to provide an end of project report to the Scottish Government (setting out clearly how the activities undertaken are making a direct, positive impact on tackling child poverty; promoting education and skills for the most marginalised; and promoting EDI).

UNCRC Incorporation:

As a condition of the grant, you must take steps to promote, respect, protect and fulfil the rights of children and young people and increase awareness of the UNCRC amongst our staff and stakeholders. You should also promote the UNCRC throughout the creation and development of your programmes, projects, plans, policies and procedures in relation to this funding.

All organisations receiving funding must agree to undertake and evidence the following actions by 31st March 2024:

- Provide relevant links to UNCRC information materials on their website.
- Where the organisation supports young people directly, report on the impact of the funding in relation to the UNCRC and the young people they work with.

Recognition of Funding Source: Scottish Government funding must be acknowledged in any publications, at any events and in any publicity connected to the funded projects.

Further information:

If you require further information or support with any aspect of your application, please contact: Jane Dailly, National Grants Manager, YouthLink Scotland.

jdailly@youthlink.scot