

LOCAL GOVERNMENT AND HOUSING COMMITTEE

POLICY REVIEW

COMMUNITY REGENERATION

CAPACITY BUILDING

SUMMARY OF WRITTEN RESPONSES

Local Authorities

City and County of Swansea- Children and Young People Multi-Agency Manager

- The National Assembly should develop an "All Wales" strategy
- Set up a range of training courses for Community development workers
- Specialists training for those working in other fields e.g. disability, enterprise, young people, black and ethnic minorities' etc.
- Awareness training for elected representatives, management in local government and the voluntary sector etc
- Training institutions to develop "community friendly " courses in providing courses for communities themselves
- Establish a "staff college " for community development
- Draw on the wealth of Community development experience available
- Time

Newport City Council

- The National Assembly should develop an "All Wales" strategy
- Promote an understanding and awareness amongst Local Authority Members of the expectations and benefits of capacity building
- Resource voluntary sector and community groups to carry out skills audits, training needs analysis etc
- Raise awareness in statutory sector of work in the community eg training courses, work shadowing, partnerships etc
- Make training for community workers "Community friendly" eg childcare provision, flexible hours, support from qualified staff etc

- Encourage ways of informing and consulting with the wider community
- Long term commitment and support from professional community workers is essential
- Access to whole community of information and opportunity to participate
- Provide resources specifically aimed at training, development and capacity building of the regeneration workforce
- Time

Gwynedd Council

- The National Assembly should develop an "All Wales" strategy
- Cross the board training on partnership working should be provided
- Separate budgets to be created for community regeneration training, perhaps based on the English model of Single regeneration Budget
- Professional qualification recognised across Wales for community regeneration staff
- All Wales system of accreditation for community regeneration workers

Torfaen County Borough

- The National Assembly should develop, finance, monitor and review an "All Wales" strategy
- Local Authorities to carry out a training needs analysis of all employees
- Training on partnership working
- Childcare provision to be considered
- Promote consultation
- Involve "excluded" groups
- Provide project management training, advice and support
- Time
- Training to be appropriate to level of need and by certified training organisations
- Use of the internet
- Capacity building for staff in public sector as important as for those in the community

City and County of Cardiff

- The aims and purpose of capacity building and its contribution to the regeneration

process should be examined

- Consultation arrangements are necessary to allow residents and other stakeholders to input into regeneration plans and projects
- Community skills and awareness training to be available to allow local groups to play an active part in developing and managing projects
- Increased emphasis on project management and delivery

Swansea City Council – Director of Housing

- Capacity building to be developed and delivered by independent community partnerships
- Care should be taken about the expectations placed on community members
- Capacity building should apply to those delivering services to communities as well as those with "community" in their job title
- Development of the NVQ in Community Work

Colleges and Universities

Pontypridd College

- The National Assembly to be responsible for the funding and monitoring of the capacity building process
- Local Authority staff should receive awareness training in root community issues and partnership working
- There need be a flexible, motivational approach to training
- Locally based co-ordinators are essential to the whole process
- An assessment of current training provisions leading to a delivery and accreditation programme
- Funding for training to include provision for child care, travel and materials
- An "All Wales" training programme to be developed
- Existing local and national networks should be used, funded, encouraged and expanded

Cardiff University

- Local regeneration processes need to encourage the capacities and potential of local people to participate in local policy and decision making
- There is need for an investment in "partnership building"
- Current "master" qualifications to be supplemented by continuing professional development programmes
- Bursary support for qualifications at all levels should be available
- Capacity building needs be wide ranging and well resourced

Neath Port Talbot College

- Colleges must provide effective support to meet the needs of all students irrespective of age, gender, race, abilities or social circumstances
- Provision of essential skills for all
- The need to link learning/health/law and order/housing etc to achieve improvement
- Recognition that capacity building is expensive and long term
- Training must be accessible, learner focused, flexible and responsible to individual and community need
- There need be parity of esteem between vocational and academic learning

Pembrokeshire College

- The National Assembly should formulate policy based on representations from community network systems
- All agencies to benefit from more staff development
- Need to develop a community learning programme

Housing Associations

Cardiff Community Housing Association

- The National Assembly should develop an "All Wales" strategy
- Local Authorities should champion community participation to other agencies and its own staff
- All sectors should assess training needs on the basis of knowledge, skills and attitudes
- Unfreeze, establish objectives, appraise options, plan, act, monitor and refreeze
- Publicise opportunities
- Involve the community in capacity building plans
- Regularly review and monitor
- Accreditation through NVQs as well as academic and professional qualifications
- Use of internet
- Development of a "Citizenship" award

Rhondda Housing Association

- The Voluntary sector is in a good position to deliver capacity building
- A review of delivering main stream services is necessary
- Training in the statutory sector should involve understanding community

development principles and the value of diversity

- Participation methods that are highly visual and informal need be developed
- Information must be available and providers must not be restrained by lack of resources
- Communication is vital
- Local people need be employed on local regeneration projects
- Provision of centers of teaching excellence throughout Wales

Others

South East Wales Economic Forum

- There is need for a coherent strategic framework
- Internal capacity in statutory authorities needs to be increased. Authorities should undertake an audit to establish their capacity to undertake community enterprise support service
- Training to be made available to improve skills in funding, advice, legal advice, business support etc
- Encourage the identification of "social entrepreneurs" to act as facilitators within communities
- Establish a Community enterprise training programme for local authority officers
- Utilise existing skills and knowledge

Community Enterprise Wales

- Existing training provision is ad hoc, of variable standard and not benchmarked. A specific agency should be set up to redress this shortfall
- There are both core skills and ancillary skills needed
- Training should happen at a time and place that suits the trainee
- Funds available to underpin travel, childcare, materials etc
- Individual training plans and project training plans
- Support

Community Matters

- The National Assembly to provide a national Strategy for Community Development
- Note and act on good practices already developed
- Local Authorities and other major agencies should draw up a training and development strategy for front line staff

- Elected members to be informed of the aims and objectives of capacity building
- Soft skills to be given equal value as hard skills
- "Buddying" and "Shadowing" should be encouraged
- Community members must be made to feel comfortable and safe, and everything provided to enable them to make an effective contribution
- Alternatives to formal meetings and questionnaires to be found
- Funding should be available
- Groups to have access to expert and objective advice, support and guidance
- Group training is an option
- Accreditation has double benefit. It allow people to build portfolio of transferable skills
- On the job training to result in accredited qualification

Miss Joan Bird

- Publicity is vital
- Television and IT can be used, as well as traditional means

People and Work Unit

- An holistic, needs led approach to training is necessary
- Peer-led approach to regeneration works
- Flexible approach to training and engagement necessary

Bridgend Association of Voluntary Organisations

- Increase the number of trained staff to support community groups
- Develop appropriate training at all levels.
- Determine a way of measuring soft outcomes
- Joint training with statutory, Community and Voluntary groups together
- Skills sharing with other successful projects
- Use of participate planning and delivery methods
- Fulfil promises
- Training needed on social entrepreneurial skills
- More commercial approach needed

TPAS Cymru

- Don't lose out on the skills, experience and lessons already gained from various sources eg tenant participation schemes
- Independent and objective advice, support information and training from a trusted source is a key ingredient in successful participation

- Networking opportunities should be taken
- Time
- Clarity of purpose and accountability

The National Museums and Galleries of Wales (NMGW)

- Over and above traditional skills, statutory sector workers need an understanding of participation techniques and the constraints and working methods of others
- Any participation strategy needs to be monitored to ensure a representative balance is being achieved
- Social entrepreneurial skills should be taught
- Local members of the community to be trained and employed
- All barriers –institutional, local and community should be tackled
- Training in Community Mapping and Participatory Rapid Appraisal techniques
- Visit to inspirational projects
- Innovative ways of delivering formal qualifications eg distant and open learning
- Training to be local
- Statutory employees to attend community based courses and vice versa

Groundwork Wales

- Community based development worker/co-ordinator can provide a useful focus important, but need to be part of a larger team
- The National Assembly to provide a formal framework
- Need to allow for different types of working with different sections of the community
- Support mechanisms and training needs require a clear vision of aims before determining the programmes

CAIA Park Development

- Acknowledge and learn from examples of good practice already being applied
- Opportunities for statutory staff to work alongside community staff
- Engagement with existing groups and build on existing skills
- Informal training activity as an introduction to more formal training
- Recruitment and accreditation of volunteers
- Support
- Workers dedicated to capacity building
- Time
- More outreach work to link into training/learning opportunities
- Advocacy, Mediation and Project Management
- Design an "all Wales" accreditation package which may be achieved through a

variety of methods eg modular training, portfolio route or NVQ

-
-
-
-
-
-
-
-
-
-
-
Campaign for the Protection of Rural Wales

- Fullest possible consultation with local people
- Paperwork kept to the minimum
- Local participation

Roger Chaffey

Committee Secretariat January 2002