

6. Action plan for developing skills and knowledge for neighbourhood regeneration

Recommendation	Key actions in short term (1 yr)	Key actions in medium term (2-5 yrs)
Actions related to Co-ordination		
1. Develop greater coherence and co-ordination of training and learning opportunities across sectors and organisations	<ul style="list-style-type: none"> LSP to convene a working group to identify appropriate and sustainable mechanisms for co-ordinating training provision In pilot neighbourhoods explore appropriate mechanisms for information flows to residents on learning opportunities (communications audits and experiments with different methods) 	<ul style="list-style-type: none"> Implement working group recommendations for co-ordination mechanisms Extend to other neighbourhoods the most effective and cost-effective methods for promoting information flows to residents
2. Identify and disseminate the learning from experience of previous projects to build expertise over time	<ul style="list-style-type: none"> All newly-funded projects to have dissemination of learning component Develop a resource bank (in library system?) of previous reports related to community development 	<ul style="list-style-type: none"> Continue to incorporate dissemination of learning components in all new projects Continue to build up resource bank and provide access and information for community residents, groups and workers
3. Develop better accreditation and progression pathways for learning skills and knowledge for neighbourhood regeneration	<ul style="list-style-type: none"> Map possible progression routes and identify gaps Build opportunities for reflection on past, present and future learning into all training activities 	<ul style="list-style-type: none"> Identify new progression links to existing training Fill gaps with new provision, including modular-format training that allows qualifications to be built up over time
4. Stimulate and support the demand for learning	<ul style="list-style-type: none"> Offer a wide range of training opportunities to meet individual needs, from confidence-building to individual skills-enhancement to organisational development Develop skills audits 	<ul style="list-style-type: none"> Offer a wide range of training opportunities to meet individual needs, from confidence-building to individual skills-enhancement to organisational development Use skills audits to identify needs and resources and plan training provision
Actions related to Training Strategy		
5. Invest in people resources for neighbourhood development	<ul style="list-style-type: none"> In selected neighbourhoods carry out skills audits to identify available and needed skills and knowledge 	<ul style="list-style-type: none"> Establish mentoring schemes to link more and less experienced community activists and workers Develop apprenticeship schemes to enable community residents to develop the skills and knowledge to be community development workers
6. Promote the sharing and development of skills across communities through peer-to-peer learning opportunities	<ul style="list-style-type: none"> Use skills audits (see 4 above) to develop a scheme to match requests and offers across communities (similar to LET scheme but focused on community development) 	<ul style="list-style-type: none"> Extend and update skills audits in communities Implement a peer learning network scheme to match requests and offers across communities
7. Develop cross-sectoral	<ul style="list-style-type: none"> Identify possible areas for cross-sectoral 	<ul style="list-style-type: none"> Develop cross-sectoral training in increasing

training	<p>training</p> <ul style="list-style-type: none"> • Provide separate training to build capacity when needed by specific target groups to participate equitably in cross-sectoral work 	<p>number of areas</p> <ul style="list-style-type: none"> • Continue to build capacity of specific target groups as needed to participate in cross-sectoral training
8. Promote mutual trust and respect among stakeholders	<ul style="list-style-type: none"> • Develop placements and shadowing schemes • Develop carefully planned and supported vertical slice training 	<ul style="list-style-type: none"> • Extend placements and shadowing schemes • Offer carefully designed vertical slice training with follow-up support
9. Shift from a 'consultation' mode of operation to a 'participation' mode	<ul style="list-style-type: none"> • Ensure all consultation activities provide feedback to communities on the results and actions taken • Ensure decision-making on community concerns is transparent and limiting factors are identified • Begin to develop participatory research activities that involve community members in identifying research needs, carrying out the research and analysing findings 	<ul style="list-style-type: none"> • Continue to develop and extend the use of participatory social research in community settings • Work to develop new approaches to decision-making that are shared and transparent
Actions related to Capital Funding		
10. Explore possibilities for 'joined up' approach for capital funds in different sectors to create local, multi-use community buildings	<ul style="list-style-type: none"> • Identify potential capital funding sources and map their purposes and restrictions • Inventory community facilities across Brighton and Hove and identify potential for upgrading and need for new build 	<ul style="list-style-type: none"> • In selected neighbourhoods begin to upgrade existing buildings to multi-use facilities • Where funding allows build new multi-use community facilities
11. Provide multi-year funding to allow for development and community involvement	<ul style="list-style-type: none"> • Examine the key funding streams for community development, training and learning activities to identify potential for multi-year funding • Meet with representatives of key funding streams to make the case for multi-year funding 	<ul style="list-style-type: none"> • Provide multi-year funding to the extent possible in all new projects, allowing for flexibility in meeting changing needs